SHILPA PHARMA LIFESCIENCES LIMITED

Objectives & KPIs INDEX

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Shilpa Pharma Lifesciences Limited

Raichur, Karnataka, INDIA

Review Frequency: Quarterly **Review Date: 13-08-2025**

Environmental Sustainability Objectives and KPIs for Energy & GHG Reduction for FY21-22, FY22-23, FY23-24 & FY24-25

Energy Base Year: FY21-22, FY22-23 , FY23-24 & FY24-25

KPI No	EHS-Energy Policy / EHSMS-EnMS Process Ref	Objectives linked to (KRA)	Objectives (KPI)	Unit	KPI-Achieved KPI-Target	FY21-22	KPI-Target	FY22-23	KPI-Target	FY23-24	KPI-Target	FY24-25	Remarks	GRI standard Reference	Mapping to UNGC Principles	Mapping to UNSDGs
1	SOP- Environmental Sustainability(SOP/U-2/EHS/GEN/028/01), Section 6.37 page No 11 and Annexure Record : 12	Energy & GHG Reduction	Total Electrical energy Consumption , Frequency-Monthly monitoring	GJ		97665.9		103780.3		103924.9		136255.5	Summary of Environmental Performance Attachment No 1 Ref Sec.A Page no 3 of 870	GRI-301-2	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
				%WRT total Energy Consumption		100%		100%		100%		100%				
			Electricity from Renewable Sources- Frequency-Monthly monitoring	GJ		82143.2		72648.0		93718.8		95523.2				
				%WRT I Energy Consumption	90%	84.1	90%	70.0	90%	90.2	90%	70.1				
			Electricity from Non Renewable Sources-Frequency- Monthly monitoring	GJ		15522.7		31132.3		10206.1		40732.3				
				%WRT I Energy Consumption	10%	15.9	10%	30.0	10%	9.8	10%	29.9				
2	SOP- Environmental Sustainability(SOP/U-2/EHS/GEN/028/01), Section 6.37 page No 11 and Annexure Record : 12	Energy & GHG Reduction	**Fuel Consumption**										Refer Attachment No 1 Ref Sec.B Page no 3 of 870	GRI-301-2	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
			Rice Husk	Ton		19742		18646.4		13029.2		12730.7				
			Coal	Ton		16		14.2		7.2		2.7				
			Furnace Oil	Litres		566403		637059.6		530279.0		445338.0				
			Diesel	Litres		177489		81897.0		76893.0		34757.0				
			LPG	Kg		15980		15805.0		18497.0		13015.0				
			Acetylene	Kg		0		0.0		0.0		0.0				
			Other (Briquette or CNG)	Ton or SCM		1971		1730.0		1965.0		148686.0				
			Consumption of Ozone Depleting Substances (ODS)													
			R-134A	Kg		261		576.4		73.0		41.0				
			R-22	Kg		343		203.0		202.0		151.0				
			R-404A	Kg		105		25.0		26.0		38.0				
			R-410A	Kg		135		85.0		51.0		105.0				
			R-32	Kg		28		66.0		79.0		18.0				
			R-407C	Kg		58		0.0		108.0		0.0				
			R-23	Kg		0		0.0		0.0		4.5				
3	SOP- Environmental Sustainability(SOP/U-2/EHS/GEN/028/01), Section 6.37 page No 11 and Annexure Record : 12	Energy & GHG Reduction	Enhancing renewable Electrical consumption-Monthly monitoring	GJ		82143.2		72648.0		93718.8		95523.2	Refer Attachment No 1 Ref Sec.A Page no 3 of 870	GRI-301-4	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
				%WRT I Energy Consumption	90%	84.1	90%	70.0	90%	90.2	90%	70.1				
4	SOP- Environmental Sustainability(SOP/U-2/EHS/GEN/028/01), Section 6.37 page No 11 and Annexure Record : 12	Energy & GHG Reduction	Enhancing renewable fuel consumption.- Monthly monitoring	GJ		272542.6		255765.0		188207.0		196040.2	Refer Attachment No 1 Ref Sec.D Page no 3 of 870	GRI-301-4	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
				%WRT I Energy Consumption	90%	89.1%	90%	88.80%	90%	87.38%	90%	90.19%				
5	SOP- Environmental Sustainability(SOP/U-2/EHS/GEN/028/01), Section 6.37 page No 11 and Annexure Record : 12	Energy & GHG Reduction	Estimating Scope 1 GHG Emissions										Refer Attachment No 1 Ref Sec.E Page no 4 of 870	GRI-305-1 GRI-305-2 GRI-305-3 GRI-305-4 GRI-305-6	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
			Furnace Oil	TCO2e		1574.6		1771.0		1474.2		1238.0				
			Diesel	TCO2e		468.57		216.2		203.0		91.8				
			LPG	TCO2e		47.62		47.1		55.1		38.8				
			CNG	TCO2e								779.0				
			Total Refrigerant	TCO2e		1809.33		1618.4		923.4		299.7				
			Total Scope 1 GHG Emissions	TCO2e		3900.121		3652.7		2655.7		2447.3				
6	SOP- Environmental Sustainability(SOP/U-2/EHS/GEN/028/01), Section 6.37 page No 11 and Annexure Record : 12	Energy & GHG Reduction	Estimating Scope 2 GHG Emissions										Refer Attachment No 1 Ref Sec.E Page no 4 of 870	GRI-305-1 GRI-305-2 GRI-305-3 GRI-305-4	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
			Electricity from Renewable Sources	TCO2e		18710.39		16547.6		21347.1		21758.1				
			Electricity from Non-Renewable Sources	TCO2e		3535.72		7091.2		2324.7		9277.9				
			Total Scope 2 GHG Emissions	TCO2e		22246.11		23638.8		23671.8		31036.0				
7	SOP- Environmental Sustainability(SOP/U-2/EHS/GEN/028/01), Section 6.37 page No 11 and Annexure Record : 12	Energy & GHG Reduction	Reducing absolute Scope 1 GHG Emissions	TCO2e	Scope 1 Emission Reduction by 1% by 2025	3900	Scope 1 Emission Reduction by 1% by 2025	3653	Scope 1 Emission Reduction by 1% by 2025	2656	Scope 1 Emission Reduction by 1% by 2025	2447	Reducing 1% absolute Scope 1 GHG Emissions w.r.t base year FY 21-22 -3900 TCO2e by FY 22-23 - 3653 TCO2e and by FY 2655.7 TCO2e Attachment No 1 Ref Sec.E Page no 4 of 870	GRI-301-4	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
8	SOP- Environmental Sustainability(SOP/U-2/EHS/GEN/028/01), Section 6.37 page No 11 and Annexure Record : 12	Energy & GHG Reduction	Reducing Scope 1 GHG Emission Intensity	TCO2e/Ton of Finished Products		13.70		14.74		7.54		7.48	Refer Attachment No 1 Ref Sec.E Page no 4 of 870	GRI-301-4	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15

KPI No	EHS-Energy Policy / EHSMS-EnMS Process Ref	Objectives linked to (KRA)	Objectives (KPI)	Unit	KPI-Target	FY21-22	KPi-Target	FY22-23	KPI-Target	FY23-24	KPI-Target	FY24-25	Remarks	GRI standard Reference	Mapping to UNGC Principles	Mapping to UNSDGs
9	SOP- Environmental Sustainability(SOP/U-2/EHS/GEN/028/01), Section 6.37 page No 11 and Annexure Record : 12	Energy & GHG Reduction	Reducing Scope 1 GHG Emission Intensity	TCO2e/GJ		0.00953		0.00933		0.008		0.007	Refer Attachment No 1 Ref Sec.E Page no 4 of 870	GRI-301-4	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
10	SOP- Environmental Sustainability(SOP/U-2/EHS/GEN/028/01), Section 6.37 page No 11 and Annexure Record : 12	Energy & GHG Reduction	Reducing absolute Scope 2 GHG Emissions	TCO2e	Scope 2 Emission Reduction by 0.5% by 2025	22246	Scope 2 Emission Reduction by 0.5% by 2025	23639	Scope 2 Emission Reduction by 0.5% by 2025	23672	Scope 2 Emission Reduction by 0.5% by 2025	31036	Scope 2 GHG Emissions w.r.t. base year FY 21-22 -22246 TCO2e by FY 22-23-23639 TCO2e by FY 23-24 23672 TCO2e and Refer Attachment No 1 Ref Sec.E Page no 4 of 870	GRI-301-4	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
11	SOP- Environmental Sustainability(SOP/U-2/EHS/GEN/028/01), Section 6.37 page No 11 and Annexure Record : 12	Energy & GHG Reduction	Reducing Scope 2 GHG Emission Intensity	TCO2e/Ton of Finished Products		78.125		95.37		67.16		94.87	Refer Attachment No 1 Ref Sec.E Page no 4 of 870	GRI-301-4	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
12	SOP- Environmental Sustainability(SOP/U-2/EHS/GEN/028/01), Section 6.37 page No 11 and Annexure Record : 12	Energy & GHG Reduction	Reducing Scope 2 GHG Emission Intensity	TCO2e/GJ		0.0552		0.0604		0.0741		0.0878	Refer Attachment No 1 Ref Sec.E Page no 4 of 870	GRI-301-4	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
13	SOP- Environmental Sustainability(SOP/U-2/EHS/GEN/028/01), Section 6.37 page No 11 and Annexure Record : 12	Energy & GHG Reduction	Enhancing electrical energy consumption efficiency.	Specific electrical Energy Consumption Reduction by 3% by 2027	GJ	97665.9	Specific electrical Energy Consumption Reduction by 3% by 2027	103780	Specific electrical Energy Consumption Reduction by 3% by 2027	103925	Specific electrical Energy Consumption Reduction by 3% by 2027	136255.5	Refer Attachment No 1 Ref Sec.A Page no 3 of 870	GRI-303-5	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15

	Prepared by		Reviewed by							Approved by
Name	Vijay Kumar N	Name	R.Elangovan						Name	K Sharath Reddy
Designation	Executive-EHS	Designation	DGM-ENG						Designation	Technical Director
Sign & Date	13/08/25	Sign & Date	13/08/25						Sign & Date	13/08/25

SHILPA PHARMA LIFESCIENCS LIMITED

Summary of Environmental Performance

ANNEXURE-XII

Document No.: SOP/EHS/GEN/028
Date:20-06-2025

Financial Year: 2024-25

S. NO	Parameters	Unit	Values	Unit	Values
A	**Electricity Consumption**				
	Electricity from Renewable Sources	KWH	26534217	GJ	95523.2
	Electricity from Non-Renewable Sources	KWH	11314541	GJ	40732.3
	Total Electricity Consumed	KWH	37848758	GJ	136255.5
B	**Fuel Consumption**	**Unit**	**Values**	**Unit**	**Values**
	Rice Husk	Ton	12730.7	GJ	159795.9
	Coal	Ton	2.7	GJ	0.0
	Briquette		445338.0	GJ	19173.3
	Furnace Oil	Litres	34757.0	GJ	1496.4
	Diesel	Litres	13015.0	GJ	642.6
	LPG	Kg	0.0	GJ	0.0
	Acetylene	Kg	148686		5831
	CNG	Ton	2423.0	GJ	30413.5
C	**Consumption of Ozone Depleting Substances (ODS)**	**Unit**	**Values**		
	R-134A	Kg	41.0		
	R-22	Kg	151.0		
	R-404A	Kg	38.0		
	R-410A	Kg	105.0		
	R-32	Kg	18.0		
	R-407C	Kg	0.0		
	R-23	Kg	4.5		
	Total Refrigerant	Kg	358		
D	**Total Energy Consumption**	**Unit**	**Values**		
	Fuel Renewable Sources	GJ	196040.21		
	Fuel Non-Renewable Sources	GJ	21312.27		
	Total	GJ	217352.48		
	Finish Products	Tons	327.14		
	Energy Intensity	GJ/ per Kg of Finish Products	1.08		

	Prepared by	Reviewed by	Approved by
Name	Shaikh B H	R Elangovan	K. Sharath Reddy
Designation	Jr. Executive - EHS	DGM - EHS	Technical Director
Sign & Date	20/06/25	20/06/25	20/06/25

E	**Scope GHG Emissions**				
	Estimating Scope 1 GHG Emissions	**Unit**	**Values**	**Unit**	**Values**
	Furnace Oil	KL	445.34	TCO2e	1238.04
	Diesel	KL	34.76	TCO2e	91.76
	LPG	MT	13.02	TCO2e	38.78
	CNG		357.50	TCO2e	299.70
	Total Refrigerant	Kg	148685.96		778.97
	Total Scope 1 GHG Emissions	TCO2e	2447.25		
	Scope 1 GHG Emission Intensity	TCO2e/Ton of Finished Products	7.481		
	Scope 1 GHG Emission Intensity	TCO2e/GJ	0.007		
	Estimating Scope 2 GHG Emissions	**Unit**	**Values**	**Unit**	**Values**
	Electricity from Renewable Sources	KWH	26534217	TCO2e	21758.06
	Electricity from Non-Renewable Sources	KWH	11314541	TCO2e	9277.92
	Total Scope 2 GHG Emissions	TCO2e	31035.9816		
	Scope 2 GHG Emission Intensity	TCO2e/Ton of Finished Products	94.871		
	Scope 2 GHG Emission Intensity	TCO2e/GJ	0.0878		
	Estimating Scope 3 GHG Emissions	**Unit**	**Values**	**Unit**	**Values**
	Source Description	**Unit**	**Values**	**Unit**	**Values**
	1. Upstream Emissions - Purchased Goods and Services (Diesel)	Litres	116639	TCO2e TCO2e TCO2e	307.93
	2. Upstream Emissions - Capital Goods (Diesel)				
	3. Upstream Emissions - Fuel and Energy Related				
	4. Upstream Emissions - Upstream Transportation and Distribution (Diesel)	Litres	0	TCO2e	0.00
	5. Upstream Emissions - Waste Generated in Operations (Diesel)	Litres	21162	TCO2e	55.87
	6 (a) Upstream Emissions - Business Travel (Diesel)	Litres	4002	TCO2e	10.57
	6(b) Upstream Emissions - Business Travel (Petrol)	Litres	762	TCO2e	1.74
	7(a) Upstream Emissions - Employee Commuting (Diesel)	Litres	43426	TCO2e	114.64
	7(b) Upstream Emissions - Employee Commuting (Petrol)	Litres	163019	TCO2e	371.85
			Total	**TCO2e**	**862.59**
	Total Scope 3 GHG Emissions	TCO2e	862.59		
	Total GHG Emission (Scope 1, Scope 2 and Scope 3) Intensity	TCOe/ GJ	0.097		

	Prepared by	Reviewed by	Approved by
Name	Shaikh B H	R Elangovan	K. Sharath Reddy
Designation	Jr. Executive - EHS	DGM - EHS	Technical Director
Sign & Date	20/06/25	20/06/25	20/06/25

F	**Water Consumption**	**Unit**	**Values**
	Total Fresh Water Withdrawal	KL	77056
	Water Consumption Intensity	KL/ per Kg of Finish Products	0.236
	Total Recycled Water	KL	48711
G	**Air Emissions (Other than GHG & ODS)**	**Unit**	**Values**
	NOx	KG	14277
	SOx	KG	8231
	Particulate Matter	KG	26112
	Acid Mist from Scrubber	KG	2674
H	**Waste Generation**	**Unit**	**Values**
	(a) Hazardous Waste	Ton	2509.799
	ETP Waste/Sludge	Ton	1077.15
	Used Oil	Ton	3.10
	Process residue & waste	Ton	14.72
	Date expired products	Ton	1.31
	Distillation residues	Ton	38.52
	Spent Catalyst	Ton	11.65
	Spent Carbon	Ton	7.55
	Spent Solvent	Ton	1355.79
	(b) Non-Hazardous Waste	Ton	2605.66
	Canteen waste	Ton	25.18
	Boiler ash	Ton	2580.48
	(c) Others	Ton	90.59
	Plastic Waste- Discarded Containers	Ton	86.58
	E-Waste	Ton	0.00
	Bio-Medical Waste	Ton	2.04
	Battery Waste	Ton	1.98
	Total Waste Generation	Ton	5206.05
	Waste Recycled	Ton	1447.45
	Waste Reused	Ton	2679.41
	Waste Disposal	Ton	1079.19
	Waste Recycling	%	79.27%
	Waste to Landfill	%	20.73%
I	Effluent Generated	KL	61962.6

Abbreviation:

MT	: Metric Tons
KL	: Kilolitre
KG	: Kilograms
TCO2e	: Tons of carbon dioxide equivalent
KWH	: Kilowatt hours
%	: Percentage
GJ	: Gigajoule

	Prepared by	Reviewed by	Approved by
Name	Shaikh B H	R Elangovan	K. Sharath Reddy
Designation	Jr. Executive - EHS	DGM - EHS	Technical Director
Sign & Date	20/06/25	20/06/25	20/06/25

Shilpa Pharma Lifesciences Limited
Raichur, Karnataka, INDIA
Review Frequency: Quarterly **Review Date: 13-08-2025**
Environmental Sustainability Objectives and KPIs

KPI No.	EHS-Energy Policy / EHSMS-EnMS Process Ref	Objectives linked to (KRA)	Objectives (KPI)	Units	KPI-Target	KPI-Achieved FY21-22	KPI-Target	FY22-23	KPI-Target	FY23-24	KPI-Target	FY24-25	Remarks	GRI standard Reference	Mapping to UNGC Principles	Mapping to UNSDGs
1	SOP- Environmental Sustainability(SOP/U-2/EHS/GEN/028/01), Section 6.37 page No 11 and Annexure Record : 12	Energy & GHG Reduction	Total Electrical energy Consumption , Frequency- Monthly monitoring	GJ		97665.9		103780.3		103924.9		136255.5	Summary of Environmental Performance Attachment No 1 Ref Sec A Page no 3 of 870	GRI-301-2	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
				%WRT total Energy Consumption		100%		100%		100%		100%				
			Electricity from Renewable Sources- Frequency- Monthly monitoring	GJ	90%	82143.2	90%	72648.0	90%	93718.8	90%	95523.2				
				%WRT I Energy Consumption		84.1		70.0		90.2		70.1				
			Electricity from Non Renewable Sources- Frequency- Monthly monitoring	GJ	10%	15522.7	10%	31132.3	10%	10206.1	10%	40732.3				
				%WRT I Energy Consumption		15.9		30.0		9.8		29.9				
2	SOP- Environmental Sustainability(SOP/U-2/EHS/GEN/028/01), Section 6.37 page No 11 and Annexure Record : 12	Energy & GHG Reduction	Estimating Scope 1 GHG Emissions	TCO2e		3900.12		3652.72		2657.68		2447.25	Refer attachment no 1 Ref Sec E Page no 4 of 870	GRI-305-1 GRI-305-2 GRI-305-3	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
			Estimating Scope 2 GHG Emissions	TCO2e		22246.11		23638.84		23671.78		31035.98				
			Estimating Scope 3 GHG Emissions	TCO2e		877.77		710.41		961.27		862.59				
3	SOP- Environmental Sustainability(SOP/U-2/EHS/GEN/028/01), Section 6.37 page No 11 and Annexure Record : 12	Energy & GHG Reduction	Reducing Energy Consumption Intensity	GJ/Kg of Finished Products	3% Reduction By FY 2030	1.42	3% Reduction By FY 2030	1.58	3% Reduction By FY 2030	0.91	3% Reduction By FY 2030	1.08	Refer attachment no 1 Ref Sec D Page no 3 of 870	GRI-301-4	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
4	SOP- Environmental Sustainability(SOP/U-2/EHS/GEN/028/01), Section 6.37 page No 11 and Annexure Record : 12	Energy & GHG Reduction	Reducing GHG Emission Intensity	TCO2e/GJ	1% Reduction By FY 2030	0.0670	1% Reduction By FY 2030	0.0715	1% Reduction By FY 2030	0.0950	1% Reduction By FY 2030	1.0800	Refer attachment no 1	GRI-305-5	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
5	SOP- Environmental Sustainability(SOP/U-2/EHS/GEN/028/01), Section 6.37 page No 11 and Annexure Record : 12	Water Conservation	Monitoring Water Consumption	KL	2 % Reduction By FY 2030	71786 KL	2 % Reduction By FY 2030	64106 KL	2 % Reduction By FY 2030	58072 KL	2 % Reduction By FY 2030	77056 KL	Refer attachment no 1 Ref Sec E Page no 5 of 870	GRI-303-5	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
6	SOP- Environmental Sustainability(SOP/U-2/EHS/GEN/028/01), Section 6.37 page No 11 and Annexure Record : 12	Water Conservation	Reducing Water Consumption Intensity	KL Per Kg of finish Products	0.5% Reduction By FY 2030	0.252	0.5% Reduction By FY 2030	0.259	0.5% Reduction By FY 2030	0.165	0.5% Reduction By FY 2030	0.236	Refer attachment no 1 Ref Sec E Page no 5 of 870	GRI-303-5	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
7		Biodiverssity	Not applicable- The Factory are located in industrial area	-	-	**		**		**		**	-	-	-	-
8	SOP- Environmental Sustainability(SOP/U-2/EHS/GEN/028/01), Section 6.37 page No 11 and Annexure Record : 12	Air Pollution	NOx	KG		9110		9196		19281		14277	Refer attachment no 1 Ref Sec F Page no 5 of 870	GRI-307-1	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
			SOx	KG		19289		16859		22697		8231				
			Particulate Matter			13690		11788		16814		26112				
			Acid Mist from Scurbber	KG		2600		3889		6608		2674				
9		Materials, Chemicals & Waste	Monitoring API in Wastewater PEC/PNEC less than 1	PPM	< BDL		< BDL		< BDL	< BDL	< BDL	< BDL		AMR Standard	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
10	SOP- Environmental Sustainability(SOP/U-2/EHS/GEN/028/01), Section 6.37 page No 11 and Annexure Record : 12	Materials, Chemicals & Waste	Waste Generation										Refer attachment no 1 Ref Sec G Page no 5 of 870	GRI-306-3	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
			(a) Hazardous Waste	MT		1275		1635		2324		2510				
			ETP Waste/Sludge	MT		541		860		949		1077				
			Used Oil	MT		1		1		1		3				
			Discarded Containers	MT		16		16		87		86.575				
			Process residue & waste	MT		6		7		14		15				
			Date expired products	MT		0		0		0		1				
			Distillation residues	MT		4		1		37		39				
			Spent Catalyst	MT		0		0		11		12				
			Spent Carbon	MT		3		4		7		8				
			Spent Solvent	MT		705		745		1304		1356				
			(b) Non-Hazardous Waste	MT		2970		2770		2507		2606				
			Canteen waste	MT		21		23		22		25				
			Boiler ash	MT		2948		2747		2486		2580				
			(c) Effluent Generated	KL		60125		54037		43193		61963				
11	SOP- Environmental Sustainability(SOP/U-2/EHS/GEN/028/01), Section 6.37 page No 11 and Annexure Record : 12	Product End-Of-Life	Waste Recycling	%	75%	86.6%	75%	80.5%	75%	80.7%	75%	79.3%	Refer attachment no 1 Ref Sec G Page no 5 of 870	GRI-306-2	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
12	SOP- Environmental Sustainability(SOP/U-2/EHS/GEN/028/01), Section 6.37 page No 11 and Annexure Record : 12	Product End-Of-Life	Minimizing Waste to Landfill	%	25%	13.4%	25%	19.5%	25%	19.3%	25%	20.7%	Refer attachment no 1 Ref Sec G Page no 5 of 870	GRI-306-2	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
13	SOP- Environmental Sustainability(SOP/U-2/EHS/GEN/028/01), Section 6.31 page No 9	Materials, Chemicals & Waste	Reporting Waste Related Incidents	NOS	0 Incidents		0 Incidents		0 Incidents	NIL	0 Incidents	NIL		GRI-307-1	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
14	SOP- Safety Data Sheet (SOP/U-2/GEN/25/001) Section 6.3 Page No 2	Product Use & Customer Health & Safety	Despatch of API alongwith updated MSDS	%	100% Compliance	100%	100%	100%	100%	100%	100%	100%	Statutory Requirement	GRI-307-1	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
15	(SOP/U-2/PR/GEN/001/01), Section 6.1 Page No 3.	Environmental Advocacy	Actively supporting and promotoing environmental sustainability in supply chain	%	90% key Suppliers		90% key Suppliers		90% key Suppliers		90% key Suppliers		This activity coverd in Suppliers Environmental & Social Assessment SOP	GRI-307-1	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
16	EHS Compliance Evaluations(SOP /U-2/EHS/GEN/017/06), Section 6.2 page No 2 EHS Legal Compliance Evaluation Register : Annexure 2	Environmental Legal Compliance	Update Legal Compliance Evaluation Register	Frequency- Half yearly monitoring	2	2	2	2	2	2	2	-	Enclosed EHS Legal Compliance Evaluation Register Attachment No 2 Ref Page no 8 to 13 of 870	GRI-307-1	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15

KPI No	EHS-Energy Policy / EHSMS-EnMS Process Ref	Objectives linked to (KRA)	Objectives (KPI)	Units	KPI-Target	FY21-22	KPI-Target	FY22-23	KPI-Target	FY23-24	KPI-Target	FY24-25	Remarks	GRI standard Reference	Mapping to UNGC Principles	Mapping to UNSDGs
17	SOP- Aspects / Hazards Identification and Evaluation (SOP /U-2/EHS/GEN/023/01), Section 6.1 Page No 2, Annexure-2 "Hazard Identification & Risk Assessment (HIRA)	Conducting HRIA & EAIA	Department wise Updated HIRA and EAIA	%	Number of Manifacturing 10 Blocks 100% productoin blocks, utility, warehouse;ETP to complete assessment of 100% areas	100%	100%	100%	100%	100%	100%	100%	Enclosed Hazard Identification & Risk Assessment (HIRA) - Attachment No 3 Ref Page no 14 to 28 of 870	GRI-102-15 GRI-403-8	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
18	Product Health & safety Data	Understand Contaminant's effects on workers	Risk Assessment of Health & Safety impacts of Products	To be made available for all the products	100%	100%	100%	100%	100%	100%	100%	100%	Occupational Health Data attached as SDS Powder Safety Data Attached -Attachment No 4 & 5 for One Product attached Ref Page no 29 to 30 of 870	GRI-416-1	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
19	SOP- EHS Audits & Inspections (SOP /U-2/EHS/GEN/026/03) Section 6.2.1 Page No 3	Internal Audit	Conducting EHS Internal Audits quarterly	NOs	2	2	2	2	2	2	2	2	Enclosed the Checklist of Internal Environmental Audit Attachment no-6 Ref Page no 31 to 32 of 870	GRI-403-8 GRI-416-2	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
20	SOP- Safety review Through safety committee meeting (SOP /U-2/EHS/GEN/022/01) Section 6.1 Page No 1	Management Review	Conducting Management Review Meeting with HoDs	Nos	4	4	4	4	4	4	4	4	Enclosed the Schedule copy and safety committee meeting Minutes Attachment no-7 Ref Page no 33 to 37 of 870	GRI-403-1	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
21	Risk Management Committee	Management Review	Conducting Management Review Meeting with Top Management	NOs	1	1	1	1	1	1	1	1	Risk Management Committee Review Summary Attachments No -8 Ref Page no 38 to 61 of 870	GRI-403-1	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15

	Prepared By		Reviewed By						Approved By
Name	Vijay Kumar N	Name	R Elangovan					Name	K Sharath Reddy
Designation	Executive-EHS	Designation	DGM-ENG					Designation	Technical Director
Sign & Date	13/08/25	Sign & Date	13/08/25					Sign & Date	13/08/25

Statutory Compliance Status

Sl. No	Name of License	Issuing /Approval Authority	Licence Ref Number	Issued Date	Valid Up to	Renewal Application to be filled On or Before
1	Consent for Operation CFO (Air & Water)	Karnataka State Pollution Control Board	AW-325854	26.07.2021	30.06.2026	30.04.2026
2	CFE- EXP	Karnataka State Pollution Control Board	CTE-332169	08.07.2022	04/01/2027	04/01/2027
3	Hazardous waste Authorization	Karnataka State Pollution Control Board	328814	21.12.2021	30.06.2026	30.06.2026
4	Environmental Clearance	State Environmental Impact assessment Authority /Ministry of Environment Forest & Climate Change	F.No.IA-J-11011/301/2020-IA-II(I)	05/01/2021	As& When	NA
5	Methanol License	Deputy Commissioner, Raichur	No:03/2019-DCB-15/15/2017-RAI_DCB	11/04/2025	31/03/2026	31/03/2026

6	Public Liability Insurance	Public Liability insurance act 1991 Issued by TATA AIG Insurance Company Limited	0304010520	12/07/2024	11/07/2025	11/07/2025
7	Certificate for use of Boiler (6 tph)	Director of Factories & Boilers; Govt. of Karnataka	KTK-3285	21.06.2025	20.06.2026	20.06.2026
8	Certificate for use of Boiler (10 tph)	Director of Factories & Boilers ;Govt. of Karnataka	KTK-3283	18.04.2025	09.04.2026	09.04.2026
9	Provident Fund	Employees Provident Fund	GBRCH 47249	------	------	Life Time
10	Employee state Insurance	Employees' State Insurance Act, 1948 (ESI Act),	7'1000037130001499	------	-----	Life Time
11	Global Touch Enterprises	Department of labour Govt. Of Karnataka	ALC-KAL/CAL//P-11207382/2022-23	27/07/2024	01/04/2025	01.04.2026
12	Vaishali Labour Contract	Department of labour Govt. Of Karnataka	ALC-KAL/CAL//P-11207382/2022-23	18/06/2024	01/01/2025	01/01/2026

13	Venkteswara Enterprises	Department of labour Govt. Of Karnataka	ALC-KAL/CAL//P-11207382/2022-23	12/06/2024	01/06/2025	01/06/2026
14	Amma Enterprises	Department of labour Govt. Of Karnataka	ALC-KAL/CAL//P-11207382/2022-23	16/07/2024	01/06/2025	01/06/2026
15	Osprey Security Solutions	Licence to engage in the business of private security agency	PSA/L/34/KA/2022/SEP/3/279	23/09/2022	22/02/2027	22/02/2027
16	Narcotic Registration	Narcotics Control Bureau	URN NO:BACD0100647	04/08/2022		
17	Factory License/On Site Emergency Plan	Department of Factories Boilers & Industrial Safety	MYRCR-898	16.10.2024	31.12.2027	31.12.2027
18	Ammonia Gas cylinder Storage License	Petroleum & Explosive Safety organization	G/SC/KA/06/1517 (G43647)	25.05.2022	30.09.2026	30.09.2026
19	Nitrogen & hydrogen gas cylinder Storage		G/SC/KA/06/1516 (G43648)	16.05.2017	30.09.2027	30.09.2027

20	Petroleum Class-A Installation	Petroleum & Explosive Safety organization	P/HQ/KA/15/2540 (P189192)	18.07.2023	31.12.2028	31.12.2028
21	Petroleum Class-B, C Installation		A/P/SC/KA/15/3105(P 527919)	NOC U/P	-	-
22	Petroleum Class-B,C Installation		P/HQ/KA/15/2631 (P234951)	12.05.2022	31.12.2025	31.12.2025
23	Profession tax	Profession Tax Act 1987 , Govt. of Karnataka	387922968	20/04/2022		Life Time -
26	Labour License	Department of Labour , Govt. of Karnataka	ALC-KAL/CAL//P-11207382/2022-23	-	Applied for renewal	Applied for renewal
27	GESCOM Power supply Agreement	Gulberga Electricity Supply Company	IN-KA92560421292815U	----	-----	As Per Doc No: SEE/RCR/EEE(O)O &M/AEE-(O)/RCR/2018-19
28	Electrical License	Department of Electrical Inspectorate Government of Karnataka,	CEIG /DET-2/RCR-77/33120-24	----	---	As Per DOC: CEIG/TEE/LKLB-64/19-20/330-14
29	Manufacturing License(Drug License)	Government of Karnataka, Drugs control Department & Central	KTK/25/564/2009	17/04/2024	16/04/2029	16/04/2029

		Drugs Standards Control Organization				
30	Certificate of Incorporation	Registrar of Companies, Ministry of Company affairs, Govt. Of India	U24100KA2020PLC134081	23/03/2022	----	Life Time Doc
31	PAN Card	Income Tax Department ; Govt of India	ABDCS6552L	08/05/2020	-----	Life Time Doc
32	Goods & Services Tax	The Central Goods & Services Tax Act	29ABDCS6552L1ZR	27/02/2022	------	Life Time Doc
33	Fire NOC	Chief Fire Officer, Govt of Karnataka Karnataka	No: 66/CFO/KLB-Zone/CC/2023	22/02/2025	24/02/2026	24/02/2026
34	Building stability certificate	Director of Factories & Boilers; Govt. of Karnataka	No: DFB/FPN/CR-154/22-23	29-04-2024	29-04-29	29/04/2029
35	ISO14001:2015	Environmental management system	22IEJW96//R2	21/04/2025	20/04/2028	20/04/2028
36	ISO 9001:2015	Quality management system	22IQJA91/R2	21/04/2025	20/04/2028	20/04/2028

37	ISO 45001:2018	Occupational Health& safety management system	22IOJV74/R2	21/04/2025	20/04/2028	20/04/2028
38	ISO 50001:2018	Energy Management System	22IEnKL88/R2	27/05/2023	23/08/2025	23/08/2025
39	SA 8000:2014		UQ-2023080197	01/08/2023	31/07/2026	31/07/2026

Legal Register Review Frequency: Quarterly

	Prepared by	Checked by	Reviewed by
Name	Vijay Kumar N	R Elangovan	K. Sharath Reddy
Designation	Executive - EHS	DGM - EHS	Technical Director
Sign & Date	14/08/25	14/08/25	14/08/25

Shilpa Pharma Lifesciences Limited, Unit 2

Plot No: 33, 33A & 40-47, Raichur Industrial Growth Centre, Chicksugur 584134, Raichur, Karnataka, India

HIRA for Production Department AO-AO7-- Block

				Base Risk				Residual Risk			
Sr No	Activity	Description of Hazard	Consequence (Worst Case)	S-1	L-1	Rating	Existing Risk Control Measures	S	L	Rating	Additional Risk Control Measures
2	RMs shift to shop floor	Spillage Exposure Fire	Slip trip fall injuries Facility loss Product loss Occupational Injuries	4	3	High	Shifting materials with proper secondary protection & proper packing Two employs are using to lift or shift materials from one place to other place Always keeping house keeping good condition barricading area and use spill control kit to collect spill Sufficient illumination available to avoid slip trip fall Employees using activity related Personal protective equipment to avoid exposure hazard Dedicated storage facility available at diffent mateials at diffent location with adequate safety measures	4	1	Medium	1. Effective Training to be provided. 2. Fire detection, alarm system 3. Work area monitoring.
5	Charging of solvents	Spillage Exposure Static fire Hazard	Slip trip fall injuries Facility loss Product loss Occupational injuries	4	3	High	To monitor pressure dedicated pressure gauge are available Vent is keeping open condition to avoid pressure build up in system Temperature indicator available to control temperature Based on temperature of reaction mass steam or hot water circulation control by Shift chemist & shift in charge will monitor periodically Using proper equipment with proper pressure control system & Nitrogen for filtration purpose Doing leakage test before start unit operation to avoid spill and leakage Periodical preventive maintenance available to ensure pressure gauges and Temp sensor working and control valves working properly Fire extinguisher and Fire hydrant ,Fire balls available to control fire Spill control system available to control spill Earthing bonding continuation available	4	1	Medium	1. Fire detection, alarm system 2. Work area monitoring and VOC and LEL
12	Layer separation	Spillage Exposure Corrosion of Equipment's Static Fire	Slip trip fall injuries Facility loss Product loss Occupational injuries	4	3	High	Collecting in cleaned layer separation tank Control valves available to control flow of reaction mass Activity carried out by trained employees Level indicators available to monitor level of Separation tank Leakage checking before start operation	4	1	Medium	1. Effective Training to be provided. 2. Fire detection, alarm system
13	Distillation	Spillage Exposure Corrosion of Equipment's Static Fire	Slip trip fall injuries Facility loss Product loss Occupational injuries	4	3	High	Nitrogen blanketing & Temperature and pressure gauges available to monitor process parameters Dedicated distillation collection tank available Utilities available to control reaction mass temperature and condensation	4	1	Medium	1. Fire detection, alarm system 2. Work area monitoring and VOC and LEL
42	Prodcut change over cleaning using methanol	Spillage Exposure Fire	Spillage Exposure Occupational Injury, Process interuption , Fire & bun injury	4	3	High	1) Following safe procedure for handling and dispsoal 2) Employee using activity based perosnal protective equipments 3) Uasing earthing bonding continuity & Using SS Buckets to shift matierals from one palce to other place	4	1	Medium	1. Effective Training to be provided. 2. Fire detection, alarm system 3. Work area monitoring and VOC and LEL
43	Handling of Ammonia Gas cylinders	Fall of gas cylinder Leakage of gas from gas	Ammonia leakage , Cold burns Exposure Occupational Hazard	4	3	High	1)Using fork list with trained employees handling activity 2) Maintaining good house keeping to avoid slip trip fall incident 3) Fork lit having periodical preventive maintenance 4) Gas cylinders are having periodical pressure testing certificates	4	1	Medium	1. Effective Training to be provided. 2. Fire detection, alarm system 3. Work area monitoring and VOC and LEL
44	Hot oil circulation system in utility area.	Spillage ,leakage,heat dissipation,highl y body injuries.	Burn skin, incase of direct contact with high temperature surafe in body, slip and fall, Enviorment pollution,	4	3	Extreme	Display boards arranged as HOT SURFACE AREA DO NOT TOUCH to identify that high temperute equipments from rest of the equipments. Use proper PPE kits . Personal are trained to operate the hot oil system.if any leakage use proper tools to arrest. All pipelines are should be insulated properly. working area to be monitoring by trined person.	4	1	Medium	1) Effective training to be provided. 2) Proper PPE kit to be used. 3) Suitable gaskets to be used.

45	Residue reactor cleaning	chemical/Residue traces spillage from columns, Exposure of traces of Residual Mass may contain spent catalyst, High tempurature, N2 Exposure .	Burn skin, incase of direct contact with high temperature surface in body, slip and fall, Enviorment pollution,	4	2	**High**	Need to ensure all utility circulation shoud be isolated before taking vesel entry. Need to ensure all N2 lines should be isolated from reactor. All U- loop and connected lines for solovents shoud be empty. Reactor temp. should bring to Room tempurature. use propper PPE kit. vesel entry activity should be under supervision. Vopour coloumn temp. also should bring to RT.	4	1	**Medium**	
10	Product recovery and Emission Control	Environment pollution Hazardous waste generation, Static	Legal Noncompliance, Natural resources depilation Work place environment pollution Product loss	4	3	High	Reactors will be provided with mechanical seals. Solvent handling pumps will be Air Operated Diaphragm (AOD) pumps and it transfers the solvents	3	2	**Low**	
11	Process Emission/ Odour Control	Environment pollution Hazardous waste	Legal Noncompliance, Natural resources depilation Work place environment	3	3	**Medium**	All reactors will be equipped with condensers All reactors / storage tanks will be connected with scrubber.	2	1	**Low**	

Prepared By	**Reviewed By**	**Approved By**
Name:K. Ananda (Dy.Manager)	Name: Shani P T (Sr. Manager)	Name: R Elangovan (DGM-EHS)
Sign: 13/01/25	Sign: 15/01/25	Sign: 16/01/25

Shilpa Pharma Lifesciences Limited, Unit 2
Plot No: 33, 33A & 40-47, Raichur Industrial Growth Centre, Chicksugur 584134, Raichur, Karnataka, India
EIA forAO-AO-7 Block

Sr No	Activity	Description of Aspects	Consequence (Worst Case)	Base Impact			Existing Impact Control Measures	Residual Impact			Additional Impact Control Measures
				S	L	Rating		S	L	Rating	
1	Raw materials Handling (Liquids ,Solids ,Semi solids Acids,Base,Pyrophoric,Hygorscopic Chemicals	Environment pollution Hazardous waste generation	Legal Non compliance, Natural resources depilation Work place environment pollution Natural Resource conservation	3	2	Medium	1) Materials handling in double packing with secondary containment and With pallets 2) Following safe spill control and safe hazardous and Non hazardous waste disposal methods	2	1	Low	1) Check periodically existing controls and practices 1) Effective training to be provided. 2) Work area monitoring and VOC
2	Processing Raw materials and ingredients as per required for product process flow at production blocks	Environment pollution Hazardous waste generation	Legal Non compliance, Natural resources depilation Work place environment pollution	3	3	Medium	1) Materials handling in double packing with secondary containment and With pallets 2) Following spill controls and Hazardous waste safe disposal procedure 3)Following Consent for operation mention conditions to comply Legal requirements 4) Following safe decontamination & detoxification methods to avoid environment pollution 5) Monitoring ambient air quality parameters to measure environment pollution all parameters are with in limit as prescribed in Consent for operation 6)Online VOC monitoring system available to monitor continuous air quality 7) Following safe effluent collection and treatment system having zero liquid discharge facility to avoid environment pollution 8) Periodical ground water& soil sample, Treated and Raw effluent analysis done by MOEF authorized laboratories all reports are with in standard limits 9)Air pollution control system like scrubbers available to control figurative emissions 10) AHU Filters are available to avoid dust contamination & AHU Filters are disposing after detoxification and cleaning 11) Using natural green energy to reduce carbon emissions.	2	1	Low	1) Work area monitoring and VOC
3	Sample collection & submission of Sample to qc for analysis purpose	Environment pollution Hazardous waste generation	Legal Non compliance, Natural resources depilation Work place environment pollution	2	3	Low	1)Collecting sample bottles to avoid spill and exposure 2) sampling bottles are disposing after cleaning and decontamination	2	1	Low	Effective training to be provided 1) Work area monitoring and VOC
4	Packing of final product	Environment pollution Hazardous waste generation	Legal Non compliance, Natural resources depilation Work place environment pollution	3	2	Medium	1) Trained operators are operating systems with operating procedures 2) Minimsing waste spillage during package 3) Using containment equipment's like Isolators and Clean room system with proper air pollution control system like scrubber to avoid environment pollution	2	1	Low	Periodically required evaluate existing controls
5	production equipment's Cleaning	Environment pollution Hazardous waste generation Usage of Natural Resources Usage of electrical Power	Legal Non compliance, Natural resources depilation Work place environment pollution	3	3	Medium	1) Trained operators are handling system cleaning 2)Using appropriate solutions to clean systems 3) Taking measures to avoid spillage ,If spill materials will clean by using spill control kit 4) Spill cleaned materials hand over to Environment department for safe disposal	2	1	Low	Periodically required evaluate existing controls
10	Product recovery and Emission Control	Environment pollution Hazardous waste generation ,Static fire Spillage	Legal Noncompliance, Natural resources depilation Work place environment pollution Product loss Occupational injuries	4	3	High	Reactors will be provided with mechanical seals. Solvent handling pumps will be Air Operated Diaphragm (AOD) pumps and it transfers the solvents by creating a vacuum. Solvents shall be transferred in closed line and added in the vessel by side wall wetting. It ensures no vapour generation during transfer operation The traces of vapour generated in the vessel shall be sent to scrubber.	3	2	Low	

11	Process Emission/Odour Control	Environment pollution Hazardous waste generation ,Static fire Spillage	Legal Noncompliance, Natural resources depilation Work place environment pollution Product loss Occupational injuries	3	3	**Medium**	All reactors will be equipped with condensers All reactors / storage tanks will be connected with scrubber. Reactor agitator and scrubber blower interlocked to ensure scrubber running during manufacturing activity. Scrubber liquid sent to ETP for treatment and scrubbed air let out through tall stack for effective dispersion. Chemicals will be transferred in closed system from bulk tank to avoid fugitive emissions Chemicals from drums will be transferred inside the toxic cabin which will be connected with scrubber. Respirator will be used by the operator during transfer to avoid odour nuisance. Cyclone available in spray dryer plant and bag filter will be connected with cyclone outlet for airpurification purpose Bag filters available in power blending / packing areas. Dust mask will be used during powder handlingh	2	1	**Low**	

Prepared By	**Cheked By**	**Approved By**
Name::K. Ananda (Dy.Manager)	Name:Shani P T (Sr. Manager)	Name: R Elangovan (DGM-EHS)
Sign: 13/01/25	Sign: 15/01/25	Sign: 15/01/25

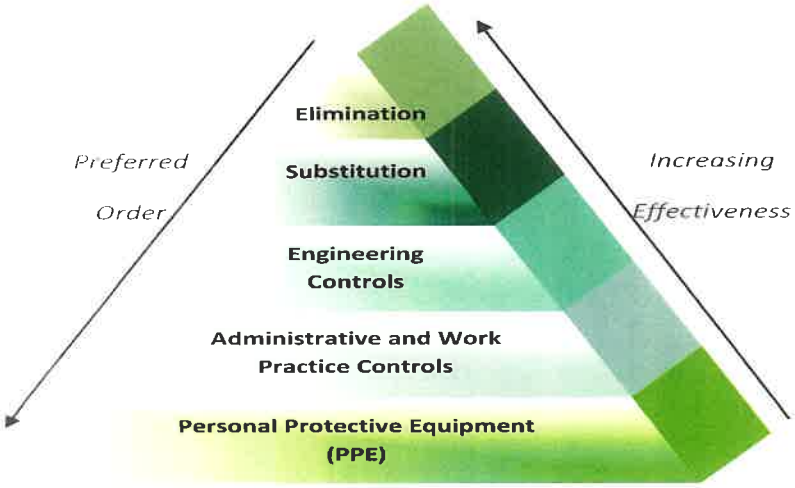
Severity Criteria for Occupational Health & Safety Hazards Severity of Consequence (Scale 1 = Least severe to Scale 5 = Most severe)				
1-Insignificant	**2-Minor**	**3-Moderate**	**4-Major**	**5-Catastrophic**
Work-related first aid case (e.g.: very small cut)	Work-related medical treatment case (e.g.: small cut Injury needs medical assistance)	Work-related restricted work case (e.g.: very small cut Injury led to stop the work)	Work-related lost day case (E.g.: Fractures)	Work-related fatality or disability. (e.g., Death or loss in body part)

Severity Criteria for Environmental Aspects Severity of Consequence (Scale 1 = Least severe to Scale 5 = Most severe)				
1-Insignificant	**2-Minor**	**3-Moderate**	**4-Major**	**5-Catastrophic**
Negligible on-site environmental impact (low significance). e.g., a minor spill easily containable.	Onsite local environmental impact (containable) (low significance). e.g., Few minor spills, easily containable.	On-site environmental impact (containable), may attract attention of statutory authority (medium significance). e.g., a moderate spill requiring containment actions.	On-site/Off-site environmental impact (containable), may lead to statutory notice/fines (high significance). e.g., a moderate spill requiring immediate containment actions on-site by ERTs.	On-site/Off-site significant environmental impact (not easily recoverable) may lead to significant fines, prosecutions and business interruption (extreme significance). e.g., a major spill which needs immediate containment actions for both on-site/off-site by ERTs/external agencies.

Ratings for Likelihood Likelihood of Occurrence (Scale 1 = Least likely to Scale 5 = Most likely)				
1-Rare	2-Unlikely	3-Occasional	4-Frequent	5-Certain
May occur but only in rare circumstances (e.g., once in twenty years)	Unlikely to occur but could happen (e.g., once in ten years)	Possible and likely to occur at some time (e.g., once in five years)	Likely to occur frequently (e.g., once in a year)	Almost certain to occur (e.g., more than one time in a year)

Prepared By	**Cheked By**	**Approved By**
Name::K. Ananda (Dy.Manager)	Name:Shani P T(Sr. Manager)	Name: R Elangovan (DGM-EHS)
Sign: 13/01/25	Sign: 15/01/25	Sign: 16/01/25

Risk/Impact Matrix for Risk/Impact Assessments						
		Severity (S)				
		1-Insignificant	2-Minor	3-Moderate	4-Major	5-Catastrophic
		Work-related first aid case. No asset damage. No adverse environmental impact.	Work-related medical treatment case. Slight damage to Assets Slight adverse environmental impact.	Work-related restricted work case. Minor damage to Assets Minor adverse environmental impact.	Work-related lost workday case. Major damage to Assets Major adverse environmental impact.	Work-related fatality or disability. Severe damage to Assets Severe adverse environmental impact.
Likelihood (L)	5-Certain	Low	Medium	High	Extreme	Extreme
	4-Frequent	Low	Medium	Medium	High	Extreme
	3-Occasional	Low	Low	Medium	High	Extreme
	2-Unlikely	Low	Low	Medium	Medium	High
	1-Rare	Low	Low	Low	Medium	Medium



Shilpa Pharma Lifesciences Limited, Unit 2
Plot No: 33, 33A & 40-47, Raichur Industrial Growth Centre, Chicksugur 584134, Raichur, Karnataka, India

RISK SUMMARY

AO-AO7-Block	Summary of HIRA				Summary of EAIA			
Risk/Opportunity Rating	Worst Case Impacts		Residual Impacts		Worst Case Impacts		Residual Impacts	
	No	%	No	%	No	%	No	%
Opportunity	0	0	0	0	0	0	0	0
Extreme	1	2	0	0	0	0	0	0
High	8	17	0	0	2	25	0	0
Medium	37	79	8	17	5	63	1	13
Low	1	2	39	83	1	13	7	88
TOTAL	47	100	47	100	8	100	8	100

Note: HIRA: Hazard Identification & Risk Assessment, EAIA-Environmental Aspects-Impacts Assessments, Worst Case Risk/Impact: Prior to implementation of existing control measures. Residual Risk/Impact: After effective implementation of existing and additional control measures.

Risk/Impact Level	Risk/Impact Acceptability	Actions Based on Risk/Impact Levels
Low	Ensure controls	Additional controls may be considered as improvement opportunities. An annual review is needed to ensure that the risk levels assigned are not increased over time. Monitor effectiveness of existing controls.
Medium	Must ensure controls	Additional controls for improvement opportunities. Department head's attention is required to maintain the risk levels at this level and not to increase over time. Monitor effectiveness of existing controls.
High	Must act	High risk level must be reduced by implementing additional risk controls before work commences. The High risk shall be controlled by using substituted/engineering controls before commencing work. Department head's intervention is required before commencing work.
Extreme	Cannot accept	The Extreme risk should be avoided as far as possible. If avoidance is not possible, control the Extreme risk by using substituted and engineering controls before commencing work. Site management's intervention is required before commencing work.

Prepared By	Cheked By	Approved By
Name::K. Ananda (Dy.Manager)	Name Shani P T (Sr. Manager)	Name: R Elangovan (DGM-EHS)
Sign: 13/01/25	Sign: 15/01/25	Sign: 16/01/25

Shilpa Pharma Lifesciences Limited, Unit 2						
Plot No: 33, 33A & 40-47, Raichur Industrial Growth Centre, Chicksugur 584134, Raichur, Karnataka, India						
HIRA Action Plan for Production Department- AO-AO7-- Block						
S No	**Activity**	**Existing Risk Control Measures**	**Additional Risk Control Measures**	**Responsibility**	**Target Date**	**Status**
1	**Raw material receipt from warehouse to block, (Solid RM, liquid ,solvents)**	Spill kit available to control spill SCBA available for control of Toxic gases control Forklift is used for transfer of solid, liquid and solvent. Fire hydrant and Fire extinguishers available to control fire Fire balls available to control fire	Scope to have proper belt wrapping surrounding to fork lift shifting materials Scope to have SS Containers to shift solvents from ware house to production instead of IBC -Plastic tanks	safety department /Stores	on going	Planned
2	**RMs shift to shop floor**	Shifting materials with proper secondary protection & proper packing Two employs are using to lift or shift materials from one place to other place Always keeping house keeping good condition & spill found barricading area and use spill control kit to collect spill Sufficient illumination available to avoid slip trip fall Employees using activity related Personal protective equipment to avoid exposure hazard	Required to check existing controls periodically Raw materials shifting to floor by using Fork lift which may lead fork lift tilting or product fall hazard Required to use proper belts to pack materials while transfer material from stores	safety department /Stores	on going	Planned
3	**Charging solid material**	while handling solids proper earthling and bonding is ensured using SS Scoops to control static charges PPE like mask & gloves are used. Effective fire extinguishers are available Emergency exit available Spill control kit available to control spill Dedicated eye wash& body wash shower available Eye wash bottles available for eye spill cleaning Fire hydrant system available to control fire Fire balls available to control fire Spot Exhauster system available Dedicated Occupational health facility available Periodically checking earth pit resistance and earthling bonding continuity Block wise earthing bonding continuity testing system available Contentious nitrogen blanketing maintaining	1)Periodically Required to check existing controls and practices 2)Scope to have smoke & heat detecting system 3)Scope to have rupture disk and pressure relief valves with dump tank facility 4)Reactor vents to be connect to Carbon absorption system followed by scrubber 5)Color coding of line required as per IS Standard 6) Separate breathing air system to be develop 7)Oxygen monitoring sensor required to monitor oxygen at work place	safety department /Engineering	on going	Planned

4	**Charging fo liquid RM**	To monitor pressure dedicated pressure gauge are available Vent is keeping open condition to avoid pressure build up in system Temperature indicator available to control temperature Based on temperature of reaction mass steam or hot water circulation control by Shift chemist & shift in charge will monitor periodically Using proper equipment with proper pressure control system & Nitrogen for filtration purpose Doing leakage test before start unit operation to avoid spill and leakage Periodical preventive maintenance available to ensure pressure gauges and Temp sensor working and control valves working properly Fire extinguisher and Fire hydrant ,Fire balls available to control fire Spill control system available to control spill	Periodically Required to check existing controls and practices	Safety /Production	on going	Planned
5	**Charging of solvents**	To monitor pressure dedicated pressure gauge are available Vent is keeping open condition to avoid pressure build up in system Temperature indicator available to control temperature Based on temperature of reaction mass steam or hot water circulation control by Shift chemist & shift in charge will monitor periodically Using proper equipment with proper pressure control system & Nitrogen for filtration purpose Doing leakage test before start unit operation to avoid spill and leakage Periodical preventive maintenance available to ensure pressure gauges and Temp sensor working and control valves working properly Fire extinguisher and Fire hydrant ,Fire balls available to control fire Spill control system available to control spill Earthing bonding continuation available	Periodically Required to check existing controls and practices Scope to have Nitrogen blanketing for Day solvent storage facility Scope to have Flame arrestor with breather valves for Solvent storage faculty Addition tank vent to be connect with scrubber or dump tank	Safety department /Engineering/production	on going	Planned
6	**Handling gases & Gas purging to Reaction mass**	Dedicated gas cylinder storage facility available at site Regular using plant Nitrogen for blanketing If required using Nitrogen gas cylinder for blanketing based on product sensitivity Gas cylinder manifold ,pressure gauges, gas regulators available to handle gas flow During gas purging contentiously monitoring gas flow and pressure by shift chemist till completion of activity	1) Scope to have Spark free tools to handle gas cylinders 2) oxygen gas detecting system in side production area to detect gas leakage	Safety department /Engineering/production	on going	Planned

7	**Dispensing of Liquid RMs**	To monitor pressure dedicated pressure gauge are available Vent is keeping open condition to avoid pressure build up in system Temperature indicator available to control temperature Based on temperature of reaction mass steam or hot water circulation control by Shift chemist & shift in charge will monitor periodically Using proper equipment with proper pressure control system & Nitrogen for filtration purpose Doing leakage test before start unit operation to avoid spill and leakage Periodical preventive maintenance available to ensure pressure gauges and Temp sensor working and control valves working properly Fire extinguisher and Fire hydrant ,Fire balls available to control fire Spill control system available to control spill	Periodically Required to check existing controls and practices Scope to have flow control for solvents pumping from day tank to Reactors Reactor solvent dispensing pipe required to extend up to reactor walls to avoid static discharge	Safety department /Engineering	on going	Planned
8	**Charging & Addition of Acidic RMs**	Using work dedicated personal protective equipment's to control occupation Hazards Trained employees handling to safe activity completion Facility compatibility and facility selection process ensure safety of materials and equipment ,facility compatibility Online Air breathing system available Dedicated scrubbing system & spo exhausting system available to control fumes	1) Scope to have step ladder with hand railing 2) Scope to have dosing tank vents to be connected scrubber	Safety department /Engineering	on going	Planned
9	**Temperature rising and Maintaining of reaction mass after Acidic liquid RMs addition& maintain production process**	controlled addition doing based on Reaction mass temperature Dedicated pressure gauges & temperature sensor available to monitor pressure and temperature Trained chemist monitoring system conteniouslyand periodically noting parameters in BPR , Chemist will take control measures if found excess process parameter Condenser vent kept open to atmosphere contentiously to avoid pressure build up in system Dedicated scrubber and spot exhaust system available control fumes	1) Periodically required to check existing practices and Controls effectiveness 2) Safety relief valves & rupture disk ,Dup tank system to be required 3) Vent required to connected to carbon absorption followed by Scrubber 4) Addition tank vent to be connect scrubber 5) Scope to have Product process safety analysis data and facility selection base on toxicology data 6)Periodical employees health check up on based product toxicology	Safety department /Engineering	on going	Planned
10	**Reaction mass in process sample collection at -30 & and at210 °c**	Sample collection by using sample collection Rad Spot exhauster system available to control fumes during sample collection Employees using activity bases personal protective equipment's Activity handle by trained employees Spill control kit available to control spill Fire extinguisher & Fire hydrant and fire balls available to control fire	1) Scope to have dedicated sample collection system 2) Scope to have sample compatibility sample collection bottles ,(Existing bottles can cater up to ambient temperature ,more than room temperature need to select correct mock sample bottles& sample collection rad) 3) suitable sample holder to be develop to avoid sample spill and burn injuries 4)Scope to have fire proximity suit to control fire and Spill during sample collection of Heat conditions	safety department	on going	Planned

11	**Quenching of Reaction mass**	Preparing quenching mass in safe method & preparing based on R&D Provided data Controlled addition to control mass temperature and pressure Based on process product mass adding to quenching mass to avoid incidents and accidents Sufficient Colling system and condensing system available Dedicated temperature and pressure gauges available to monitor process parameters	1)All water media chemiclas are using no major hazard for quinching	safety department/production	on going	Planned
12	**layer separation**	Collecting in cleaned layer separation tank Control valves available to control flow of reaction mass Activity carried out by trained employees Level indicators available to monitor level of Separation tank Leakage checking before start operation	1) Scope to have roof top fire extinguisher to control immediate fire	Engineering department	on going	Planned
13	**Distillation**	Nitrogen blanketing & Temperature and pressure gauges available to monitor process parameters Dedicated distillation collection tank available Utilities available to control reaction mass temperature and condensation	1) Scope to have Distillation collection tank Nitrogen blanketing with Breather valve and Spark arrester 2) Distillate collection tank vent to be connect to scrubber or carbon absorption system 3)Scope to have two hours fire rating emergency exit& two hours fire retardant fire escape stair case from first floor to ground floor 4) Existing emergency door to be rerated to reach employees to assembly point	Safety department /Engineering department	on going	Planned
14	**Strip outs**	Nitrogen blanketing & Temperature and pressure gauges available to monitor process parameters Dedicated distillation collection tank available Utilities available to control reaction mass temperature and condensation	1) Existing control required to evalaute periodically	safety department	on going	Planned
15	**Degassing**	Maintain sufficient safe place reactor to carried out reaction and accommodate gas generated during production process Dedicated scrubbing system available to control gas generated during reaction Vents kept open condition to avoid gas accumulation during reaction Gas to Gas reaction not planned	1) Scope to have production block in side vents to be connected to scrubber followed by carbon absorption bed 2) RPM Controlling system near reactor control gas evaluation	Safety department /Engineering department	on going	Planned
16	**After degassing, Solvent charging for Isolation and reactor starting**	1) Earthing bonding continuation & checking system available 2) Nitrogen blanketing available to avoid fire incident 3)Control addition method following to control reaction mass process parameters	Required to check existing controls periodically	safety department	on going	Planned
17	**Before centrifugation, distillation reactor bottom Chowk removal**	1) Using vacuum or Nitrogen pressure to remove Chowk materials	Required to check existing controls periodically	safety department	on going	Planned

18	**Mass feeding into Centrifugation (Heavy crystalline material and fine material)**	1)Using control valves to control flow 2) Using vacuum or Nitrogen pressure to remove Chowk materials 3) Using sufficient dia of pipe line to avoid flow of Product 4) Maintain sufficient nitrogen pressure to avoid product Chowk	Required to check existing controls periodically	safety department	on going	Planned
19	**Centrifuge bag lifting through ladder**	1)Using proper load baring lifting equipment which is controlled by operators 2) Using proper hooks to control load to avoid material fall incident 3) Activity Operating by trained employees 5) Periodical preventive maintenance schedule available control equipment abnormal function	1) Scope to have lifting system rounding movement control system to avoid pressure on Hydraulic oil supply pies & to maintain lifting time proper balance	safety department	on going	Planned
20	**Wet lumps breaking**	1) Employees using activity based personal protective equipment's 2) Activity performing by trained employees 3) Sufficient ventilation and lighting available to perform activity safely 4) Spill control kit and fire hydrant and fire extinguisher and fire balls available to control fire & spill	1) Scope to check periodically existing controls	safety department	on going	Planned
21	**Wet material loading to drying systems**	1)Using proper equipment to shift and load material sin to drying system by trained operator with adequate personal protective equipment's 2)Keeping equipment clean and drying properly before lading in to system 3) Following nitrogen blanketing	1) Scope to check periodically existing controls	Stores	on going	Planned
22	**Drying of wet material**	1) Temperature sensor and interlock between hot water circulation and temp sensor available to control temperature 2)Employees handle activity by using activity based personal protective equipment's 3)Fire hydrant and Fire extinguisher and Fire balls available to control fire 3) Nitrogen blanketing using to crack vacuum& during removing materials	1) Scope to have roof top fire extinguishers 2) Scope to have each block foam blanketing system	safety department	on going	Planned
23	**Unloading the dried material**	1) Product hazard based personal protective equipment using 2)Unloading material after reaching ambient temperature 3)unloading started after crack with nitrogen	1) periodically required to check existing practices and Controls effectiveness	safety department	on going	Planned
24	**Milling the semi & Final dried material**	1) Contentious earthing bonding system available to control static energy 2) Fire balls and fire extinguishers ,Fire hydrant system available to control fire	1)Scope to have nitrogen blanketing to avoid static ignition 2) Scope to check floor static conductivity 3) Scope to have antistatic polyethylene bags 4)Scope to have Oxygen sensor to check oxygen contention	safety department	on going	Planned

25	**Neutralization and collection and packing of Hazardous waste material and Spent MLS**	1)Collecting Hazardous waste in compatible packing materials with adequate personal protective equipment by trained employees 2) Monitoring activity by chemist contentiously 3) Spot exhaust system available to controls fumes 4) AHU System available to maintain clean air at work place 5) Dedicated hazardous waste storage facility available ,Faculty maintained by dedicated environment team round the clock	1) periodically required to check existing practices and Controls effectiveness	safety department	on going	Planned
26	**Reactors Cleaning& Confined vessel entry and work at Height**	1) Following work permit system and lock out and tag out system for safe cleaning of Reactors 2)Employees handle activity by using activity based personal protective equipment's 3) Activity monitoring by supervisor contentiously and safety team till completion of work 4) Using Safety belts and Checking work place LEL ,02 level and H2S Levels allowed employees after proper oxygen levels at work place	1) Scope to have Tripod to manage emergency evacuation from Reactor 2) periodically required to check existing practices and Controls effectiveness	safety department	on going	Planned
27	**Addition tanks cleaning Transfer line cleaning Centrifuge cleaning**	1) Employees using activity based personal protective equipment's 2) Activity performing by trained employees 3) cleaning solution collecting in close loop 4) Spill control kit available to control spill 5) Fire extinguisher ,Fire hydrant and fire balls available to control fire	1) periodically required to check existing practices and Controls effectiveness	safety department	on going	Planned
28	**Miller& pulvarizer equipment handling&PCO cleaning**	1) Employees using activity based personal protective equipment's 2) Activity performing by trained employees 3) cleaning solution collecting in close loop 4) Spill control kit available to control spill 5) Fire extinguisher ,Fire hydrant and fire balls available to control fire	1) periodically required to check existing practices and Controls effectiveness	safety department	on going	Planned
29	**Product containers cleaning**	1) Employees using activity based personal protective equipment's 2) Activity performing by trained employees 3) cleaning solution collecting in close loop 4) Spill control kit available to control spill 5) Fire extinguisher ,Fire hydrant and fire balls available to control fire	1) periodically required to check existing practices and Controls effectiveness	safety department	on going	Planned
30	**Product used Filters cleaning**	1) Employees using activity based personal protective equipment's 2) Activity performing by trained employees 3) cleaning solution collecting in close loop 4) Spill control kit available to control spill 5) Fire extinguisher ,Fire hydrant and fire balls available to control fire	1) periodically required to check existing practices and Controls effectiveness	safety department	on going	Planned
31	**Pharma material used poly bag cleaning**	1) Employees using activity based personal protective equipment's 2) Activity performing by trained employees 3) cleaning solution collecting in close loop 4) Spill control kit available to control spill 5) Fire extinguisher ,Fire hydrant and fire balls available to control fire	1) periodically required to check existing practices and Controls effectiveness	safety department	on going	Planned

32	**Reactor refluxed solvent unloading and transfer to yard**	1) Using close loop and compatible drums to unloading spent mls 2) Transfer safely to Environment department for safe disposal	1) Scope to have belt to pack solvent MLS Drums while shifting from production blocks to Environment department 2) Scope to have Pallets to store spent MLS Drums 3) Scope to have roof top fire extinguisher at Hazardous waste storage facility	safety department	on going	Planned
33	**Utility breakdown during reaction Distillation**	1) Pressure gauges And Temperature gauges available to monitor utility supply to production blocks 2) Monitoring Process parameters contentiously by chemist and shift in charges if any abnormality found in process parameters will take adequate action Immediately 3) Utility preventive maintainece schedule available to prevent break down 4) Control additions system following based on process parameters	1) periodically required to check existing practices and Controls effectiveness	Stores /Engineering	on going	Planned
34	**Reactor abnormal sound observing form inside the reactor during process**	1) Periodical preventive maintenance schedule available 2) Using standard equipment's to avid sudden shutdown 3) Alternative equipment available to transfer materials if Shut down existing equipment	1) Scope to have Product process safety analysis data and facility selection base on toxicology data 2)Periodical employees health check up on based product toxicology	safety department	on going	Planned
35	**Centrifuge Handling**	1) Product hazard based personal protective equipment using 2) Available Up dated Material safety data sheets 3) R&D team & Technology Transfer team monitoring batch initiation process along with Production team 4)facility selection criteria following for safe batch execution 5) Following product base detoxification methods to detoxify waste 6)R&D development base product process parameters are following thorough BPR 7) Electrical controls lik MCB & ELCB system availbale to control excess load on system due to abnormality	1) Scope to have Product process safety analysis data and facility selection base on toxicology data 2)Periodical employees health check up on based product toxicology 3) Scope to have Cap lid interlock with centrifuge movement & Nitorgen blanketing supply with centrifug movement 4) Found using hydralic system to open centrifuge parts for cleaning and Bag loading scop to have standard seconday guard as secondary protection to avoid fall incident on employees in case of Pneumatic system failure	safety department	on going	Planned
36	**Handling ANFD**	1) Dedicated Facility availble to handle System 2) Equipment handling by using all required personal protective equipments 3)All trained operators handling equipment safely	1)Existing safety control monitoring required periodically	Safety department/HR Department	on going	Planned
37	**Handling PNFD**	1) Following safe procedure for handling and dispsoal 2) Employee using activity based perosnal protective equipments	1)Existing safety control monitoring required periodically	Safety department/HR Department	on going	Planned
38	**Handling Pulvarizer**	1) Following safe procedure for handling and dispsoal 2) Employee using activity based perosnal protective equipments	1)Existing safety control monitoring required periodically	Safety department/HR Department	on going	Planned

39	**Handling Swifter**	1) Following safe procedure for handling and dispsoal 2) Employee using activity based perosnal protective equipments	1)Existing safety control monitoring required periodically	Safety department/HR Department	on going	Planned
40	**Handling Biopoar system**	1) Following safe procedure for handling and dispsoal 2) Employee using activity based perosnal protective equipments	1)Existing safety control monitoring required periodically	Safety department/HR Department	on going	Planned
41	**Handling Ion Exchage system**	1) Following safe procedure for handling and dispsoal 2) Employee using activity based perosnal protective equipments	1)Existing safety control monitoring required periodically	Safety department/HR Department	on going	Planned
42	**Tenofavir alfanmide fumarate**	1) Product hazard based personal protective equipment using 2) Available Up dated Material safety data sheets 3) R&D team & Technology Transfer team monitoring batch initiation process along with Production team 4)facility selection criteria following for safe batch execution 5) Following product base detoxification methods to detoxify waste 6)R&D development base product process parameters are following thorough BPR	1) Scope to have Product process safety analysis data and facility selection base on toxicology data 2)Periodical employees health check up on based product toxicology	Safety department/HR Department	on going	Planned

Prepared By	**Cheked By**	**Approved By**
Name::K. Ananda (Dy.Manager)	Name:Shani P T (Sr. Manager)	Name: R Elangovan (DGM-EHS)
Sign: 13/01/25	Sign: 15/01/25	Sign: 16/01/25

SHIVA
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SHIVA ANALYTICALS (INDIA) PRIVATE LIMITED
Plot No. 24D(P) & 34D, KIADB Industrial Area, Hoskote, Bangalore - 562 114. Karnataka, India
Tel : +91-80-2801 5333 Email : info@shivaanalyticals.com Website : www.shivaanalyticals.com
CIN : U24230KA1994PTC125297 | GSTIN : 29AACCS8434K1ZV

Test Report (Materials)			
Product / Material Name: Axitinib			
Sample Reference Name:	**Axitinib**		
Sample ID:	-		
Discipline	Chemical	**Contract Agreement/Test Report No.**	02221012008445
Group	-	**QID**	022223000266
Customer Name	SHILPA PHARMA LIFESCIENCES LIMITED	**Date of Sample Collection**	--
Address	(A Subsidiary of Shilpa Medicare Limited Formerly Shilpa Corporate Holdings Private Limited) Plot # 33, 33A & 40 to 47, Raichur Growth Centre, Chicksugar Village Raichur -584134 INDIA	**Date of Receipt**	12-OCT-2022
Sample Reference No.	--	**Date of Registration**	12-OCT-2022
Batch No.	ATB4210009	**Date of Start of Analysis**	12-OCT-2022
PO / Reference No.	4550010173	**Date of End of Analysis**	21-OCT-2022
PO / Reference Date	28-SEP-2022	**Date of Issue of Report**	21-OCT-2022

Interpretations: The smallest amount of sample use for the determination of Minimum ignition temperature as per the standard, the instrument totally automatic, self-control, as per the instruments analysis results was showing, Sample is stable at ambient temperature, no explosion , it can be handled easily at the time of transportation, as per IEC GR-II, sample under T0 category, Class ST0, On the basis of the above results, we can classify dust explosive as below, Maximum explosion pressure 79 bar and maximum pressure rise 469 The sample having minimum ignition temperature 419 deg c, lies in between >400 deg c, under ST0 group, No explosion characteristics, product safely can handle at the time of transportation, storage can be done at standard temperature 20-25 deg c

The above samples were examined as detailed below and the following results obtained.

Sr.no	Lab code	Client Sample ID	Test Protocol.	Test Method	Specification	Result	Unit
1	1261	AXITINIB Batch No - ATB4210009	P Max	ASTM E 1226			
2			Minimum Explosive Pressure			79	Bar
3			Minimum rate of pressure rise(dp/dt)			469	Bar/3
4			Deflagration Index(DI),kst	ASTM D 1226		182	Bar-m/s
5			Minimum Ignition energy (MIE)	ASTM E 2019		74	MJ
6			Minimum Explosive Concentration(MEC)	ASTM E 1515		70	g/m3
7			Minimum Ignition Temperature(MIT) cloud	ASTM E 1491		418	Deg c
8			Explosive Severity(ES)	IEC GR-II		1.2	..
9			Ignition Severity(IS)			4	..
10			Dust explosive class	IEC GR-II		Classifications	
11			Class	ST-0	ST-1	ST-2	ST-3
12			IEC Group	>400 deg c	400-300 deg c	300-200 Deg c	deg c
13			Range	No explosion	Weak explosion	Moderate Explosion	Explosive
14			Grade	T0	T1	T2	T3
15			Dust explosive class	Class ST0	T0	No explosion Nature	

Authorized Signatory	Alagesan.K (DGM-Materials)	
Authorized On	21-OCT-2022	
Printed by: Krishne.Gowda	**Printed on: 21-OCT-2022**	
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Format No.F/SAIL/7.1/08		

SHIVA ANALYTICALS (INDIA) PRIVATE LIMITED Authorized Signatory (Emp. ID. 588)

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SHIVA ANALYTICALS (INDIA) PRIVATE LIMITED
Plot No. 24D(P) & 34D, KIADB Industrial Area, Hoskote, Bangalore - 562 114. Karnataka, India
Tel : +91-80-2801 5333 Email : info@shivaanalyticals.com Website : www.shivaanalyticals.com
CIN : U24230KA1994PTC125297 | GSTIN : 29AACCS8434K1ZV

Test Report (Materials)			
Product / Material Name: Lenvatinib Mesylate			
Sample Reference Name:	**Lenvatinib Mesylate**		
Sample ID:	-		
Discipline	Chemical	**Contract Agreement/Test Report No.**	02221012008446
Group	-	**QID**	022223000266
Customer Name	SHILPA PHARMA LIFESCIENCES LIMITED	**Date of Sample Collection**	--
Address	(A Subsidiary of Shilpa Medicare Limited Formerly Shilpa Corporate Holdings Private Limited) Plot # 33, 33A & 40 to 47, Raichur Growth Centre, Chicksugar Village Raichur -584134 INDIA	**Date of Receipt**	12-OCT-2022
Sample Reference No.	--	**Date of Registration**	12-OCT-2022
Batch No.	LNT4220006	**Date of Start of Analysis**	12-OCT-2022
PO / Reference No.	4550010173	**Date of End of Analysis**	21-OCT-2022
PO / Reference Date	28-SEP-2022	**Date of Issue of Report**	21-OCT-2022

Interpretation: **The smallest amount of sample used for the determination of Minimum ignition temperature as per the standard, the instrument totally automatic, self-control, as per the instruments analysis results was showing, Sample is stable at ambient temperature, no explosion, it can be handled easily at the time of transportation. as per IEC GR-II, sample under T0 category, Class ST0, On the basis ofthe above results, we can classify dust explosive as below Maximum explosion pressure 72 bar and maximum pressure rise 489**

The sample having minimum ignition temperature 421 deg c, lies in between >400 deg c, under ST0 group,No explosion characteristics, product safely can handle at the time of transportation, storage can be done at standard temperature 20-25 deg
The above samples were examined as detailed below and the following results obtained.

S No	Lab code	Client Sample ID	Test Protocol.	Test Method	Specification	Result	Unit
1	1260	LENVATINIB MESYLATE Batch No- LNT 4220006	P Max	ASTM E2206			
2			Minimum Explosive Pressure			72	Bar
3			Minimum rate of pressure rises(dp/dt)			489	Bar/3
4			Deflagration Index(DI)	ASTM D 1226		186	Bar-m/s
5			Minimum Ignition energy (MIE)	ASTM E 2019		78	MJ
6			Minimum Explosive Concentration(MEC)	ASTM E 1515		68	g/m3
7			Minimum Ignition Temperature(MIT) cloud	ASTM E1491		421	Deg c
8			Explosive Severity(ES)	IEC GC -II		1.4	--
9			Ignition Severity(IS)			4	--
10			Dust explosive class	IEC GC -II		Classifications	
11			Class	ST-0	ST-1	ST-2	ST-3
12			IEC Group	>400 deg c	400-300 deg c	300-200 Deg c	deg c
13			Range	No explosion	Weak explosion	Moderate Explosion	Explosive
14			Grade	T0	T1	T2	T3
15			Dust explosive class	Class ST0	T0	No explosion Nature	

Authorized Signatory	Alagesan.K (DGM-Materials)
Authorized On	21-OCT-2022
Printed by: Krishne.Gowda	**Printed on: 21-OCT-2022**
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Format No.F/SAIL/7.1/08	

SHIVA ANALYTICALS (INDIA) PRIVATE LIMITED ★ Authorized Signatory (Emp. ID. 588)

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

ANNEXURE – XXV

INTERNAL AUDIT CHECKLIST FOR ENVIRONMENTAL

Document Reference No.: SOP/U-2/EHS/GEN/026 Page 1 of 2 51

Sl. No.	Description	Observation(Yes/No)	Remarks
1.	Is total Electrical energy consumption is monitored monthly?	Yes	NA
2.	Are Scope 1 GHG Emissions monitored regularly?	Yes	NA
3.	Are Scope 2 GHG Emissions monitored regularly?	Yes	NA
4.	Are Scope 3 GHG Emissions monitored regularly?	Yes	NA
5.	Is Reducing Energy Consumption Intensity checked regularly?	Yes	NA
6.	Is Reducing GHG Emission Intensity checked regularly?	Yes	NA
7.	Is Water Consumption monitored regularly?	Yes	NA
8.	Is Regular Air Quality Monitored regularly?	Yes	NA
9.	Is there a waste management policy in place for the API development process?	Yes	NA
10.	Dyke drainage valves are in open condition?	No	NA
11.	Is any leakage from dyke walls?	No	NA
12.	Ensure there is no spillage of solvents in manufacturing areas?	Yes	NA
13.	Is there a process in place to dispose of expired products in an environmentally friendly manner?	Yes	NA
14.	Is there a procedure in place for the proper disposal of distillation residues?	Yes	NA
15.	Is there a procedure in place for the proper disposal of spent catalysts	Yes	NA
16.	Are there any measures in place to minimize the generation of spent carbon?	Yes	NA
17.	Are the effluent discharge parameters monitored regularly?	Yes	NA
18.	Are all waste-related incidents being reported and documented?	Yes	NA
19.	Ensuring Minimizing Waste to Landfill?	Yes	NA
20.	Update Legal Compliance Evaluation Register	Yes	NA
21.	Ensure Department wise HIRA and EAIA are available?	Yes	NA
22.	Ensure Risk Assessment of Health & Safety Impacts of Products has been performed?	Yes	NA

Audit Findings:

Name of the Department: EHS

Date of Internal audit: 27/03/25

S.No	Audit Findings and Observations	Category M/Min/C/R
1	NA	
2		
3		
4		
5		
6		
7		

Note: Depending on the nature and criticality w.r.t. EHS requirements, observations can classify as Critical, Major, Minor and Recommendation.

M : Major
Mn : Minor
C : Critical
R : Recommendation

Internal Auditors:

Name:	Signature:
Dharshathi P.R.	27/03/25
Manjunatha D.N.	27/03/25
Naveen.K.	27/03/25
CH. Naga Bday	27/03/25
R. Elangovan	27/03/25

Auditee:

Sign & Date: 27/03/25 27/03/25 27/03/25

SAFETY COMMITTEE MEETING

SCHEDULE FOR THE YEAR – 2025

S.NO	TITLE	PROPOSED DATE	REMARKS
01	Safety Committee Meeting -- 1	March - 2025	Scheduled
02	Safety Committee Meeting -- 2	June-2025	Scheduled
03	Safety Committee Meeting -- 3	September-2025	Scheduled
04	Safety Committee Meeting -- 4	December-2025	Scheduled

Signature of Coordinator :

Date : 10/01/25

Signature of Chairman :

Date : 10/01/25

CIRCULAR

This is here by inform to all safety committee members, safety committee number on - **01/25** Meeting to be held on **15.03.25 @ 11:00 AM** in Conference hall,
All are requested attend without fail.

Signature of Coordinator:

Date: 12/03/25

Signature of Chairman:

Date: 12/03/25

The Safety Committee Meeting number 01/25 Discussed following Points On 15/03/2025

1. Previous Meeting Minutes Status.

S. No	Point Discussed	Responsibility	Target Date	Status
1	All Fire Hydrant Hose Box painting required.	R.Elangovan	15/01/25	Completed
2	D-Block outside fire hydrant Hose Box rusted and damaged observed	K.Ramakrishna	Immediate	Completed /FHHB replaced
3	All department Handling Of SCBA related training Required.	Shaikh B H	30/01/25	Completed. On going activity
4	Some Production Block Outside staircase chequred plated rusted and damaged observed need to replacement required .	Mr. Jaykumar Kotwal	30/01/25	Completed
5	AO block Nitrogen manifold area chain lock system not available need to required.	Mr. Jaykumar Kotwal	15/01/25	Completed
6	I-Block outside fire hydrant Hose Box rusted and damaged observed	K.Ramakrishna	Immediate	Completed /FHHB replaced
7	Some area cable tray rusted and damaged need to replacement require	Mr. P.Bharath Kumar	30/01/25	Completed
8	E-Block static discharge Pad replacement required.	Mr. Shaikh B H	Immediate	Completed
9	All Department Handling of fire hydrant system related training required.	Mr. K.Ramakrishna /Mr. Shaikh B H	30//01/25	Completed. on going activity
10	All Fire Hydrant Line painting Required.	Mr. Majeed	20/01/25	Completed

2. Safety point discussed during safety committee meeting.

S. No	Name of the Initiator	Point Discussed	Responsibility	Target Date
1.	Mr. Sharanappa	All blocks Scrubber maintenance is required	Mr. Jaykumar Kotwal	30/04/25
2.	Mr.Prabhu	All block some Fire Extinguisher refiling and physical condition check..	K.Ramakrishna	Immediate
3.	Mr. D P Singh	All block damaged sand bucket replacement require	Shaikh B H	Immediate
4.	Mr. Shalam	Equipment Earth plates are corroded in few areas to be replaced	Mr. P.Bharath Kumar	30/04/25
5.	Mr. Basavaraj	Provide Safety shoes to all contract work men	Mr.Arvind kumar singh	30/04/25
6.	Mr. Veereshappa	Company premise garden Maintenance is required	Mr.Swami	Immediate
7.	Mr. Nasser Pasha	Some area cable tray rusted and damaged need to replacement require	Mr. P.Bharath Kumar	30/04/25
8.	Mr. Sandeep V	All-Block static discharge Pad replacement required.	Mr. Shaikh B H	Immediate
9.	Mr. K Sharath Reddy	All Employees and Helpers must be given awareness on static electricity hazard and mitigation	Respective Block In charges	30/04/25
10.	Mr. K H Honneshaiah	All Department Handling of fire hydrant system related training required.	Mr. Shaikh B H	30/04/25

Signature of Coordinator: R.M

Date: 15/03/25

Signature of chairman:

Date: 15/03/25

Shilpa Pharma Lifesciences unit -2
Nomination of Safety Committee Members.

Please find the following list of employees who have been nominated for the Safety Committee for the year 2025, for the Shilpa Pharma Lifesciences unit -2

S.No	Name	Designation	Position	Representative
1.	K H Honneshaiah	COO	Safety advisor	Management
2.	K Sharath Reddy	Director & occupier	Chairman	
3.	R.Elangovan	DGM-EHS	Coordinator	
4.	Manjunatha D N	DGM-Engineering	Secretory	
5.	Veereshappa	Asst. VP	Factory Manager	
6.	Arvind Singh	DGM-HR	Member	
7.	Govindappa Galagali	DGM-Production Non Oncology	Member	
8.	D.P Singh	DGM-PBC	Member	
9.	Linga Reddy	Sr.Assistant-Warehouse	Member	
10.	D.V Subbareddy	Sr.Executive-Production	Member	
11.	C.Raghavendra	Asst.Manager - Purchase	Member	
12.	Sandeep V	Asst. Manager - Engineering	Member	
13.	B.S Peterge	AGM - QC	Member	
14.	Srinivas	Sr.Fitter	Member	Employee Union/ contractor
15.	Jagadeesh	SS-Security	Member	
16.	Shalam	Fitter	Member	
17.	Moula	Helper	Member	
18.	Vijay kumar	Helper	Member	
19.	Karan	Helper	Member	
20.	Prabhu	Helper	Member	
21.	Sharanappa	Helper	Member	
22.	V.Swamy	Helper	Member	
23.	Fakruddin	Helper	Member	
24.	V.Basava	Helper	Member	
25.	Naseer Pasha	Helper	Member	
26.	Basawaraj	Helper	Member	

Signature of Employee Union Representator

Date: 30/12/24

Signature of Occupier

Date: 30/12/24

MINUTES OF THE FIRST RISK MANAGEMENT COMMITTEE MEETING SHILPA MEDICARE LIMITED FOR THE FINANCIAL YEAR 2024-25

DETAILS OF THE MEETING:

NAME OF THE COMPANY	SHILPA MEDICARE LIMITED
REGISTERED OFFICE	12-6-214/A-1, SHILPA HOUSE HYDERABAD ROAD, RAICHUR 584135
VENUE OF MEETING	12-6-214/A-1, SHILPA HOUSE HYDERABAD ROAD, RAICHUR 584135
TYPE OF MEETING	RISK MANAGEMENT COMMITTEE MEETING
DATE OF MEETING	11 SEPTEMBER 2024
DAY OF MEETING	WEDNESDAY
START TIME	2.00 PM
END TIME	3.30 PM

DIRECTORS PRESENT THROUGH PHYSICAL/AUDIO OR VIDEO CONFERENCE:

Sl. No	Name	Designation	Physical/OAVM
1	Mr. Vishnukant C Bhutada	Chairman	OAVM
2	Mr. Arvind Vasudeva	Member	OAVM
3	Mr. Kamal Kishore Sharma	Member	OAVM
4	Mr. Sharath Reddy Kalakota	Member	OAVM

ALSO PRESENT: PHYSICAL/AUDIO (OR) VISUAL MEANS

Sl. No	Name	Designation	Physical/ OAVM
1	Mr. Madhav Bhutada	Managing Director, Shilpa Biocare Private Limited	OAVM
2	Mr. Keshav Bhutada	Executive Director, Shilpa Pharma Lifesciences Limited	OVAM
3	Mr. Alpesh Dalal	Chief Financial Officer	Physical
4	Ms. Ritu Tiwary	Company Secretary	OAVM
5	Mr.Vishwaprasad Varanasi	Head Global , IPM	OVAM
6	Mr. Amruth Lahoti	GM- Purchase & QC	OVAM
7	Mr. Santosh Mahil	CEO, Shilpa Pharma Lifesciences Limited	OVAM
8	Ms. Anushiya Bhandari	Assistant Company Secretary	Physical

Members present unanimously elected Mr. Vishnukant C Bhutada as the Chairman of the meeting to conduct the proceedings thereon.

CHAIRMAN'S INITIALS

1. **Took note of attendance of members and grant leave of absence, if any:**

   All the members were present at the meeting; no leave of absence was required to be granted.

2. **Took note of the Minutes of the previous Committee Meeting held on 13 March 2024:**

   Minutes of the previous meeting held on 13 March 2024 were placed before the Committee. The same were taken on record.

3. **Took note on the Operational Risks, ESG, R&D And Regulatory Associated with the API Business:**

   Mr. Sharath Reddy Kalakota – Whole Time Director along with his team appraised the committee on the Operational risk, risk pertaining to Environmental, Social & Governance, Research & Development and Regulatory Risk associated with API Business and process of handling the same.

   The highlights of the presentation made by Mr. Sharath Reddy Kalakota were as follows:

- The Company follows the well accepted process to Identify the Hazards & assessment of the Risk – EAIA, HIRA, Hazop & are continually updated
- SPL has implemented the Process Safety Management System & Industrial Hygiene Protocol to reduce the process safety and occupational exposure related risks
- SPL has Certified Occupational Health & Safety Management System – ISO 45001:2018, Environmental Management System – ISO 14001:2015, Energy Management System – ISO 50001:2018 Social Accountability Management System SA8000:2014, apart from the Quality Management System ISO 9001:2015.
- The Company has won the 1st Place in Safety Competition Conducted by Karnataka Safety Institute (Inspector of Factories & Boilers, Industrial Safety & Health, in Hubli-Gulbarga Region of Karnataka)
- The Company has done quantitative Risk assessment of both the sites & the recommendations implemented.
- The company has done the Risk assessment critical processes Like Hydrogenation, handling of the toxic gases evolving from the processes and Control measures are put into place like alarms, sensors etc.
- The Business Continuity Plan (BCP) is reviewed annually as part of management reviews to assess Business Interruption scenarios in detail & arrived at the conclusion of the findings in BCP

   The Committee deliberated and took note of the same.

CHAIRMAN'S INITIALS

4. **Took note on the Intellectual Property (IP) Risks Associated with the API & Formulation Business:**

In line with Risk Management Policy of the Company, Mr. Vishwaprasad Varanasi – Head Global IPM appraised the Committee on the risk associated with Intellectual Properties of the Company. He also briefed the process of identifying, analyzing and responding to risk factors.

The highlights of the presentation made by Mr. Vishwaprasad Varanasi were as follows:

- Identifying Risks
- Analyzing Risk
- Responding to Risk
- Due diligence
- Strategization
- Safeguarding
- Competitive Intelligence
- Surprises / Inevitable circumstances / Mitigations
- Patent filings of some important product franchise
- Future Challenges & Risk Mitigation

The Committee reviewed and took note of the same.

5. **Took note on the Geopolitical Risk Associated with the Company:**

In furtherance to the discussion held in the previous meeting, the Geopolitical Risk Associated with the Company and measures for mitigation including processes and systems for internal control was placed before the Committee by Mr. Santosh Mahil – CEO Shilpa Pharma Lifesciences Limited.

The following were the highlights of the presentation made by Mr. Santosh Mahil – CEO:-

- Total API & FDF Sales in Risk Prone Nations
- Breakup - API & Formulation Sales in Risk Prone Nations
- API Business - Sales Region Wise was presented
- Formulation Business Sales - Region Wise

The Committee took note of the same.

CHAIRMAN'S INITIALS

6. **Took note on the Supplier Risk Associated with the Company:**

In line with the Risk Management policy of the Company, Mr. Amruth Lahoti - General Manager – Purchase & QC appraised the Committee on Supplier risk faced by the Company and also briefed the measures for risk mitigation including processes and systems for internal control.

The following were the highlights of the presentation made by Mr. Amruth Lahoti -

- Oncology: Vendor-wise purchase analysis and linked revenue
- Oncology: Country-wise purchases.
- NON -Oncology: Vendor-wise purchase analysis and linked revenue
- NON-Oncology: Country-wise purchases
- The API Universe- Onco and non-oncology
- Country –wise purchases: API segment

The Committee reviewed and took note of the same.

7. **Any other business with the permission of the chair:**

There being no other business to be transacted, the meeting concluded with vote of thanks to the chair.

Date:
Place: Raichur

CHAIRMAN

CHAIRMAN'S INITIALS

Shilpa Pharma Lifesciences

Welcome to

Risk Management Committee

Brief Information of SPL

- Shilpa Pharma Lifesciences Ltd, Units 1 & 2 (SPL) are involved in handling of the Hazardous chemical processes, Potent Molecules & other Active Pharmaceutical Ingredients, Polymers CDMO Activities .

- At SPL introduction of the new products & as a part of improving efficiencies, Productivity, the necessary changes in operating procedures are undertaken, which poses various risks. The company Continually assesses the risks in all its operations. The environmental aspect & impact assessment (EAIA), occupational health & safety (HIRA-Hazard Identification & Risk Assessment), Process safety (HAZOP-Hazard & Operability) and industrial hygiene (QLEA/QNEA-Qualitative/Quantitative Exposure Assessment) related aspects/hazards arising out of its activities/products and manage the associated impacts/risks adequately to Minimize the impact & create business opportunities.

- Identification of Hazards & Risk Assessment is the ongoing Continual Process, & involves all the personnel to capture the Hazards in the day-to-day activities & assess the risks. The company follows the well accepted process to Identify the Hazards & assessment of the Risk – EAIA, HIRA, Hazop & are continually updated.

- Apart from the above SPL has implemented the Process Safety Management System & Industrial Hygiene Protocol to reduce the process safety and occupational exposure related risks.

- SPL has made the Business Continuity plan , Review the Risks annually& Control Measures are made available.

- In view of recent process safety incidents at other industries , we will relook into our systems to strengthen the process safety functions with competent talents.

Brief Information of SPL

- SPL is having **Certified** Occupational Health & Safety Management System – ISO 45001:2018, Environmental Management System – ISO 14001:2015, Energy Management System – ISO 50001:2018 Social Accountability Management System SA8000:2014, apart from the Quality Management System ISO 9001:2015.
- The **Maturity of SPL Sustainability/ESG Management Systems** has been assessed by **ECOVADIS** & has been awarded with commitment badge with a score of 45, which is well received by our customers
- The company is the **UNGC Participant** and has been submitting the Annual Communication on Progress (CoP) Report on compliance with UNGC principles related to ESG performance of the company.
- The company has submitted the **Commitment Letter to SBTi** (Science Based Targets initiative) to showcase SPL's commitment to the stakeholders in Net Zero Carbon journey with short-term and long-term targets for GHG emission reductions & is under the process of submission of the targets.
- Then company has won the 1st Place in Safety Competition Conducted by Karnataka Safety Institute (Inspector of Factories & Boilers, Industrial Safety & Health, in Hubli-Gulbarga Region of Karnataka)
- SPL has implemented the process for compliance evaluations w.r.t. Environmental Laws, Factory Act, Petroleum Act, Labor & Welfare Laws, The Drugs & Cosmetics Act. & has the system of tracking the compliance by maintaining the legal Register of applicable licenses & permits, which are reviewed quarterly.

Brief Information of SPL

- The Company has done quantitative Risk assessment of both the sites & the recommendations implemented.
- The company has done the Risk assessment critical processes Like Hydrogenation, handling of the toxic gases evolving from the processes and Control measures are put into place like alarms , sensors,
- The Recommendations of Control measures suggested out of HIRA and Hazop are put in place.
- Emergency Mock Drills & Fire drills are conducted frequently & the district authorities & Neighboring Factories are invited
- Workplace emissions are monitored.

To strengthen the ESG practices, the company is continuing the engagement of subject matter expert, **Mr. Tapas Chakraborty** as ESG Advisor, for supporting the implementation of Sustainability Management Systems and improve up on the ESG performances.

Tapas Chakraborty is a Subject Matter Expert in Strategic HSE & ESG. He has over 30 years of diverse experience with national and multinational Consulting, Petrochemicals and Pharmaceuticals organizations in the areas of Health, Safety, Environment, Labor, Human Rights, Ethics, Sustainable Procurement, and related management systems.

RISK SUMMARY

Bellow Table gives the EHS Risk Summary of SPL based on EAIA and HIRA for all the departments as on 31.03.2024 for the activities identified by the concerned head of the departments and the respective cross functional teams.

SPL has established and implemented required processes to identify and assess environmental aspects & impacts assessment (EAIA) and occupational health & safety hazards & risks assessments (HIRA-Hazard Identification & Risk Assessment) arising out of departments wise activities and manage the associated impacts/risks adequately to create business opportunities.

SPL has also established and implemented required processes to identify and assess social, business ethics and ESG governance related risks arising out of its operations and manage them adequately to create business opportunities.

The summary of the EHS, Social, Business Ethics & ESG Governance related risks are given in the following slides.

EHS RISK ASSESSMENT CRITERIA

Severity Criteria for Occupational Health & Safety Hazards Severity of Consequence (Scale 1 = Least severe to Scale 5 = Most severe)				
1-Insignificant	**2-Minor**	**3-Moderate**	**4-Major**	**5-Catastrophic**
Work-related first aid case (e.g.: very small cut)	Work-related medical treatment case (e.g.: small cut Injury needs medical assistance)	Work-related restricted work case (e.g.: very small cut Injury led to stop the work)	Work-related lost day case (E.g.: Fractures)	Work-related fatality or disability. (e.g., Death or loss in body part)

Severity Criteria for Environmental Aspects Severity of Consequence (Scale 1 = Least severe to Scale 5 = Most severe)				
1-Insignificant	**2-Minor**	**3-Moderate**	**4-Major**	**5-Catastrophic**
Negligible on-site environmental impact (low significance). e.g., a minor spill easily containable.	Onsite local environmental impact (containable) (low significance). e.g., Few minor spills, easily containable.	On-site environmental impact (containable), may attract attention of statutory authority (medium significance). e.g., a moderate spill requiring containment actions.	On-site/Off-site environmental impact (containable), may lead to statutory notice/fines (high significance). e.g., a moderate spill requiring immediate containment actions on-site by ERTs.	On-site/Off-site significant environmental impact (not easily recoverable) may lead to significant fines, prosecutions, and business interruption (extreme significance). e.g., a major spill which needs immediate containment actions for both on-site/off-site by ERTs/external agencies.

EHS RISK ASSESSMENT CRITERIA

Ratings for Likelihood Likelihood of Occurrence (Scale 1 = Least likely to Scale 5 = Most likely)				
1-Rare	**2-Unlikely**	**3-Occasional**	**4-Frequent**	**5-Certain**
May occur but only in rare circumstances (e.g., once in twenty years)	Unlikely to occur but could happen (e.g., once in ten years)	Possible and likely to occur at some time (e.g., once in five years)	Likely to occur frequently (e.g., once in a year)	Almost certain to occur (e.g., more than one time in a year)

Risk/Impact Matrix for Risk/Impact Assessments						
		Severity (S)				
		1-Insignificant	**2-Minor**	**3-Moderate**	**4-Major**	**5-Catastrophic**
Likelihood (L)	**5-Certain**	**Low**	**Medium**	**High**	**Extreme**	**Extreme**
	4-Frequent	**Low**	**Medium**	**Medium**	**High**	**Extreme**
	3-Occasional	**Low**	**Low**	**Medium**	**High**	**Extreme**
	2-Unlikely	**Low**	**Low**	**Medium**	**Medium**	**High**
	1-Rare	**Low**	**Low**	**Low**	**Medium**	**Medium**

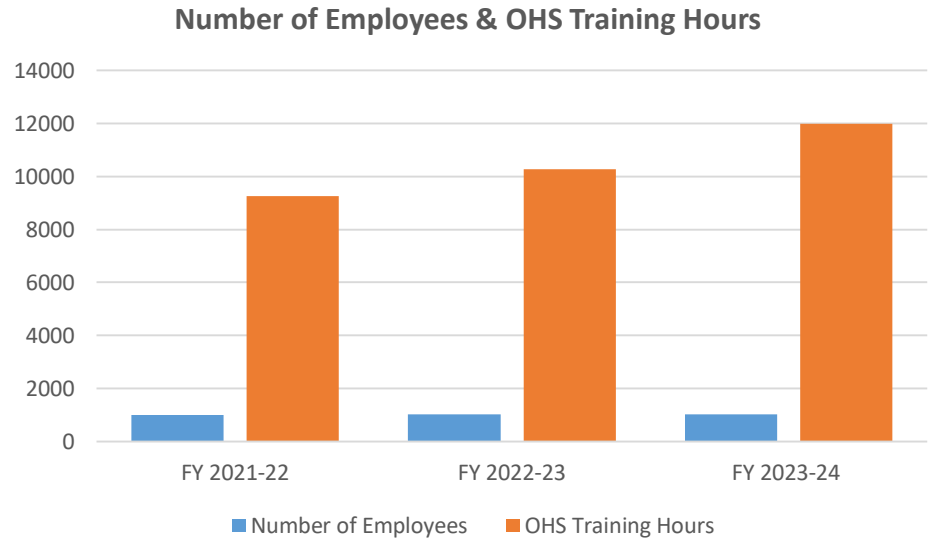
EHS RISK SUMMARY

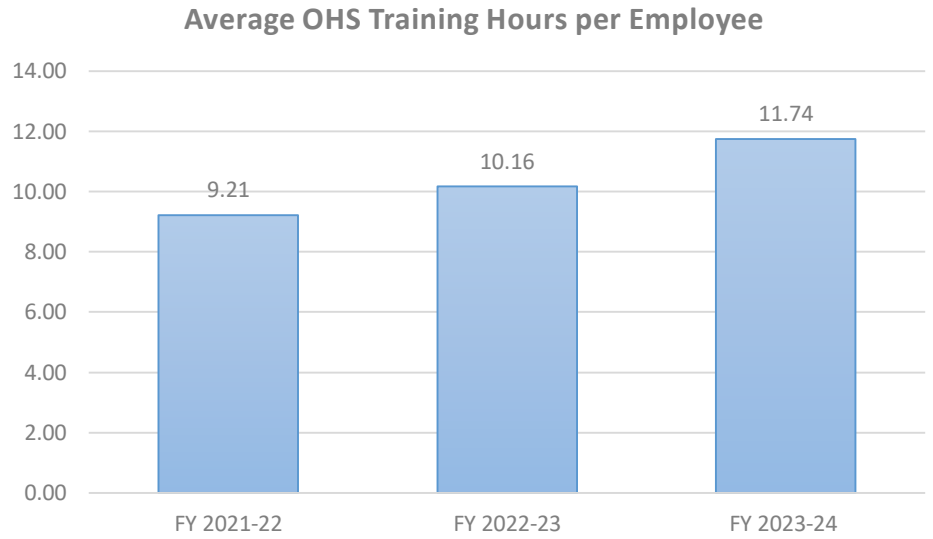
Risks / Opportunities	HIRA								EAIA							
	Worst Case OHS Risks				Residual OHS Risks				Worst Case Environmental Impacts				Residual Environmental Impacts			
	Numbers		%		Numbers		%		Numbers		%		Numbers		%	
	FY 2223	FY2324	FY 2223	FY2324	FY 2223	FY2324	FY 2223	FY2324	FY 2223	FY2324	FY 2223	FY2324	FY 2223	FY2324	FY 2223	FY2324
Extreme	12	13	3	3	0	0	0	0	2	0	1	0	0	0	0	0
High	116	145	28	32	0	0	0	0	26	42	19	26	0	0	0	0
Medium	232	243	56	53	156	164	37	36	78	86	57	53	19	23	14	14
Low	57	58	14	13	261	295	63	64	32	31	23	19	119	136	86	84
TOTAL	**417**	**459**	**100**	**100**	**417**	**459**	**100**	**100**	**138**	**161**	**100**	**100**	**138**	**161**	**100**	**100**
	Adequate *identification*, assessment and management of "Extreme" & "High" OHS Risks & Environmental Impacts create Business Opportunities.															

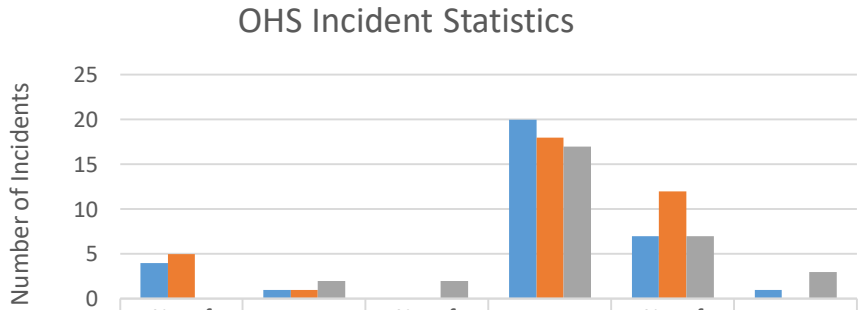
Note: HIRA: Hazard Identification & Risk Assessment, EAIA-Environmental Aspect-Impact Assessment, Worst Case Risk/Impact: Prior to implementation of any risk/impact control measures. Residual Risk/Impact: After effective implementation of existing and additional risk/impact control measures.

Above Table gives the EHS Risk Summary of SPL based on EAIA and HIRA for all the departments as on 31.03.2024 for the activities identified by the concerned head of the departments and the respective cross functional teams. Activities/products of SPL being dynamic, EAIA, HIRA, HAZOP & Industrial Hygiene risk assessment needs to be updated as and when there is any change in activity/product and effective risk/impact control measures to be implemented to manage the risk/impact adequately to create business opportunity.

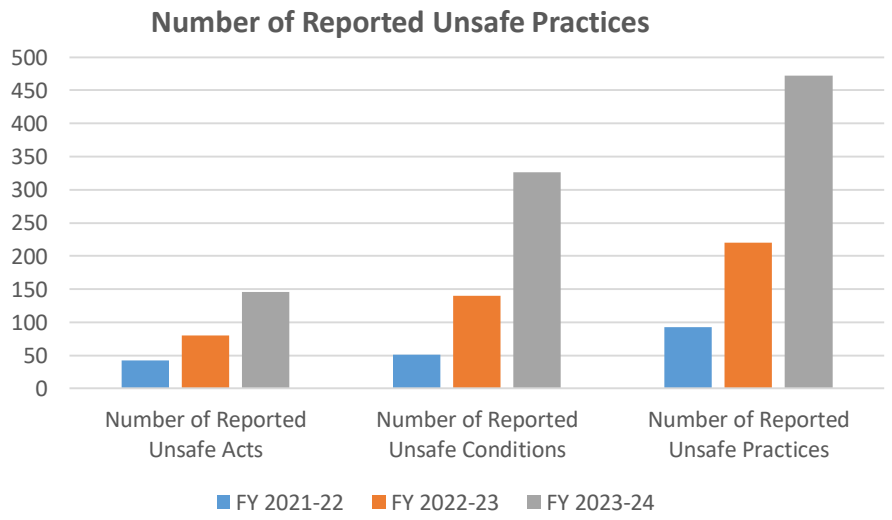
OHS Performance Statistics



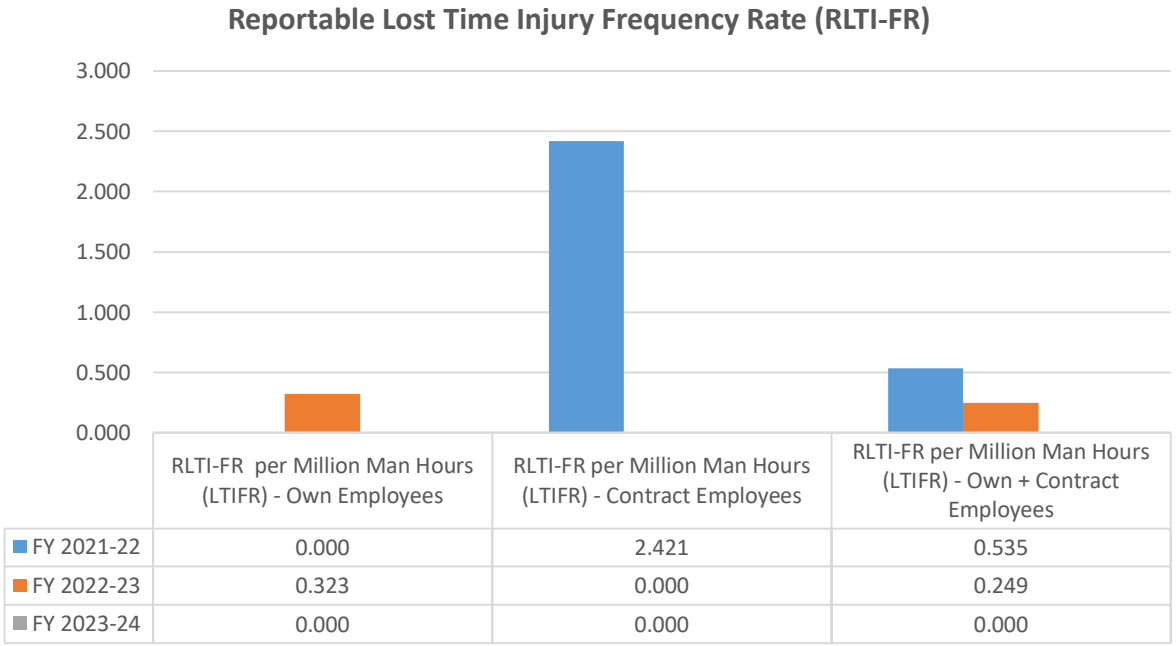




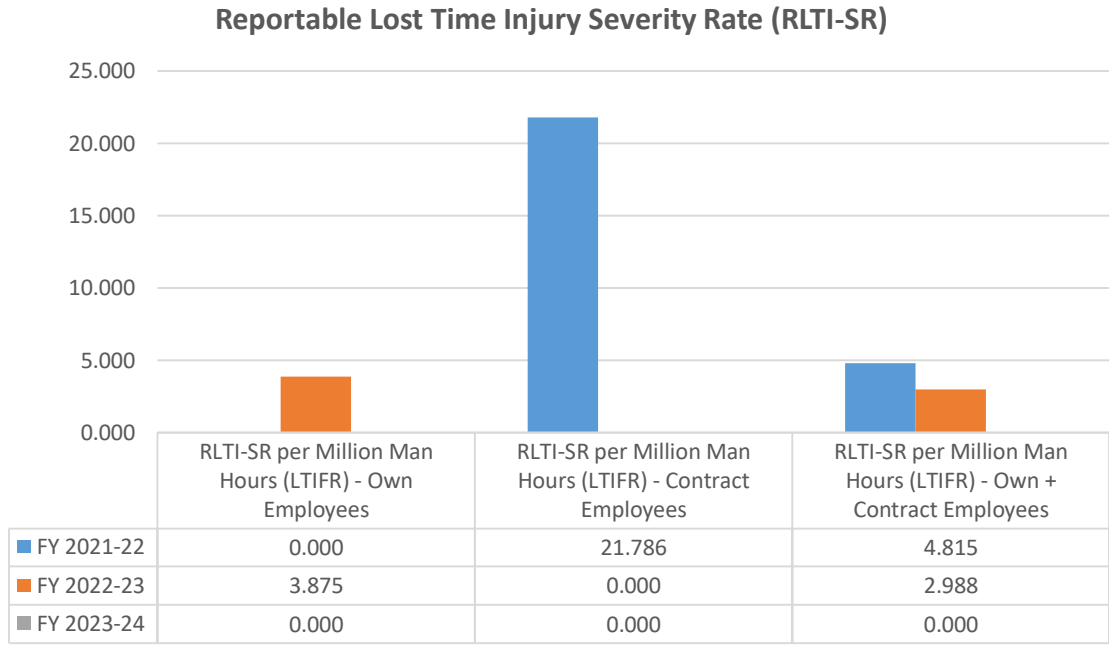
	No. of Process safety incident	No. of fire incident	No. of Environmental Incident	No. of First Aid cases	No. of Medical Treatment Cases	No. of lost workday cases
FY 2021-22	4	1	0	20	7	1
FY 2021-22	5	1	0	18	12	0
FY 2023-24	0	2	2	17	7	3



OHS Performance Statistics



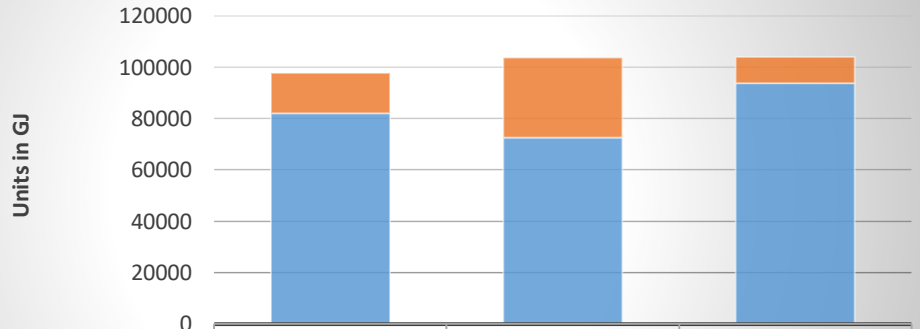
	RLTI-FR per Million Man Hours (LTIFR) - Own Employees	RLTI-FR per Million Man Hours (LTIFR) - Contract Employees	RLTI-FR per Million Man Hours (LTIFR) - Own + Contract Employees
FY 2021-22	0.000	2.421	0.535
FY 2022-23	0.323	0.000	0.249
FY 2023-24	0.000	0.000	0.000



	RLTI-SR per Million Man Hours (LTIFR) - Own Employees	RLTI-SR per Million Man Hours (LTIFR) - Contract Employees	RLTI-SR per Million Man Hours (LTIFR) - Own + Contract Employees
FY 2021-22	0.000	21.786	4.815
FY 2022-23	3.875	0.000	2.988
FY 2023-24	0.000	0.000	0.000

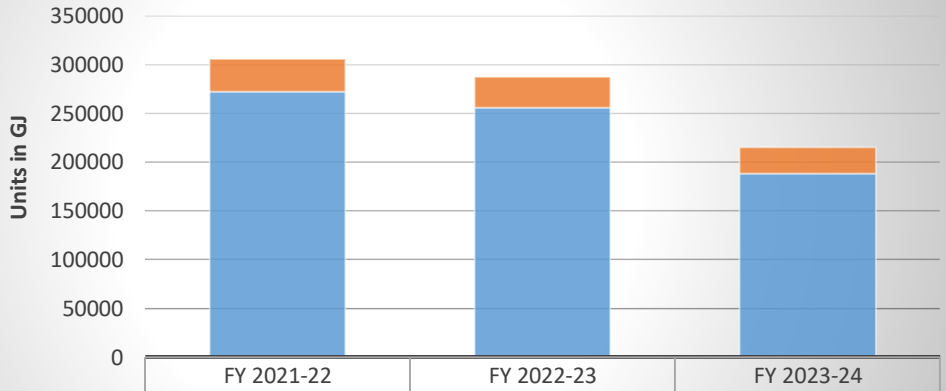
Environmental Performance

Electricity Consumption in GJ



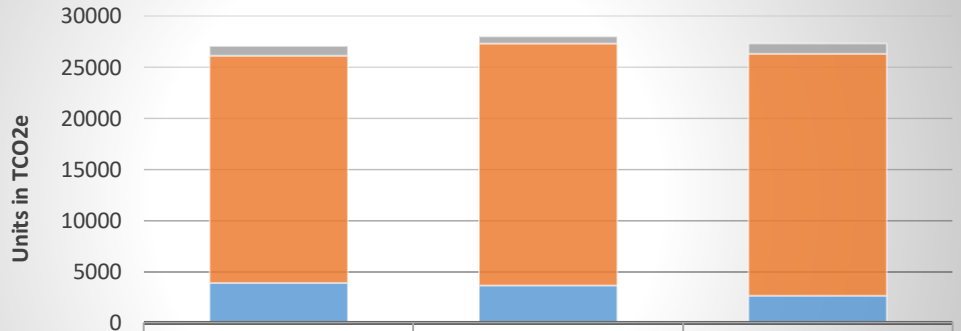
	FY 2021-22	FY 2022-23	FY 2023-24
Electricity from Non-Renewable Sources	15523	31132	10206
Electricity from Renewable Sources	82143	72648	93719

Thermal Energy Consumption in GJ



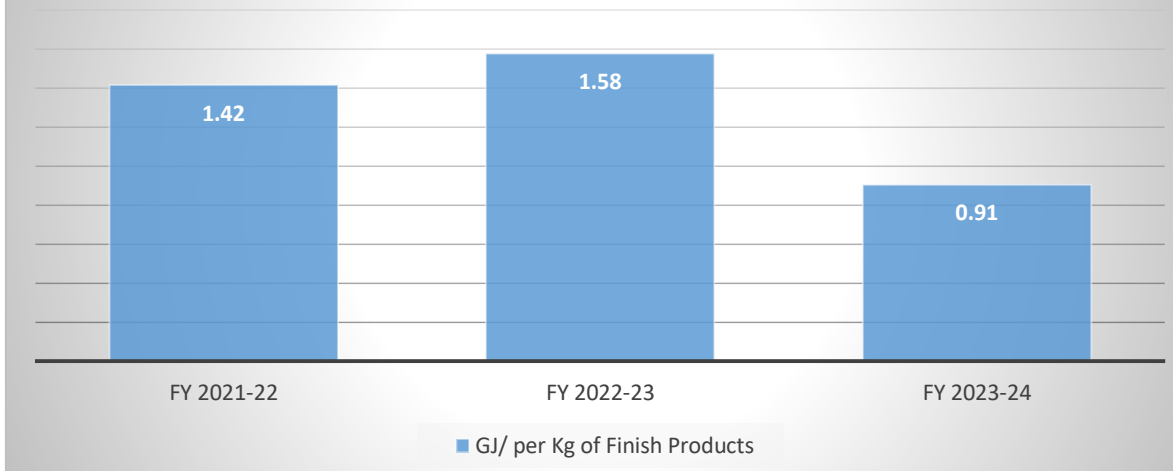
	FY 2021-22	FY 2022-23	FY 2023-24
Fuel Non-Renewable Sources	33045	31941	27054
Fuel Renewable Sources	272543	255765	188207

Scope GHG Emissions



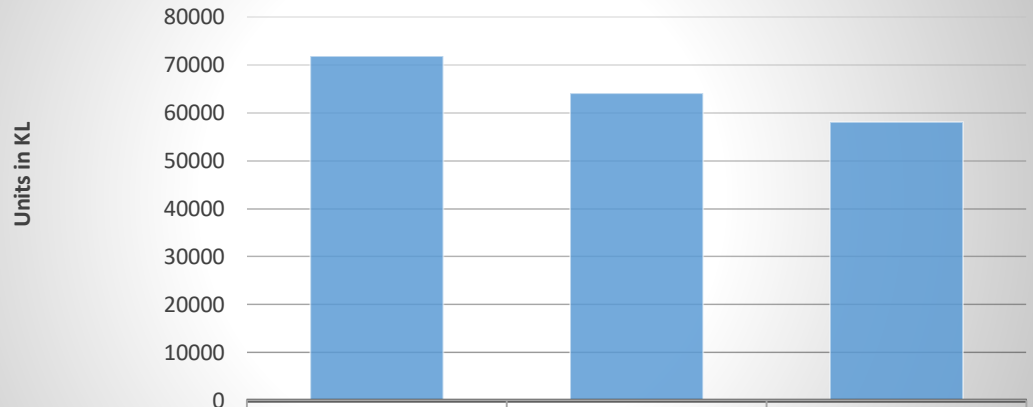
	FY 2021-22	FY 2022-23	FY 2023-24
Scope 3 GHG Emissions	878	710	961
Scope 2 GHG Emissions	22246	23639	23672
Scope 1 GHG Emissions	3900	3653	2656

Energy Intensity



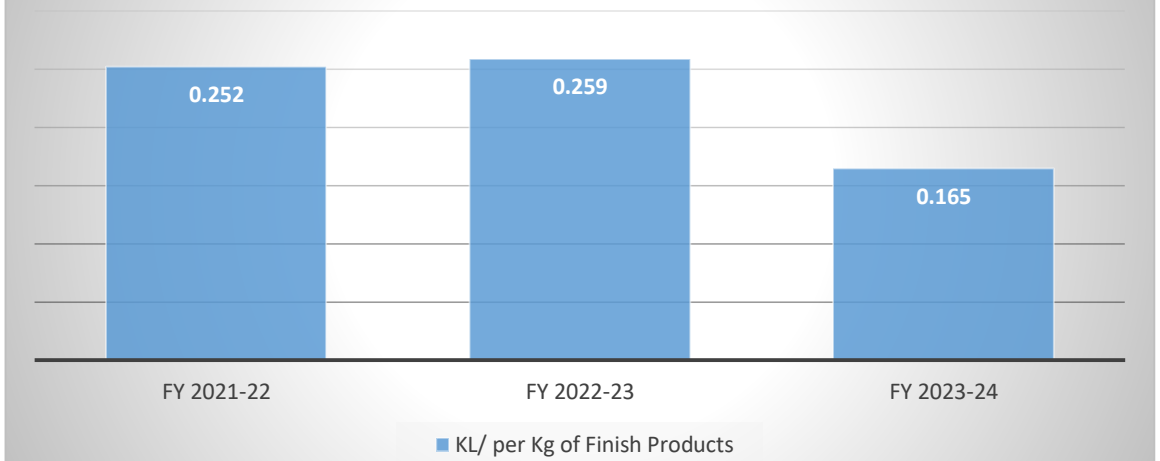
Environmental Performance

Water Consumption

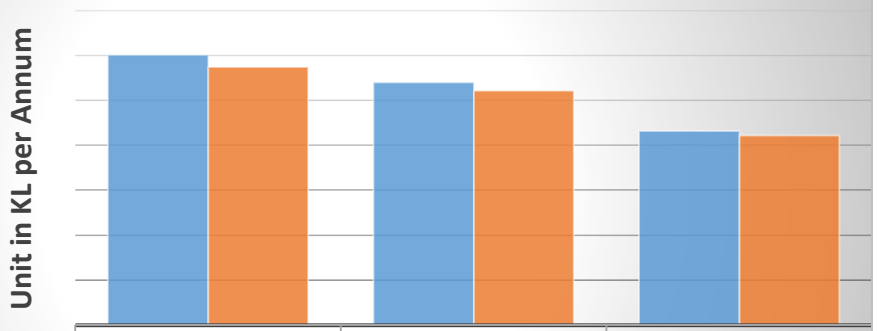


	FY 2021-22	FY 2022-23	FY 2023-24
Total Fresh Water Withdrawal	71786	64106	58072

Water Intensity



Effluent Generation and recycle



	FY 2021-22	FY 2022-23	FY 2023-24
Effluent Generated	60125	54037	43193
Total Recycled Water	57453	52104	42148

Risk Rating				
		Severity		
		S1 No deviation in compliance to law/ affects performance by 5 %	**S2** Affects Performance by 10%	**S3** Non-compliance with law/affects performance by more than 10%
Likelihood	**L1** (Likely to occur once/year)	**Low**	**Low**	**Low**
	L2 (Likely to occurs two times/year)	**Low**	**Medium**	**Medium**
	L3 (Likely to occur more than twice/year)	**Low**	**Medium**	**High**

Action to Control Risks	
• Low	Control measures to sustain the risk at the same level.
• Medium	Additional control measures can be taken as improvement opportunity to reduce to low level.
• High	Additional control measures must to reduce to medium level.

Ref: IEC/ISO 31010: 2019 - Risk management - Risk assessment techniques (Consequence/probability matrix)

Social Accountability, Business Ethics & Governance Risk Assessment

Risks	Social Accountability				Business Ethics Risks				Governance Risks (Environment & Social)			
	Worst case Risks		Residual Risks		Worst case Risks		Residual Risks		Worst case Risks		Residual Risks	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
High Risks	2	12	0	0	7	39	0	0	4	100	0	0
Medium Risks	14	82	1	12	10	56	0	0	0	0	0	0
Low Risks	1	6	17	88	1	6	18	100	0	0	4	100
TOTAL	17	100	17	100	18	100	18	100	4	100	4	100

- Note: Worst Case Risk/Impact: Prior to implementation of any risk/impact control measures. Residual Risk/Impact: After effective implementation of existing and additional risk/impact control measures. The above Table gives the Social, Governance, Business ethics Risk Summary of SPL as on 31.03.2024 for the activities identified by the concerned head of the departments and the respective cross functional teams. Activities/products of SPL being dynamic, risk assessment needs to be updated as and when there is any change in activity/product and effective risk/impact control measures to be implemented to manage the risk/impact adequately to create business opportunity.
- SPL has established required processes and putting efforts to understand the risks arising out of its activities/products and manage the associated impacts/risks adequately to create business opportunities.
- SPL has implemented these processes under the guidance of the top management with the support of the trained cross functional teams, concerned head of the departments and site leadership team.

Social Accountability Performance

Description	FY 2021-22	FY 2022-23	FY 2023-24
% of employees training in SA Policy & Procedures	73%	80%	88%
Number of child Labor Cases	0	0	0
Number of forced labor incidents	0	0	0
Number of discrimination incidents	0	0	0
Number of disciplinary incidents	0	0	0
Compliance to Minimum wages	100%	100%	100%
No of grievances	0	3	1
Number of sexual harassment cases	0	0	0
Other human rights issues	0	0	0
Legal compliance violations	0	0	0

Drug Regulatory Risk Assessment Summary

Microsoft Excel Worksheet

Regulatory Risk Summary								
Shilpa Pharma Lifesciences Limited								
Risks / Opportunities	Worst case Risks - FY 22-23		Residual Risks FY 22-23		Worst case Risks FY 23-24		Residual Risks FY 23-24	
	Number	%	Number	%	Number	%	Number	%
High Risks	5	41.67	0	0	5	38.46	0	0
Medium Risks	7	58.33	0	0.00	8	61.54	0	0.00
Low Risks	0	0.00	12	100.00	0	0.00	13	100.00
TOTAL	12	100.00	12	100.00	13	100.00	13	100.00

Drug Regulatory Risk Assessment Summary

	Criteria					
Likelihood		Risk Rating				
L1	Occurs once a Year			Severity		
L2	Two times a year			S1	S2	S3
L3	Three or more 3 times a year	Likelihood	L1	Low	Low	Low
			L2	Low	Medium	Medium
			L3	Low	Medium	High

Severity		Actions Required
S1	No deviation in Compliance to Law/ affect SA performance by 5 % (Performance Indicator)	Low	Control measures to sustain the risk at the same level.
S2	Affect the SA Performance by 10% (Performance Indicator)	Medium	Additional control measures can be taken as improvement opportunity to reduce to low level.
S3	Non compliance with Law/ Affects social performance by more than 10% (Performance Indicator)	High	Additional control measures must to reduce to medium level.

Ref: IEC/ISO 31010: 2019 - Risk management - Risk assessment techniques (Consequence/probability matrix)

Research & Development Risk Summary

Risk/Impact Level	Risk/Impact Acceptability	Actions Based on Risk/Impact Levels
Low	Ensure controls	Additional controls may be considered as improvement opportunities. An annual review is needed to ensure that the risk levels assigned are not increased over time. Monitor effectiveness of existing controls.
Medium	Must ensure controls	Additional controls for improvement opportunities. Department head's attention is required to maintain the risk levels at this level and not to increase over time. Monitor effectiveness of existing controls.
High	Must act	High risk level must be reduced by implementing additional risk controls before work commences. The High risk shall be controlled by using substituted/engineering controls before commencing work. Department head's intervention is required before commencing work.
Extreme	Cannot accept	The Extreme risk should be avoided as far as possible. If avoidance is not possible, control the Extreme risk by using substituted and engineering controls before commencing work. Site management's intervention is required before commencing work.

R&D	Summary of R&D							
Risk/Opportunity Rating	Worst Case Impacts FY22-23		Worst Case Impacts FY23-24		Residual Impacts FY 22-23		Residual Impacts FY 23-24	
	No	%	No	%	No	%	No	%
Extreme	1	6	1	4	0	0	0	0
High	3	17	10	38	0	0	0	0
Medium	14	78	14	54	2	11	5	19
Low	0	0	1	4	16	89	21	81
TOTAL	18	100	26	100	18	100	26	100

Note: R&D: Risk Assessment, Worst Case Risk/Impact: Prior to implementation of existing control measures. Residual Risk/Impact: After effective implementation of existing and additional control measures.

Business Continuity Plan

- The Business Continuity Plan (BCP) is reviewed annually as part of management reviews to assess Business Interruption scenarios in detail & arrived at the conclusion of the findings in BCP.

- Various scenarios like Power Failure, Shortage / Failure of water supply, Fuel supply, breakdown of DG sets & Thermic Fluid heaters, other Resource failure/breakdown, Explosion of Major Utilities, Explosion scenario at utility & process equipment, Fire at solvent storage yard/solvent drum storage, HVAC Failure in Clean rooms, Failure of controlled storage areas, failure of ETP/Process Equipment, Major Fire, Natural Calamities, Food Poisoning, Supplier failures are assessed & reviewed the contingency measures available for minimizing major impact on the business.

- The Plan is tested by Reviewing the Preparedness of the site and its employees for emergency scenarios like fire, explosion, Natural calamities, spillage, exposure to toxic gases and evacuation were evaluated by conducting simulated emergency drills at predefined intervals. All the simulated emergency drills are completed successfully and concluded that, team has basic understanding on how to handle the emergency scenarios. Onsite emergency plan is prepared & is approved by the Inspector Factories & Boilers, Govt. of Karnataka, and simulated emergency drills are conducted as per the onsite emergency plan. Further Fire drills are conducted periodically.

- All the scenarios as described above have been Reviewed & the review findings reveal that, no major incidents which cause business interruption reported. Adequate preventive measures such as preventive maintenance/calibration of equipment/ instruments, continuous monitoring of critical equipment/ utilities, backups for critical equipment and utilities, regular trainings to empower the manpower, adequate support from the top management in place to avoid business interruption due to any of the risks defined in BCP.

THANK YOU

Shilpa Pharma Lifesciences Limited
Raichur, Karnataka, INDIA
Review Frequency: Monthly **Review Date:13-08-2025**

OHS Objectives and KPIs

KPI No	EHS Policy / EHSMS Process Ref	Objectives linked to (KRA)	Objectives (KPI)	Units	KPI-Target	KPI-Achieved FY21-22	KPI-Target	FY22-23	KPI-Target	FY 2023-24	KPI-Target	FY 2024-25	Remarks	GRI standard Reference	Mapping to UNGC Principles	Mapping to UNSDGs
1	EHS Compliance Evaluations(SOP /U-2/EHS/GEN/017/06), Section 6.2 page No 2 EHS Legal Compliance Evaluation Register : Annexure 2	OHS Legal Compliance	Update Legal Compliance Evaluation Register	Frequency- Half yearly monitoring	2	2	2	2	2	2	2	2	Enclosed EHS Legal Compliance Evaluation Register : Attachment No 2 Ref Page no 8 to 13 of 870	GRI-307-1	Principles 3 to 6	1, 3
2	SOP- Aspects / Hazards Identification and Evaluation (SOP /U-2/EHS/GEN/023/01), Section 6.1. Page No 2, Annexure-2 "Hazard Identification & Risk Assessment (HIRA).	Conducting HIRA	Department wise Updated HIRA and EAIA	%	Number of Manifacturing 10 Blocks - 100% productoin blocks, utility, warehouse;ETP to complete assessment of 100% areas	100%	100%	100%	100%	100%	100%	100%	Enclosed Hazard Identification & Risk Assessment (HIRA).- Attachment No 3 Ref Page no 14 to 28 of 870	GRI-102-15 GRI-403-8	Principles 3 to 6	1, 3
3	Product Health & safety Data	Poweder safety data & SDS	Risk Assessment of Health & Safety Impacts of Products	To be made available for all the products	100%	100%	100%	100%	100%	100%	100%	100%	Occupational Health Data attached as SDS Powder Safety Data Attached -Attachment No 4 & 5 for One Product attached Ref Page no 29 to 30 of 870	GRI-416-1	Principles 3 to 6	1, 3
4	SOP- Training of Employee(s)(SOP/U-2/PA/GEN/005/19)	Training Completion as per Calendar	Effective EHS Training	100% personnel training to be completed	100%	100%		100%		100%		100%	Enclosed Training Completion as per Calendar attachment No-9 Ref Page no 65 to 94 of 870	GRI-416-1	Principles 3 to 6	1, 3
5	SOP- Training of Employee(s)(SOP/U-2/PA/GEN/005/19)	OHS Training Manhours/ Employee/ Year	Effective EHS Training for all employees	Average training Hours /employee/Year	30	26.72	44	10.16	44	18.14	44	24.35	Training Summary Data Attached Attachment No-10 Ref Page no 95 to 123of 870	GRI-416-1	Principles 3 to 6	1, 3
6	SOP-Factory entry and exit procedure for visitors, auditors, employees, contract workers, service vendors, government officials, inter unit personnel, materials and vehicles.(SOP/U-2/PA/GEN/008)	Visitors Guideline Orientation	All Visitors made aware of Visitor Safety Guideline	100% Visitors must be made aware of the guidelines	100%	100%	100%	100%	100%	100%	100%	100%	Enclosed for Visitors Guideline Attachment No- 11 Ref Page no 124 of 870	GRI-416-1	Principles 3 to 6	1, 3
7	SOP- Safety review Through safety committee meeting (SOP /U-2/EHS/GEN/022/01) Section 6.1 Page No 1	Safety Committee Meeting	Conducting Safety committee meetings & Implementing Recommendations	Frequency- Quarterly - 4 meetings per year	4	4	4	4	4	4	4	4	Enclosed - Safety Committee Meeting Minutes Attachment No-7 Ref Page no 33 to 37 of 870	GRI-403-4	Principles 3 to 6	1, 3
8		Internal and External Communication	One time communication as per stipulated date or timeline (a) Internal Audits- Frequency- Quarterly yearly (c) Training of Employee- Frequency- Yearly (d) MOCK Drill of Employee- Frequency Half yearly External Communication 1) SAQ 2) Govt Bodies Intimation of Incidents 3) Submission form -20 regarding the Effluent Generated, water consumed , Environment monitoring , Hazardous waste diosed , Electrical energy consumption	1) To complete as per frequency 2) vendors SAQ need to be sent to : 3) Incident Intimation : As & when incident occurres Submission of Form-20 - Monthly	100% Compliance	100%	100% Compliance	100%	100% Compliance	100%	100% Compliance	100%	1) Internal Audit & External report - attachment no-12 Ref Page no 127 to 157 of 870 2) Training completion as per calender - attachment NO-9 Ref Page no 65 to 94 of 870 3)MOCK Drill Report - attachment no-13 Ref Page no 158 to 187 of 870 External 1) Supplier feed back,Self Assessment , Attachment No-14 Ref Page no 188 to 227 of 870 2) Incident intimation - Form-17 underv factories act , attachment no-15 Ref Page no 228 to 230 of 870) Form-20 Submission to pollution Control Board , attachment no-16 Ref page no 231 to 232 of 870	GRI-403-4	Principles 3 to 6	1, 3
9	SOP- EHS CHANGE CONTROL MANAGEMENT(SOP/U-2/EHS/GEN/033/01), section 6.4 Page No 2 EHS Change control Impact Evaluation Form FM-EHS-039-00	Management of Change	Implementing EHS Critical Change through Management of Change & recommendations.	%	100%	100%		100%		100%		100%	Enclosed Copy of Change control Impact Evaluation Format FM-EHS-039-00 Attached as 17 Ref Page no 233 of 870	GRI-403-2	Principles 3 to 6	1, 3
10	MocK drills Reports - Every 6 month	Emergency Drills	Conducting Periodic Emergency Drills as per Calendar	Frequency- Half yearly	2	2		2		2		2	Moc drills Reports Refer attachment no-13 Ref Page no 158 to 187 of 870	-	Principles 3 to 6	1. 3
11	SOP- EHS Audits & Inspections (SOP /U-2/EHS/GEN/026/03) Section 6.2.4 Page No 4	Reporting CAPA for nonconformities (NC)	Effective Audit NC Management	Timely Completion of CAPA in No's	No's		No's		No's		No's		Audit CAPA attached as Annexure No-12 Ref Page no 234 to 240 of 870	GRI-403-8 GRI-416-2	Principles 3 to 6	1, 3

KPI No	EHS Policy / EHSMS Process Ref	Objectives linked to (KRA)	Objectives (KPI)	Units	KPI-Target	FY21-22	KPI-Target	FY22-23	KPI-Target	FY 2023-24	KPI-Target	FY 2024-25	Remarks	GRI standard Reference	Mapping to UNGC Principles	Mapping to UNSDGs
12	Safe & At-Risk Behaviors EHS Incident Reporting And Investigation (SOP/U-2/EHS/GEN/015/06) Section 6.2 and 6.3,Annexure-1 ,Annexure-2	Investigating high severity incidents using root cause analysis	Reporting All Incidents	In Nos	All incidents must be reported	21	All incidents must be reported	15	All incidents must be reported	22	All incidents must be reported	33	Enclosed Summary of Incidents Report Attached as Annexure No-18 Ref Page no 241 to 251 of 870	GRI-403-9 GRI-403-10 GRI-416-2	Principles 3 to 6	1, 3
13	Safe & At-Risk Behaviors EHS Incident Reporting And Investigation (SOP/U-2/EHS/GEN/015/06) Section 6.4. Page 9	Incident CAPA	Implementing Incident CAPA	%	100%	100%	100%	100%	100%	100%	100%	100%	Enclosed CAPA Attached As ANNEXURE No-19 Ref Page no 234 to 240 of 870	GRI-403-9 GRI-403-10 GRI-416-2	Principles 3 to 6	1, 3
14	HOT WORK PEMIT SYSTEM (SOP/U-2/EHS/GEN/009/05) FM-EHS-005-03. VESSEL / CONFINED SPACE ENTRY WORK PERMIT SYSTEM (SOP/U-2/GEN/010/08)FM-EHS-006-04. WORK AT HEIGHT PERMIT SYSTEM (SOP/U-2/GEN/011/05) FM-EHS-007-03. TANKER LOADING / UNLOADING WORK PERMIT SYSTEM (SOP/U-2/GEN/012/05)FM-EHS-008-03	Work Permits	Effective Implementation of Work Permit System for Non-routine Activities	100%; Monitored by Daily Dsh Board	100%	100%	100%	100%	100%	100%	100%	100%	Effective Training on Work permit System SOP Attachment no -20; Ref Page no 252 to 281 of 870 Daily DashBoard Attached as Attachment no -21 Ref Page no 282 of 870	GRI-307-5	Principles 3 to 6	1, 3
15	SOP- Handling of Hazardous Chemicals (SOP/U-2/EHS/GEN/020/04), Section 6.20 Page No 3 & Annexture-6	Chemical Storage	Compatible Chemical Storage	Must ensure 100% Compliance	100%	100%	100%	100%	100%	100%	100%	100%	Chemical Storage location and Chemical compatibility matrix Attached As Attachment no -22 Ref Page no 283 of 870	GRI-307-6	Principles 3 to 6	1, 3
16	Safe & At-Risk Behaviors EHS Incident Reporting And Investigation (SOP/U-2/EHS/GEN/015/06) SECTION 3.1.14	Reporting & Investigating Transport Accidents	Investigating high severity transportation Accident using Root Cause Analysis	In Nos	0	0		0		0		0	No Incidents as of Now	GRI-307-6	Principles 3 to 6	1, 3
17	HANDLING / USAGE OF PERSONNEL PROTECTIVE EQUIPMENT (SOP/U-2/EHS/GEN/001/08)	PPE Adherence	Reporting PPE Non- Adherence	%	100%	100%	100%	100%	100%	100%	100%	100%	Daily Dash Board Refer Attachment No-21 Ref Page no 282 of 870	GRI-403-4	Principles 3 to 6	1, 3
18	OHC SOP	Maintaining OHC	OHC Equipment timely inspection.	%	100%	100%		100%		100%		100%	OHC Check List attached -23 Ref Page no 284 of 870	GRI-403-9 GRI-403-10	Principles 3 to 6	1, 3
19	Safe & At-Risk Behaviors EHS Incident Reporting And Investigation (SOP/U-2/EHS/GEN/015/06) Section 6.2 and 6.3,Annexure-1 ,Annexure-2	Reporting Occupational Injury and illness' Cases.	Investigation of high severity Incidents with root cause analysis	%	100%	100%		100%		100%		100%	FIR,EHS Incident Investigation Report with RCA Attached as Attachment No-19 Ref Page no 241 to 251 of 870	GRI-403-9 GRI-403-10	Principles 3 to 6	1, 3
20	Safe & At-Risk Behaviors EHS Incident Reporting And Investigation (SOP/U-2/EHS/GEN/015/06) Section 3.1.6, Page No 2	Occupational Injuries	Reportable lost time injury	Number	0	2	0	1	0	0	0	1	reportale lost time Injuryt attached as Attachment no-24 Ref Page no 285 of 870	GRI-403-9 GRI-403-10	Principles 3 to 6	1, 3
21	Safe & At-Risk Behaviors EHS Incident Reporting And Investigation (SOP/U-2/EHS/GEN/015/06) section 3.1.18, Page No 4	Occupational Injuries	Reportable lost time injury frequency rate	Number of Loss Time Injuries / million man hours	<0.5	0.535	0.00	0.249	0.00	0.000	0.00	0.221	Attchement no-24 Ref Page no 285 of 870	GRI-403-9 GRI-403-10	Principles 3 to 6	1, 3
22	Safe & At-Risk Behaviors EHS Incident Reporting And Investigation (SOP/U-2/EHS/GEN/015/06) section 3.1.19, Page No 4.	Occupational Injuries	Reportable lost time injury severity rate	Number of Loss Days / million man hours	<0.5	4.815	<0.5	2.988	<0.5	0.000	<0.5	2.653	Refer attachment no-24 Ref Page no 285 of 870	GRI-403-9 GRI-403-10	Principles 3 to 6	1, 3
23	SOP-PROCEDURE FOR STORAGE TANKS DYKE WALL/CONTAINMENT MAINTENANCE (SOP/U-2/ENG/GEN/072/00), Section 6.5 page No2	Storage Containment	All Storages in Containment dykes	% Leak Proof	100%	100%	100%	100%	100%	100%	100%	100%	Containment Integrity Check list : FM-ENG-406-00, Attached as Attachment No-25 Ref Page no 286 to 287 of 870	-	Principles 3 to 6	1, 3
24	OPERATION AND MAINTENANCE OF FIRE EXTINGUISHER (SOP/U-2/EHS/GEN/004/060) - Section 6.4 page no 6 & Inspection report for Fire Extinguisher FM-EHS-009-02	Fire Safety Equipment	Timely Inspection & Maintenance of Fire Safety Equipment	As per Schedule	100% Complainace	100%	100% Complainace	100%	100% Complainace	100%	100% Compliance	100%	schedule & Inspection report for Fire Extinguisher FM-EHS-009-02, Attachment No-26 Ref Page no 288 to 297 of 870	-	Principles 3 to 6	1, 3
25	SOP- EHS Audits & Inspections (SOP /U-2/EHS/GEN/026/03) Section 6.2.1 Page No 3	Safety Inspection	Effective Safety Inspection	Internal & External Audits as per schedule	100% Compliance	100%	100% Compliance	100%	100% Compliance	100%	100% Compliance	100%	Internal Audit Schedule is attached as attachment No-27 Ref Page no298 of 870	-	Principles 3 to 6	1, 3

KPI No	EHS Policy / EHSMS Process Ref	Objectives linked to (KRA)	Objectives (KPI)	Units	KPI-Target	FY21-22	KPI-Target	FY22-23	KPI-Target	FY 2023-24	KPI-Target	FY 2024-25	Remarks	GRI standard Reference	Mapping to UNGC Principles	Mapping to UNSDGs
26	SOP - CONTRACTOR SAFETY MANAGEMENT (SOP/U-2/EHS/GEN/029/01), section 6.8.10 Page No 9 and ANNEXURE-VI	Contractor Safety	Contractor Safety Evaluation	% Complainace	100%	100%	100%	100%	100%	100%	100%	100%	Enlcosed in OHS performance Evaluation for Contractors Attachment no-28 Ref Page no 299 to 300 of 870	GRI-403-6	Principles 3 to 6	1, 3
27	SOP - CONTRACTOR SAFETY MANAGEMENT (SOP/U-2/EHS/GEN/029/01), Section 6.7 page No 8	Contractor Safety Training	Awareness on Contractor Safety Guideline	% Compliance	100%	100%	100%	100%	100%	100%	100%	100%	Enclosed OHS training module for contractors, Attachment No-29 Ref Page no 301 of 870	GRI-403-5	Principles 3 to 6	1, 3
28	ELECTRICAL AND NON-ELECTRICAL LOCK OUT AND TAG OUT (SOP/U-2/EHS/GEN/002/06), section 6.2 Page No 1	LOTO Permit	Effective Implementation of LOTO	100% Electrical works must take LOTO	100%	100%	100%	100%	100%	100%	100%	100%	Training on LOTO Permit SOP attachment No-30 Ref Page no 302 to 311 of 870	-	Principles 3 to 6	1, 3
29	SOP- PROCESS HAZARD ANALYSIS (SOP/U-2/EHS/GEN/024/01), Section 6.12.13 Page No 11	HAZOP for Safety Critical Processes	Conducting HAZOP study for all products and stages	All Manufacturing Processes 100% Compliance	100%	100%	All Manufacturing Processes 100% Compliance	100%	All Manufacturing Processes 100% Compliance	100%	All Manufacturing Processes	100%	Tranexamic Acid Hazop Copy Attachment No-31 Ref Page no 312 to 350 of 870	-	Principles 3 to 6	1, 3
30	SOP- PROCESS HAZARD ANALYSIS (SOP/U-2/EHS/GEN/024/01), Section 6.12.17 Page No 11	HAZOP Recommendations	Implementing HAZOP Recommendations	% Colpiance by Incorporating in the Batch Production record	100%	100%	% Colpiance by Incorporating in the Batch Production record	100%	% Colpiance by Incorporating in the Batch Production record	100%	% Colpiance by Incorporating in the	100%	Recommendations & complaince by Incorporation in BPR attachement No-32 Ref Page no 312 to 350 of 870	-	Principles 3 to 6	1, 3
31	PROCESS SAFETY MANAGEMENT (SOP/U-2/EHS/GEN/034/00) Section 6.15, Page No 14	Mechanical Integrity	Reporting & Investigating Mechanical Integrity Failure Incidents	all Mechanical integrity Issues must be Investigated	100%	100%	100%	100%	100%	100%	100%	100%	Integrity Investigation report attachment no-33 Ref Page no 351 of 870	-	Principles 3 to 6	1, 3
32	Industrial Hygiene Program, Exposure Controls & Respiratory Protection Program: Annexure-1: List Of Hazardous Substances & TLV OR OEL/PEL And Hazardous Effect Of Exposure- Page No 15 Annexure-2: Identification of Operations/Activities/Areas for potential emission for airborne contaminants- Page 28 Annexure-3: Exposure Control Measures for Airborne Contaminants- Page No 37	Industrial Hygiene	Conduct QLEA and implementing recommendations	100% Compliance with CAPA on QLEA Recommendations	100%	100%	100%	100%	100%	100%	100%	100%	Enclosed Industrial Hygiene Program, Recommendations & CAPA Implementation attachement no-34 Ref Page no 352 to 358 of 870	GRI-403-6	Principles 3 to 6	1, 3
33	INDUSTRIAL HYGIENE PROGRAM, EXPOSURE CONTROLS & RESPIRATORY PROTECTION PROGRAM Section 8.1 Page No13	Industrial Hygiene	Conduct Workplace Monitoring	%	100%	100%	100%	100%	100%	100%	100%	100%	Work place Moniring of VOC Protocol & Report attachement no-35 Ref Page no 359 to 370 of 870	GRI-403-6	Principles 3 to 6	1, 3
34	SOP- EHS Audits & Inspections (SOP /U-2/EHS/GEN/026/03) Section 6.2.1 Page No 3	Internal Audit	Conducting EHS Internal Audits quarterly	NOs	4	4	4	4	4	4	4	4	Enclosed the Schedule copy Internal Audit attachment no-27 Ref Page no 298 of 870	GRI-403-8 GRI-416-2	Principles 3 to 6	1, 3
35	SOP- Safety review Through safety committee meeting (SOP /U-2/EHS/GEN/022/01) Section 6.1 Page No 1	Management Review	Conducting Management Review Meeting with HoDs	NOs	4	4	4	4	4	4	4	4	Enclosed the Schedule copy safety committee meeting Minutes attachment no-7 Ref Page no 33 to 37 of 870	GRI-403-1	Principles 3 to 6	1, 3
36	Risk Management Committee	Management Review	Conducting Management Review Meeting with Top Management quarterly	NOs	1	1	1	1	1	1	1	1	Risk Management Committee Review Summary Attachments No -8 Ref Page no 38 to 61 of 870	GRI-403-1	Principles 3 to 6	1, 3

	Prepared By		Reviewed By		Approved By
Name	Vijay Kumar N	Name	R.Elangovan	Name	K Sharath Reddy
Designation	Executive-EHS	Designation	DGM-ENG	Designation	Technical Director
Sign & Date	13/08/25	Sign & Date	13/08/25	Sign & Date	13/08/25

EMP NAME	Trainings completed in the year of 2023 to 2024
BADESAB HUSEN SHAIKH - [7188]	72
BHIMAREDDY - [6512]	37
DUDEKULACHINNA JAMALBASHA . . [4633]	29
JULURI RAGHU . [5909]	44
NAGARAJ GANGANNAVAR - [7260]	70
Narasimhulu Jamjala [3784]	34
R.ELANGOVAN - [6808]	45
Ramakrishna Kalipindi [1218]	63
S SUMAN . [5503]	49
SANAPALA SHANMUKHA RAO . [5957]	41
Srinivasulu Reddy Konda [2789]	48
Suresh Akkena [1394]	35
UGGAM RAJA SHEKHAR . [6116]	40
VIJAY KUMAR N . [5208]	47
Grand Total	**654**

Total Number of employees	14
Total number of trainings	654
Average training duration for each training 40 min, total mins	26160
Total training man hours	436

Average training hours /employee /year (2023-24)	**31.14**

Employee Name	DEPT	Ref Doc No	revision	Sop Name	Completion Date
BADESAB HUSEN SHAIKH - [7188]	EHS	Adhoc Training	NA	ON JOB TRAINING (JST-1 & JST-2) FOR NEW EMPLOYEE (FM-PA-058-03)	4/10/2023
BADESAB HUSEN SHAIKH - [7188]	EHS	Adhoc Training	NA	ENTRY AND EXIT PROCEDURE FOR ONCOLOGY PRODUCTION BLOCKS (SOP-U-2-PD-GEN-013-16),ENTRY AND EXIT PROCEDURE FOR NON-ONCOLOGY PRODUCTION BLOCKS (SOP-U-2-PD-GEN-014-16)	30/1/2024
BADESAB HUSEN SHAIKH - [7188]	EHS	Induction	NA	Induction Training	19/9/2023
BADESAB HUSEN SHAIKH - [7188]	EHS	SOP-U-2-EHS-GEN-005	08	OPERATION AND MAINTENANCE OF EYE WASH/BODY SHOWER PORTABLE EYE WASH STATIONS & EYE WASH BOTTLES	20/3/2024
BADESAB HUSEN SHAIKH - [7188]	EHS	SOP-U-2-PA-GEN-023	00	PROCEDURE FOR HANDLING ABSCONDED AND RELIEVING EMPLOYEES (SOP-U-2-PA-GEN-023)	26/2/2024
BADESAB HUSEN SHAIKH - [7188]	EHS	SOP-U-2-EHS-GEN-026	04	EHS AUDITS & INSPECTIONS	23/2/2024
BADESAB HUSEN SHAIKH - [7188]	EHS	TM-005-24	00	Data integrity	27/3/2024
BADESAB HUSEN SHAIKH - [7188]	EHS	TM-002-24	00	Importance of Employee attentiveness and increase the workplace productivity (TM/002/24)	9/2/2024
BADESAB HUSEN SHAIKH - [7188]	EHS	TM-001-24	00	Good Manufacturing practices (TM/001/24)	9/2/2024
BADESAB HUSEN SHAIKH - [7188]	EHS	SOP-U-2-EHS-GEN-015	06	Safe & At-Risk behaviors, EHS Incidents Reporting & Investigation	11/3/2024
BADESAB HUSEN SHAIKH - [7188]	EHS	SOP-U-2-EHS-GEN-006	08	FIRST AID BOX	22/2/2024
BADESAB HUSEN SHAIKH - [7188]	EHS	SOP-U-2-PD-GEN-041	14	PLANNING OF PRODUCTION CAMPAIGN / STAGE WISE	16/3/2024
BHIMAREDDY - [6512]	EHS	Adhoc Training	NA	ENTRY AND EXIT PROCEDURE FOR NON-ONCOLOGY PRODUCTION BLOCKS (SOP-U-2-PD-GEN-014-15)	27/4/2023
BHIMAREDDY - [6512]	EHS	Adhoc Training	NA	ENTRY AND EXIT PROCEDURE FOR ONCOLOGYPRODUCTIONBLOCKS(SOP-U-2-PD-GEN-013-15)	27/4/2023
BHIMAREDDY - [6512]	EHS	Adhoc Training	NA	EHS AUDITS & INSPECTIONS (SOP-U-2-EHS-GEN-026-02)	13/5/2023
BHIMAREDDY - [6512]	EHS	Adhoc Training	NA	SAFE& AT-RISK BEHAVIORS, EHS INCIDENTS REPORTING &INVESTIGATION (SOP-U-2-EHS-GEN-015-05)	20/5/2023
BHIMAREDDY - [6512]	EHS	SOP-U-2-EHS-GEN-028	00	ENVIRONMENTAL SUSTAINABILITY (SOP-U-2-EHS-GEN-028-00)	3/6/2023
BHIMAREDDY - [6512]	EHS	SOP-QA-GEN-009	22	CHANGE CONTROL	22/5/2023
BHIMAREDDY - [6512]	EHS	SOP-U-2-EHS-GEN-026	03	EHS AUDITS & INSPECTIONS	25/5/2023
BHIMAREDDY - [6512]	EHS	SOP-U-2-EHS-GEN-029	01	CONTRACTOR SAFETY MANAGEMENT (SOP/U-2/EHS/GEN/029/01)	29/4/2023

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BHIMAREDDY - [6512]	EHS	SOP-U-2-EHS-GEN-027	00	EXPLOSIVE ATMOSPHERE & HAZARDOUS AREA CLASSIFICATION (SOP-U-2-EHS-GEN-027-00)	3/6/2023
BHIMAREDDY - [6512]	EHS	SOP-U-2-EHS-GEN-003	07	OPERATION AND MAINTENANCE OF FIRE HYDRANT SYSTEM	25/5/2023
BHIMAREDDY - [6512]	EHS	SOP-U-2-EHS-GEN-001	8	Handling and usage of personnel protective equipment	22/5/2023
BHIMAREDDY - [6512]	EHS	TM-010-23	00	Good Documentation practices and ALCOA (TM-010-23)	25/5/2023
BHIMAREDDY - [6512]	EHS	SOP-U-2-EHS-GEN-014	05	HANDLING OF HAZARDOUS CHEMICALS	26/5/2023
BHIMAREDDY - [6512]	EHS	SOP-U-2-PD-GEN-013	15	ENTRY AND EXIT PROCEDURE FOR ONCOLOGY PRODUCTION BLOCKS	6/6/2023
BHIMAREDDY - [6512]	EHS	SOP-U-2-EHS-GEN-032	00	PROCEDURE FOR DO'S & DONT'S WORK IN PLACE (SOP-U-2-EHS-GEN-032-00)	3/6/2023
BHIMAREDDY - [6512]	EHS	SOP-U-2-EHS-GEN-036	00	PREVENTIVE MAINTENANCE OF RCC PITS AND ABOVE GROUND TANKS (SOP-U-2-EHS-GEN-036-00)	16/6/2023
BHIMAREDDY - [6512]	EHS	SOP-U-2-EHS-GEN-016	05	Procedure for discharge of static Electricity	17/6/2023
BHIMAREDDY - [6512]	EHS	EHS-U2-SM-001	00	SAFETY MANUAL (EHS-U2-SM-001-00)	17/6/2023
BHIMAREDDY - [6512]	EHS	SOP-U-2-EHS-GEN-033	00	EHS CHANGE CONTROL MANAGEMENT(SOP-U-2-EHS-GEN-033-00)	22/5/2023
BHIMAREDDY - [6512]	EHS	SOP-U-2-EHS-GEN-017	06	EHS COMPLAIANCE EVALUTIONS	26/5/2023
BHIMAREDDY - [6512]	EHS	SOP-QA-GEN-004	21	HANDLING AND INVESTIGATION OF DEVIATIONS	29/4/2023
BHIMAREDDY - [6512]	EHS	SOP-U-2-EHS-GEN-015	05	Safe & At-Risk behaviors, EHS Incidents Reporting & Investigation	16/6/2023
BHIMAREDDY - [6512]	EHS	SOP-U-2-EHS-GEN-030	00	PROCEDURE FOR PREVENTIVE MAINTENANCE OF ETP EQUIPMENTS. (SOP-U-2-EHS-GEN-030-00)	3/6/2023
BHIMAREDDY - [6512]	EHS	SOP-U-2-EHS-GEN-008	06	PROCEDURE FOR COLLECTION AND DISPOSAL OF SOLID & LIQUID WASTE (HAZARDOUS WASTE & NON HAZARDOUS WASTE)	29/4/2023
BHIMAREDDY - [6512]	EHS	EMERGENCY PREPARDNESS PROCEDURE FOR HYDROGEN GAS RELEASE	00	EMERGENCY PREPARDNESS PROCEDURE FOR HYDROGEN GAS RELEASE	17/6/2023
BHIMAREDDY - [6512]	EHS	SOP-U-2-EHS-GEN-023	01	ASPECTS/ HAZARDS IDENTIFICATION AND EVALUATION	6/6/2023
BHIMAREDDY - [6512]	EHS	SOP-U-2-EHS-GEN-005	08	OPERATION AND MAINTENANCE OF EYE WASH/BODY SHOWER PORTABLE EYE WASH STATIONS & EYE WASH BOTTLES	26/5/2023
BHIMAREDDY - [6512]	EHS	SOP-U-2-EHS-OPR-012	05	Effluent/Treated Water analysis testing procedure.	25/5/2023

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BHIMAREDDY - [6512]	EHS	SOP-U-2-EHS-GEN-031	00	LINE BREAKING WORK PERMIT (SOP-U-2-EHS-GEN-031-00)	25/5/2023
BHIMAREDDY - [6512]	EHS	SOP-U-2-EHS-GEN-008	07	PROCEDURE FOR COLLECTION AND DISPOSAL OF SOLID & LIQUID WASTE (HAZARDOUS WASTE & NON HAZARDOUS WASTE)	6/6/2023
BHIMAREDDY - [6512]	EHS	SOP-U-2-EHS-GEN-035	00	PROCEDURE FOR OPERATION OF DRINKING WATER AND DRINKING WATER SAMPLE ANALYSIS (SOP-U-2-EHS-GEN-035-00)	6/6/2023
BHIMAREDDY - [6512]	EHS	SOP-QA-GEN-005	12	GOOD DOCUMENTATION PRACTICE AND HANDLING OF DOCUMENT ERRORS	22/5/2023
BHIMAREDDY - [6512]	EHS	SOP-U-2-EHS-GEN-019	05	MONITORING OF AMBIENT AIR, STACK, NOISE LEVELS, VOC, BOREWELL WATER, TREATED WATER AND SOIL	3/6/2023
BHIMAREDDY - [6512]	EHS	SOP-U-2-EHS-GEN-037	00	Procedure for Electrical Safety System & Operating of FLP Equipment and Gas Sensor Calibration Procedure (SOP-U-2-EHS-GEN-037-00)	17/6/2023
BHIMAREDDY - [6512]	EHS	SOP-U-2-EHS-GEN-028	01	ENVIRONMENTAL SUSTAINABILITY	6/6/2023
BHIMAREDDY - [6512]	EHS	EMERGENCY PREPARDNESS PROCEDURE FOR AMMONIA GAS RELEASE	00	EMERGENCY PREPARDNESS PROCEDURE FOR AMMONIA GAS RELEASE	17/6/2023
BHIMAREDDY - [6512]	EHS	SOP-U-2-PD-OPR-029	05	OPERATING PROCEDURE FOR HYDROGENATOR	22/5/2023
DUDEKULACHINNA JAMALBASHA . . [4633]	EHS	Adhoc Training	NA	ENTRY AND EXIT PROCEDURE FOR NON-ONCOLOGY PRODUCTION BLOCKS (SOP-U-2-PD-GEN-014-15)	27/4/2023
DUDEKULACHINNA JAMALBASHA . . [4633]	EHS	Adhoc Training	NA	ENTRY AND EXIT PROCEDURE FOR ONCOLOGYPRODUCTIONBLOCKS(SOP-U-2-PD-GEN-013-15)	27/4/2023
DUDEKULACHINNA JAMALBASHA . . [4633]	EHS	Adhoc Training	NA	OPERATION AND MAINTENANCE OF EYE WASH/BODY SHOWER, PORTABLE EYE WASH STATIONS & EYE WASH BOTTLES (SOP-U-2-EHS-GEN-005-08)	27/4/2023
DUDEKULACHINNA JAMALBASHA . . [4633]	EHS	Adhoc Training	NA	PROCEDURE FOR PREVENTIVE MAINTENANCE OF ETP EQUIPMENTS. (SOPU-2-EHS-GEN-030-00), LINE BREAKING WORK PERMIT (SOP-U-2-EHS-GEN-031-00), PROCEDURE FOR DO'S & DONT'S WORK IN PLACE (SOP-U-2-EHS-GEN-032-00)	10/4/2023
DUDEKULACHINNA JAMALBASHA . . [4633]	EHS	Adhoc Training	NA	CONTRACTOR SAFETY MANAGEMENT (SOP-U-2-EHS-GEN-029-01), EHS CHANGE CONTROL MANAGEMENT. (SOP-U-2-EHS-GEN-033-00)	11/4/2023

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DUDEKULACHINNA JAMALBASHA . . [4633]	EHS	Adhoc Training	NA	Mass Mobilization For Mission Life and world Environment Day-2023	12/5/2023
DUDEKULACHINNA JAMALBASHA . . [4633]	EHS	SOP-U-2-PD-OPR-029	05	OPERATING PROCEDURE FOR HYDROGENATOR	8/5/2023
DUDEKULACHINNA JAMALBASHA . . [4633]	EHS	SOP-U-2-PD-GEN-013	15	ENTRY AND EXIT PROCEDURE FOR ONCOLOGY PRODUCTION BLOCKS	29/5/2023
DUDEKULACHINNA JAMALBASHA . . [4633]	EHS	SOP-U-2-EHS-GEN-019	05	MONITORING OF AMBIENT AIR, STACK, NOISE LEVELS, VOC, BOREWELL WATER, TREATED WATER AND SOIL	8/5/2023
DUDEKULACHINNA JAMALBASHA . . [4633]	EHS	SOP-QA-GEN-030	11	IDENTIFICATION OF MATERIALS AT MANUFACTURING LOCATION	23/5/2023
DUDEKULACHINNA JAMALBASHA . . [4633]	EHS	SOP-QA-GEN-009	22	CHANGE CONTROL	27/5/2023
DUDEKULACHINNA JAMALBASHA . . [4633]	EHS	SOP-U-2-EHS-GEN-008	06	PROCEDURE FOR COLLECTION AND DISPOSAL OF SOLID & LIQUID WASTE (HAZARDOUS WASTE & NON HAZARDOUS WASTE)	29/4/2023
DUDEKULACHINNA JAMALBASHA . . [4633]	EHS	SOP-U-2-EHS-GEN-003	07	OPERATION AND MAINTENANCE OF FIRE HYDRANT SYSTEM	23/5/2023
DUDEKULACHINNA JAMALBASHA . . [4633]	EHS	SOP-U-2-EHS-GEN-027	00	EXPLOSIVE ATMOSPHERE & HAZARDOUS AREA CLASSIFICATION (SOP-U-2-EHS-GEN-027-00)	27/5/2023
DUDEKULACHINNA JAMALBASHA . . [4633]	EHS	SOP-QA-GEN-004	21	HANDLING AND INVESTIGATION OF DEVIATIONS	29/4/2023
DUDEKULACHINNA JAMALBASHA . . [4633]	EHS	SOP-U-2-EHS-GEN-029	01	CONTRACTOR SAFETY MANAGEMENT (SOP/U-2/EHS/GEN/029/01)	29/4/2023
DUDEKULACHINNA JAMALBASHA . . [4633]	EHS	SOP-U-2-EHS-GEN-014	05	HANDLING OF HAZARDOUS CHEMICALS	8/5/2023
DUDEKULACHINNA JAMALBASHA . . [4633]	EHS	SOP-U-2-EHS-GEN-017	06	EHS COMPLAIANCE EVALUTIONS	27/5/2023
DUDEKULACHINNA JAMALBASHA . . [4633]	EHS	SOP-U-2-EHS-GEN-033	00	EHS CHANGE CONTROL MANAGEMENT(SOP-U-2-EHS-GEN-033-00)	29/5/2023
DUDEKULACHINNA JAMALBASHA . . [4633]	EHS	SOP-U-2-EHS-GEN-030	00	PROCEDURE FOR PREVENTIVE MAINTENANCE OF ETP EQUIPMENTS. (SOP-U-2-EHS-GEN-030-00)	29/5/2023
DUDEKULACHINNA JAMALBASHA . . [4633]	EHS	SOP-U-2-EHS-GEN-023	01	ASPECTS/ HAZARDS IDENTIFICATION AND EVALUATION	8/5/2023
DUDEKULACHINNA JAMALBASHA . . [4633]	EHS	SOP-U-2-EHS-GEN-008	07	PROCEDURE FOR COLLECTION AND DISPOSAL OF SOLID & LIQUID WASTE (HAZARDOUS WASTE & NON HAZARDOUS WASTE)	29/5/2023

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DUDEKULACHINNA JAMALBASHA . . [4633]	EHS	SOP-U-2-PA-GEN-008	09	FACTORY ENTRY AND EXIT PROCEDURE FOR VISITORS, AUDITORS, EMPLOYEES, CONTRACT HELPERS, MATERIALS AND VEHICLES	23/5/2023
DUDEKULACHINNA JAMALBASHA . . [4633]	EHS	SOP-U-2-EHS-OPR-012	05	Effluent/Treated Water analysis testing procedure.	23/5/2023
DUDEKULACHINNA JAMALBASHA . . [4633]	EHS	SOP-U-2-EHS-GEN-028	00	ENVIRONMENTAL SUSTAINABILITY (SOP-U-2-EHS-GEN-028-00)	27/5/2023
DUDEKULACHINNA JAMALBASHA . . [4633]	EHS	TM-010-23	00	Good Documentation practices and ALCOA (TM-010-23)	29/5/2023
DUDEKULACHINNA JAMALBASHA . . [4633]	EHS	SOP-U-2-EHS-GEN-001	8	Handling and usage of personnel protective equipment	23/5/2023
DUDEKULACHINNA JAMALBASHA . . [4633]	EHS	SOP-U-2-EHS-GEN-026	03	EHS AUDITS & INSPECTIONS	27/5/2023
DUDEKULACHINNA JAMALBASHA . . [4633]	EHS	SOP-QA-GEN-005	12	GOOD DOCUMENTATION PRACTICE AND HANDLING OF DOCUMENT ERRORS	8/5/2023
JULURI RAGHU . [5909]	EHS	Adhoc Training	NA	ENTRY AND EXIT PROCEDURE FOR NON-ONCOLOGY PRODUCTION BLOCKS (SOP-U-2-PD-GEN-014-15)	28/4/2023
JULURI RAGHU . [5909]	EHS	Adhoc Training	NA	ENTRY AND EXIT PROCEDURE FOR ONCOLOGYPRODUCTIONBLOCKS(SOP-U-2-PD-GEN-013-15)	28/4/2023
JULURI RAGHU . [5909]	EHS	Adhoc Training	NA	CONTRACTOR SAFETY MANAGEMENT (SOP-U-2-EHS-GEN-029-01), EHS CHANGE CONTROL MANAGEMENT. (SOP-U-2-EHS-GEN-033-00)	11/4/2023
JULURI RAGHU . [5909]	EHS	Adhoc Training	NA	EHS AUDITS & INSPECTIONS (SOP-U-2-EHS-GEN-026-02)	13/5/2023
JULURI RAGHU . [5909]	EHS	SOP-U-2-EHS-GEN-036	00	PREVENTIVE MAINTENANCE OF RCC PITS AND ABOVE GROUND TANKS (SOP-U-2-EHS-GEN-036-00)	12/6/2023
JULURI RAGHU . [5909]	EHS	SOP-U-2-EHS-GEN-003	07	OPERATION AND MAINTENANCE OF FIRE HYDRANT SYSTEM	24/5/2023
JULURI RAGHU . [5909]	EHS	SOP-U-2-EHS-GEN-032	00	PROCEDURE FOR DO'S & DONT'S WORK IN PLACE (SOP-U-2-EHS-GEN-032-00)	30/5/2023
JULURI RAGHU . [5909]	EHS	SOP-U-2-EHS-GEN-027	00	EXPLOSIVE ATMOSPHERE & HAZARDOUS AREA CLASSIFICATION (SOP-U-2-EHS-GEN-027-00)	30/5/2023
JULURI RAGHU . [5909]	EHS	SOP-U-2-EHS-GEN-038	00	PROCEDURE FOR UNLOADING, STORAGE AND HANDLING OF COMPRESSED AMMONIA GAS CYLINDERS (SOP-U-2-EHS-GEN-038-00)	14/6/2023
JULURI RAGHU . [5909]	EHS	SOP-U-2-EHS-OPR-001	06	STANDARD OPERATING PROCEDURE FOR EFFLUENT TREATMENT PLANT	12/6/2023
JULURI RAGHU . [5909]	EHS	SOP-U-2-EHS-GEN-015	05	Safe & At-Risk behaviors, EHS Incidents Reporting & Investigation	2/6/2023

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JULURI RAGHU . [5909]	EHS	SOP-U-2-PA-GEN-005	19	TRAINING OF EMPLOYEES	14/6/2023
JULURI RAGHU . [5909]	EHS	SOP-U-2-EHS-GEN-001	8	Handling and usage of personnel protective equipment	24/5/2023
JULURI RAGHU . [5909]	EHS	TM-010-23	00	Good Documentation practices and ALCOA (TM-010-23)	25/5/2023
JULURI RAGHU . [5909]	EHS	SOP-U-2-EHS-GEN-026	03	EHS AUDITS & INSPECTIONS	24/5/2023
JULURI RAGHU . [5909]	EHS	SOP-U-2-EHS-GEN-008	06	PROCEDURE FOR COLLECTION AND DISPOSAL OF SOLID & LIQUID WASTE (HAZARDOUS WASTE & NON HAZARDOUS WASTE)	5/4/2023
JULURI RAGHU . [5909]	EHS	SOP-U-2-EHS-GEN-016	05	Procedure for discharge of static Electricity	13/6/2023
JULURI RAGHU . [5909]	EHS	EMERGENCY PREPARDNESS PROCEDURE FOR HYDROGEN GAS RELEASE	00	EMERGENCY PREPARDNESS PROCEDURE FOR HYDROGEN GAS RELEASE	14/6/2023
JULURI RAGHU . [5909]	EHS	SOP-U-2-EHS-GEN-033	00	EHS CHANGE CONTROL MANAGEMENT(SOP-U-2-EHS-GEN-033-00)	30/5/2023
JULURI RAGHU . [5909]	EHS	SOP-U-2-EHS-GEN-017	06	EHS COMPLAIANCE EVALUTIONS	25/5/2023
JULURI RAGHU . [5909]	EHS	SOP-U-2-EHS-GEN-028	00	ENVIRONMENTAL SUSTAINABILITY (SOP-U-2-EHS-GEN-028-00)	30/5/2023
JULURI RAGHU . [5909]	EHS	SOP-U-2-EHS-GEN-030	00	PROCEDURE FOR PREVENTIVE MAINTENANCE OF ETP EQUIPMENTS. (SOP-U-2-EHS-GEN-030-00)	25/5/2023
JULURI RAGHU . [5909]	EHS	SOP-U-2-EHS-GEN-014	05	HANDLING OF HAZARDOUS CHEMICALS	8/5/2023
JULURI RAGHU . [5909]	EHS	SOP-U-2-EHS-GEN-029	01	CONTRACTOR SAFETY MANAGEMENT (SOP/U-2/EHS/GEN/029/01)	29/4/2023
JULURI RAGHU . [5909]	EHS	SOP-U-2-EHS-GEN-023	01	ASPECTS/ HAZARDS IDENTIFICATION AND EVALUATION	8/5/2023
JULURI RAGHU . [5909]	EHS	SOP-U-2-QC-GEN-039	07	ENTRY & EXIT PROCEDURE IN QUALTY CONTROL LABORATORY (SOP-U-2-QC-GEN-039-07)	16/6/2023
JULURI RAGHU . [5909]	EHS	SOP-U-2-EHS-GEN-031	00	LINE BREAKING WORK PERMIT (SOP-U-2-EHS-GEN-031-00)	30/5/2023
JULURI RAGHU . [5909]	EHS	EMERGENCY PREPARDNESS PROCEDURE FOR AMMONIA GAS RELEASE	00	EMERGENCY PREPARDNESS PROCEDURE FOR AMMONIA GAS RELEASE	14/6/2023
JULURI RAGHU . [5909]	EHS	SOP-U-2-EHS-GEN-019	05	MONITORING OF AMBIENT AIR, STACK, NOISE LEVELS, VOC, BOREWELL WATER, TREATED WATER AND SOIL	8/5/2023
JULURI RAGHU . [5909]	EHS	SOP-U-2-PA-GEN-008	09	FACTORY ENTRY AND EXIT PROCEDURE FOR VISITORS,	24/5/2023

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				AUDITORS, EMPLOYEES, CONTRACT HELPERS, MATERIALS AND VEHICLES	
JULURI RAGHU . [5909]	EHS	EHS-U2-SM-001	00	SAFETY MANUAL (EHS-U2-SM-001-00)	12/6/2023
JULURI RAGHU . [5909]	EHS	SOP-U-2-EHS-GEN-005	08	OPERATION AND MAINTENANCE OF EYE WASH/BODY SHOWER PORTABLE EYE WASH STATIONS & EYE WASH BOTTLES	25/5/2023
JULURI RAGHU . [5909]	EHS	SOP-U-2-PD-OPR-029	05	OPERATING PROCEDURE FOR HYDROGENATOR	8/5/2023
JULURI RAGHU . [5909]	EHS	TM-003-23	00	Data integrity (TM-003-23)	16/6/2023
JULURI RAGHU . [5909]	EHS	SOP-U-2-EHS-GEN-028	01	ENVIRONMENTAL SUSTAINABILITY	12/6/2023
JULURI RAGHU . [5909]	EHS	SOP-QA-GEN-005	12	GOOD DOCUMENTATION PRACTICE AND HANDLING OF DOCUMENT ERRORS	8/5/2023
JULURI RAGHU . [5909]	EHS	SOP-QA-GEN-027	08	POLICY ON TECHNOLOGY TRANSFER	31/5/2023
JULURI RAGHU . [5909]	EHS	SOP-QA-GEN-009	22	CHANGE CONTROL	24/5/2023
JULURI RAGHU . [5909]	EHS	SOP-U-2-EHS-GEN-037	00	Procedure for Electrical Safety System & Operating of FLP Equipment and Gas Sensor Calibration Procedure (SOP-U-2-EHS-GEN-037-00)	14/6/2023
JULURI RAGHU . [5909]	EHS	SOP-QA-GEN-031	11	MANAGEMENT REVIEW	31/5/2023
JULURI RAGHU . [5909]	EHS	SOP-U-2-EHS-GEN-035	00	PROCEDURE FOR OPERATION OF DRINKING WATER AND DRINKING WATER SAMPLE ANALYSIS (SOP-U-2-EHS-GEN-035-00)	12/6/2023
JULURI RAGHU . [5909]	EHS	SOP-QA-GEN-004	21	HANDLING AND INVESTIGATION OF DEVIATIONS	29/4/2023
JULURI RAGHU . [5909]	EHS	SOP-U-2-EHS-OPR-012	05	Effluent/Treated Water analysis testing procedure.	25/5/2023
JULURI RAGHU . [5909]	EHS	SOP-U-2-EHS-GEN-008	07	PROCEDURE FOR COLLECTION AND DISPOSAL OF SOLID & LIQUID WASTE (HAZARDOUS WASTE & NON HAZARDOUS WASTE)	29/5/2023
NAGARAJ GANGANNAVAR - [7260]	EHS	Adhoc Training	NA	ON JOB TRAINING (JST-1 & JST-2) FOR NEW EMPLOYEE (FM-PA-058-03)	9/12/2023
NAGARAJ GANGANNAVAR - [7260]	EHS	Induction	NA	Induction Training	24/11/2023
NAGARAJ GANGANNAVAR - [7260]	EHS	SOP-U-2-EHS-GEN-029	01	CONTRACTOR SAFETY MANAGEMENT (SOP/U-2/EHS/GEN/029/01)	22/3/2024
NAGARAJ GANGANNAVAR - [7260]	EHS	TM-001-24	00	Good Manufacturing practices (TM/001/24)	20/2/2024
NAGARAJ GANGANNAVAR - [7260]	EHS	SOP-U-2-PD-GEN-041	14	PLANNING OF PRODUCTION CAMPAIGN / STAGE WISE	22/3/2024

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NAGARAJ GANGANNAVAR - [7260]	EHS	TM-005-24	00	Data integrity	30/3/2024
NAGARAJ GANGANNAVAR - [7260]	EHS	TM-002-24	00	Importance of Employee attentiveness and increase the workplace productivity (TM/002/24)	20/2/2024
NAGARAJ GANGANNAVAR - [7260]	EHS	SOP-U-2-EHS-GEN-026	04	EHS AUDITS & INSPECTIONS	29/2/2024
NAGARAJ GANGANNAVAR - [7260]	EHS	SOP-U-2-EHS-GEN-015	06	Safe & At-Risk behaviors, EHS Incidents Reporting & Investigation	22/3/2024
NAGARAJ GANGANNAVAR - [7260]	EHS	SOP-U-2-EHS-GEN-006	08	FIRST AID BOX	28/2/2024
Narasimhulu Jamjala [3784]	EHS	Adhoc Training	NA	ENTRY AND EXIT PROCEDURE FOR ONCOLOGYPRODUCTIONBLOCKS(SOP-U-2-PD-GEN-013-15)	28/4/2023
Narasimhulu Jamjala [3784]	EHS	Adhoc Training	NA	ENVIRONMENTAL SUSTAINABILITY (SOP-U-2-EHS-GEN-028-00),CONTRACTOR SAFETY MANAGEMENT (SOP-U-2-EHS-GEN-029-01)	10/4/2023
Narasimhulu Jamjala [3784]	EHS	SOP-U-2-EHS-GEN-015	05	Safe & At-Risk behaviors, EHS Incidents Reporting & Investigation	7/6/2023
Narasimhulu Jamjala [3784]	EHS	EMERGENCY PREPARDNESS PROCEDURE FOR HYDROGEN GAS RELEASE	00	EMERGENCY PREPARDNESS PROCEDURE FOR HYDROGEN GAS RELEASE	17/6/2023
Narasimhulu Jamjala [3784]	EHS	SOP-U-2-EHS-GEN-027	00	EXPLOSIVE ATMOSPHERE & HAZARDOUS AREA CLASSIFICATION (SOP-U-2-EHS-GEN-027-00)	7/6/2023
Narasimhulu Jamjala [3784]	EHS	TM-002-24	00	Importance of Employee attentiveness and increase the workplace productivity (TM/002/24)	3/3/2024
Narasimhulu Jamjala [3784]	EHS	SOP-U-2-EHS-GEN-006	08	FIRST AID BOX	3/3/2024
Narasimhulu Jamjala [3784]	EHS	SOP-U-2-PA-GEN-008	09	FACTORY ENTRY AND EXIT PROCEDURE FOR VISITORS, AUDITORS, EMPLOYEES, CONTRACT HELPERS, MATERIALS AND VEHICLES	22/5/2023
Narasimhulu Jamjala [3784]	EHS	TM-001-24	00	Good Manufacturing practices (TM/001/24)	3/3/2024
Narasimhulu Jamjala [3784]	EHS	SOP-U-2-EHS-GEN-014	05	HANDLING OF HAZARDOUS CHEMICALS	8/5/2023
Narasimhulu Jamjala [3784]	EHS	SOP-U-2-EHS-GEN-019	05	MONITORING OF AMBIENT AIR, STACK, NOISE LEVELS, VOC, BOREWELL WATER, TREATED WATER AND SOIL	8/5/2023
Narasimhulu Jamjala [3784]	EHS	SOP-QA-GEN-005	12	GOOD DOCUMENTATION PRACTICE AND HANDLING OF DOCUMENT ERRORS	8/5/2023

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Narasimhulu Jamjala [3784]	EHS	SOP-U-2-EHS-GEN-015	06	Safe & At-Risk behaviors, EHS Incidents Reporting & Investigation	8/5/2024
Narasimhulu Jamjala [3784]	EHS	SOP-U-2-EHS-GEN-023	01	ASPECTS/ HAZARDS IDENTIFICATION AND EVALUATION	8/5/2023
Narasimhulu Jamjala [3784]	EHS	SOP-U-2-EHS-GEN-001	8	Handling and usage of personnel protective equipment	22/5/2023
Narasimhulu Jamjala [3784]	EHS	SOP-U-2-EHS-GEN-017	06	EHS COMPLAIANCE EVALUTIONS	17/6/2023
Narasimhulu Jamjala [3784]	EHS	SOP-QA-GEN-002	15	DOCUMENT CONTROL	3/3/2024
Narasimhulu Jamjala [3784]	EHS	SOP-U-2-EHS-GEN-003	07	OPERATION AND MAINTENANCE OF FIRE HYDRANT SYSTEM	22/5/2023
Narasimhulu Jamjala [3784]	EHS	SOP-U-2-EHS-GEN-028	00	ENVIRONMENTAL SUSTAINABILITY (SOP-U-2-EHS-GEN-028-00)	7/6/2023
Narasimhulu Jamjala [3784]	EHS	SOP-U-2-PD-GEN-041	14	PLANNING OF PRODUCTION CAMPAIGN / STAGE WISE	8/5/2024
Narasimhulu Jamjala [3784]	EHS	SOP-U-2-EHS-GEN-026	04	EHS AUDITS & INSPECTIONS	3/3/2024
Narasimhulu Jamjala [3784]	EHS	SOP-U-2-EHS-GEN-032	00	PROCEDURE FOR DO'S & DONT'S WORK IN PLACE (SOP-U-2-EHS-GEN-032-00)	7/6/2023
Narasimhulu Jamjala [3784]	EHS	TM-005-24	00	Data integrity	6/5/2024
Narasimhulu Jamjala [3784]	EHS	SOP-U-2-EHS-GEN-008	07	PROCEDURE FOR COLLECTION AND DISPOSAL OF SOLID & LIQUID WASTE (HAZARDOUS WASTE & NON HAZARDOUS WASTE)	7/6/2023
Narasimhulu Jamjala [3784]	EHS	SOP-U-2-EHS-GEN-005	08	OPERATION AND MAINTENANCE OF EYE WASH/BODY SHOWER PORTABLE EYE WASH STATIONS & EYE WASH BOTTLES	22/5/2023
Narasimhulu Jamjala [3784]	EHS	SOP-U-2-PD-GEN-013	16	ENTRY AND EXIT PROCEDURE FOR ONCOLOGY PRODUCTION BLOCKS	6/5/2024
Narasimhulu Jamjala [3784]	EHS	SOP-QA-GEN-004	21	HANDLING AND INVESTIGATION OF DEVIATIONS	1/5/2023
Narasimhulu Jamjala [3784]	EHS	SOP-U-2-EHS-GEN-029	01	CONTRACTOR SAFETY MANAGEMENT (SOP/U-2/EHS/GEN/029/01)	1/5/2023
Narasimhulu Jamjala [3784]	EHS	SOP-U-2-EHS-GEN-008	06	PROCEDURE FOR COLLECTION AND DISPOSAL OF SOLID & LIQUID WASTE (HAZARDOUS WASTE & NON HAZARDOUS WASTE)	1/5/2023
Narasimhulu Jamjala [3784]	EHS	SOP-U-2-EHS-GEN-016	05	Procedure for discharge of static Electricity	17/6/2023
Narasimhulu Jamjala [3784]	EHS	SOP-U-2-PD-OPR-029	05	OPERATING PROCEDURE FOR HYDROGENATOR	8/5/2023
Narasimhulu Jamjala [3784]	EHS	SOP-U-2-PD-GEN-014	16	ENTRY AND EXIT PROCEDURE FOR NON-ONCOLOGY PRODUCTION BLOCKS	6/5/2024
Narasimhulu Jamjala [3784]	EHS	EMERGENCY PREPARDNESS PROCEDURE FOR AMMONIA GAS RELEASE	00	EMERGENCY PREPARDNESS PROCEDURE FOR AMMONIA GAS RELEASE	17/6/2023

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Narasimhulu Jamjala [3784]	EHS	EHS-U2-SM-001	00	SAFETY MANUAL (EHS-U2-SM-001-00)	17/6/2023
R.ELANGOVAN - [6808]	EHS	Adhoc Training	NA	ENTRY AND EXIT PROCEDURE FOR NON-ONCOLOGY PRODUCTION BLOCKS (SOP-U-2-PD-GEN-014-15)	27/4/2023
R.ELANGOVAN - [6808]	EHS	Adhoc Training	NA	ENTRY AND EXIT PROCEDURE FOR ONCOLOGYPRODUCTIONBLOCKS(SOP-U-2-PD-GEN-013-15)	27/4/2023
R.ELANGOVAN - [6808]	EHS	Adhoc Training	NA	ENTRY AND EXIT PROCEDURE FOR ONCOLOGY PRODUCTION BLOCKS (SOP-U-2-PD-GEN-013-16),ENTRY AND EXIT PROCEDURE FOR NON-ONCOLOGY PRODUCTION BLOCKS (SOP-U-2-PD-GEN-014-16)	30/1/2024
R.ELANGOVAN - [6808]	EHS	Adhoc Training	NA	Mass Mobilization For Mission Life and world Environment Day-2023	12/5/2023
R.ELANGOVAN - [6808]	EHS	Adhoc Training	NA	EHS AUDITS & INSPECTIONS (SOP-U-2-EHS-GEN-026-02)	13/5/2023
R.ELANGOVAN - [6808]	EHS	Adhoc Training	NA	SAFE& AT-RISK BEHAVIORS, EHS INCIDENTS REPORTING &INVESTIGATION (SOP-U-2-EHS-GEN-015-05)	20/5/2023
R.ELANGOVAN - [6808]	EHS	SOP-U-2-EHS-GEN-027	00	EXPLOSIVE ATMOSPHERE & HAZARDOUS AREA CLASSIFICATION (SOP-U-2-EHS-GEN-027-00)	6/6/2023
R.ELANGOVAN - [6808]	EHS	SOP-U-2-EHS-GEN-036	00	PREVENTIVE MAINTENANCE OF RCC PITS AND ABOVE GROUND TANKS (SOP-U-2-EHS-GEN-036-00)	5/6/2023
R.ELANGOVAN - [6808]	EHS	SOP-U-2-EHS-GEN-028	00	ENVIRONMENTAL SUSTAINABILITY (SOP-U-2-EHS-GEN-028-00)	22/5/2023
R.ELANGOVAN - [6808]	EHS	SOP-QA-GEN-004	21	HANDLING AND INVESTIGATION OF DEVIATIONS	29/4/2023
R.ELANGOVAN - [6808]	EHS	EMERGENCY PREPARDNESS PROCEDURE FOR HYDROGEN GAS RELEASE	00	EMERGENCY PREPARDNESS PROCEDURE FOR HYDROGEN GAS RELEASE	17/6/2023
R.ELANGOVAN - [6808]	EHS	SOP-U-2-PD-GEN-041	14	PLANNING OF PRODUCTION CAMPAIGN / STAGE WISE	29/4/2024
R.ELANGOVAN - [6808]	EHS	TM-001-24	00	Good Manufacturing practices (TM/001/24)	9/2/2024
R.ELANGOVAN - [6808]	EHS	SOP-U-2-EHS-GEN-015	06	Safe & At-Risk behaviors, EHS Incidents Reporting & Investigation	21/3/2024
R.ELANGOVAN - [6808]	EHS	EMERGENCY PREPARDNESS PROCEDURE FOR AMMONIA GAS RELEASE	00	EMERGENCY PREPARDNESS PROCEDURE FOR AMMONIA GAS RELEASE	17/6/2023
R.ELANGOVAN - [6808]	EHS	SOP-U-2-EHS-GEN-033	00	EHS CHANGE CONTROL MANAGEMENT(SOP-U-2-EHS-GEN-033-00)	5/6/2023

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R.ELANGOVAN - [6808]	EHS	SOP-U-2-EHS-GEN-008	07	PROCEDURE FOR COLLECTION AND DISPOSAL OF SOLID & LIQUID WASTE (HAZARDOUS WASTE & NON HAZARDOUS WASTE)	5/6/2023
R.ELANGOVAN - [6808]	EHS	SOP-U-2-EHS-GEN-029	01	CONTRACTOR SAFETY MANAGEMENT (SOP/U-2/EHS/GEN/029/01)	29/4/2023
R.ELANGOVAN - [6808]	EHS	SOP-QA-GEN-009	22	CHANGE CONTROL	24/5/2023
R.ELANGOVAN - [6808]	EHS	SOP-U-2-EHS-GEN-019	05	MONITORING OF AMBIENT AIR, STACK, NOISE LEVELS, VOC, BOREWELL WATER, TREATED WATER AND SOIL	22/5/2023
R.ELANGOVAN - [6808]	EHS	SOP-U-2-PD-OPR-029	05	OPERATING PROCEDURE FOR HYDROGENATOR	22/5/2023
R.ELANGOVAN - [6808]	EHS	SOP-U-2-EHS-GEN-032	00	PROCEDURE FOR DO'S & DONT'S WORK IN PLACE (SOP-U-2-EHS-GEN-032-00)	19/5/2023
R.ELANGOVAN - [6808]	EHS	SOP-U-2-EHS-GEN-005	08	OPERATION AND MAINTENANCE OF EYE WASH/BODY SHOWER PORTABLE EYE WASH STATIONS & EYE WASH BOTTLES	19/5/2023
R.ELANGOVAN - [6808]	EHS	SOP-U-2-EHS-GEN-001	8	Handling and usage of personnel protective equipment	19/5/2023
R.ELANGOVAN - [6808]	EHS	SOP-U-2-EHS-GEN-017	06	EHS COMPLAIANCE EVALUTIONS	6/6/2023
R.ELANGOVAN - [6808]	EHS	SOP-U-2-EHS-GEN-026	04	EHS AUDITS & INSPECTIONS	26/2/2024
R.ELANGOVAN - [6808]	EHS	SOP-U-2-EHS-GEN-030	00	PROCEDURE FOR PREVENTIVE MAINTENANCE OF ETP EQUIPMENTS. (SOP-U-2-EHS-GEN-030-00)	22/5/2023
R.ELANGOVAN - [6808]	EHS	SOP-U-2-EHS-GEN-015	05	Safe & At-Risk behaviors, EHS Incidents Reporting & Investigation	6/6/2023
R.ELANGOVAN - [6808]	EHS	SOP-U-2-EHS-GEN-016	05	Procedure for discharge of static Electricity	17/6/2023
R.ELANGOVAN - [6808]	EHS	EHS-U2-SM-001	00	SAFETY MANUAL (EHS-U2-SM-001-00)	17/6/2023
R.ELANGOVAN - [6808]	EHS	SOP-U-2-EHS-GEN-014	05	HANDLING OF HAZARDOUS CHEMICALS	22/5/2023
R.ELANGOVAN - [6808]	EHS	SOP-U-2-EHS-GEN-003	07	OPERATION AND MAINTENANCE OF FIRE HYDRANT SYSTEM	24/5/2023
R.ELANGOVAN - [6808]	EHS	SOP-U-2-EHS-GEN-035	00	PROCEDURE FOR OPERATION OF DRINKING WATER AND DRINKING WATER SAMPLE ANALYSIS (SOP-U-2-EHS-GEN-035-00)	5/6/2023
R.ELANGOVAN - [6808]	EHS	TM-002-24	00	Importance of Employee attentiveness and increase the workplace productivity (TM/002/24)	9/2/2024
R.ELANGOVAN - [6808]	EHS	SOP-U-2-EHS-GEN-026	03	EHS AUDITS & INSPECTIONS	24/5/2023
R.ELANGOVAN - [6808]	EHS	VMP-SPL-2-001	12	VALIDATION MASTER PLAN (VMP-SPL-2-001)	27/4/2024
R.ELANGOVAN - [6808]	EHS	SOP-U-2-EHS-GEN-031	00	LINE BREAKING WORK PERMIT (SOP-U-2-EHS-GEN-031-00)	5/6/2023

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R.ELANGOVAN - [6808]	EHS	SOP-U-2-EHS-GEN-034	00	Process safety management	19/5/2023
R.ELANGOVAN - [6808]	EHS	SOP-U-2-EHS-GEN-037	00	Procedure for Electrical Safety System & Operating of FLP Equipment and Gas Sensor Calibration Procedure (SOP-U-2-EHS-GEN-037-00)	17/6/2023
R.ELANGOVAN - [6808]	EHS	SOP-U-2-EHS-GEN-028	01	ENVIRONMENTAL SUSTAINABILITY	6/6/2023
R.ELANGOVAN - [6808]	EHS	SOP-U-2-PA-GEN-008	09	FACTORY ENTRY AND EXIT PROCEDURE FOR VISITORS, AUDITORS, EMPLOYEES, CONTRACT HELPERS, MATERIALS AND VEHICLES	19/5/2023
R.ELANGOVAN - [6808]	EHS	SOP-U-2-EHS-GEN-006	08	FIRST AID BOX	26/2/2024
R.ELANGOVAN - [6808]	EHS	SOP-U-2-EHS-GEN-038	00	PROCEDURE FOR UNLOADING, STORAGE AND HANDLING OF COMPRESSED AMMONIA GAS CYLINDERS (SOP-U-2-EHS-GEN-038-00)	9/2/2024
R.ELANGOVAN - [6808]	EHS	SOP-U-2-PA-GEN-023	00	PROCEDURE FOR HANDLING ABSCONDED AND RELIEVING EMPLOYEES (SOP-U-2-PA-GEN-023)	28/2/2024
R.ELANGOVAN - [6808]	EHS	TM-005-24	00	Data integrity	26/4/2024
Ramakrishna Kalipindi [1218]	EHS	Adhoc Training	NA	ENTRY AND EXIT PROCEDURE FOR NON-ONCOLOGY PRODUCTION BLOCKS (SOP-U-2-PD-GEN-014-15)	27/4/2023
Ramakrishna Kalipindi [1218]	EHS	Adhoc Training	NA	TRAINING OF EMPLOYEE (s) (SOP-U-2-PA-GEN-005-19)	11/4/2023
Ramakrishna Kalipindi [1218]	EHS	Adhoc Training	NA	ENTRY AND EXIT PROCEDURE FOR ONCOLOGYPRODUCTIONBLOCKS(SOP-U-2-PD-GEN-013-15)	27/4/2023
Ramakrishna Kalipindi [1218]	EHS	Adhoc Training	NA	OPERATION AND MAINTENANCE OF EYE WASH/BODY SHOWER, PORTABLE EYE WASH STATIONS & EYE WASH BOTTLES (SOP-U-2-EHS-GEN-005-08)	27/4/2023
Ramakrishna Kalipindi [1218]	EHS	Adhoc Training	NA	PROCEDURE FOR PREVENTIVE MAINTENANCE OF ETP EQUIPMENTS. (SOPU-2-EHS-GEN-030-00), LINE BREAKING WORK PERMIT (SOP-U-2-EHS-GEN-031-00), PROCEDURE FOR DO'S & DONT'S WORK IN PLACE (SOP-U-2-EHS-GEN-032-00)	10/4/2023
Ramakrishna Kalipindi [1218]	EHS	Adhoc Training	NA	ENVIRONMENTAL SUSTAINABILITY (SOP-U-2-EHS-GEN-028-00),CONTRACTOR SAFETY MANAGEMENT (SOP-U-2-EHS-GEN-029-01)	10/4/2023
Ramakrishna Kalipindi [1218]	EHS	Adhoc Training	NA	PROCESS SAFETY MANAGEMENT (SOP-U-2-EHS-GEN-034-00)	12/5/2023
Ramakrishna Kalipindi [1218]	EHS	Adhoc Training	NA	HANDLING / USAGE OF PERSONAL PROTECTIVE EQUIPMENT (SOP-U-2-EHS-GEN-001-07)	27/4/2023
Ramakrishna Kalipindi [1218]	EHS	Adhoc Training	NA	ENTRY AND EXIT PROCEDURE FOR ONCOLOGY PRODUCTION BLOCKS	25/1/2024

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				(SOP-U-2-PD-GEN-013-16),ENTRY AND EXIT PROCEDURE FOR NON-ONCOLOGY PRODUCTION BLOCKS (SOP-U-2-PD-GEN-014-16)	
Ramakrishna Kalipindi [1218]	EHS	Adhoc Training	NA	Mass Mobilization For Mission Life and world Environment Day-2023	12/5/2023
Ramakrishna Kalipindi [1218]	EHS	Adhoc Training	NA	EHS AUDITS & INSPECTIONS (SOP-U-2-EHS-GEN-026-02)	18/5/2023
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-EHS-GEN-008	07	PROCEDURE FOR COLLECTION AND DISPOSAL OF SOLID & LIQUID WASTE (HAZARDOUS WASTE & NON HAZARDOUS WASTE)	28/5/2023
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-PD-GEN-002	10	PREVENTION OF CROSS CONTAMINATION	16/6/2023
Ramakrishna Kalipindi [1218]	EHS	TM-002-24	00	Importance of Employee attentiveness and increase the workplace productivity (TM/002/24)	9/2/2024
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-EHS-GEN-033	00	EHS CHANGE CONTROL MANAGEMENT(SOP-U-2-EHS-GEN-033-00)	22/5/2023
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-EHS-GEN-030	00	PROCEDURE FOR PREVENTIVE MAINTENANCE OF ETP EQUIPMENTS. (SOP-U-2-EHS-GEN-030-00)	22/5/2023
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-EHS-GEN-026	03	EHS AUDITS & INSPECTIONS	19/5/2023
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-PD-GEN-041	14	PLANNING OF PRODUCTION CAMPAIGN / STAGE WISE	22/3/2024
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-PD-OPR-029	05	OPERATING PROCEDURE FOR HYDROGENATOR	8/5/2023
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-PD-CLE-012	16	CLEANING PROCEDURE FOR FILTRATION EQUIPMENTS	20/2/2024
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-EHS-GEN-019	05	MONITORING OF AMBIENT AIR, STACK, NOISE LEVELS, VOC, BOREWELL WATER, TREATED WATER AND SOIL	8/5/2023
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-EHS-GEN-037	00	Procedure for Electrical Safety System & Operating of FLP Equipment and Gas Sensor Calibration Procedure (SOP-U-2-EHS-GEN-037-00)	12/6/2023
Ramakrishna Kalipindi [1218]	EHS	PC-PD-VOC-&LEL-WA-001-23	00	PROTOCOL FOR VOLATILE ORGANIC CORBAN (VOC) AND LOWER EXPLOSURE LEVEL (LEL) MONITORING IN WORK AREA	19/5/2023
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-PD-GEN-065	04	PROCEDURE FOR HANDLING AND USAGE OF HAND SANITIZER	23/5/2023
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-EHS-GEN-015	05	Safe & At-Risk behaviors, EHS Incidents Reporting & Investigation	2/6/2023
Ramakrishna Kalipindi [1218]	EHS	PC-QA-CV-UDN-002	00	PC-QA-CV-UDN-002	7/5/2023
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-EHS-GEN-034	00	Process safety management	19/5/2023
Ramakrishna Kalipindi [1218]	EHS	SOP-QA-GEN-004	21	HANDLING AND INVESTIGATION OF DEVIATIONS	30/4/2023

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Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-PD-CLE-028	00	PROCEDURE FOR HANDLING AND CLEANING OF TRANSFER LINES (SOP-U-2-PD-CLE-028-00)	16/6/2023
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-PA-GEN-008	09	FACTORY ENTRY AND EXIT PROCEDURE FOR VISITORS, AUDITORS, EMPLOYEES, CONTRACT HELPERS, MATERIALS AND VEHICLES	21/5/2023
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-EHS-GEN-028	01	ENVIRONMENTAL SUSTAINABILITY	6/6/2023
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-EHS-GEN-006	08	FIRST AID BOX	25/2/2024
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-PD-GEN-024	09	PROCEDURE FOR HANDLING OF GARMENTS	7/5/2023
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-EHS-GEN-035	00	PROCEDURE FOR OPERATION OF DRINKING WATER AND DRINKING WATER SAMPLE ANALYSIS (SOP-U-2-EHS-GEN-035-00)	6/6/2023
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-WH-GEN-003	23	RECEIPT CONTROL AND ISSUANCE OF PACKING MATERIALS (SOP-U-2-WH-GEN-003-23)	16/6/2023
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-EHS-GEN-001	8	Handling and usage of personnel protective equipment	14/5/2023
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-PD-CLE-020	11	CLEANING PROCEDURE FOR DRYING EQUIPMENTS	8/5/2023
Ramakrishna Kalipindi [1218]	EHS	TM-001-24	00	Good Manufacturing practices (TM/001/24)	9/2/2024
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-PD-GEN-027	11	PREPARATION OF BATCH PROCESS RECORDS, BATCH PACKING RECORDS AND CLEANING RECORDS (SOP-U-2-PD-GEN-027-11)	28/5/2023
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-EHS-GEN-003	07	OPERATION AND MAINTENANCE OF FIRE HYDRANT SYSTEM	21/5/2023
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-EHS-GEN-028	00	ENVIRONMENTAL SUSTAINABILITY (SOP-U-2-EHS-GEN-028-00)	19/5/2023
Ramakrishna Kalipindi [1218]	EHS	HAZARDOUS CHEMICALS	00	MSDS FOR HAZARDOUS CHEMICALS (Acetic anhydride, Acetone, ETHYL CHLOROFORMATE, hydrogen gas, Methane sulphonyl chloride)	21/5/2023
Ramakrishna Kalipindi [1218]	EHS	MSDS FOR NON HAZARDOUS CHEMICALS	00	MSDS FOR NON HAZARDOUS CHEMICALS (activated carbon, Celite, SMBS, sodium-bicarbonate)	21/5/2023
Ramakrishna Kalipindi [1218]	EHS	SOP-QA-GEN-005	12	GOOD DOCUMENTATION PRACTICE AND HANDLING OF DOCUMENT ERRORS	7/5/2023
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-EHS-GEN-014	05	HANDLING OF HAZARDOUS CHEMICALS	8/5/2023
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-EHS-GEN-015	06	Safe & At-Risk behaviors, EHS Incidents Reporting & Investigation	22/3/2024
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-EHS-GEN-029	01	CONTRACTOR SAFETY MANAGEMENT (SOP/U-2/EHS/GEN/029/01)	30/4/2023
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-WH-GEN-002	19	PROCEDURE FOR ISSUANCE OF RAW MATERIALS	4/6/2023

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Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-EHS-GEN-017	06	EHS COMPLAIANCE EVALUTIONS	19/5/2023
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-PD-GEN-004	11	PROCEDURE FOR ENTRY OF DATA INTO BATCH PROCESS RECORD AND PRODUCT CHANGE OVER CLEANING RECORD	22/3/2024
Ramakrishna Kalipindi [1218]	EHS	TM-010-23	00	Good Documentation practices and ALCOA (TM-010-23)	21/5/2023
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-PD-OPR-026	06	OPERATING PROCEDURE FOR SCRUBBER SYSTEM	28/5/2023
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-EHS-GEN-016	05	Procedure for discharge of static Electricity	12/6/2023
Ramakrishna Kalipindi [1218]	EHS	TM-003-23	00	Data integrity (TM-003-23)	10/6/2023
Ramakrishna Kalipindi [1218]	EHS	SOP-QA-GEN-010	22	INTERNAL QUALITY AUDIT	20/2/2024
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-EHS-GEN-038	00	PROCEDURE FOR UNLOADING, STORAGE AND HANDLING OF COMPRESSED AMMONIA GAS CYLINDERS (SOP-U-2-EHS-GEN-038-00)	16/6/2023
Ramakrishna Kalipindi [1218]	EHS	TM-005-24	00	Data integrity	11/4/2024
Ramakrishna Kalipindi [1218]	EHS	EHS-U2-SM-001	00	SAFETY MANUAL (EHS-U2-SM-001-00)	10/6/2023
Ramakrishna Kalipindi [1218]	EHS	SOP-QA-GEN-009	22	CHANGE CONTROL	14/5/2023
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-EHS-GEN-026	04	EHS AUDITS & INSPECTIONS	3/3/2024
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-PD-GEN-026	08	HANDLING OF FINISHED PRODUCTS	30/4/2023
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-EHS-GEN-036	00	PREVENTIVE MAINTENANCE OF RCC PITS AND ABOVE GROUND TANKS (SOP-U-2-EHS-GEN-036-00)	6/6/2023
Ramakrishna Kalipindi [1218]	EHS	SOP-U-2-EHS-GEN-027	00	EXPLOSIVE ATMOSPHERE & HAZARDOUS AREA CLASSIFICATION (SOP-U-2-EHS-GEN-027-00)	22/5/2023
S SUMAN . [5503]	EHS	Adhoc Training	NA	PROCEDURE FOR PREVENTIVE MAINTENANCE OF ETP EQUIPMENTS. (SOPU-2-EHS-GEN-030-00), LINE BREAKING WORK PERMIT (SOP-U-2-EHS-GEN-031-00), PROCEDURE FOR DO'S & DONT'S WORK IN PLACE (SOP-U-2-EHS-GEN-032-00)	10/4/2023
S SUMAN . [5503]	EHS	Adhoc Training	NA	CONTRACTOR SAFETY MANAGEMENT (SOP-U-2-EHS-GEN-029-01), EHS CHANGE CONTROL MANAGEMENT. (SOP-U-2-EHS-GEN-033-00)	11/4/2023
S SUMAN . [5503]	EHS	Adhoc Training	NA	ENVIRONMENTAL SUSTAINABILITY (SOP-U-2-EHS-GEN-028-00),CONTRACTOR SAFETY MANAGEMENT (SOP-U-2-EHS-GEN-029-01)	10/4/2023
S SUMAN . [5503]	EHS	Adhoc Training	NA	Handling/usage of personnel protective equipment (SOP-U-2-EHS-GEN-001-09)	28/11/2023

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S SUMAN . [5503]	EHS	Adhoc Training	NA	Mass Mobilization For Mission Life and world Environment Day-2023	12/5/2023
S SUMAN . [5503]	EHS	Adhoc Training	NA	EHS AUDITS & INSPECTIONS (SOP-U-2-EHS-GEN-026-02)	13/5/2023
S SUMAN . [5503]	EHS	Adhoc Training	NA	SAFE& AT-RISK BEHAVIORS, EHS INCIDENTS REPORTING &INVESTIGATION (SOP-U-2-EHS-GEN-015-05)	20/5/2023
S SUMAN . [5503]	EHS	SOP-U-2-PA-GEN-005	19	TRAINING OF EMPLOYEES	12/6/2023
S SUMAN . [5503]	EHS	TM-001-24	00	Good Manufacturing practices (TM/001/24)	9/2/2024
S SUMAN . [5503]	EHS	SOP-U-2-EHS-GEN-033	00	EHS CHANGE CONTROL MANAGEMENT(SOP-U-2-EHS-GEN-033-00)	24/5/2023
S SUMAN . [5503]	EHS	SOP-U-2-EHS-GEN-015	05	Safe & At-Risk behaviors, EHS Incidents Reporting & Investigation	4/6/2023
S SUMAN . [5503]	EHS	TM-010-23	00	Good Documentation practices and ALCOA (TM-010-23)	25/5/2023
S SUMAN . [5503]	EHS	SOP-U-2-EHS-GEN-003	07	OPERATION AND MAINTENANCE OF FIRE HYDRANT SYSTEM	22/5/2023
S SUMAN . [5503]	EHS	SOP-U-2-EHS-GEN-006	08	FIRST AID BOX	26/2/2024
S SUMAN . [5503]	EHS	SOP-U-2-EHS-GEN-036	00	PREVENTIVE MAINTENANCE OF RCC PITS AND ABOVE GROUND TANKS (SOP-U-2-EHS-GEN-036-00)	5/6/2023
S SUMAN . [5503]	EHS	SOP-U-2-EHS-GEN-008	07	PROCEDURE FOR COLLECTION AND DISPOSAL OF SOLID & LIQUID WASTE (HAZARDOUS WASTE & NON HAZARDOUS WASTE)	4/6/2023
S SUMAN . [5503]	EHS	SOP-U-2-PD-GEN-013	15	ENTRY AND EXIT PROCEDURE FOR ONCOLOGY PRODUCTION BLOCKS	4/6/2023
S SUMAN . [5503]	EHS	SOP-U-2-EHS-GEN-005	08	OPERATION AND MAINTENANCE OF EYE WASH/BODY SHOWER PORTABLE EYE WASH STATIONS & EYE WASH BOTTLES	22/5/2023
S SUMAN . [5503]	EHS	SOP-U-2-EHS-OPR-001	06	STANDARD OPERATING PROCEDURE FOR EFFLUENT TREATMENT PLANT	5/6/2023
S SUMAN . [5503]	EHS	SOP-U-2-EHS-GEN-029	01	CONTRACTOR SAFETY MANAGEMENT (SOP/U-2/EHS/GEN/029/01)	8/5/2023
S SUMAN . [5503]	EHS	SOP-U-2-EHS-GEN-028	00	ENVIRONMENTAL SUSTAINABILITY (SOP-U-2-EHS-GEN-028-00)	23/5/2023
S SUMAN . [5503]	EHS	SOP-U-2-PD-GEN-014	15	ENTRY AND EXIT PROCEDURE FOR NON-ONCOLOGY PRODUCTION BLOCKS	4/6/2023
S SUMAN . [5503]	EHS	SOP-U-2-PD-OPR-029	05	OPERATING PROCEDURE FOR HYDROGENATOR	8/5/2023
S SUMAN . [5503]	EHS	SOP-U-2-EHS-GEN-001	8	Handling and usage of personnel protective equipment	22/5/2023
S SUMAN . [5503]	EHS	SOP-U-2-EHS-GEN-035	00	PROCEDURE FOR OPERATION OF DRINKING WATER AND DRINKING WATER SAMPLE ANALYSIS (SOP-U-2-EHS-GEN-035-00)	5/6/2023

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S SUMAN . [5503]	EHS	SOP-U-2-EHS-GEN-026	04	EHS AUDITS & INSPECTIONS	26/2/2024
S SUMAN . [5503]	EHS	SOP-U-2-EHS-GEN-014	05	HANDLING OF HAZARDOUS CHEMICALS	9/5/2023
S SUMAN . [5503]	EHS	SOP-U-2-EHS-GEN-027	00	EXPLOSIVE ATMOSPHERE & HAZARDOUS AREA CLASSIFICATION (SOP-U-2-EHS-GEN-027-00)	22/5/2023
S SUMAN . [5503]	EHS	SOP-U-2-EHS-GEN-026	03	EHS AUDITS & INSPECTIONS	23/5/2023
S SUMAN . [5503]	EHS	SOP-U-2-EHS-OPR-012	05	Effluent/Treated Water analysis testing procedure.	23/5/2023
S SUMAN . [5503]	EHS	SOP-U-2-EHS-GEN-028	01	ENVIRONMENTAL SUSTAINABILITY	10/6/2023
S SUMAN . [5503]	EHS	SOP-U-2-EHS-GEN-017	06	EHS COMPLAIANCE EVALUTIONS	23/5/2023
S SUMAN . [5503]	EHS	TM-003-23	00	Data integrity (TM-003-23)	12/6/2023
S SUMAN . [5503]	EHS	SOP-QA-GEN-005	12	GOOD DOCUMENTATION PRACTICE AND HANDLING OF DOCUMENT ERRORS	9/5/2023
S SUMAN . [5503]	EHS	SOP-U-2-EHS-GEN-037	00	Procedure for Electrical Safety System & Operating of FLP Equipment and Gas Sensor Calibration Procedure (SOP-U-2-EHS-GEN-037-00)	10/6/2023
S SUMAN . [5503]	EHS	SOP-QA-GEN-004	21	HANDLING AND INVESTIGATION OF DEVIATIONS	8/5/2023
S SUMAN . [5503]	EHS	SOP-QA-GEN-009	22	CHANGE CONTROL	24/5/2023
S SUMAN . [5503]	EHS	SOP-QA-GEN-002	15	DOCUMENT CONTROL	26/2/2024
S SUMAN . [5503]	EHS	SOP-U-2-EHS-GEN-016	05	Procedure for discharge of static Electricity	10/6/2023
S SUMAN . [5503]	EHS	SOP-U-2-PD-GEN-041	14	PLANNING OF PRODUCTION CAMPAIGN / STAGE WISE	16/3/2024
S SUMAN . [5503]	EHS	EHS-U2-SM-001	00	SAFETY MANUAL (EHS-U2-SM-001-00)	10/6/2023
S SUMAN . [5503]	EHS	SOP-U-2-PA-GEN-008	09	FACTORY ENTRY AND EXIT PROCEDURE FOR VISITORS, AUDITORS, EMPLOYEES, CONTRACT HELPERS, MATERIALS AND VEHICLES	22/5/2023
S SUMAN . [5503]	EHS	SOP-U-2-EHS-GEN-030	00	PROCEDURE FOR PREVENTIVE MAINTENANCE OF ETP EQUIPMENTS. (SOP-U-2-EHS-GEN-030-00)	23/5/2023
S SUMAN . [5503]	EHS	SOP-U-2-EHS-GEN-019	05	MONITORING OF AMBIENT AIR, STACK, NOISE LEVELS, VOC, BOREWELL WATER, TREATED WATER AND SOIL	9/5/2023
S SUMAN . [5503]	EHS	SOP-U-2-EHS-GEN-015	06	Safe & At-Risk behaviors, EHS Incidents Reporting & Investigation	14/3/2024
S SUMAN . [5503]	EHS	TM-002-24	00	Importance of Employee attentiveness and increase the workplace productivity (TM/002/24)	9/2/2024
S SUMAN . [5503]	EHS	TM-005-24	00	Data integrity	4/5/2024

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S SUMAN . [5503]	EHS	SOP-U-2-EHS-GEN-008	06	PROCEDURE FOR COLLECTION AND DISPOSAL OF SOLID & LIQUID WASTE (HAZARDOUS WASTE & NON HAZARDOUS WASTE)	8/5/2023
S SUMAN . [5503]	EHS	SOP-U-2-EHS-GEN-023	01	ASPECTS/ HAZARDS IDENTIFICATION AND EVALUATION	9/5/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	Adhoc Training	NA	ENTRY AND EXIT PROCEDURE FOR NON-ONCOLOGY PRODUCTION BLOCKS (SOP-U-2-PD-GEN-014-15)	27/4/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	Adhoc Training	NA	TRAINING OF EMPLOYEE (s) (SOP-U-2-PA-GEN-005-19)	12/4/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	Adhoc Training	NA	ENTRY AND EXIT PROCEDURE FOR ONCOLOGYPRODUCTIONBLOCKS(SOP-U-2-PD-GEN-013-15)	27/4/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	Adhoc Training	NA	OPERATION AND MAINTENANCE OF EYE WASH/BODY SHOWER, PORTABLE EYE WASH STATIONS & EYE WASH BOTTLES (SOP-U-2-EHS-GEN-005-08)	27/4/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	Adhoc Training	NA	PROCEDURE FOR PREVENTIVE MAINTENANCE OF ETP EQUIPMENTS. (SOPU-2-EHS-GEN-030-00), LINE BREAKING WORK PERMIT (SOP-U-2-EHS-GEN-031-00), PROCEDURE FOR DO'S & DONT'S WORK IN PLACE (SOP-U-2-EHS-GEN-032-00)	10/4/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	Adhoc Training	NA	CONTRACTOR SAFETY MANAGEMENT (SOP-U-2-EHS-GEN-029-01), EHS CHANGE CONTROL MANAGEMENT. (SOP-U-2-EHS-GEN-033-00)	11/4/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	Adhoc Training	NA	ENVIRONMENTAL SUSTAINABILITY (SOP-U-2-EHS-GEN-028-00),CONTRACTOR SAFETY MANAGEMENT (SOP-U-2-EHS-GEN-029-01)	10/4/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	Adhoc Training	NA	HANDLING / USAGE OF PERSONAL PROTECTIVE EQUIPMENT (SOP-U-2-EHS-GEN-001-07)	27/4/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	Adhoc Training	NA	EHS AUDITS & INSPECTIONS (SOP-U-2-EHS-GEN-026-02)	13/5/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	SOP-U-2-EHS-GEN-037	00	Procedure for Electrical Safety System & Operating of FLP Equipment and Gas Sensor Calibration Procedure (SOP-U-2-EHS-GEN-037-00)	14/6/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	SOP-U-2-EHS-GEN-015	05	Safe & At-Risk behaviors, EHS Incidents Reporting & Investigation	12/6/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	SOP-U-2-EHS-GEN-030	00	PROCEDURE FOR PREVENTIVE MAINTENANCE OF ETP EQUIPMENTS. (SOP-U-2-EHS-GEN-030-00)	22/5/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	SOP-U-2-EHS-GEN-028	01	ENVIRONMENTAL SUSTAINABILITY	12/6/2023

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SANAPALA SHANMUKHA RAO . [5957]	EHS	SOP-U-2-EHS-GEN-038	00	PROCEDURE FOR UNLOADING, STORAGE AND HANDLING OF COMPRESSED AMMONIA GAS CYLINDERS (SOP-U-2-EHS-GEN-038-00)	14/6/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	SOP-U-2-PA-GEN-008	09	FACTORY ENTRY AND EXIT PROCEDURE FOR VISITORS, AUDITORS, EMPLOYEES, CONTRACT HELPERS, MATERIALS AND VEHICLES	14/5/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	SOP-U-2-EHS-GEN-029	01	CONTRACTOR SAFETY MANAGEMENT (SOP/U-2/EHS/GEN/029/01)	6/5/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	SOP-U-2-EHS-GEN-014	05	HANDLING OF HAZARDOUS CHEMICALS	8/5/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	SOP-U-2-EHS-GEN-001	8	Handling and usage of personnel protective equipment	14/5/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	SOP-U-2-EHS-GEN-034	00	Process safety management	11/5/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	SOP-U-2-EHS-GEN-023	01	ASPECTS/ HAZARDS IDENTIFICATION AND EVALUATION	7/5/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	EMERGENCY PREPARDNESS PROCEDURE FOR HYDROGEN GAS RELEASE	00	EMERGENCY PREPARDNESS PROCEDURE FOR HYDROGEN GAS RELEASE	14/6/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	SOP-U-2-EHS-GEN-026	03	EHS AUDITS & INSPECTIONS	22/5/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	EMERGENCY PREPARDNESS PROCEDURE FOR AMMONIA GAS RELEASE	00	EMERGENCY PREPARDNESS PROCEDURE FOR AMMONIA GAS RELEASE	14/6/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	SOP-U-2-EHS-GEN-019	05	MONITORING OF AMBIENT AIR, STACK, NOISE LEVELS, VOC, BOREWELL WATER, TREATED WATER AND SOIL	8/5/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	SOP-U-2-EHS-GEN-033	00	EHS CHANGE CONTROL MANAGEMENT(SOP-U-2-EHS-GEN-033-00)	23/5/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	SOP-U-2-EHS-GEN-017	06	EHS COMPLAIANCE EVALUTIONS	22/5/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	SOP-U-2-EHS-GEN-027	00	EXPLOSIVE ATMOSPHERE & HAZARDOUS AREA CLASSIFICATION (SOP-U-2-EHS-GEN-027-00)	22/5/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	SOP-QA-GEN-005	12	GOOD DOCUMENTATION PRACTICE AND HANDLING OF DOCUMENT ERRORS	7/5/2023

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SANAPALA SHANMUKHA RAO . [5957]	EHS	SOP-U-2-EHS-GEN-035	00	PROCEDURE FOR OPERATION OF DRINKING WATER AND DRINKING WATER SAMPLE ANALYSIS (SOP-U-2-EHS-GEN-035-00)	12/6/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	SOP-U-2-EHS-GEN-036	00	PREVENTIVE MAINTENANCE OF RCC PITS AND ABOVE GROUND TANKS (SOP-U-2-EHS-GEN-036-00)	12/6/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	SOP-QA-GEN-009	22	CHANGE CONTROL	11/5/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	SOP-U-2-EHS-GEN-016	05	Procedure for discharge of static Electricity	14/6/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	SOP-U-2-PD-OPR-029	05	OPERATING PROCEDURE FOR HYDROGENATOR	7/5/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	TM-003-23	00	Data integrity (TM-003-23)	16/6/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	SOP-U-2-EHS-GEN-008	07	PROCEDURE FOR COLLECTION AND DISPOSAL OF SOLID & LIQUID WASTE (HAZARDOUS WASTE & NON HAZARDOUS WASTE)	28/5/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	SOP-U-2-EHS-GEN-003	07	OPERATION AND MAINTENANCE OF FIRE HYDRANT SYSTEM	22/5/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	SOP-QA-GEN-004	21	HANDLING AND INVESTIGATION OF DEVIATIONS	7/5/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	TM-010-23	00	Good Documentation practices and ALCOA (TM-010-23)	23/5/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	EHS-U2-SM-001	00	SAFETY MANUAL (EHS-U2-SM-001-00)	12/6/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	SOP-U-2-EHS-GEN-028	00	ENVIRONMENTAL SUSTAINABILITY (SOP-U-2-EHS-GEN-028-00)	23/5/2023
SANAPALA SHANMUKHA RAO . [5957]	EHS	SOP-U-2-EHS-GEN-008	06	PROCEDURE FOR COLLECTION AND DISPOSAL OF SOLID & LIQUID WASTE (HAZARDOUS WASTE & NON HAZARDOUS WASTE)	6/5/2023
Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-EHS-GEN-008	06	PROCEDURE FOR COLLECTION AND DISPOSAL OF SOLID & LIQUID WASTE (HAZARDOUS WASTE & NON HAZARDOUS WASTE)	29/4/2023
Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-EHS-GEN-035	00	PROCEDURE FOR OPERATION OF DRINKING WATER AND DRINKING WATER SAMPLE ANALYSIS (SOP-U-2-EHS-GEN-035-00)	12/6/2023
Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-EHS-GEN-030	00	PROCEDURE FOR PREVENTIVE MAINTENANCE OF ETP EQUIPMENTS. (SOP-U-2-EHS-GEN-030-00)	30/5/2023

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Srinivasulu Reddy Konda [2789]	EHS	SOP-QA-GEN-010	22	INTERNAL QUALITY AUDIT	16/3/2024
Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-EHS-GEN-006	08	FIRST AID BOX	7/3/2024
Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-EHS-GEN-019	05	MONITORING OF AMBIENT AIR, STACK, NOISE LEVELS, VOC, BOREWELL WATER, TREATED WATER AND SOIL	17/5/2023
Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-EHS-GEN-015	06	Safe & At-Risk behaviors, EHS Incidents Reporting & Investigation	14/3/2024
Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-EHS-GEN-028	01	ENVIRONMENTAL SUSTAINABILITY	12/6/2023
Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-EHS-OPR-012	05	Effluent/Treated Water analysis testing procedure.	25/5/2023
Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-EHS-GEN-027	00	EXPLOSIVE ATMOSPHERE & HAZARDOUS AREA CLASSIFICATION (SOP-U-2-EHS-GEN-027-00)	1/6/2023
Srinivasulu Reddy Konda [2789]	EHS	SOP-QA-GEN-009	22	CHANGE CONTROL	30/5/2023
Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-EHS-GEN-036	00	PREVENTIVE MAINTENANCE OF RCC PITS AND ABOVE GROUND TANKS (SOP-U-2-EHS-GEN-036-00)	12/6/2023
Srinivasulu Reddy Konda [2789]	EHS	TM-003-23	00	Data integrity (TM-003-23)	12/6/2023
Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-EHS-GEN-023	01	ASPECTS/ HAZARDS IDENTIFICATION AND EVALUATION	17/5/2023
Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-EHS-GEN-033	00	EHS CHANGE CONTROL MANAGEMENT(SOP-U-2-EHS-GEN-033-00)	30/5/2023
Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-EHS-GEN-037	00	Procedure for Electrical Safety System & Operating of FLP Equipment and Gas Sensor Calibration Procedure (SOP-U-2-EHS-GEN-037-00)	13/6/2023
Srinivasulu Reddy Konda [2789]	EHS	EHS-U2-SM-001	00	SAFETY MANUAL (EHS-U2-SM-001-00)	13/6/2023
Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-EHS-GEN-029	01	CONTRACTOR SAFETY MANAGEMENT (SOP/U-2/EHS/GEN/029/01)	29/4/2023
Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-EHS-GEN-032	00	PROCEDURE FOR DO'S & DONT'S WORK IN PLACE (SOP-U-2-EHS-GEN-032-00)	30/5/2023
Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-EHS-GEN-005	08	OPERATION AND MAINTENANCE OF EYE WASH/BODY SHOWER PORTABLE EYE WASH STATIONS & EYE WASH BOTTLES	25/5/2023
Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-EHS-OPR-001	06	STANDARD OPERATING PROCEDURE FOR EFFLUENT TREATMENT PLANT	12/6/2023
Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-EHS-GEN-014	05	HANDLING OF HAZARDOUS CHEMICALS	17/5/2023
Srinivasulu Reddy Konda [2789]	EHS	SOP-QA-GEN-004	21	HANDLING AND INVESTIGATION OF DEVIATIONS	29/4/2023
Srinivasulu Reddy Konda [2789]	EHS	TM-001-24	00	Good Manufacturing practices (TM/001/24)	16/2/2024

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Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-PD-GEN-014	15	ENTRY AND EXIT PROCEDURE FOR NON-ONCOLOGY PRODUCTION BLOCKS	3/6/2023
Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-EHS-GEN-001	8	Handling and usage of personnel protective equipment	30/5/2023
Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-EHS-GEN-017	06	EHS COMPLAIANCE EVALUTIONS	30/5/2023
Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-PD-OPR-029	05	OPERATING PROCEDURE FOR HYDROGENATOR	30/5/2023
Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-EHS-GEN-026	04	EHS AUDITS & INSPECTIONS	7/3/2024
Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-PD-GEN-041	14	PLANNING OF PRODUCTION CAMPAIGN / STAGE WISE	16/3/2024
Srinivasulu Reddy Konda [2789]	EHS	EMERGENCY PREPARDNESS PROCEDURE FOR AMMONIA GAS RELEASE	00	EMERGENCY PREPARDNESS PROCEDURE FOR AMMONIA GAS RELEASE	13/6/2023
Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-EHS-GEN-015	05	Safe & At-Risk behaviors, EHS Incidents Reporting & Investigation	1/6/2023
Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-EHS-GEN-031	00	LINE BREAKING WORK PERMIT (SOP-U-2-EHS-GEN-031-00)	25/5/2023
Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-EHS-GEN-003	07	OPERATION AND MAINTENANCE OF FIRE HYDRANT SYSTEM	25/5/2023
Srinivasulu Reddy Konda [2789]	EHS	SOP-QA-GEN-005	12	GOOD DOCUMENTATION PRACTICE AND HANDLING OF DOCUMENT ERRORS	30/5/2023
Srinivasulu Reddy Konda [2789]	EHS	TM-002-24	00	Importance of Employee attentiveness and increase the workplace productivity (TM/002/24)	16/2/2024
Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-EHS-GEN-016	05	Procedure for discharge of static Electricity	13/6/2023
Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-PD-GEN-013	15	ENTRY AND EXIT PROCEDURE FOR ONCOLOGY PRODUCTION BLOCKS	1/6/2023
Srinivasulu Reddy Konda [2789]	EHS	SOP-QA-GEN-030	11	IDENTIFICATION OF MATERIALS AT MANUFACTURING LOCATION	17/5/2023
Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-EHS-GEN-028	00	ENVIRONMENTAL SUSTAINABILITY (SOP-U-2-EHS-GEN-028-00)	30/5/2023
Srinivasulu Reddy Konda [2789]	EHS	TM-005-24	00	Data integrity	9/5/2024
Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-EHS-GEN-008	07	PROCEDURE FOR COLLECTION AND DISPOSAL OF SOLID & LIQUID WASTE (HAZARDOUS WASTE & NON HAZARDOUS WASTE)	1/6/2023
Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-EHS-GEN-038	00	PROCEDURE FOR UNLOADING, STORAGE AND HANDLING OF COMPRESSED AMMONIA GAS CYLINDERS (SOP-U-2-EHS-GEN-038-00)	16/6/2023
Srinivasulu Reddy Konda [2789]	EHS	TM-010-23	00	Good Documentation practices and ALCOA (TM-010-23)	1/6/2023
Srinivasulu Reddy Konda [2789]	EHS	SOP-QA-GEN-002	15	DOCUMENT CONTROL	16/3/2024

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Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-EHS-GEN-026	03	EHS AUDITS & INSPECTIONS	25/5/2023
Srinivasulu Reddy Konda [2789]	EHS	SOP-U-2-PA-GEN-008	09	FACTORY ENTRY AND EXIT PROCEDURE FOR VISITORS, AUDITORS, EMPLOYEES, CONTRACT HELPERS, MATERIALS AND VEHICLES	30/5/2023
Srinivasulu Reddy Konda [2789]	EHS	EMERGENCY PREPARDNESS PROCEDURE FOR HYDROGEN GAS RELEASE	00	EMERGENCY PREPARDNESS PROCEDURE FOR HYDROGEN GAS RELEASE	13/6/2023
Suresh Akkena [1394]	EHS	Adhoc Training	NA	ENTRY AND EXIT PROCEDURE FOR ONCOLOGYPRODUCTIONBLOCKS(SOP-U-2-PD-GEN-013-15)	28/4/2023
Suresh Akkena [1394]	EHS	Adhoc Training	NA	PROCEDURE FOR PREVENTIVE MAINTENANCE OF ETP EQUIPMENTS. (SOPU-2-EHS-GEN-030-00), LINE BREAKING WORK PERMIT (SOP-U-2-EHS-GEN-031-00), PROCEDURE FOR DO'S & DONT'S WORK IN PLACE (SOP-U-2-EHS-GEN-032-00)	10/4/2023
Suresh Akkena [1394]	EHS	Adhoc Training	NA	ENTRY AND EXIT PROCEDURE FOR ONCOLOGY PRODUCTION BLOCKS (SOP-U-2-PD-GEN-013-16),ENTRY AND EXIT PROCEDURE FOR NON-ONCOLOGY PRODUCTION BLOCKS (SOP-U-2-PD-GEN-014-16)	25/1/2024
Suresh Akkena [1394]	EHS	TM-002-24	00	Importance of Employee attentiveness and increase the workplace productivity (TM/002/24)	24/2/2024
Suresh Akkena [1394]	EHS	SOP-U-2-EHS-GEN-028	01	ENVIRONMENTAL SUSTAINABILITY	16/6/2023
Suresh Akkena [1394]	EHS	SOP-U-2-EHS-GEN-023	01	ASPECTS/ HAZARDS IDENTIFICATION AND EVALUATION	17/6/2023
Suresh Akkena [1394]	EHS	SOP-U-2-EHS-GEN-001	8	Handling and usage of personnel protective equipment	23/5/2023
Suresh Akkena [1394]	EHS	SOP-U-2-EHS-GEN-026	03	EHS AUDITS & INSPECTIONS	4/6/2023
Suresh Akkena [1394]	EHS	SOP-U-2-EHS-OPR-001	06	STANDARD OPERATING PROCEDURE FOR EFFLUENT TREATMENT PLANT	17/6/2023
Suresh Akkena [1394]	EHS	SOP-U-2-EHS-OPR-012	05	Effluent/Treated Water analysis testing procedure.	23/5/2023
Suresh Akkena [1394]	EHS	SOP-U-2-PA-GEN-008	09	FACTORY ENTRY AND EXIT PROCEDURE FOR VISITORS, AUDITORS, EMPLOYEES, CONTRACT HELPERS, MATERIALS AND VEHICLES	4/6/2023
Suresh Akkena [1394]	EHS	SOP-U-2-EHS-GEN-015	06	Safe & At-Risk behaviors, EHS Incidents Reporting & Investigation	11/3/2024
Suresh Akkena [1394]	EHS	TM-001-24	00	Good Manufacturing practices (TM/001/24)	24/2/2024
Suresh Akkena [1394]	EHS	SOP-U-2-EHS-GEN-003	07	OPERATION AND MAINTENANCE OF FIRE HYDRANT SYSTEM	23/5/2023
Suresh Akkena [1394]	EHS	SOP-QA-GEN-030	11	IDENTIFICATION OF MATERIALS AT MANUFACTURING LOCATION	30/4/2023

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Suresh Akkena [1394]	EHS	SOP-U-2-PD-GEN-041	14	PLANNING OF PRODUCTION CAMPAIGN / STAGE WISE	24/3/2024
Suresh Akkena [1394]	EHS	SOP-QA-GEN-004	21	HANDLING AND INVESTIGATION OF DEVIATIONS	30/4/2023
Suresh Akkena [1394]	EHS	SOP-U-2-EHS-GEN-008	06	PROCEDURE FOR COLLECTION AND DISPOSAL OF SOLID & LIQUID WASTE (HAZARDOUS WASTE & NON HAZARDOUS WASTE)	29/4/2023
Suresh Akkena [1394]	EHS	SOP-U-2-EHS-GEN-027	00	EXPLOSIVE ATMOSPHERE & HAZARDOUS AREA CLASSIFICATION (SOP-U-2-EHS-GEN-027-00)	6/6/2023
Suresh Akkena [1394]	EHS	SOP-U-2-EHS-GEN-014	05	HANDLING OF HAZARDOUS CHEMICALS	16/5/2023
Suresh Akkena [1394]	EHS	SOP-QA-GEN-002	15	DOCUMENT CONTROL	26/2/2024
Suresh Akkena [1394]	EHS	SOP-U-2-EHS-GEN-035	00	PROCEDURE FOR OPERATION OF DRINKING WATER AND DRINKING WATER SAMPLE ANALYSIS (SOP-U-2-EHS-GEN-035-00)	17/6/2023
Suresh Akkena [1394]	EHS	SOP-U-2-EHS-GEN-019	05	MONITORING OF AMBIENT AIR, STACK, NOISE LEVELS, VOC, BOREWELL WATER, TREATED WATER AND SOIL	16/5/2023
Suresh Akkena [1394]	EHS	SOP-U-2-EHS-GEN-036	00	PREVENTIVE MAINTENANCE OF RCC PITS AND ABOVE GROUND TANKS (SOP-U-2-EHS-GEN-036-00)	17/6/2023
Suresh Akkena [1394]	EHS	SOP-U-2-EHS-GEN-026	04	EHS AUDITS & INSPECTIONS	24/2/2024
Suresh Akkena [1394]	EHS	SOP-U-2-EHS-GEN-016	05	Procedure for discharge of static Electricity	17/6/2023
Suresh Akkena [1394]	EHS	SOP-U-2-EHS-GEN-006	08	FIRST AID BOX	24/2/2024
Suresh Akkena [1394]	EHS	SOP-U-2-EHS-GEN-005	08	OPERATION AND MAINTENANCE OF EYE WASH/BODY SHOWER PORTABLE EYE WASH STATIONS & EYE WASH BOTTLES	23/5/2023
Suresh Akkena [1394]	EHS	SOP-U-2-EHS-GEN-030	00	PROCEDURE FOR PREVENTIVE MAINTENANCE OF ETP EQUIPMENTS. (SOP-U-2-EHS-GEN-030-00)	4/6/2023
Suresh Akkena [1394]	EHS	SOP-U-2-EHS-GEN-008	07	PROCEDURE FOR COLLECTION AND DISPOSAL OF SOLID & LIQUID WASTE (HAZARDOUS WASTE & NON HAZARDOUS WASTE)	6/6/2023
Suresh Akkena [1394]	EHS	SOP-U-2-EHS-GEN-028	00	ENVIRONMENTAL SUSTAINABILITY (SOP-U-2-EHS-GEN-028-00)	4/6/2023
Suresh Akkena [1394]	EHS	SOP-U-2-EHS-GEN-033	00	EHS CHANGE CONTROL MANAGEMENT(SOP-U-2-EHS-GEN-033-00)	23/5/2023
Suresh Akkena [1394]	EHS	SOP-U-2-EHS-GEN-029	01	CONTRACTOR SAFETY MANAGEMENT (SOP/U-2/EHS/GEN/029/01)	30/4/2023
Suresh Akkena [1394]	EHS	TM-005-24	00	Data integrity	27/4/2024
Suresh Akkena [1394]	EHS	SOP-QA-GEN-010	22	INTERNAL QUALITY AUDIT	24/2/2024

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UGGAM RAJA SHEKHAR . [6116]	EHS	Adhoc Training	NA	ENTRY AND EXIT PROCEDURE FOR NON-ONCOLOGY PRODUCTION BLOCKS (SOP-U-2-PD-GEN-014-15)	27/4/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	Adhoc Training	NA	TRAINING OF EMPLOYEE (s) (SOP-U-2-PA-GEN-005-19)	12/4/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	Adhoc Training	NA	ENTRY AND EXIT PROCEDURE FOR ONCOLOGYPRODUCTIONBLOCKS(SOP-U-2-PD-GEN-013-15)	27/4/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	Adhoc Training	NA	CONTRACTOR SAFETY MANAGEMENT (SOP-U-2-EHS-GEN-029-01), EHS CHANGE CONTROL MANAGEMENT. (SOP-U-2-EHS-GEN-033-00)	11/4/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	Adhoc Training	NA	PROCESS SAFETY MANAGEMENT (SOP-U-2-EHS-GEN-034-00)	12/5/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	Adhoc Training	NA	Mass Mobilization For Mission Life and world Environment Day-2023	12/5/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	Adhoc Training	NA	EHS AUDITS & INSPECTIONS (SOP-U-2-EHS-GEN-026-02)	13/5/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	Adhoc Training	NA	SAFE& AT-RISK BEHAVIORS, EHS INCIDENTS REPORTING &INVESTIGATION (SOP-U-2-EHS-GEN-015-05)	20/5/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	SOP-U-2-PA-GEN-008	09	FACTORY ENTRY AND EXIT PROCEDURE FOR VISITORS, AUDITORS, EMPLOYEES, CONTRACT HELPERS, MATERIALS AND VEHICLES	19/5/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	SOP-U-2-EHS-GEN-008	07	PROCEDURE FOR COLLECTION AND DISPOSAL OF SOLID & LIQUID WASTE (HAZARDOUS WASTE & NON HAZARDOUS WASTE)	30/5/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	SOP-U-2-EHS-GEN-001	8	Handling and usage of personnel protective equipment	17/5/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	SOP-U-2-EHS-GEN-031	00	LINE BREAKING WORK PERMIT (SOP-U-2-EHS-GEN-031-00)	27/5/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	TM-010-23	00	Good Documentation practices and ALCOA (TM-010-23)	2/6/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	SOP-U-2-EHS-GEN-003	07	OPERATION AND MAINTENANCE OF FIRE HYDRANT SYSTEM	22/5/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	SOP-U-2-EHS-GEN-028	01	ENVIRONMENTAL SUSTAINABILITY	6/6/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	SOP-U-2-EHS-GEN-032	00	PROCEDURE FOR DO'S & DONT'S WORK IN PLACE (SOP-U-2-EHS-GEN-032-00)	19/5/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	SOP-U-2-PD-OPR-029	05	OPERATING PROCEDURE FOR HYDROGENATOR	5/5/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	SOP-U-2-EHS-GEN-017	06	EHS COMPLAIANCE EVALUTIONS	22/5/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	SOP-U-2-EHS-GEN-030	00	PROCEDURE FOR PREVENTIVE MAINTENANCE OF ETP EQUIPMENTS. (SOP-U-2-EHS-GEN-030-00)	22/5/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	SOP-QA-GEN-009	22	CHANGE CONTROL	27/5/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	SOP-U-2-EHS-GEN-008	06	PROCEDURE FOR COLLECTION AND DISPOSAL OF SOLID & LIQUID WASTE (	29/4/2023

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				HAZARDOUS WASTE & NON HAZARDOUS WASTE)	
UGGAM RAJA SHEKHAR . [6116]	EHS	SOP-U-2-EHS-GEN-028	00	ENVIRONMENTAL SUSTAINABILITY (SOP-U-2-EHS-GEN-028-00)	19/5/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	SOP-U-2-EHS-GEN-037	00	Procedure for Electrical Safety System & Operating of FLP Equipment and Gas Sensor Calibration Procedure (SOP-U-2-EHS-GEN-037-00)	9/6/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	SOP-U-2-EHS-GEN-027	00	EXPLOSIVE ATMOSPHERE & HAZARDOUS AREA CLASSIFICATION (SOP-U-2-EHS-GEN-027-00)	19/5/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	SOP-U-2-EHS-GEN-005	08	OPERATION AND MAINTENANCE OF EYE WASH/BODY SHOWER PORTABLE EYE WASH STATIONS & EYE WASH BOTTLES	22/5/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	SOP-U-2-EHS-GEN-034	00	Process safety management	17/5/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	SOP-QA-GEN-005	12	GOOD DOCUMENTATION PRACTICE AND HANDLING OF DOCUMENT ERRORS	8/5/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	SOP-U-2-EHS-GEN-029	01	CONTRACTOR SAFETY MANAGEMENT (SOP/U-2/EHS/GEN/029/01)	29/4/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	SOP-U-2-EHS-GEN-023	01	ASPECTS/ HAZARDS IDENTIFICATION AND EVALUATION	8/5/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	EHS-U2-SM-001	00	SAFETY MANUAL (EHS-U2-SM-001-00)	9/6/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	SOP-U-2-EHS-GEN-015	05	Safe & At-Risk behaviors, EHS Incidents Reporting & Investigation	2/6/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	SOP-QA-GEN-004	21	HANDLING AND INVESTIGATION OF DEVIATIONS	29/4/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	SOP-U-2-EHS-GEN-019	05	MONITORING OF AMBIENT AIR, STACK, NOISE LEVELS, VOC, BOREWELL WATER, TREATED WATER AND SOIL	8/5/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	SOP-U-2-EHS-GEN-035	00	PROCEDURE FOR OPERATION OF DRINKING WATER AND DRINKING WATER SAMPLE ANALYSIS (SOP-U-2-EHS-GEN-035-00)	5/6/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	TM-003-23	00	Data integrity (TM-003-23)	12/6/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	SOP-U-2-EHS-GEN-016	05	Procedure for discharge of static Electricity	7/6/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	SOP-U-2-EHS-GEN-036	00	PREVENTIVE MAINTENANCE OF RCC PITS AND ABOVE GROUND TANKS (SOP-U-2-EHS-GEN-036-00)	5/6/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	SOP-U-2-EHS-GEN-014	05	HANDLING OF HAZARDOUS CHEMICALS	8/5/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	SOP-U-2-EHS-GEN-033	00	EHS CHANGE CONTROL MANAGEMENT(SOP-U-2-EHS-GEN-033-00)	2/6/2023
UGGAM RAJA SHEKHAR . [6116]	EHS	SOP-U-2-EHS-GEN-026	03	EHS AUDITS & INSPECTIONS	22/5/2023

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VIJAY KUMAR N . [5208]	EHS	Adhoc Training	NA	ENTRY AND EXIT PROCEDURE FOR NON-ONCOLOGY PRODUCTION BLOCKS (SOP-U-2-PD-GEN-014-15)	27/4/2023
VIJAY KUMAR N . [5208]	EHS	Adhoc Training	NA	ENTRY AND EXIT PROCEDURE FOR ONCOLOGYPRODUCTIONBLOCKS(SOP-U-2-PD-GEN-013-15)	27/4/2023
VIJAY KUMAR N . [5208]	EHS	Adhoc Training	NA	OPERATION AND MAINTENANCE OF EYE WASH/BODY SHOWER, PORTABLE EYE WASH STATIONS & EYE WASH BOTTLES (SOP-U-2-EHS-GEN-005-08)	27/4/2023
VIJAY KUMAR N . [5208]	EHS	Adhoc Training	NA	PROCEDURE FOR PREVENTIVE MAINTENANCE OF ETP EQUIPMENTS. (SOPU-2-EHS-GEN-030-00), LINE BREAKING WORK PERMIT (SOP-U-2-EHS-GEN-031-00), PROCEDURE FOR DO'S & DONT'S WORK IN PLACE (SOP-U-2-EHS-GEN-032-00)	10/4/2023
VIJAY KUMAR N . [5208]	EHS	Adhoc Training	NA	EHS CHANGE CONTROL MANAGEMENT. (SOP-U-2-EHS-GEN-033-00)	11/4/2023
VIJAY KUMAR N . [5208]	EHS	Adhoc Training	NA	PROCEDURE FOR CLEANING AND REPLACEMENT OF AHU FILTERS (SO-/U-2-ENG-CLE-001-12)	21/4/2023
VIJAY KUMAR N . [5208]	EHS	Adhoc Training	NA	PROCEDURE TO CHANGE ISOLATOR/GLOVE BOX GLOVES (SOP-U-2-ENG-GEN-051-05)	12/4/2023
VIJAY KUMAR N . [5208]	EHS	Adhoc Training	NA	PROCEDURE FOR STORAGE TANKS DYKE WALL/CONTAINMENT MAINTENANCE (SOP-U-2-ENG-GEN-072-00), PROCEDURE FOR ISOLATOR PERFORMANCE QUALIFICATION / RE-QUALIFICATION (SOP-U-2-ENG-GEN-042-13)	11/4/2023
VIJAY KUMAR N . [5208]	EHS	Adhoc Training	NA	PROCEDURE FOR FURNACE OIL AND DIESEL UNLOADING FROM TANKERS (SOP-U-2-ENG-GEN-071-00)	11/4/2023
VIJAY KUMAR N . [5208]	EHS	Adhoc Training	NA	ENTRY AND EXIT PROCEDURE FOR ONCOLOGY PRODUCTION BLOCKS (SOP-U-2-PD-GEN-013-16),ENTRY AND EXIT PROCEDURE FOR NON-ONCOLOGY PRODUCTION BLOCKS (SOP-U-2-PD-GEN-014-16)	25/1/2024
VIJAY KUMAR N . [5208]	EHS	Adhoc Training	NA	Procedure for Electrical Safety System & Operating of FLP Equipment and Gas Sensor Calibration Procedure (SOP-U-2-EHS-GEN-037-00)	6/2/2024
VIJAY KUMAR N . [5208]	EHS	Adhoc Training	NA	BASIC LIFE SUPPORT (BLS)	20/1/2024
VIJAY KUMAR N . [5208]	EHS	SOP-U-2-EHS-GEN-026	03	EHS AUDITS & INSPECTIONS	25/5/2023
VIJAY KUMAR N . [5208]	EHS	SOP-U-2-EHS-GEN-015	05	Safe & At-Risk behaviors, EHS Incidents Reporting & Investigation	7/6/2023
VIJAY KUMAR N . [5208]	EHS	TM-001-24	00	Good Manufacturing practices (TM/001/24)	12/2/2024

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VIJAY KUMAR N . [5208]	EHS	SOP-U-2-PD-OPR-029	05	OPERATING PROCEDURE FOR HYDROGENATOR	27/5/2023
VIJAY KUMAR N . [5208]	EHS	SOP-U-2-EHS-GEN-036	00	PREVENTIVE MAINTENANCE OF RCC PITS AND ABOVE GROUND TANKS (SOP-U-2-EHS-GEN-036-00)	7/6/2023
VIJAY KUMAR N . [5208]	EHS	SOP-QA-GEN-002	15	DOCUMENT CONTROL	22/4/2024
VIJAY KUMAR N . [5208]	EHS	SOP-U-2-EHS-GEN-006	08	FIRST AID BOX	24/2/2024
VIJAY KUMAR N . [5208]	EHS	SOP-U-2-EHS-GEN-001	8	Handling and usage of personnel protective equipment	25/5/2023
VIJAY KUMAR N . [5208]	EHS	SOP-U-2-ENG-GEN-042	14	PROCEDURE FOR ISOLATOR PERFORMANCE QUALIFICATION / RE-QUALIFICATION	29/5/2023
VIJAY KUMAR N . [5208]	EHS	TM-002-24	00	Importance of Employee attentiveness and increase the workplace productivity (TM/002/24)	12/2/2024
VIJAY KUMAR N . [5208]	EHS	TM-007-23	00	Heating, Ventilation and Air-Conditioning (HVAC):Commissioning, Qualification, and maintenance (No: TM-007-23)	7/6/2023
VIJAY KUMAR N . [5208]	EHS	TM-010-23	00	Good Documentation practices and ALCOA (TM-010-23)	24/5/2023
VIJAY KUMAR N . [5208]	EHS	SOP-U-2-EHS-GEN-015	06	Safe & At-Risk behaviors, EHS Incidents Reporting & Investigation	12/3/2024
VIJAY KUMAR N . [5208]	EHS	SOP-U-2-PA-GEN-008	09	FACTORY ENTRY AND EXIT PROCEDURE FOR VISITORS, AUDITORS, EMPLOYEES, CONTRACT HELPERS, MATERIALS AND VEHICLES	29/5/2023
VIJAY KUMAR N . [5208]	EHS	SOP-QA-GEN-005	12	GOOD DOCUMENTATION PRACTICE AND HANDLING OF DOCUMENT ERRORS	29/5/2023
VIJAY KUMAR N . [5208]	EHS	SOP-U-2-EHS-GEN-033	00	EHS CHANGE CONTROL MANAGEMENT(SOP-U-2-EHS-GEN-033-00)	27/5/2023
VIJAY KUMAR N . [5208]	EHS	EMERGENCY PREPARDNESS PROCEDURE FOR HYDROGEN GAS RELEASE	00	EMERGENCY PREPARDNESS PROCEDURE FOR HYDROGEN GAS RELEASE	17/6/2023
VIJAY KUMAR N . [5208]	EHS	EMERGENCY PREPARDNESS PROCEDURE FOR AMMONIA GAS RELEASE	00	EMERGENCY PREPARDNESS PROCEDURE FOR AMMONIA GAS RELEASE	17/6/2023
VIJAY KUMAR N . [5208]	EHS	EHS-U2-SM-001	00	SAFETY MANUAL (EHS-U2-SM-001-00)	17/6/2023
VIJAY KUMAR N . [5208]	EHS	SOP-U-2-EHS-GEN-028	01	ENVIRONMENTAL SUSTAINABILITY	7/6/2023
VIJAY KUMAR N . [5208]	EHS	SOP-U-2-EHS-GEN-016	05	Procedure for discharge of static Electricity	8/6/2023

Employee Name	DEPT	Ref Doc No	revision	Sop Name	Completion Date
VIJAY KUMAR N . [5208]	EHS	SOP-U-2-ENG-GEN-071	01	PROCEDURE FOR FURNACE OIL AND DIESEL UNLOADING FROM TANKERS (SOP-U-2-ENG-GEN-071-00)	25/5/2023
VIJAY KUMAR N . [5208]	EHS	SOP-U-2-EHS-GEN-029	01	CONTRACTOR SAFETY MANAGEMENT (SOP/U-2/EHS/GEN/029/01)	27/5/2023
VIJAY KUMAR N . [5208]	EHS	SOP-U-2-ENG-GEN-052	10	PROCEDURE FOR LAMINAR AIR FLOW UNIT CEILING SUSPENDED LAMINAR AIR FLOW UNIT /BIO SAFETY CABINET QUALIFICATION /RE-QUALIFICATION	20/2/2024
VIJAY KUMAR N . [5208]	EHS	SOP-U-2-EHS-GEN-026	04	EHS AUDITS & INSPECTIONS	24/2/2024
VIJAY KUMAR N . [5208]	EHS	SOP-U-2-PA-GEN-023	00	PROCEDURE FOR HANDLING ABSCONDED AND RELIEVING EMPLOYEES (SOP-U-2-PA-GEN-023)	26/2/2024
VIJAY KUMAR N . [5208]	EHS	SOP-U-2-EHS-GEN-003	07	OPERATION AND MAINTENANCE OF FIRE HYDRANT SYSTEM	25/5/2023
VIJAY KUMAR N . [5208]	EHS	SOP-U-2-EHS-GEN-028	00	ENVIRONMENTAL SUSTAINABILITY (SOP-U-2-EHS-GEN-028-00)	27/5/2023
VIJAY KUMAR N . [5208]	EHS	SOP-U-2-PD-GEN-041	14	PLANNING OF PRODUCTION CAMPAIGN / STAGE WISE	22/4/2024
VIJAY KUMAR N . [5208]	EHS	SOP-U-2-EHS-GEN-008	07	PROCEDURE FOR COLLECTION AND DISPOSAL OF SOLID & LIQUID WASTE (HAZARDOUS WASTE & NON HAZARDOUS WASTE)	29/5/2023
VIJAY KUMAR N . [5208]	EHS	TM-005-24	00	Data integrity	22/4/2024
VIJAY KUMAR N . [5208]	EHS	SOP-U-2-EHS-GEN-030	00	PROCEDURE FOR PREVENTIVE MAINTENANCE OF ETP EQUIPMENTS. (SOP-U-2-EHS-GEN-030-00)	24/5/2023
VIJAY KUMAR N . [5208]	EHS	SOP-U-2-ENG-GEN-020	10	PROCEDURE FOR BUILDING MAINTENANCE	9/5/2023
VIJAY KUMAR N . [5208]	EHS	SOP-QA-GEN-004	21	HANDLING AND INVESTIGATION OF DEVIATIONS	24/5/2023
VIJAY KUMAR N . [5208]	EHS	SOP-U-2-PA-GEN-005	19	TRAINING OF EMPLOYEES	8/6/2023

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)
SUMMARY OF TRAINING MATRIX

Document No.: SOP/U-2/PA/GEN/005
Form No: FM-PA-039-02
Year: 2024

Department: EHS

NAME OF THE EMPLOYEES	GMP Modules												SOP Numbers											
	TM/001/24	TM/002/24	TM/005/24	TM/006/24	TM/007/24	TM/009/24	TM/011/24	TM/013/24	TM/014/24	TM/020/24	TM/021/24	TM/022/24	SOP/U-2/EHS/GEN/001	SOP/U-2/EHS/GEN/003	SOP/U-2/EHS/GEN/014	SOP/U-2/EHS/GEN/008	SOP/U-2/PD/GEN/013	SOP/U-2/PD/GEN/014	SOP/U-2/EHS/GEN/037	SOP/U-2/EHS/GEN/038	SOP/U-2/EHS/GEN/015	SOP/U-2/EHS/GEN/005	SOP/U-2/PA/GEN/005	SOP/U-2/EHS/GEN/029
BADESAB HUSEN SHAIKH (7188)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	✓	✓	✓	NA	NA	NA	✓	NA	NA
NAGARAJ GANGANNAVAR (7260)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	✓
Narasimhulu Jamjala (3784)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	✓	✓	NA	NA	NA	NA	NA	NA
RELANGOVAN (6808)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	✓	✓	NA	✓	NA	✓	✓	NA	✓	NA
Ramakrishna Kalipindi(1218)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	✓	NA	✓	✓	NA	NA	NA	NA	NA	NA
S SUMAN(5503)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Srinivasulu Reddy Konda(2789)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Suresh Akkena(1394)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	✓	NA	NA	NA	NA	NA	NA	NA
VIJAY KUMAR N (5208)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	✓	✓	✓	NA	NA	NA	NA	NA

After completion of training put "√" in respective Column

NA: Not applicable

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)
SUMMARY OF TRAINING MATRIX

Document No.: SOP/U-2/PA/GEN/005
Form No: FM-PA-039-02
Department: EHS

Year: 2024

NAME OF THE EMPLOYEES	SOP Numbers																						
	SOP/U-2/PA/GEN/008	SOP/U-2/EHS/GEN/002	SOP/U-2/EHS/GEN/018	SOP/U-2/ENG/GEN/021	SOP/U-2/PD/CLE/015	SOP/U-2/PA/GEN/001	SOP/U-2/PA/GEN/007	SOP/U-2/ENG/GEN/056	SOP/U-2/PD/GEN/066	SOP/U-2/EHS/GEN/004	SOP/U-2/EHS/GEN/007	SOP/U-2/EHS/GEN/009	SOP/U-2/PD/GEN/054	SOP/U-2/WH/GEN/009	SOP/U-2/EHS/GEN/013	SOP/U-2/EHS/GEN/006	SOP/U-2/EHS/GEN/011	SOP/U-2/EHS/GEN/012	SOP/U-2/EHS/GEN/020	SOP/U-2/EHS/GEN/021	SOP/U-2/EHS/GEN/022	SOP/U-2/EHS/GEN/023	SOP/U-2/EHS/GEN/024	SOP/U-2/EHS/GEN/025
BADESAB HUSEN SHAIKH (7188)	✓	✓	✓	✓	NA	NA	✓	NA	✓	✓	NA	NA	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	NA
NAGARAJ GANGANNAVAR (7260)	NA	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	NA	NA	✓	NA	NA	NA	NA	NA	NA	NA	NA	✓	NA
Narasimhulu Jamjala (3784)	✓	NA	NA	✓	NA	✓	NA	✓	✓	✓	✓	✓	NA	✓	✓	✓	✓	✓	✓	NA	✓	NA	NA	NA
RELANGOVAN (6808)	✓	NA	NA	NA	NA	NA	NA	NA	NA	✓	NA	✓	NA	✓	NA	NA	✓	✓	✓	✓	NA	NA	NA	NA
Ramakrishna Kalipindi(1218)	NA	NA	NA	✓	NA	✓	✓	NA	✓	✓	NA	✓	NA	✓	✓	✓	✓	✓	✓	NA	✓	✓	✓	NA
S SUMAN(5503)	✓	NA	NA	✓	NA	✓	NA	✓	NA	✓	✓	✓	NA	NA	✓	✓	✓	✓	✓	NA	✓	NA	✓	✓
Srinivasulu Reddy Konda(2789)	✓	NA	NA	✓	NA	✓	✓	NA	✓	✓	✓	✓	NA	NA	✓	✓	✓	✓	✓	✓	✓	NA	✓	✓
Suresh Akkena(1394)	✓	NA	NA	✓	NA	NA	✓	NA	✓	✓	✓	✓	NA	NA	✓	✓	✓	✓	✓	✓	✓	NA	✓	✓
VIJAY KUMAR N (5208)	✓	NA	NA	✓	✓	✓	NA	NA	NA	✓	NA	NA	NA	✓	✓	✓	✓	✓	NA	NA	✓	✓	✓	NA

After completion of training put "√" in respective Column

NA: Not applicable

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)
SUMMARY OF TRAINING MATRIX

Document No.: SOP/U-2/PA/GEN/005
Form No: FM-PA-039-02
Year: 2024

Department: EHS

NAME OF THE EMPLOYEES	SOP Numbers															
	SOP/U-2/EHS/OPR/002	SOP/U-2/EHS/OPR/003	SOP/U-2/EHS/OPR/004	SOP/U-2/EHS/OPR/005	SOP/U-2/EHS/OPR/007	SOP/U-2/EHS/OPR/009	SOP/U-2/EHS/OPR/010	SOP/U-2/EHS/OPR/011	SOP/U-2/EHS/OPR/013	SOP/U-2/EHS/OPR/014	SOP/U-2/PD/CLE/011	SOP/U-2/PD/CLE/022	SOP/QA/GEN/039	SOP/QA/GEN/001	SOP/QA/GEN/006	SOP/U-2/EHS/GEN/010
BADESAB HUSEN SHAIKH (7188)	NA	✓	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	✓	NA	NA	NA
NAGARAJ GANGANNAVAR (7260)	NA	✓	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	✓	NA	✓	NA
Narasimhulu Jamjala (3784)	✓	NA	✓	NA	✓	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
RELANGOVAN (6808)	NA	NA	NA	NA	NA	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	✓
Ramakrishna Kalipindi(1218)	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	✓	✓	✓	NA	NA	NA
S SUMAN(5503)	✓	NA	✓	✓	NA	NA	NA	NA	NA	NA	NA	NA	✓	✓	NA	NA
Srinivasulu Reddy Konda(2789)	✓	NA	NA	NA	✓	NA	NA	NA	NA	NA	NA	NA	NA	✓	NA	NA
Suresh Akkena(1394)	✓	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	✓	✓	NA	NA
VIJAY KUMAR N (5208)	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	✓	NA	✓	NA

After completion of training put "√" in respective Column

NA: Not applicable

Prepared By:
Sig & Date: 29/12/23

Approved By:
Sig & Date: 29/12/23

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
TRAINING SCHEDULE FOR ANNUAL/ REFRESHER TRAINING AND HISTORY ASSESSMENT RECORD	
Document No.: SOP/U-2/PA/GEN/005	
Form No: FM-PA-042-03	Page 1 of 2

Employee Name : Badesab Husen Shaikh
Date of Joining : 15/09/23
Designation : Jr.Executive
Department : EHS
Employee code no. : 7188
Assessment year : 2024

SOP/Module Number	Title of SOP/Module	Type of Training	Previous Training	Training dates
			Completed date	Planned
SOP/U-2/EHS/GEN/001	Handling /Usage of Personnel Protective equipment	JST-1	27/11/23	12/01/24
SOP/U-2/EHS/GEN/003	Operation and maintenance of Fire Hydrant system.	JST-1	23/09/23	13/01/24
SOP/U-2/EHS/GEN/008	Procedure for collection and disposal of solid & liquid waste (Hazardous waste & Nonhazardous waste)	JST-1	20/11/23	20/01/24
SOP/U-2/PD/GEN/013	Entry and exit procedure for oncology production blocks.	JST-2	03/12/23	22/01/24
SOP/U-2/PD/GEN/014	Entry and exit procedure for non-oncology production blocks	JST-2	25/11/23	23/01/24
SOP/U-2/EHS/GEN/005	Operation and maintenance of eyewash / Body shower / portable eye wash stations & eye wash bottles	JST-1	23/09/23	19/03/24
SOP/U-2/QC/GEN/039	Entry and exit procedure in quality control laboratory.	JST-2	29/09/23	26/03/24
SOP/U-2/PA/GEN/008	Factory entry and exit procedure for visitors, auditors, employees, contract workers, service vendors, government officials, inter unit personnel, materials and vehicles.	JST-2	10/11/23	22/04/24
SOP/U-2/EHS/GEN/002	Electrical and Non-Electrical Lock out and Tag out	JST-1	25/10/23	24/04/24
SOP/U-2/EHS/GEN/018	Handling of spillages and leakages	JST-1	25/10/23	25/04/24
SOP/U-2/ENG/GEN/021	Color coding of Process Pipelines & Utilities	JST-2	03/10/23	10/05/24

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
TRAINING SCHEDULE FOR ANNUAL/ REFRESHER TRAINING AND HISTORY ASSESSMENT RECORD	
Document No.: SOP/U-2/PA/GEN/005	
Form No: FM-PA-042-03	Page 2 of 2

Employee Name : Badesab Husen Shaikh
Date of Joining : 15/09/23
Designation : Jr.Executive
Department : EHS
Employee code no. : 7188
Assessment year : 2024

SOP/Module Number	Title of SOP/Module	Type of Training	Previous Training	Training dates
			Completed date	Planned
SOP/U-2/PA/GEN/007	Dress code for Employees	JST-2	04/10/23	28/05/24
SOP/U-2/PD/GEN/066	Standard operating procedure for handling and usage of pressure suits.	JST-2	29/09/23	26/06/24
SOP/U-2/EHS/GEN/004	Operation and maintenance of fire extinguisher	JST-1	23/09/23	03/07/24
SOP/U-2/PD/GEN/054	Procedure for creation of purchase requisition	JST-2	29/09/23	05/07/24
SOP/U-2/WH/GEN/009	Personnel and Material Entry/Exit procedure	JST-2	03/10/23	24/07/24
SOP/U-2/EHS/GEN/013	Fire alarm system.	JST-1	25/09/23	07/08/24
SOP/U-2/EHS/GEN/006	First Aid Box.	JST-1	23/09/23	17/08/24
SOP/U-2/EHS/OPR/003	Operating procedure for Multiple Effect Evaporation System.	JST-1	29/09/23	29/08/24
SOP/QA/GEN/039	Data Integrity	JST-2	18/11/23	07/10/24

Prepared by: R. [illegible] Date: 16/12/23
Reviewed by: [illegible] Date: 16/12/23
Approved by: [illegible] Date: 18/12/23

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

TRAINING NEED IDENTIFICATION CHART

Document No.: SOP/U-2/PA/GEN/005

Form No: FM-PA-008-04 | Page 1 of 1

Employee Name : Badesab Husen Shaikh

Employee code No. : 7188

Designation : Jr. Executive

Department : EHS

Assessment year : 2024

S.No.	Title	Training Area	Awareness / Competency
1.	Handling /Usage of Personnel Protective equipment	JST-1	C
2.	Operation and maintenance of Fire Hydrant system.	JST-1	C
3.	Procedure for collection and disposal of solid & liquid waste (Hazardous waste & Nonhazardous waste)	JST-1	C
4.	Entry and exit procedure for oncology production blocks.	JST-2	A
5.	Entry and exit procedure for non-oncology production blocks	JST-2	A
6.	Operation and maintenance of eyewash / Body shower / portable eye wash stations & eye wash bottles	JST-1	C
7.	Entry and exit procedure in quality control laboratory.	JST-2	A
8.	Factory entry and exit procedure for visitors, auditors, employees, contract workers, service vendors, government officials, inter unit personnel, materials and vehicles.	JST-2	A
9.	Electrical and Non-Electrical Lock out and Tag out	JST-1	C
10.	Handling of spillages and leakages	JST-1	C
11.	Color coding of Process Pipelines & Utilities	JST-2	A
12.	Dress code for Employees	JST-2	A
13.	Standard operating procedure for handling and usage of pressure suits.	JST-2	A
14.	Operation and maintenance of fire extinguisher	JST-1	C
15.	Procedure for creation of purchase requisition	JST-2	A
16.	Personnel and Material Entry/Exit procedure	JST-2	A
17.	Fire alarm system.	JST-1	C
18.	First Aid Box.	JST-1	C
19.	Operating procedure for Multiple Effect Evaporation System.	JST-1	C
20.	Data Integrity	JST-2	A

"Awareness and Competency" Shall be identified as 'A' for Awareness and 'C' for Competency

Head /Designee: Date: 16/12/23

Head P&A/Designee: Date: 16/12/23

Head QA/Designee: Date: 18/12/23

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

TRAINING SCHEDULE FOR ANNUAL/ REFRESHER TRAINING AND HISTORY ASSESSMENT RECORD

Document No.: SOP/U-2/PA/GEN/005

Form No: FM-PA-042-03 | Page 1 of 1

Employee Name : Nagaraj Gangannavar
Designation : Jr.Executive
Employee code no. : 7260

Date of Joining : 21/11/23
Department : EHS
Assessment year : 2024

SOP/Module Number		Type of Training	Previous Training	Training dates
			Completed date	Planned
SOP/U-2/EHS/GEN/029	Contractor Safety Management	JST-1	01/12/23	20/03/24
SOP/U-2/QC/GEN/039	Entry and exit procedure in quality control laboratory.	JST-2	05/12/23	26/03/24
SOP/U-2/EHS/GEN/002	Electrical and Non-Electrical Lock out and Tag out	JST-1	28/11/23	24/04/24
SOP/U-2/EHS/GEN/018	Handling of spillages and leakages	JST-1	30/11/23	25/04/24
SOP/U-2/ENG/GEN/021	Color coding of Process Pipelines & Utilities	JST-2	06/12/23	10/05/24
SOP/U-2/WH/GEN/009	Personnel and Material Entry/Exit procedure	JST-2	05/12/23	24/07/24
SOP/U-2/EHS/GEN/024	Process Hazard Analysis	JST-1	01/12/23	26/08/24
SOP/U-2/EHS/OPR/003	Operating procedure for Multiple Effect Evaporation System.	JST-1	02/12/23	29/08/24
SOP/QA/GEN/039	Data Integrity	JST-2	09/12/23	07/10/24
SOP/QA/GEN/006	Corrective and preventive action (CAPA)	JST-2	09/12/23	12/10/24

Prepared by:
Date: 19/12/23

Reviewed by:
Date: 19/12/23

Approved by:
Date: 20/12/23

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

TRAINING NEED IDENTIFICATION CHART

Document No.: SOP/U-2/PA/GEN/005	
Form No: FM-PA-008-04	Page 1 of 1

Employee Name : Nagaraj Gangannavar
Employee code No. : 7260
Designation : Jr.Executive
Department : EHS
Assessment year : 2024

S.No.	Title	Training Area	Awareness / Competency
1.	Contractor Safety Management	JST-1	C
2.	Entry and exit procedure in quality control laboratory.	JST-2	A
3.	Electrical and Non-Electrical Lock out and Tag out	JST-1	C
4.	Handling of spillages and leakages	JST-1	C
5.	Color coding of Process Pipelines & Utilities	JST-2	A
6.	Personnel and Material Entry/Exit procedure	JST-2	A
7.	Process Hazard Analysis	JST-1	C
8.	Operating procedure for Multiple Effect Evaporation System.	JST-1	C
9.	Data Integrity	JST-2	A
10.	Corrective and preventive action (CAPA)	JST-2	A

"Awareness and Competency" Shall be identified as 'A' for Awareness and 'C' for Competency

Head /~~Designee~~: Date: 19/12/23

~~Head P&A/Designee~~: Date: 19/12/23

~~Head QA/Designee~~: Date: 20/12/23

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

TRAINING SCHEDULE FOR ANNUAL/ REFRESHER TRAINING AND HISTORY ASSESSMENT RECORD

Document No.: SOP/U-2/PA/GEN/005

Form No: FM-PA-042-03 | Page 1 of 2

Employee Name : Narasimhulu Jamjala
Designation : Chemist
Employee code no. : 3784

Date of Joining : 20/04/19
Department : EHS
Assessment year : 2024

SOP/Module Number		Type of Training	Previous Training	Training dates
			Completed date	Planned
SOP/U-2/PD/GEN/013	Entry and exit procedure for oncology production blocks.	JST-2	05/09/23	22/01/24
SOP/U-2/PD/GEN/014	Entry and exit procedure for non-oncology production blocks	JST-2	28/09/23	23/01/24
SOP/U-2/PA/GEN/008	Factory entry and exit procedure for visitors, auditors, employees, contract workers, service vendors, government officials, inter unit personnel, materials and vehicles.	JST-2	14/11/23	22/04/24
SOP/U-2/ENG/GEN/021	Color coding of Process Pipelines & Utilities	JST-2	13/05/22	10/05/24
SOP/U-2/PA/GEN/001	Procedure for medical examination of employees	JST-2	05/05/22	24/05/24
SOP/U-2/ENG/GEN/056	Procedure for safety during maintenance works	JST-2	10/06/22	21/06/24
SOP/U-2/PD/GEN/066	Standard operating procedure for handling and usage of pressure suits.	JST-2	29/06/22	26/06/24
SOP/U-2/EHS/GEN/004	Operation and maintenance of fire extinguisher	JST-1	08/07/22	03/07/24
SOP/U-2/EHS/GEN/007	General Laboratory Techniques.	JST-1	15//07/22	04/07/24
SOP/U-2/EHS/GEN/009	Hot works permit system.	JST-1	08/07/22	05/07/24
SOP/U-2/WH/GEN/009	Personnel and Material Entry/Exit procedure.	JST-2	20/07/22	24/07/24

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
TRAINING SCHEDULE FOR ANNUAL/ REFRESHER TRAINING AND HISTORY ASSESSMENT RECORD	
Document No.: SOP/U-2/PA/GEN/005	
Form No: FM-PA-042-03	Page 2 of 2

Employee Name : Narasimhulu Jamjala
Date of Joining : 20/04/19
Designation : Chemist
Department : EHS
Employee code no. : 3784
Assessment year : 2024

SOP/Module Number		Type of Training	Previous Training	Training dates
			Completed date	Planned
SOP/U-2/EHS/GEN/013	Fire alarm system.	JST-1	28/07/22	07/08/24
SOP/U-2/EHS/GEN/006	First Aid Box.	JST-1	15/09/22	17/08/24
SOP/U-2/EHS/GEN/011	Work at Height permits system.	JST-1	03/09/22	19/08/24
SOP/U-2/EHS/GEN/012	Tanker loading / unloading work permit system.	JST-1	03/09/22	20/08/24
SOP/U-2/EHS/GEN/020	Chemical segregation.	JST-1	24/09/22	21/08/24
SOP/U-2/EHS/GEN/022	Safety Review Through Safety Committee Meeting	JST-1	24/09/22	23/08/24
SOP/U-2/EHS/OPR/002	Standard Operating Procedure for Reverse Osmosis Plant.	JST-1	17/09/22	28/08/24
SOP/U-2/EHS/OPR/004	Operation and Calibration procedure for pH Meter.	JST-1	17/09/22	30/08/24
SOP/U-2/EHS/OPR/007	Procedure for Maintaining Laboratory chemicals inventory.	JST-1	29/09/22	03/09/24

Prepared by: R. M 16/12/23
Date:

Reviewed by: 16/12/23
Date:

Approved by:
Date: 18/12/23

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

TRAINING NEED IDENTIFICATION CHART

Document No.: SOP/U-2/PA/GEN/005

Form No: FM-PA-008-04 | Page 1 of 1

Employee Name : Narasimhulu Jamjala

Designation : Chemist

Employee code No. : 3784

Department : EHS

Assessment year : 2024

S.No.	Title	Training Area	Awareness / Competency
1.	Entry and exit procedure for oncology production blocks.	JST-2	A
2.	Entry and exit procedure for non-oncology production blocks	JST-2	A
3.	Factory entry and exit procedure for visitors, auditors, employees, contract workers, service vendors, government officials, inter unit personnel, materials and vehicles.	JST-2	A
4.	Color coding of Process Pipelines & Utilities	JST-2	A
5.	Procedure for medical examination of employees	JST-2	A
6.	Procedure for safety during maintenance works	JST-2	A
7.	Standard operating procedure for handling and usage of pressure suits.	JST-2	A
8.	Operation and maintenance of fire extinguisher	JST-1	C
9.	General Laboratory Techniques.	JST-1	C
10.	Hot works permit system.	JST-1	C
11.	Personnel and Material Entry/Exit procedure.	JST-2	A
12.	Fire alarm system.	JST-1	C
13.	First Aid Box.	JST-1	C
14.	Work at Height permits system.	JST-1	C
15.	Tanker loading / unloading work permit system.	JST-1	C
16.	Chemical segregation.	JST-1	C
17.	Safety Review Through Safety Committee Meeting	JST-1	C
18.	Standard Operating Procedure for Reverse Osmosis Plant.	JST-1	C
19.	Operation and Calibration procedure for pH Meter.	JST-1	C
20.	Procedure for Maintaining Laboratory chemicals inventory.	JST-1	C

"Awareness and Competency" Shall be identified as 'A' for Awareness and 'C' for Competency

Head /~~Designee~~: Date: 16/12/23

Head P&A/~~Designee~~: Date: 16/12/23

~~Head~~ QA/Designee: Date: 18/12/23

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
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Employee Name : R.ELANGOVAN
Date of Joining : 14/12/2022
Designation : DGM
Department : EHS
Employee code no. : 6808
Assessment year : 2024

SOP/Module Number	Title of SOP/Module	Type of Training	Previous Training	Training dates
			Completed date	Planned
SOP/U-2/EHS/GEN/014	Handling of hazardous chemicals.	JST-1	23/12/22	16/01/24
SOP/U-2/EHS/GEN/008	Procedure for collection and disposal of solid & liquid waste (Hazardous waste & Nonhazardous waste)	JST-1	22/11/22	20/01/24
SOP/U-2/PD/GEN/014	Entry and exit procedure for non-oncology production blocks	JST-2	23/11/23	23/01/24
SOP/U-2/EHS/GEN/038	Procedure for Unloading , Storage and Handling of compressed Ammonia gas Cylinders	JST-2	19/06/23	02/02/24
SOP/U-2/EHS/GEN/015	Safe & At-Risk Behaviors, EHS Incidents Reporting & Investigation.	JST-1	23/12/22	07/03/24
SOP/U-2/PA/GEN/005	Training of Employee(s).	JST-2	21/06/23	19/03/24
SOP/U-2/PA/GEN/008	Factory entry and exit procedure for visitors, auditors, employees, contract workers, service vendors, government officials, inter unit personnel, materials and vehicles.	JST-2	08/11/23	22/04/24
SOP/U-2/EHS/GEN/004	Operation and maintenance of fire extinguisher	JST-1	21/12/22	03/07/24
SOP/U-2/EHS/GEN/009	Hot works permit system.	JST-1	22/11/22	05/07/24
SOP/U-2/WH/GEN/009	Personnel and Material Entry/Exit procedure	JST-2	04/01/22	24/07/24
SOP/U-2/EHS/GEN/011	Work at Height permits system.	JST-1	22/11/22	19/08/24

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
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Employee Name : R.ELANGOVAN
Date of Joining : 14/12/2022
Designation : DGM
Department : EHS
Employee code no. : 6808
Assessment year : 2024

SOP/Module Number	Title of SOP/Module	Type of Training	Previous Training	Training dates
			Completed date	Planned
SOP/U-2/EHS/GEN/012	Tanker loading / unloading work permit system.	JST-1	23/12/22	20/08/24
SOP/U-2/EHS/GEN/021	Business continuity plan.	JST-1	23/12/22	20/08/24
SOP/U-2/EHS/GEN/020	Chemical segregation.	JST-1	23/12/22	21/08/24
SOP/U-2/EHS/OPR/009	Operation and Calibration procedure for Weighing Balance.	JST-1	26/12/22	05/09/24
SOP/U-2/EHS/OPR/010	Operation and Calibration procedure for BOD incubator.	JST-1	26/12/22	06/09/24
SOP/U-2/EHS/OPR/011	Operation of COD apparatus/Heating mantle.	JST-1	26/12/22	09/09/24
SOP/U-2/EHS/OPR/013	Operating procedure for stripper column and high boiling column	JST-1	26/12/22	10/09/24
SOP/U-2/EHS/OPR/014	BOD (Biological Oxygen Demand) Testing Procedure	JST-1	26/12/22	11/09/24
SOP/U-2/EHS/GEN/010	Vessel / confined space entry work permit system	JST-1	22/11/22	18/11/24

Prepared by: 16/12/23
Date:

Reviewed by: 16/12/23
Date:

Approved by:
Date: 16/12/23

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

TRAINING NEED IDENTIFICATION CHART

Document No.: SOP/U-2/PA/GEN/005

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Employee Name : R.Elangovan
Employee code No. : 6808
Designation : DGM
Department : EHS
Assessment year : 2024

S.No.	Title	Training Area	Awareness / Competency
1.	Handling of hazardous chemicals.	JST-1	C
2.	Procedure for collection and disposal of solid & liquid waste (Hazardous waste & Nonhazardous waste)	JST-1	C
3.	Entry and exit procedure for non-oncology production blocks	JST-2	A
4.	Procedure for Unloading , Storage and Handling of compressed Ammonia gas Cylinders	JST-2	A
5.	Safe & At-Risk Behaviors, EHS Incidents Reporting & Investigation.	JST-1	C
6.	Training of Employee(s).	JST-2	A
7.	Factory entry and exit procedure for visitors, auditors, employees, contract workers, service vendors, government officials, inter unit personnel, materials and vehicles.	JST-2	A
8.	Operation and maintenance of fire extinguisher	JST-1	C
9.	Hot works permit system.	JST-1	C
10.	Personnel and Material Entry/Exit procedure	JST-2	A
11.	Work at Height permits system.	JST-1	C
12.	Tanker loading / unloading work permit system.	JST-1	C
13.	Business continuity plan.	JST-1	C
14.	Chemical segregation.	JST-1	C
15.	Operation and Calibration procedure for Weighing Balance.	JST-1	C
16.	Operation and Calibration procedure for BOD incubator.	JST-1	C
17.	Operation of COD apparatus/Heating mantle.	JST-1	C
18.	Operating procedure for stripper column and high boiling column	JST-1	C
19.	BOD (Biological Oxygen Demand) Testing Procedure	JST-1	C
20.	Vessel / confined space entry work permit system	JST-1	C

"Awareness and Competency" Shall be identified as 'A' for Awareness and 'C' for Competency

Head /~~Designee~~: Date: 16/12/23

Head P&A/~~Designee~~: Date: 16/12/23

~~Head~~ QA/Designee: Date: 18/12/23

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
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Employee Name : K.Ramakrishna
Date of Joining : 14/08/09
Designation : Shift Incharge
Department : EHS
Employee code no. : 1218
Assessment year : 2024

SOP/Module Number	Title of SOP/Module	Type of Training	Previous Training	Training dates
			Completed date	Planned
SOP/U-2/EHS/GEN/014	Handling of hazardous chemicals.	JST-1	14/11/22	16/01/24
SOP/U-2/PD/GEN/013	Entry and exit procedure for oncology production blocks.	JST-2	03/12/23	22/01/24
SOP/U-2/PD/GEN/014	Entry and exit procedure for non-oncology production blocks	JST-2	26/11/23	23/01/24
SOP/U-2/QC/GEN/039	Entry and exit procedure in quality control laboratory.	JST-2	29/12/20	26/03/24
SOP/U-2/ENG/GEN/021	Color coding of Process Pipelines & Utilities	JST-2	15/05/22	10/05/24
SOP/U-2/PA/GEN/001	Procedure for medical examination of employees	JST-2	29/04/22	24/05/24
SOP/U-2/PA/GEN/007	Dress code for Employees	JST-2	02/05/22	28/05/24
SOP/U-2/PD/GEN/066	Standard operating procedure for handling and usage of pressure suits.	JST-2	27/06/22	26/06/24
SOP/U-2/EHS/GEN/004	Operation and maintenance of fire extinguisher	JST-1	12/07/22	03/07/24
SOP/U-2/EHS/GEN/009	Hot works permit system.	JST-1	09/07/22	05/07/24
SOP/U-2/WH/GEN/009	Personnel and Material Entry/Exit procedure.	JST-2	13/07/22	24/07/24
SOP/U-2/EHS/GEN/013	Fire alarm system.	JST-1	28/07/22	07/08/24

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
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Employee Name : K.Ramakrishna
Designation : Shift Incharge
Employee code no. : 1218

Date of Joining : 14/08/09
Department : EHS
Assessment year : 2024

SOP/Module Number	Title of SOP/Module	Type of Training	Previous Training	Training dates
			Completed date	Planned
SOP/U-2/EHS/GEN/006	First Aid Box.	JST-1	13/09/22	17/08/24
SOP/U-2/EHS/GEN/011	Work at Height permits system.	JST-1	28/08/22	19/08/24
SOP/U-2/EHS/GEN/012	Tanker loading / unloading work permit system.	JST-1	28/08/22	20/08/24
SOP/U-2/EHS/GEN/020	Chemical segregation.	JST-1	21/09/22	21/08/24
SOP/U-2/EHS/GEN/022	Safety Review Through Safety Committee Meeting	JST-1	19/09/22	23/08/24
SOP/U-2/EHS/GEN/023	Aspects/ Hazards Identification And Evaluation	JST-1	23/09/22	24/08/24
SOP/U-2/EHS/GEN/024	Process Hazard Analysis	JST-1	23/09/22	26/08/24
SOP/U-2/PD/CLE/011	Procedure for cleaning of earthing rods.	JST-2	12/09/22	17/09/24
SOP/U-2/PD/CLE/022	Cleaning procedure for blenders.	JST-2	20/09/22	23/09/24
SOP/QA/GEN/039	Data Integrity	JST-2	23/09/22	07/10/24

Prepared by: Date: 16/12/23

Reviewed by: Date: 16/12/23

Approved by: Date: 18/12/23

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

TRAINING NEED IDENTIFICATION CHART

Document No.: SOP/U-2/PA/GEN/005

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Employee Name : K.Ramakrishna
Employee code No. : 1218
Designation : Shift Incharge
Department : EHS
Assessment year : 2024

S.No.	Title	Training Area	Awareness / Competency
1.	Handling of hazardous chemicals.	JST-1	C
2.	Entry and exit procedure for oncology production blocks.	JST-2	A
3.	Entry and exit procedure for non-oncology production blocks	JST-2	A
4.	Entry and exit procedure in quality control laboratory.	JST-2	A
5.	Color coding of Process Pipelines & Utilities	JST-2	A
6.	Procedure for medical examination of employees	JST-2	A
7.	Dress code for Employees	JST-2	A
8.	Standard operating procedure for handling and usage of pressure suits.	JST-2	A
9.	Operation and maintenance of fire extinguisher	JST-1	C
10.	Hot works permit system.	JST-1	C
11.	Personnel and Material Entry/Exit procedure.	JST-2	A
12.	Fire alarm system.	JST-1	C
13.	First Aid Box.	JST-1	C
14.	Work at Height permits system.	JST-1	C
15.	Tanker loading / unloading work permit system.	JST-1	C
16.	Chemical segregation.	JST-1	C
17.	Safety Review Through Safety Committee Meeting	JST-1	C
18.	Aspects/ Hazards Identification And Evaluation	JST-1	C
19.	Process Hazard Analysis	JST-1	C
20.	Procedure for cleaning of earthing rods.	JST-2	A
21.	Cleaning procedure for blenders.	JST-2	A
22.	Data Integrity	JST-2	A

"Awareness and Competency" Shall be identified as 'A' for Awareness and 'C' for Competency

Head /~~Designee~~: R.K 16/12/23
Date:

Head P&A/~~Designee~~: 16/12/23
Date:

~~Head~~ QA/Designee: 16/12/23
Date:

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
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Employee Name : S.Suman
Designation : Jr.Executive
Employee code no. : 5503

Date of Joining : 19/04/21
Department : EHS
Assessment year : 2024

SOP/Module Number		Type of Training	Previous Training	Training dates
			Completed date	Planned
SOP/U-2/PA/GEN/008	Factory entry and exit procedure for visitors, auditors, employees, contract workers, service vendors, government officials, inter unit personnel, materials and vehicles.	JST-2	11/11/23	22/04/24
SOP/U-2/ENG/GEN/021	Color coding of Process Pipelines & Utilities	JST-2	16/05/22	10/05/24
SOP/U-2/PA/GEN/001	Procedure for medical examination of employees	JST-2	04/05/22	24/05/24
SOP/U-2/ENG/GEN/056	Procedure for safety during maintenance works	JST-2	14/06/22	21/06/24
SOP/U-2/EHS/GEN/004	Operation and maintenance of fire extinguisher	JST-1	10/07/22	03/07/24
SOP/U-2/EHS/GEN/007	General Laboratory Techniques.	JST-1	16/07/22	04/07/24
SOP/U-2/EHS/GEN/009	Hot works permit system.	JST-1	10/07/22	05/07/24
SOP/U-2/EHS/GEN/013	Fire alarm system.	JST-1	29/07/22	07/08/24
SOP/U-2/EHS/GEN/006	First Aid Box.	JST-1	12/09/22	17/08/24
SOP/U-2/EHS/GEN/011	Work at Height permits system.	JST-1	28/08/22	19/08/24
SOP/U-2/EHS/GEN/012	Tanker loading / unloading work permit system.	JST-1	28/08/22	20/08/24

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
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Employee Name : S.Suman
Date of Joining : 19/04/21
Designation : Jr.Executive
Department : EHS
Employee code no. : 5503
Assessment year : 2024

SOP/Module Number		Type of Training	Previous Training	Training dates
			Completed date	Planned
SOP/U-2/EHS/GEN/020	Chemical segregation.	JST-1	20/09/22	21/08/24
SOP/U-2/EHS/GEN/022	Safety Review Through Safety Committee Meeting	JST-1	20/09/22	23/08/24
SOP/U-2/EHS/GEN/024	Process Hazard Analysis	JST-1	26/09/22	26/08/24
SOP/U-2/EHS/GEN/025	Safety Data Sheet	JST-1	26/09/22	27/08/24
SOP/U-2/EHS/OPR/002	Standard Operating Procedure for Reverse Osmosis Plant.	JST-1	27/09/22	28/08/24
SOP/U-2/EHS/OPR/004	Operation and Calibration procedure for pH Meter.	JST-1	26/09/22	30/08/24
SOP/U-2/EHS/OPR/005	Operation and Calibration procedure for Hot air oven	JST-1	26/09/22	31/08/24
SOP/QA/GEN/039	Data Integrity	JST-2	27/09/22	07/10/24
SOP/QA/GEN/001	Procedure for preparation of standard operating procedure	JST-2	30/10/22	11/10/24

Prepared by:
Date:

Reviewed by:
Date: 16/12/23

Approved by:
Date: 18/12/23

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

TRAINING NEED IDENTIFICATION CHART

Document No.: SOP/U-2/PA/GEN/005

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Employee Name : S.Suman

Designation : Jr.Executive

Employee code No. : 5503

Department : EHS

Assessment year : 2024

S.No.	Title	Training Area	Awareness / Competency
1.	Factory entry and exit procedure for visitors, auditors, employees, contract workers, service vendors, government officials, inter unit personnel, materials and vehicles.	JST-2	A
2.	Color coding of Process Pipelines & Utilities	JST-2	A
3.	Procedure for medical examination of employees	JST-2	A
4.	Procedure for safety during maintenance works	JST-2	A
5.	Operation and maintenance of fire extinguisher	JST-1	C
6.	General Laboratory Techniques.	JST-1	C
7.	Hot works permit system.	JST-1	C
8.	Fire alarm system.	JST-1	C
9.	First Aid Box.	JST-1	C
10.	Work at Height permits system.	JST-1	C
11.	Tanker loading / unloading work permit system.	JST-1	C
12.	Chemical segregation.	JST-1	C
13.	Safety Review Through Safety Committee Meeting	JST-1	C
14.	Process Hazard Analysis	JST-1	C
15.	Safety Data Sheet	JST-1	C
16.	Standard Operating Procedure for Reverse Osmosis Plant.	JST-1	C
17.	Operation and Calibration procedure for pH Meter.	JST-1	C
18.	Operation and Calibration procedure for Hot air oven	JST-1	C
19.	Data Integrity	JST-2	A
20.	Procedure for preparation of standard operating procedure	JST-2	A

"Awareness and Competency" Shall be identified as 'A' for Awareness and 'C' for Competency

Head /~~Designee~~: Date: 16/12/23

Head P&A/Designee: Date: 16/12/23

~~Head QA/Designee~~: Date: 18/12/23

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
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Employee Name : Srinivasulu reddy konda
Date of Joining : 16/06/17
Designation : Executive
Department : EHS
Employee code no. : 2789
Assessment year : 2024

SOP/Module Number		Type of Training	Previous Training	Training dates
			Completed date	Planned
SOP/U-2/PA/GEN/008	Factory entry and exit procedure for visitors, auditors, employees, contract workers, service vendors, government officials, inter unit personnel, materials and vehicles.	JST-2	27/11/23	22/04/24
SOP/U-2/ENG/GEN/021	Color coding of Process Pipelines & Utilities	JST-2	15/05/22	10/05/24
SOP/U-2/PA/GEN/001	Procedure for medical examination of employees	JST-2	01/05/22	24/05/24
SOP/U-2/PA/GEN/007	Dress code for Employees	JST-2	30/04/22	28/05/24
SOP/U-2/PD/GEN/066	Standard operating procedure for handling and usage of pressure suits	JST-2	28/06/22	26/06/24
SOP/U-2/EHS/GEN/004	Operation and maintenance of fire extinguisher	JST-1	10/07/22	03/07/24
SOP/U-2/EHS/GEN/007	General Laboratory Techniques.	JST-1	18/07/22	04/07/24
SOP/U-2/EHS/GEN/009	Hot works permit system.	JST-1	10/07/22	05/07/24
SOP/U-2/EHS/GEN/013	Fire alarm system.	JST-1	29/07/22	07/08/24
SOP/U-2/EHS/GEN/006	First Aid Box.	JST-1	12/09/22	17/08/24
SOP/U-2/EHS/GEN/011	Work at Height permits system.	JST-1	08/09/22	19/08/24
SOP/U-2/EHS/GEN/012	Tanker loading / unloading work permit system.	JST-1	02/09/22	20/08/24

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
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Employee Name : Srinivasulu reddy konda
Date of Joining : 16/06/17
Designation : Executive
Department : EHS
Employee code no. : 2789
Assessment year : 2024

SOP/Module Number		Type of Training	Previous Training	Training dates
			Completed date	Planned
SOP/U-2/EHS/GEN/020	Chemical segregation.	JST-1	22/09/22	21/08/24
SOP/U-2/EHS/GEN/021	Business continuity plan.	JST-1	23/09/22	22/08/24
SOP/U-2/EHS/GEN/022	Safety Review Through Safety Committee Meeting	JST-1	23/09/22	23/08/24
SOP/U-2/EHS/GEN/024	Process Hazard Analysis	JST-1	27/09/22	26/08/24
SOP/U-2/EHS/GEN/025	Safety Data Sheet	JST-1	22/09/22	27/08/24
SOP/U-2/EHS/OPR/002	Standard Operating Procedure for Reverse Osmosis Plant.	JST-1	18/09/22	28/08/24
SOP/U-2/EHS/OPR/007	Procedure for Maintaining Laboratory chemicals inventory.	JST-1	21/09/22	03/09/24
SOP/QA/GEN/001	Procedure for preparation of standard operating procedure	JST-2	30/10/22	11/10/24

Prepared by: R.Srinivasulu Reddy 16/12/23
Date:

Reviewed by: 16/12/23
Date:

Approved by:
Date: 18/12/23

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

TRAINING NEED IDENTIFICATION CHART

Document No.: SOP/U-2/PA/GEN/005

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Employee Name : Srinivasulu reddy konda

Employee code No. : 2789

Designation : Executive

Department : EHS

Assessment year : 2024

S.No.	Title	Training Area	Awareness / Competency
1.	Factory entry and exit procedure for visitors, auditors, employees, contract workers, service vendors, government officials, inter unit personnel, materials and vehicles.	JST-2	A
2.	Color coding of Process Pipelines & Utilities	JST-2	A
3.	Procedure for medical examination of employees	JST-2	A
4.	Dress code for Employees	JST-2	A
5.	Standard operating procedure for handling and usage of pressure suits	JST-2	A
6.	Operation and maintenance of fire extinguisher	JST-1	C
7.	General Laboratory Techniques.	JST-1	C
8.	Hot works permit system.	JST-1	C
9.	Fire alarm system.	JST-1	C
10.	First Aid Box.	JST-1	C
11.	Work at Height permits system.	JST-1	C
12.	Tanker loading / unloading work permit system.	JST-1	C
13.	Chemical segregation.	JST-1	C
14.	Business continuity plan.	JST-1	C
15.	Safety Review Through Safety Committee Meeting	JST-1	C
16.	Process Hazard Analysis	JST-1	C
17.	Safety Data Sheet	JST-1	C
18.	Standard Operating Procedure for Reverse Osmosis Plant.	JST-1	C
19.	Procedure for Maintaining Laboratory chemicals inventory.	JST-1	C
20.	Procedure for preparation of standard operating procedure	JST-2	A

"Awareness and Competency" Shall be identified as 'A' for Awareness and 'C' for Competency

Head /Designee: Date: 16/12/23

Head P&A/Designee: Date: 16/12/23

Head QA/Designee: Date: 18/12/23

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

TRAINING SCHEDULE FOR ANNUAL/ REFRESHER TRAINING AND HISTORY ASSESSMENT RECORD

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Employee Name : Suresh Akkena | Date of Joining : 15/04/13

Designation : Executive | Department : EHS

Employee code no. : 1394 | Assessment year : 2024

SOP/Module Number		Type of Training	Previous Training	Training dates
			Completed date	Planned
SOP/U-2/PD/GEN/013	Entry and exit procedure for oncology production blocks.	JST-2	28//04/23	22/01/24
SOP/U-2/PA/GEN/008	Factory entry and exit procedure for visitors, auditors, employees, contract workers, service vendors, government officials, inter unit personnel, materials and vehicles.	JST-2	12/12/23	22/04/24
SOP/U-2/ENG/GEN/021	Color coding of Process Pipelines & Utilities	JST-2	13/05/22	10/05/24
SOP/U-2/PA/GEN/007	Dress code for Employees	JST-2	23/04/22	28/05/24
SOP/U-2/PD/GEN/066	Standard operating procedure for handling and usage of pressure suits	JST-2	28/06/22	26/06/24
SOP/U-2/EHS/GEN/004	Operation and maintenance of fire extinguisher	JST-1	10/07/22	03/07/24
SOP/U-2/EHS/GEN/007	General Laboratory Techniques.	JST-1	18/07/22	04/07/24
SOP/U-2/EHS/GEN/009	Hot works permit system.	JST-1	10/07/22	05/07/24
SOP/U-2/EHS/GEN/013	Fire alarm system.	JST-1	03/08/22	07/08/24
SOP/U-2/EHS/GEN/006	First Aid Box.	JST-1	13/09/22	17/08/24
SOP/U-2/EHS/GEN/011	Work at Height permits system.	JST-1	03/09/22	19/08/24
SOP/U-2/EHS/GEN/012	Tanker loading / unloading work permit system.	JST-1	04/09/22	20/08/24

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
TRAINING SCHEDULE FOR ANNUAL/ REFRESHER TRAINING AND HISTORY ASSESSMENT RECORD	
Document No.: SOP/U-2/PA/GEN/005	
Form No: FM-PA-042-03	Page 2 of 2

Employee Name : Suresh Akkena
Designation : Executive
Employee code no. : 1394

Date of Joining : 15/04/13
Department : EHS
Assessment year : 2024

SOP/Module Number		Type of Training	Previous Training	Training dates
			Completed date	Planned
SOP/U-2/EHS/GEN/020	Chemical segregation.	JST-1	22/09/22	21/08/24
SOP/U-2/EHS/GEN/021	Business continuity plan.	JST-1	22/09/22	22/08/24
SOP/U-2/EHS/GEN/022	Safety Review Through Safety Committee Meeting	JST-1	22/09/22	23/08/24
SOP/U-2/EHS/GEN/024	Process Hazard Analysis	JST-1	23/09/22	26/08/24
SOP/U-2/EHS/GEN/025	Safety Data Sheet	JST-1	22/09/22	27/08/24
SOP/U-2/EHS/OPR/002	Standard Operating Procedure for Reverse Osmosis Plant.	JST-1	18/09/22	28/08/24
SOP/QA/GEN/039	Data Integrity	JST-2	27/03/23	07/10/24
SOP/QA/GEN/001	Procedure for preparation of standard operating procedure	JST-2	26/11/22	11/10/24

Prepared by: R.M 16/12/23
Date:

Reviewed by: 16/12/23
Date:

Approved by:
Date: 18/12/23

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

TRAINING NEED IDENTIFICATION CHART

Document No.: SOP/U-2/PA/GEN/005

Form No: FM-PA-008-04 | Page 1 of 1

Employee Name : Suresh Akkena

Designation : Executive

Employee code No. : 1394

Department : EHS

Assessment year : 2024

S.No.	Title	Training Area	Awareness / Competency
1.	Entry and exit procedure for oncology production blocks.	JST-2	A
2.	Factory entry and exit procedure for visitors, auditors, employees, contract workers, service vendors, government officials, inter unit personnel, materials and vehicles.	JST-2	A
3.	Color coding of Process Pipelines & Utilities	JST-2	A
4.	Dress code for Employees	JST-2	A
5.	Standard operating procedure for handling and usage of pressure suits	JST-2	A
6.	Operation and maintenance of fire extinguisher	JST-1	C
7.	General Laboratory Techniques.	JST-1	C
8.	Hot works permit system.	JST-1	C
9.	Fire alarm system.	JST-1	C
10.	First Aid Box.	JST-1	C
11.	Work at Height permits system.	JST-1	C
12.	Tanker loading / unloading work permit system.	JST-1	C
13.	Chemical segregation.	JST-1	C
14.	Business continuity plan.	JST-1	C
15.	Safety Review Through Safety Committee Meeting	JST-1	C
16.	Process Hazard Analysis	JST-1	C
17.	Safety Data Sheet	JST-1	C
18.	Standard Operating Procedure for Reverse Osmosis Plant.	JST-1	C
19.	Data Integrity	JST-2	A
20.	Procedure for preparation of standard operating procedure	JST-2	A

"Awareness and Competency" Shall be identified as 'A' for Awareness and 'C' for Competency

Head /~~Designee~~: Date: 16/12/23

Head P&A/~~Designee~~: Date: 16/12/23

~~Head~~ QA/Designee: Date: 18/12/23

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
TRAINING SCHEDULE FOR ANNUAL/ REFRESHER TRAINING AND HISTORY ASSESSMENT RECORD	
Document No.: SOP/U-2/PA/GEN/005	
Form No: FM-PA-042-03	Page 1 of 2

Employee Name : Vijay Kumar N
Designation : Engineer
Employee code no. : 5208

Date of Joining : 20/01/21
Department : EHS
Assessment year : 2024

SOP/Module Number	Title of SOP/Module	Type of Training	Previous Training	Training dates
			Completed date	Planned
SOP/U-2/EHS/GEN/001	Handling /Usage of Personnel Protective equipment.	JST-1	07/11/23	12/01/24
SOP/U-2/PD/GEN/013	Entry and exit procedure for oncology production blocks.	JST-2	27/04/23	22/01/24
SOP/U-2/PD/GEN/014	Entry and exit procedure for non-oncology production blocks	JST-2	23/11/23	23/01/24
SOP/U-2/EHS/GEN/037	Procedure electrical Safety System & Operating of FLP Equipment and Gas sensor Calibration procedure	JST-1	30/06/23	01/02/24
SOP/U-2/QC/GEN/039	Entry and exit procedure in quality control laboratory.	JST-2	12/10/23	26/03/24
SOP/U-2/PA/GEN/008	Factory entry and exit procedure for visitors, auditors, employees, contract workers, service vendors, government officials, inter unit personnel, materials and vehicles.	JST-2	30/11/23	22/04/24
SOP/U-2/ENG/GEN/021	Color coding of Process Pipelines & Utilities	JST-2	14/05/22	10/05/24
SOP/U-2/PD/CLE/015	Cleaning procedure for multi mill and vibro shifter.	JST-2	14/05/22	17/05/24
SOP/U-2/PA/GEN/001	Procedure for medical examination of employees	JST-2	02/05/22	24/05/24
SOP/U-2/EHS/GEN/004	Operation and maintenance of fire extinguisher	JST-1	11/07/22	03/07/24
SOP/U-2/WH/GEN/009	Personnel and Material Entry/Exit procedure.	JST-2	12/10/23	24/07/24

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
TRAINING SCHEDULE FOR ANNUAL/ REFRESHER TRAINING AND HISTORY ASSESSMENT RECORD	
Document No.: SOP/U-2/PA/GEN/005	
Form No: FM-PA-042-03	Page 2 of 2

Employee Name : Vijay Kumar N
Date of Joining : 20/01/21
Designation : Engineer
Department : EHS
Employee code no. : 5208
Assessment year : 2024

SOP/Module Number	Title of SOP/Module	Type of Training	Previous Training	Training dates
			Completed date	Planned
SOP/U-2/EHS/GEN/013	Fire alarm system.	JST-1	27/07/22	07/08/24
SOP/U-2/EHS/GEN/006	First Aid Box.	JST-1	13/09/22	17/08/24
SOP/U-2/EHS/GEN/011	Work at Height permits system.	JST-1	27/08/22	19/08/24
SOP/U-2/EHS/GEN/012	Tanker loading / unloading work permit system.	JST-1	04/10/23	20/08/24
SOP/U-2/EHS/GEN/022	Safety Review Through Safety Committee Meeting	JST-1	27/09/22	23/08/24
SOP/U-2/EHS/GEN/023	Aspects/ Hazards Identification And Evaluation	JST-1	19/09/22	24/08/24
SOP/U-2/EHS/GEN/024	Process Hazard Analysis	JST-1	27/09/22	26/08/24
SOP/QA/GEN/039	Data Integrity	JST-2	15/11/22	07/10/24
SOP/QA/GEN/006	Corrective and preventive action (CAPA)	JST-2	13/10/23	12/10/24

Prepared by: Date: 16/12/23

Reviewed by: Date: 16/12/23

Approved by: Date: 18/12/23

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
TRAINING NEED IDENTIFICATION CHART	
Document No.: SOP/U-2/PA/GEN/005	
Form No: FM-PA-008-04	Page 1 of 1

Employee Name : Vijay Kumar N
Employee code No. : 5208
Designation : Engineer
Department : EHS
Assessment year : 2024

S.No.	Title	Training Area	Awareness / Competency
1.	Handling /Usage of Personnel Protective equipment.	JST-1	C
2.	Entry and exit procedure for oncology production blocks.	JST-2	A
3.	Entry and exit procedure for non-oncology production blocks	JST-2	A
4.	Procedure electrical Safety System & Operating of FLP Equipment and Gas sensor Calibration procedure	JST-1	C
5.	Entry and exit procedure in quality control laboratory.	JST-2	A
6.	Factory entry and exit procedure for visitors, auditors, employees, contract workers, service vendors, government officials, inter unit personnel, materials and vehicles.	JST-2	A
7.	Color coding of Process Pipelines & Utilities	JST-2	A
8.	Cleaning procedure for multi mill and vibro shifter.	JST-2	A
9.	Procedure for medical examination of employees	JST-2	A
10.	Operation and maintenance of fire extinguisher	JST-1	C
11.	Personnel and Material Entry/Exit procedure.	JST-2	A
12.	Fire alarm system.	JST-1	C
13.	First Aid Box.	JST-1	C
14.	Work at Height permits system.	JST-1	C
15.	Tanker loading / unloading work permit system.	JST-1	C
16.	Safety Review Through Safety Committee Meeting	JST-1	C
17.	Aspects/ Hazards Identification And Evaluation	JST-1	C
18.	Process Hazard Analysis	JST-1	C
19.	Data Integrity	JST-2	A
20.	Corrective and preventive action (CAPA)	JST-2	A

"Awareness and Competency" Shall be identified as 'A' for Awareness and 'C' for Competency

Head /~~Designee~~: R. M Date: 16/12/23

Head P&A/Designee: Date: 16/12/23

~~Head QA/Designee~~: Date: 18/12/23

Welcome to Shilpa Pharma Lifesciences Limited (SPL)

VISITORS SAFETY GUIDELINE

At SPL, good health, safety, well-being, environmental sustainability, satisfaction of our employees, support staff, and visitors including customers, suppliers and service providers are our highest priority.

Please spare a couple of minutes to read and familiarise yourself with our Visitors Safety Guidelines and kindly make it convenient to follow the guidelines mentioned below for your safety.

	Smoking strictly prohibited and request you not to carry cigarettes, matchboxes and tobacco and alcoholic items in the premises.		Photography, videography and use of personal mobile phone/laptop prohibited in the premises without authorization.
	Entry of intoxicated person strictly prohibited and cooperate in random breath analysis.		Wear the visitor badge at all times and return the visitor badge to your host / security before leaving the premises.
	Follow road safety signages, speed limit max. 15 kmph, pathways, crossings, walk slowly, be vigilant in blind turnings and on the road always.		Use mandatory and need based PPEs provided by your host and return them before leaving the premises.
	In case of an emergency, host will guide you to evacuate to Safe Assembly Point near entrance. Remain there until Safety Clearance is given. Do not use lift. Please turn on page for Evacuation layout.		Inform our security/host if you have any health issues.

- Factory Working Hours: 24x7 Rotating Shifts, G Shift: 9.00 to 17.30 Hrs, MON-SAT.
- The host will always escort the visitor.
- Do not carry pen drive, alcohol, tobacco, weapon, explosives inside the premises.
- Report any incident/near-miss during your visit to your host.
- Do not touch/operate any machine/equipment without authorization.
- Confine your visit to authorized person/location only.
- Use handrails while walking on stairs to prevent slip and fall.

Wish you a safe site visit. We would like to receive your valuable feedback!

Thanks, EHS Team

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
ANNEXURE – XVIII	
PLANT EHS INTERNAL AUDIT CHECKLIST AND OBSERVATIONS TRACKER	
Document Reference No.: SOP/U-2/EHS/GEN/026/03	Page 01

Audited Block / Dept.	AO, C, D, Gas cylinder storage area, E, AJ, G, H, WH, Solvent yard, AI, I, AM, R&D, ETP, Boiler & Utility & QC
Audit Date	24/03/25
Audit Team Members	R. Elangovan, Rajashekhar Gaikwad, Dhanushetty B.R.

Sl. No	Description	Findings and Observations	Remarks
1. Housekeeping			
1	Conditions of all the passages. floors and the stairways Emergency exits are clear of obstructions	C-Block outside area. Stair case steps rusted and damaged	NA
2	Bins / Rodent traps / sticky pads conditions / pest o flash located at suitable points	Good condition	NA
3	Tool to be kept dedicated places	All tools kept at their place	NA
2. Hazardous substances			
1	All containers (drums. carboys etc...) labeled properly	All containers Labeled properly	NA
2	Unwanted substances disposed or not	Disposed	NA
3	PPE'S are using while handling hazardous material	Yes	NA
4	Workers trained while handling hazardous material	Yes	NA
5	Storage of Materials should be maintaining compatibility of chemicals	Yes	NA
3. Firefighting equipment's			
1	Fire extinguishers service labeled properly	Yes	NA
2	Fire extinguishers are good condition or not (hose pipe. clamps. clip lock. etc.)	Good condition	NA
3	Fire Alarm system functioning or not	Functioning	NA
4	Fire Hydrant Box good condition (Hoses are available or not)	ETP Fire hydrant box damaged	NA
5	Fire hydrant system pressure maintained or not (it should be 7 kg)	7kg pressure Maintained	NA
6	Training attendance on fire fighting equipment's are not	Available	NA
7	Nitrogen facility to the centrifuges	Available	NA
4. Static discharge facility			
1	Static earthing provided to all fixed equipment	Yes	NA
2	Static earthing clips provided stand by for moving equipment's	Yes	NA

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
ANNEXURE – XVIII	
PLANT EHS INTERNAL AUDIT CHECKLIST AND OBSERVATIONS TRACKER	
Document Reference No.: SOP/U-2/EHS/GEN/026/03	Page 01

Sl. No	Description	Findings and Observations	Remarks
3	Static earthing clips arranged to loading/unloading material	Arranged	NA
4	Availability of static discharge pads	Available	NA
5. Electrical /lighting system			
1	Any broken plugs/sockets/open boards	Not observed	NA
2	Temporary leads on floor and hanging	Not observed	NA
3	Light fittings clean and good condition	Yes	NA
4	Emergency lighting facility	Yes	NA
5	Lighting arrestors availability	Yes	NA
6	Condition of electrical panels	Good condition	NA
7	Glands provided to cable connections	AJ-Block backside some plugs Glands not available.	NA
7. Machinery/Utility			
1	All moving equipment's are guarded or not	AJ-Block belt equipments motor guards not available.	NA
2	Work permit system maintained or not	Maintained	NA
3	All lines are clearly marked	All lines are marked	NA
4	Updation of status boards	Yes	NA
5	Hoist ropes, pulleys are good condition	Yes	NA
6	Working of AHU system and filters cleaning	Yes	NA
8. Miscellaneous			
1	Usage of ear muffs/plugs at Noise levels more than 85 db(A)	Yes	NA
2	Condition of ventilation	Good condition	NA
3	VOC'S in process areas	Yes	NA
4	Condition of eyewash/body shower	Good condition	NA

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
ANNEXURE – XVIII	
PLANT EHS INTERNAL AUDIT CHECKLIST AND OBSERVATIONS TRACKER	
Document Reference No.: SOP/U-2/EHS/GEN/026/03	Page 01

Audit Findings:

Name of the Department: C-Block, ETP, AJ-Block & AO-Block.

Date of Internal audit: 24/03/25

S.No	Audit Findings and Observations	Category M/Min/C/R
1	C-Block outside open staircase steps ruled and damaged.	Mn
2	ETP Fire hydrant box damaged.	Mn
3	AJ-Block bicycle spare plugs Glands not available.	M
4	AO-Block Rev moving equipment motor Guards not available.	M
5		
6	NA	
7		

Note: Depending on the nature and criticality w.r.t. EHS requirements, observations can classify as Critical, Major, Minor and Recommendation.

M : **Major**
Mn : **Minor**
C : **Critical**
R : **Recommendation**

Internal Auditors:

Name:	Signature:
NA	NA
Rajshekhar Gaikwad	24/03/25
Dhanshetti P.R.	24/03/25
R. Elangovan	24/03/25
NA	NA

Auditee: 24/03/25

Sign & Date: 24/03/25 24/03/25 24/03/25

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
ANNEXURE – XX	
AUDIT FINDINGS WITH RESPONSIBILITY AND TARGET TIMELINES	
Document Reference No.: SOP/U-2/EHS/GEN/026/03	Page - 01

Audit Findings with Responsibility and Target Date:

Name of the Department: C-Block

Date of Internal audit: 24/03/25

S.No	Audit Findings and Observations	Category	Responsibility	Expected date of completion
01	C-Block ground floor side steps rusted and damaged need to replacement required	MN	D.P Singh	31/03/25

MR 24/03/25

Note: Responsible personnel from individual departments can sign under response provided by column

Response Provided By: (Auditee) 24/03/25

Reviewed & Accepted By (Auditor) 24/03/25

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
ANNEXURE – XX	
AUDIT FINDINGS WITH RESPONSIBILITY AND TARGET TIMELINES	
Document Reference No.: SOP/U-2/EHS/GEN/026/03	Page 02

Audit Findings with Responsibility and Target Date:

Name of the Department: ETP

Date of Internal audit: 24/03/25

S.No	Audit Findings and Observations	Category	Responsibility	Expected date of completion
01	ETP Fire hydrant box damaged Need to replacement required	MN	K. Ramakrishna	Immediate

Note: Responsible personnel from individual departments can sign under response provided by column

Response Provided By: (Auditee) 24/03/25

Reviewed & Accepted By (Auditor) 24/03/25

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
ANNEXURE – XX	
AUDIT FINDINGS WITH RESPONSIBILITY AND TARGET TIMELINES	
Document Reference No.: SOP/U-2/EHS/GEN/026/03	Page 03

Audit Findings with Responsibility and Target Date:

Name of the Department: AJ-Blocks

Date of Internal audit: 24/03/25

S.No	Audit Findings and Observations	Category	Responsibility	Expected date of completion
01	AJ-Blocks backside some Plugs Glands not available. Need to replacement required	Ma	P.Ramachandrarao	01/05/25

24/03/25

Note: Responsible personnel from individual departments can sign under response provided by column

Response Provided By: (Auditee) 24/03/25

Reviewed & Accepted By (Auditor) 24/03/25

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
ANNEXURE – XX	
AUDIT FINDINGS WITH RESPONSIBILITY AND TARGET TIMELINES	
Document Reference No.: SOP/U-2/EHS/GEN/026/03	Page 04

Audit Findings with Responsibility and Target Date:

Name of the Department: AG-Block

Date of Internal audit: 24/03/25

S.No	Audit Findings and Observations	Category	Responsibility	Expected date of completion
01	AG-Block- Fees moving equipment motor gaurds not available Need to replacement required	M	K. Srinivasulu	31/03/25

NA

24/03/25

Note: Responsible personnel from individual departments can sign under response provided by column

Response Provided By: (Auditee) 24/03/25

Reviewed & Accepted By (Auditor) 24/03/25

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
ANNEXURE – XXI	
AUDIT FINDINGS WITH CAPA IMPLEMENTATION STATUS	
Document Reference No.: SOP/U-2/EHS/GEN/026/03	Page 01

Status of the Observations:

Name of the Department: C-Block

Date of Internal audit: 24/03/25

S. No	Audit Findings and Observations	Category of observation	Responsibility	Expected date of completion	CAPA	Status
01	C-Block staircase Staircase steps rusted and damaged Need to replacement required.	Min	D.P Singh	31/03/25	work completed.	closed

NA

24/03/25

Auditor

Name: Rajshekhar Gaikwad

Sign & Date: 24/03/25

Auditee

Name: D.P Singh

Sign & Date: 24/03/25

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
ANNEXURE – XXI	
AUDIT FINDINGS WITH CAPA IMPLEMENTATION STATUS	
Document Reference No.: SOP/U-2/EHS/GEN/026/03	Page 02

Status of the Observations:

Name of the Department: ETP

Date of Internal audit: 24/03/25

S. No	Audit Findings and Observations	Category of observation	Responsibility	Expected date of completion	CAPA	Status
01	ETP fire hydrant box damaged. Need to replacement required.	MN	K. Ramalakshmi	Immediate	New fire hydrant box arranged	Closed

NA

24/03/25

Auditor

Name: R. Elangovan

Sign & Date: 24/03/25

Auditee

Name: K. Ramalakshmi

Sign & Date: 24/03/25

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
ANNEXURE – XXI	
AUDIT FINDINGS WITH CAPA IMPLEMENTATION STATUS	
Document Reference No.: SOP/U-2/EHS/GEN/026/03	Page 03

Status of the Observations:

Name of the Department: AJ-Block

Date of Internal audit: 24/03/25

S. No	Audit Findings and Observations	Category of observation	Responsibility	Expected date of completion	CAPA	Status
01	AJ-Block backside Sovent plugs Glands not available. Need to replacement required.	M	P. Ramachandra Rao	01/05/25	Necessary plug glands arranged.	closed
			N/A			

Auditor

Name: Dharshetti P. R.

Sign & Date: 24/03/25

Auditee

Name: P. Rama Chandra Rao

Sign & Date: 24/03/25

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
ANNEXURE – XXI	
AUDIT FINDINGS WITH CAPA IMPLEMENTATION STATUS	
Document Reference No.: SOP/U-2/EHS/GEN/026/03	Page 04

Status of the Observations:

Name of the Department: Ao-Block

Date of Internal audit: 24/03/25

S. No	Audit Findings and Observations	Category of observation	Responsibility	Expected date of completion	CAPA	Status
01	Ao-Block: Few moving equipment motor gaurds not available Need to replacement required	3	K. Srinivasa	31/03/25	Equipment motor Gaurds arranged	closed

Rev

24/03/25

Auditor

Name: Rajshekhar Gaikwad

Sign & Date: 24/03/25

Auditee K. Srinivasa Rao

Name:

Sign & Date: 24/03/25

SAFETY AUDIT

OF
SHILPA PHARMA LIFE SCIENCES
UNIT II
RAICHUR INDUSTRIAL GROWTH CENTRE
CHHIKSUGUR-584134

Audit date: 13th and 14th DEC 2024

BY

ANAND.M.KULKARNI
INDUSTRIAL SAFETY CONSULTANT
'KUMUDINI' PUNEKAR COMPOUND,
6TH CROSS, STATION RD, MALMADDI,
DHARWAD-580007
PHONE: 9845202089
Email: kulkarni_anand57@rediffmail.com

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1.0 INTRODUCTION

Occupational health and safety (OH&S) audit is a systematic, objective, documented and independent evaluation to determine whether, the activities conform to the requirements of the occupational health and safety systems and procedures.

The purpose of the OH&S audit is to identify the areas for improvement or corrective action. The goal of the audit is to provide the auditee with an opportunity to assess its own OH&S system against an OH&S system standard and identify areas for improvement; to determine the conformity of the implemented OH&S system with specified requirements and identify areas for improvement; and to meet regulatory requirements.

Safety Audit of M/S Shilpa Pharma sciences Limited, Karnataka for the year 2024 has been conducted by Anand m Kulkarni, Industrial safety consultant, Dharwad. The safety audit has been carried out as per the guidelines given in the "Indian Standard Code of Practice on Occupational Safety and Health Audit (IS-14489: 1998).

The auditors adopted a structured process of collecting information on the efficiency, effectiveness and reliability of the total Safety and Health management system and drawing up recommendations for corrective action. The auditor has exercised all reasonable skills, care and diligence in carrying out the audit. This report is not deemed to be any undertaking, warranty or certificate.

2.0 OBJECTIVES

OH&S audits are conducted with the following objectives:

- to carry out a systematic, critical appraisal of all potential hazards involving personnel, plant, services and operation method; and
- to ensure that OH&S system fully satisfies the legal requirements and those of the company's written safety policies, objectives and program.

3.0 METHODOLOGY

The methodology of conducting safety audit is as follows:

- Pre-auditActivities
- Audit-on site Activities
- Post-audit Activities

Pre audit activities

The pre-audit session includes the collection of all background information from the plant on a pre-designed comprehensive questionnaire such as:

- Plant Information(Layout)
- Product Information
- Process Information
- Chemicals Handled
- Organization Structures.
- Off site facilities etc
- Accident details of past years with cause analysis
- Details of Fire/Explosion/Toxic Releases in past years with cause analysis

Audit on site activities

- Understand and evaluate Management System by
  - Preliminary discussions and Interviewing the plant personnel (Opening meeting)
  - Examination of the management policy, documents and data, evaluation of physical conditions and work practices
- Asses strength and weaknesses, Internal Risks And Internal Control Measures
- Gather Audit Evidences by way of assessment, verification and sampling
- Evaluate audit findings, summarize it, and work-out exceptions and observations
- Closing meeting with plant officials

Post audit

- Prepare Draft Report, which must include Environmental affairs, Legal affairs along with the recommendation for each findings
- Outcome of audit surveys is/was discussed with Plant's Management and all findings were communicated to them.
- Issue Final Report
- Follow-up

4.0 SCOPE OF STUDY

The Safety Audit of the plant was conducted as per the norms and procedures mentioned in IS-14489-1998. The scope of the study is as follows:

1. **Hazard identification:** Identification of potential hazards which could trigger loss causing events like fire, explosions, fatalities, work injuries, etc in process, storage and loading/unloading areas.
2. **Prevention of fire and toxicity hazards:** Critical examination of all areas and activities that involve fire and explosion hazards, and submit recommendations wherever required, with an objective of minimizing losses.
3. **Fire Prevention and protection arrangements:** Providing comments on the adequacy of existing fire prevention and protection arrangements (portable as well as fixed) in the plant premises and suggest improvements, wherever required.
4. **Emergency preparedness:** Assessment on the adequacy of available facilities like first aid, Emergency preparedness plan (compliance) Emergency assembly places, mode of communication, etc. in view of effective handling of the possible
5. Emergencies at the plant.

5.0 AUDIT TEAM

Name, Qualification & Experience of team	Role &Responsibility	Signature
Mr. Anand. M. Kulkarni, Empanelled Safety Consultant, Graduate in Science, Diploma in Industrial Safety, NIBOSH - IGC 30 years of experience in Industrial Safety.	**Auditor** Preparing the audit plan; planning the field visit; communicating the client / auditee regarding audit requirements. Scheduling and carrying out field visit; reporting critical nonconformities resulting in imminent danger to the auditee immediately. Reporting any major obstacles; encountered in performing the audit; and maintaining agreed time schedule. Documenting audit findings, preparing audit report and reporting the audit results objectively, clearly, conclusively.	

6.0 TEAM VISIT

Plant was visited by the Auditor on13th and14thAugust 2024. During the visit, the whole plant was inspected and discussions were held with Engineers and Executives of various sections with a view to address on Methodology, work progress and initial findings.

7.0 ELEMENTS OF OCCUPATIONAL SAFETY AND HEALTH (OS&H) SYSTEM COVERED IN THE AUDIT

AREAS COVERED/ DOCUMENTS VERIFIED

The Safety Audit of M/s Shilpa Pharma Life Sciences Limited, Raichur, as mentioned earlier is being carried out as per the guide notes mentioned in IS-14489: 1998. The areas of Occupation Safety and Health System covered in this audit are as follows:

1. Occupational Health and Safety (IMS) Policy
2. OS&H Organizational set up
3. Safety related education and training
4. Employees participation in OS&H Management
5. Motivational and promotional measures for OS & H
6. Safety manual and rules
7. Compliance of the statutory requirements
8. New equipment review/inspection
9. Accident reporting, analysis, investigation and implementation of recommendations
10. Risk assessment including hazard identification
11. Safety inspections

12. Health and safety improvement plan / target
13. First aid facilities
14. Personal protective equipment
15. Good house keeping
16. Machine and general area guarding
17. Materials handling equipment
18. Electrical and personal safeguarding
19. Ventilation, illumination and noise
20. Work environment monitoring system
21. Prevention of occupational diseases including periodic medical examination
22. Safe operating procedure/system
23. Work permit system
24. Fire prevention, protection and fighting system
25. Emergency preparedness plans
26. Process/plant modification procedure
27. Transportation of hazardous substances
28. Hazardous waste treatment and disposal
29. Safety in storage and warehousing
30. Contractor safety system

8.0. OBSERVATIONS

1. HEALTH AND SAFETY POLICY	
1. Does the organization have a health and safety policy? (if yes, please attach one copy)	The company has Health and safety policy.
2. Do you have any corporate safety policy? (if yes, please attach one copy)	No
3. Who has signed the health safety policy? (indicate his position)	Policy is signed by Technical director
4. Whether it is prepared as per guidelines of the statutory provisions?	The policy needs to be redesigned by accommodating requirements of KFR 88E.
5. When was the safety policy declared and adopted?	2022
6. How many times it has been updated till now?	Periodically as per internal standards.
7. Whether the policy is made know to all?	Yes
8. Whether the safety policy was scrutinized by outside expert agency?	Yes, By Tapas Chakraborty ESG Specialist
9. What was the last date of updation?	2022
10. Does it find a place in the annual report?	NO
2. SAFETY AND HEALTH ORGANIZATION A. Safety Department	
11. Does the factory have a safety department?	Yes
12. If yes, furnish the following information: i) Head of the safety department:	The organisation has a separate safety dept. headed by Mr. R.ELANGOVAN, assisted by 3 safety officers..

(a) name : R.ELANGOVAN (b) Designation: DGM (c) Qualification:ME (Env.Engg), Ph.D (IITM), lead auditor ISO 14001, ISO 9001 and ISO 45001 (OHSAS 18001. (d) Experience:20 Years (e) Status: Active ii) Strength of the safety department including safety officers and staff. 13. Does the head of safety department/safety officer report to the chief executive? 14. How often the safety officers are retrained in the latest techniques of total safety management? What in the frequency of retraining? 15. What additional duties the safety officer is required to do? 16. What is the power of safety officer vis-à-vis unsafe condition or unsafe act? **B. Safety Committee (s)** 17. Does the factory have a safety committee (s)? Give details of their types, structures and terms the statute? 18. Is the tenure of the safety committee (s) as per the statute? 19. How are the members of safety committee (s) selected? (elected/nominated) 20. How often are the meetings of safety committee (s) held? 21. What are the subjects? Are the problems discussed in the meeting? *(Attach a copy of agenda and minutes of the last meeting)* 22. How are the recommendations of the committee (s) implemented? 23. Are the minutes of the safety committee (s) meetings circulated among the members? 24. Are the minutes forwarded to the trade union (s) and chief executive and occupier? 25. How the management and trade union play their active role in supporting and accepting the committee (s) recommendations? 26. How are the safety committee (s) members apprised of the latest developments in safety, health and environment?	The HOD is reporting to Technical director and CEO of the organisation Though officers possess proper qualification, there is a need for upgrading their knowledge wrt latest developments in the field of safety. Organisations like CLI, RLI, LPA, CII and other institutions are conducting regular workshops for safety officers. This could be made use of. Officers are not entrusted with additional duties. Officers are vested with powers to stop or discontinue the work if found being done in unsafe manner or if an unsafe condition is observed. The organistaion has safety committee consisting of members from management staff and workmen. The committee is headed by Technical director and safety officer designated as secretary. Members are nominated management. Meetings are found taking place as per KFR 88-C(3) All safety related issues/accidents/procedures are being discussed and duly recorded. The MOM is duly shared with occupier. The existing structure of safety committee lacks development opportunities to members. The committee should have equal representation from workmen. Arrangements to be made to include FMO in the committee. Opportunities should be created members to enhance their safety knowledge. Functions and duties of the committee members should be formulated as per KFR 88C (5) and the same to be circulated among the members.
C. Safety Budget 27. What is the annual safety budget? 28. How much percentage is this budget of the total turnover of the company? 29. How much budget has utilized till date? 30. Is the safety budget adequate?	There is no separate budget allocation for safety. The needs of the safety dept. are being met as when the needs arise. There is no structured plan to acquire latest technology/equipment The company annual report has no mention of budget

31. How is the safety arrived at? 32. What is the pattern of expenditure for the last five years? 33. What are the approved sanctions for the expenditure in this budget? 34. Does this budget get reflected in the annual report of the company?	allocation to safety dept.
3. ACCIDENT REPORTING ANALYSIS INVESTIGATION AND IMPLEMENTATION OF RECOMMENDATIONS 35. Whether the accident data for the last three years for reportable and non-reportable accident available? 36. Is there any system of classifying and analyzing the near-miss incidents and accidents? Give the details. 37. Are all near-miss incidents and accidents reported and investigated? 38. For how many years are the investigation reports retained? 39. By whom the accident statistics and data are maintained? 40. How is the top management apprised of these data? 41. Is the accident statistics effectively utilized? If yes, how? 42. What nature of injuries occurred during the last three years? 43. How do you ensure implementation of the recommendations to avoid the recurrence of the incidents and accidents?	The organisation has established procedure for accident/incident and nearmiss reporting, investigation. Accident records of last two years are found maintained. System of accident classification and analysis has been established. There is no evidence to show the accident data analysis is being shared with top management. The existing procedure for accident investigation is found adequate to identify all possible causative factors. Identifying the root cause of the accident may not be sufficient to prevent accidents. For example, the accident investigation report of RCVD fire is found identifying static and mechanical as ignition sources. However no attention is being paid to consider electrical as ignition source. Review the existing reporting system to enable to collect comprehensive data on accident/incident so that it helps investigation. It was learnt that injuries due to chemical splash are on the rise. However no program was found established to prevent or reduce this type of incidents in future.
4. SAFETY INSPECTION 44. What type of safety inspections are carried out and what are their frequencies? 45. Is there any system of internal inspection? 46. Who does the inspections? 47. Are check-lists prepared for these inspections? (Specify item-wise, for example, housekeeping, fire protection, etc.) 48. To whom the recommendations are submitted?	Procedure and checklist for internal safety inspection were found established. Periodical internal inspections were also found being carried out. PSSR document has been made available for pre-start-up checks for chemical process. Checklists attached. Technical Director
5. SAFETY EDUCATION ANDTRAINING **A. Training** 49. Is there any training department? 50. Is there any programming of induction training? 51. Mention the duration of induction training for each category of employees. 52. Whether the assessment of the trainee worker is done or not?	There is no separate training dept. Trainings are conducted by safety officers Induction training program available. 0:50hrs Assessment of trainee worker is being done.

53. What infrastructure facilities with audio-visual support are available for training?	Infrastructure and facilities are found available.
54. Do the programs cover the plant safety rules, hazard communication and any other special safety rules or procedures unique to the plant or specific departments?	Training programs are found covering all mentioned topics in the check. No training material in local language was found.
55. Whether the training programs are conducted in the local language?	YES.
56. Whether visits to safety institutions/organizations are arranged?	
B. Periodic Training/Retraining	
57. Are all the employees trained and what is the frequency of such training?	Detailed training matrix has been prepared for general safety training.
58. Do the training programs cover safety and health aspects and if so how much (in terms of number of sessions/hours)?	General safety and health aspects covered. Topics like hazardous area classification and process safety covered.
59. Do the trained supervisors train their own employees in safety and health aspects?	Yes
60. Is retraining performed whenever new hazards/process changes are followed/introduced?	Yes
61. How are the senior management personnel trained in safety and health?	No documentary evidence
62. How many employees have been trained in safety and health in the last five years? Give break up with details.	Details is available Last 3 years
63. How many man-days/hours are used in training the employees?	Details not available.
64. How do you ensure that the training is put to use by the employees trained in safety and health.	No evidence.
65. What is the training plan for the next two years? Give details. *(Training calendar)*	Training plan for 2024-25 is available.
66. What documentation systems have been established regarding safety and health training	Documentation available.
C. Safety communication/ motivation/ promotion	
67. Does the factory have safety suggestion schemes? Give details.	Safety suggestion scheme available.
68. Does your factory participate in National Awards/Suggestion schemes?	Yes, We got second prize in 53rd national safety and First prize in Energy conservation award 2024
69. Has your factory been awarded during last five years?	Yes
70. Are safety competitions organized in the factory? Give details.	Yes
71. What are the publications of your organization? Do they include information on safety and health subjects?	Safety information found displayed at the entrance of the canteen.

72. Is the literature on safety and health made available to the employees?	Safety display board at the canteen
73. How is the safety and health publicized in your factory? (i) Bulletin boards? (ii) Post serious accidents? (iii) News letter? (iv) Others? Specify?	Yes
74. Does the organization celebrate safety day/week or organize safety exhibition?	Organisation observes National safety week.
75. When was the last safety day/week celebrated?	March 4 2025.
6. FIRST AID	
76. Are adequate numbers of first aid boxes provided? Give location details?	All hazardous locations provided with first aid boxes.
77. Is there any first aid/ambulance room?	Separate OHC available.
78. Are qualified/trained first aide's are available in each shift?	Qualified FA providers are available. However the knowledge of the first aiders is found to be inadequate. Refresher training sessions to be arranged for such first aiders.
79. How many qualified/trained first aiders are available in each plant/department?	65 trained first aiders are available.
80. How many persons are trained/given refreshers training in first aid in a year	Qualified first aid members are found posted in each dept. each shift.
7. OCCUPATIONAL HEALTH CENTRE	
81. Whether occupational safety and health center is provided or not?	OHC facility available.
82. Does it conform to the provisions of the existing legislation?	Conforming to Rule 88M 1(c)
83. Are the Medical Attendants/Doctors available in each shift?	No such arrangement has been made. However a tie-up Navodaya,Suraksha & Naveen hospital has been made to ensure availability of attendant and Doctor
84. Is ambulance van available in each shift?	Ambulance available.
85. Any liaison with the nearest hospital(s)? Give details.	Yes.
8. GENERAL WORKING CONDITION **(a)Housekeeping**	
86. Are all the passages, floors and the stairways in good condition?	Passages and floors maintained in good condition.
87. Do you have the system to deal with the spillage?	All depts. provided with spill kits.
88. Do you have sufficient disposable bins clearly marked and whether these are suitably located?	Available.
89. Are drip trays positioned wherever necessary?	Yes.
90. Do you have adequate localized extraction and scrubbing facilities for dust, fumes and gases? Please specify.	LEVs provided. Yes.

91. Whether walkways are clearly marked and free from obstruction?	No, This should be considered.
92. Do you have any inter-departmental competition for good housekeeping?	Yes. Adequate cleaning is being done.
93. Has your organization elaborated good housekeeping practices and standards and made them known to the employees?	Most of the internal roads are asphalted. Adequate care is being taken to minimize the dust. Most of the departments are closed type.
94. Are there any working conditions, which make the floors slippery? If so, what measures are taken to make safe?	Most of the vehicles transporting vehicles are adequately covered to avoid raising of dust.
95. Does the company have adequate measures to support polluting dust arising out from road transport?	
(b) Noise	
96. Are there any machines/processes generating noise? Specify.	Yes. Generators/ compressors
97. Was any noise study conducted?	Yes.
98. Which are the areas having high-level noise?	Utility sections housing Generators and compressors.
99. Have engineering and administrative controls been implemented to reduce noise exposure below the permissible limits?	Acoustic enclosures provided.
100. Is there a system of subjecting all those employees to periodic audiometric test who work in high level noise areas?	Yes.
101. Whether the workers are made aware of the ill effects of high noise.	Communicated through tool-box talk.
102. Whether any personal protective equipment along with ear muffs/plugs are provided and used	Yes.
(c) Ventilation	
103. Whether natural ventilation is adequate or not?	Natural ventilation available, where it is found in-adequate mechanical ventilation is provided.
104. Whether dust/fumes/hot air is generated in the process? Give details.	Yes while charging RMs to the reactor/sampling/unloading/packing
105. Is there any exhaust dilution ventilation system in any section of the plant?	Exhaust ventilation system available.
106. Whether any ventilation study has been carried out in the section (s) to check the record?	Yes.
107. Are periodic/preventive maintenance of ventilation system carried out and record is maintained?	Yes.
108. Does any ventilation system re-circulate the exhausted air in work areas?	No.
109. Is the work environment assessed and monitored?	Yes
110. Whether personal protective equipment is given to dust/fumes and gases? Give details.	Both APRs and supplied air respirators are provided.

(d) Illumination	
111. Was any study carried out for the assessment of illumination level?	Yes.
112. Is there any system of periodical cleaning and replacing the lighting fitting/lamps in order to ensure that they give the intended illumination levels?	Yes.
113. Are the workers subject to periodic optometry tests and records maintained? Give details	Yes.
9. HAZARD IDENTIFICATION AND CONTROL	
114. Are all the hazardous areas identified?	Activity risk assessment is being carried to identify hazards.
115. What are the types of hazards (physical-noise, heat, etc, and chemical-fire, explosion, toxic release, etc)?	All hazards are possible.
116. What steps have been taken to prevent these hazards? Give details.	Sodium metal storage shed: No hazard indicating display boards are found outside the shed. Acoustic enclosures/surface insulation/isolated storage for hazardous materials etc.
117. Are there any safety inter-locks, alarms and trip system? Give details.	Rotating equipments like CFG/RCVD/BLENDER are provided with access interlocks and trips.
118. Are these tested periodically? How often? Please specify.	Periodical maintenance is carried out.
119. Are there any ambient monitoring devices with alarms for leakage of hazardous materials? Give details.	No such devices are installed in bulk solvent storage area. This should be considered.
120. Are safety audit or HAZOP or any other studies carried out and the recommendations implemented? Give details.	Safety audits and HAZOPs being carried out.
121. What has been the major modifications done in plant/process and has the approval of the competent authority concerned?	All major modifications are approved by competent authorities.
122. What decision and monitoring equipment are available and used for checking the environmental conditions in and around the plant? Give details.	Ambient monitoring equipment is installed. Sodium metal storage shed: No hazard indicating display boards are found outside the shed.
10. TECHNICAL ASPECT **Safe Operating Procedure**	
123. Are written safe operating procedures available for all operations?	The difference between SOP and safe operating procedure should be clarified. Procedure that enables operator to do the job safely keeping in mind the hidden hazards and probable risks is considered 'safe operating procedure'.
124. Whether the written safe operating procedures displayed or made available and explained in the local language to the workers?	Maintenance procedures are made available in local language. Quality of the translation is poor and does not convey the intent.
125. Whether the safe operating procedures are prepared jointly by the plant and safety departments?	The plant has standard operating procedures for most of the activities and operations. However, the procedures need more safety inputs.
126. What system is used to ensure that the existing safe operating procedures are updated? Give details.	SOPs are periodically reviewed and updated.
127. Have the workers been informed of the consequences of failure to observe the safe	Yes.

operating procedures? 128. Are contractor workers educated and trained to observe safety at workplace? 129. Whether contractor's workers are permitted on process/operations? Give details	Yes. Yes. No
11. WORK PERMIT SYSTEM 130. What necessary types of work permits exist in your factory? Give details. 131. Are the keys kept for individual locks, which are used for electrical lock outs with the supervisor concerned	All types of work permit systems available with the plant. Permit for working on fragile roof to be established. Keys are kept in the custody of Engineering and safety officer
12. WASTE DISPOSAL SYSTEM 133. Is identification done for various types of wastes? Give details. 134. Are these quantities less than those specified by the hazardous wastes (Management & Handling Rules, 1989)? 135. What are their disposal modes? 136. What are the systems/measures adopted for controlling air/water/land pollution? 137. What is the system of effluent treatment plant and whether it is approved by the competent authority? 138. How are the treated effluent used	Identification of waste procedure available. Yes. Sending to Authorised Recyclers, inheritors Co processors Systems available for controlling land/water/air pollution. Well established ETP. For internal use like providing water to the garden.
13. PERSONAL PROTECTIVE EQUIPMENTS 139. Has a list of required PPE for each area/operation been developed and the required PPE is made available to the workers? 140. Are the safety department and the workers consulted in the selection of PPE? 141. Have the workers been trained in proper use of PPE? 142. What is the system of replacement/issue of PPE? 143. What are the arrangements for safety custody and storage of PPE provided to the workers? 144. Are the contractor's workers provided with the required PPE? Who is responsible? Give details. 145. Is the PPE conforming to any standard? Give details. 146. Give the details of PPE and also specify the responsibility for their inspection and maintenance	Yes. Yes. Yes, SCBA training needs more focus and fine tuning. Periodical inspection and complaints. Individuals are given the responsibility of maintaining PPE Contractors are provided with PPE PPE conform to ANSI/EN/BIS Supplied air mask/cartridge respirators/SCBA/Helmets/Gloves/Shoes/Ear muffs and buds/Goggles and shields.
14. FIRE PROTECTION 147. Indicate on a plant layout the location, number (Quantity) and types of portable fire	Location of fire extinguishers is available on plant lay out.

extinguishers available.	
148. Are the fires fighting system and equipment approved, tested and maintained as per relevant standard?	Yes.
149. What is the inspection and maintenance schedule of the above extinguishers? Who performs these functions?	As per the standard and AMC
150. Which areas of the plant are covered by fire hydrants? Indicate the locations of the hydrant points and how the required pressure maintained in the system and ensured.	Entire plant is covered by the Hydrant system. The water quantity available for the hydrant system for 1hr. use to be calculated.
151. What is the capacity of dedicated water reservoir for supply to the hydrants? What is the source of water?	3L liters. Underground storage tank. The quantity of the water should be verified by calculating water required for firefighting using 4 hoses for 120minutes @ rate of 600L/min. as per IS-9668-4.2.2(b)
152. i) How is the power supply to the fire hydrant pump ensured?	Dedicated line.
ii) What is the alternate source of supply in case of power failure? Give details.	Diesel operated system.
153. Are all personnel conversant with the fire prevention and protection measures? Give details.	Yes.
154. What percentage of plant personnel and staff and officers, have been trained in the use of portable fire extinguishers? Give details.	Fire extinguisher operation training is being conducted regularly. Some of the trained personnel were unable to identify type of fire extinguisher.
155. Do you have fixed or automatic fire fighting installation(s) in any section of your plant?	Sodium storage room is provided with automatic powder discharge units. However the powder is not of class D type.
156. Are the fire alarms adequate and free from obstruction?	Yes.
157. Do you have fire department? If yes, give details.	No separate fire dept.
158. What is the system for conducting mock drills? Give details.	Mock drills are conducted periodically.
159. Do you have any mutual aid scheme with any of your neighboring industry or any local organization(s)?	Yes.
160. Give details of the existing fire resistant walls and doors.	Fire exit doors are fire resistant.
161. Do you have any system of the colour coding for all the pipelines for hazardous chemical? Give details including making of marking of flow directions.	All pipelines colour coded, however coding chart not displayed.
162. Are there any safe containers for the movement of small quantities of hazardous chemicals? Give details.	Flammable chemicals are still being handled in plastic/HDPE containers. Fire safe containers should be considered.
163. Are all self-closing fire doors in good condition and free from obstruction?	Yes.
164. How many major and minor incidents/fires were therein the factories during the last five years? Give department/plant-wise.	One major fire incident in RCVD.
165. Have all the fires/incidents been investigated and corrective actions taken? Give break up	The above incident investigation lacks in terms of identification of ignition sources.

15. EMERGENCY PREPAREDNESS 166. Is there an on-site emergency plan for your factory (attach a copy of the plan) 167. What is the frequency of conducting mock drills of on-site emergency plan? 168. What are the number and location of emergency control center, assembly points? 169. Whether emergency team or the key personnel identified? 170. Are suitable and adequate protective and rescue equipments available? How is the emergency rescue team trained to use these equipments? 171. How is the emergency communication with local bodies and other organizations ensured? Give details. 172. Is any alternate power source identified? Give details. 173. What is the medical the medical emergency response system? Give details. 174. Are you a member of any MUTUAL-AID-SCHEME of your area? If so give details. 175. How many emergency alarm system(s) is/are available? Give details	Plant has OSEP Twice in a year. Only one emergency control centre and assembly point. Alternative ECC and assembly points should be considered. Yes. Yes. However water gel compound for burn injuries should be considered. All emergency contact nos. are found displayed. Yes. OHC is available on the site and MOU with local hospitals. Yes. FAS system is not available. Emergency and evacuation is being communicated through coded siren
16. PLANT LAYOUT AND AREA CLASSIFICATION 176. What is the system of classification of hazardous zone in the plant for electrical installation? Please specify. 177. Whether periodic inspection and preventive maintenance of electrical installations is done by a qualified person and record is maintained? 178. Whether plant layout with area classification has been displayed at appropriate place (s)?	Process areas/Solvent storage area/ day storage tanks/ finishing rooms fall under Zone-1 classification. Corridors of the finishing area under Zone-II. Hydrogenator area is found provided with Group IIA/IIB fixtures. It should be Group IIC type. DQ protocol should be reviewed by competent persons to avoid such errors. Entire plant should be subjected for fresh review to identify such errors and corrections. Condition of FLP installations in no. of areas was found in poor condition of repairs. Electrical dept. staff should undergo HAC training to be qualified for FLP fixtures maintenance. Hazardous area classification diagrams are prepared and displayed.
17. STATIC ELECTRICITY 179. Whether the process(s) and equipment generate and accumulate static charge has been identified? Give details. 180. Whether all such equipment are properly bonded and earthed? 181. How is electrical resistance for earthing circuits maintained? Are periodic inspections done and recorded? 182. Are adequate earthing arrangements made at the terminal points where hazardous	All the process equipments capable of accumulating static charges have been duly earthed and continuity established. Electrical resistance of earth pits is being inspected periodically. Antistatic devices are being used wherever necessary. Earthing and bonding cables are not being checked for continuity and suitability. There is no procedure available establish proper earthing and bonding for different operations. Earthing and bonding scheme for various applications should be displayed through diagrams.

chemicals are handled through pipes? 183. Are anti-static charge devices fitted wherever necessary? 184. Whether these devices are periodically checked and maintained by a qualified person?	Static charge dissipating devices are being used. Yes.
18. PRESSURE VESSELS (FIRED & UNFIRED) 185. Give details of the plants, piping and vessels which are operated at a pressure greater than the atmospheric pressure. 186. How is it ensured that the working pressure inside the pressure vessels / pressure plants will not exceed their maximum working pressure for which it is designed? 187. What means of isolating the pressure vessels or means to prevent rise in pressure are installed? 188. What standards / codes of practice are adopted for design, fabrication, operation and maintenance of pressure vessels and records maintained? 189. How is pressure vessels tested? Give details. 190. Is there any competent person for testing these pressure vessels? Give details. 191. How are the recorded results verified? 192. Give details of safety devices available for these pressure vessels. 193. Whether log book for pressure vessel and pressure plant has been maintained?	The plant has Hydrogenator reactors, air and Nitrogen receivers operating above atmospheric pressure. All PVs are provided with RD and SRVs. The vessels are designed as per relevant codes Though the vessels are provided with PGs, the PGs are poorly maintained, not of the suitable range and MWP is not marked on the dial. (KFR 65-4(b)) Details like designed pressure, MWP, test date and due date for next test should be displayed on the vessel. As per KFR 65(7)(a)(b) Competent person available. Reports available. SRV Records maintained.
19. NEW EQUIPMENTS REVIEW 194. What is the system for effecting any change in the existing plant, equipment or process? Whether it is approved by the appropriate competent authority? 195. Whether the P & I diagrams and other related documents are updated accordingly?	Change in equipment design and process are duly subjected for MOC system before being executed. P&I diagrams are maintained. P&I diagrams available.

20. LIFTING MACHINES & TACKLE 196. Whether all the lifting machines are marked with their S.W.L.?	No SWL marking is available on lifting tackles.
197. Are all the examinations and tests documents in the prescribed from?	Yes
198. Are all the examinations and tests carried out and certified by competent person(s)? Give details.	Yes
199. Are adequate lifting tackles provided at all the places where it is required? Give details.	Yes.
200. Are the trained operators engaged for operating the equipment? Give details.	Yes.
201. What is the system of training such operators?	Internal training. Third party training should be considered.
202. Are all the lifting machines and tackles maintained in good conditions and record maintained?	Records available.
21. MOBILE EQUIPMENTS AND VEHICULAR TRAFFIC 203. Are all the mobile equipments in good condition?	All mobile equipments are found to be in good condition.
204. Are trained drivers engaged for fork-lift trucks?	
205. What is the system for identifying these drivers from other drivers?	Drivers are trained internally. Third party training to be imparted.
206. What system do you adopt to assess their standard of driving as poor/fair/satisfactory/good?	No identification system available. Identification system to be considered. No system available. Should be considered.
207. Are there adequate numbers of warning signs/signals?	
208. Are the hazards associated with transportation within the plant identified and safety measures taken? Give details	Yes. Marked corridors available in the plant.
22. ACCESS 209. Is adequate safe access provided to all places where workers need to work?	Adequate space is found provided in the plant areas. Day tank and service areas look congested. No platform is found provided for tanker sampling activity. Separate area for tanker sampling with adequate walkways for staff/operator should be provided.
210. Are all such accesses in good condition?	
211. Are portable access platforms necessary? If yes: (i) Are these sufficient?	Yes
(ii) Are these regularly inspected?	
(iii)Are these readily available?	
(iv)Are these provided with toe-boards and railings?	Yes
212. Oiling and greasing points: i) Are these located and extended to safe place clear of moving parts?	Yes
ii) Are these easily accessible?	
iii) Are these liable to drip into walkways?	No
iv) Whether such workers were trained and whether they are provided with fit-tight clothing and register is maintained?	Trained/Yes

213. Are all drain covers in good condition and fitting flush?	Yes
23. MATERIAL HANDLING 214. Are there adequate storage facilities available? 215. Are these areas clearly defined? 216. Are all racks and steel ages in good condition? 217. Have you adequate equipment for handling materials? 218. Do the workers know the hazards associated with manual material handling? 219. Where manual handling is necessary, are the workers been trained? 220. Do they practice this? 221. Do workers follow safe procedures for storage of materials? 222. Whether contractor workers are trained in safety? 223. What is the system for handling over plant to the maintenance department and receiving back? 224. Is the system consistently applied? 225. What is the system for the preventive and predictive maintenance and how do you ensure its effectiveness? Give details	Organisation has provided adequate space and facilities. Segregation is also observed. Liquid storage containers are not provided with secondary containment facility. Use of containment pallets should be considered. Drum trolleys/pallet trucks are provided for containers movement. Manual handling training is being provided to all workers engaged in material handling. Yes Yes Organization have dos & don't safe working procedure. Yes. Preventive maintenance is carried out for all equipment periodically as per schedule
24. TANK STORAGE VESSEL AREA 226. Whether it is pressure vessel or not. 227. Give storage vessels designation (exceeding threshold quantities specified in *MSIHC,Rules* 1989). 228. Give the name of storage materials in each of them. 229. What are the vessels sizes (capacity in tonnes)? 230. What is the material of construction for each vessel and what standards followed in designing/fabricating the vessel? 231. What are the operating pressure and temperature? 232. What are the vessel locations? (Please indicate on-site plan or plot plan) 233. Indicate whether vessels are above ground/underground. 234. If any of the tanks storing flammable material, whether electrical installations are flameproof or not? 235. Are these storage vessels bunded/dyked? 236. If yes, what is the capacity of the bunds/dykes? 237. Are the vessels properly bounded and earthed	Separate storage area is available for storing solvents. All tanks are above ground type, provide with bunds and dykes. Each tank is provided with vent fitted with flame arrester. Primary hazard of the substance stored in each tank are displayed on the tank The electrical fittings though are of FLP type, found maintained poorly. Following defects were observed on the fixtures. • Missing bolts • Loose cable glands • Open cable entry ports • Missing earth leads. Indicated on site plan. Above ground. Many of the tanks store highly flammable solvents. Electrical installations are of FLP type. Poor maintenance has rendered has rendered many FLP installations vulnerable. Yes. 110% of the tank capacity. Yes. Periodically checked and are within limits.

and whether periodically checked and record maintained?	No such procedure or arrangement.
238. How are vessels isolated in the event of a mishap?	NO. Should be considered.
239. Are the vessels fitted with remotely controlled isolation valves?	Vents are provided with flame arresters. Level indicators provided. Overflow line provided.
240. Are vessels provided with emergency vent, relief valve, bursting disc, level indicator, pressure gauge, and overflow line?	Atmosphere.
241. Where such vents discharge?	NO. Should be considered.
242. Are the vessels provided with alarms for high level, high temperature, and high pressure?	No standby tank. Should be considered.
243. Are stand by empty tanks provided for emptying in case of emergencies?	No leak detection, No sprinkler system is available as part of fire protection system. Should be considered.
244. What are the provisions made for fire fighting/tackling emergency situations around the storage vessels?	NO. Data not available.
245. Has any consequence analysis been carried out for these vessels? (if yes, give details)	Yes
246. What periodical testing is carried out on the vessels to find out the integrity of the vessels?	Yes.
247. Whether the approved competent persons certify these tests?	NO
248. Whether log sheets are filled up on daily basis for recording the parameters of these vessels	
25. ON-SITE GAS CYLINDERS STORAGE AREA	
249. What are the various types gas cylinders used in the plant (give details)?	Nitrogen/Zero air/Hydrogen/H2S/Ammonia gas cylinders are being used.
250. What are the storage facilities?	Isolated storage facilities are found provided.
251. What are the measures taken for combating any emergency in the cylinders storage area?	Provided with the gas detectors, sprinkle nozzle,Hooters ,SCBA and emergency kit
252. Are valid licenses available for storing all these cylinders?	Licenses are available.
253. Whether integrity test certificates are obtained from the suppliers of the cylinders?	Yes.
26. COMMUNICATION SYSTEM ADOPTED IN PLANT	
254. Public address systems available in all plant areas?	No public address system provided in the plant.
255. Public address systems provided with uninterrupted power supply?	NA
256. Public address system is checked periodically for its proper functioning?	NA
257. Hot line provided to fire station?	NO
258. Means of communicating emergency in the plants	Mega phone

27. TRANSPORTATION 259. What potentially hazardous materials are transported to or from the site (including wastes)?	Hazardous waste is transported by operator approved by PCB and as per 'Hazardous and other waste Rules 2016'
260. What modes of transport are used: i) Road? ii) Rail? iii) Pipelines?	All waste is transported to authorized sites by road.
28. ROAD 261. Company employ licensed vehicle of its own/outside sources?	Yes
262. The loading/unloading procedures on-site and safety precautions displayed?	Procedures available but not displayed.
263. Loaded tankers or trucks parked in a specific area on-site?	Yes
264. All truck and tanker drivers carry TREM card or instruction booklet?	Yes
265. All truck and tanker drivers get training in handling emergencies during transport?	Yes.
29. RAIL 266. What hazardous materials are transported by rail?	NA
267. Does the company have a direct siding on site?	
268. Are tankers or others wagons used in transportation?	
30. PIPELINES 269. What materials are transported to and from the site by pipeline?	NA
270. Are the pipelines underground or over ground?	
271. Are corrosion protection measures employed in pipelines?	
272. Whether intermediate booster pumps are used?	
273. What are the maximum, minimum and average transfer rates?	
274. Are the pipelines extended in the public domain?	
275. Are the pipelines dedicated for each type of chemicals?	
276. Are the pipelines fitted with safety equipment such as leak detectors, automatic shut-off valves, etc?	
277. What are the frequency and method of testing of the pipelines?	
278. Is there written procedure for tackling leakages in pipeline?	

O/C

Shilpa Pharma Lifesciences Limited

(Unit-2: 100% Export Oriented Unit)

Plot No: 33, 33A & 40-47, Raichur Industrial Growth Centre,
Chicksugur-584 134, Raichur District, Karnataka State, India.

CIN No. U24100KA2020PLC134081

Date: 01.10.2024

SPL/100%EOU/EHS/022/2024-25

To,
The Sub Inspector Police,
Rural Police Station
Gunj Circle, Raichur-584101.

Factory Lic. No: MY/RCR/898

Respected Sir,

Sub: Submission of Mock Drill Report –Reg

With reference of above subject, we are here with enclosing Mock Drill report Conducted at Shilpa Pharma Lifesciences Ltd Unit-2 Dated 26.09.2024 at 14:30 hrs

Enclosures:

1. Mock Drill Report.

2. Mock Drill invitation letter given to the assistant Director of factories, Raichur.

3. Mock Drill invitation letter given to the Fire Department, Raichur

4.Mock Drill invitation letter given to Rural Police Station Raichur.

4. Photographs of the mock Drill.

5. CAPA for Mock Drill on 26.09.2024

6.ERT Member List.

Kindly acknowledge the receipt of the same and do needful.

Thanking you,

Yours faithfully,

For Shilpa Pharma Lifesciences Limited, 100% EOU,

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2) Chicksugur Raichur karnataka

03/10/2024

Authorized Signatory

CC To,

1) Factories department Raichur. 2) Fire Station Raichur

9/c

Shilpa Pharma Lifesciences Limited

(Unit-2: 100% Export Oriented Unit)

Plot No: 33, 33A & 40-47, Raichur Industrial Growth Centre,
Chicksugur-584 134, Raichur District, Karnataka State, India.

CIN No. U24100KA2020PLC134081

Date: 01.10.2024

SPL/100%EOU/EHS/022/2024-25

To,
The District Fire Officer,
Gunj Circle
Raichur-584101.

Factory Lic. No: MY/RCR/898

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6. ERT Member List.

We express our sincerest gratitude for your presence and participation during the mock drill conducted on 26/09/2024. Your suggestion was truly invaluable and greatly contribute for better preparedness. Your presence & speech has motivated our workers.

Your commitment to ensuring the safety and preparedness of our factory is commendable. Your active engagement during the drill not only reassured our staff but also underscored the importance of such practices in maintaining a safe working environment.

Corporate & Admin Office : "Shilpa House", #12-6-214/A-1, Hyderabad Road, Raichur-584 135, Karnataka, India
Tel: +91-8532-238704, Fax: +91-8532-238876, Email: info@vbshilpa.com, Web: www.vbshilpa.com

Shilpa Pharma Lifesciences Limited

(Unit-2: 100% Export Oriented Unit)

Plot No: 33, 33A & 40-47, Raichur Industrial Growth Centre,
Chicksugur-584 134, Raichur District, Karnataka State, India.

CIN No. U24100KA2020PLC134081

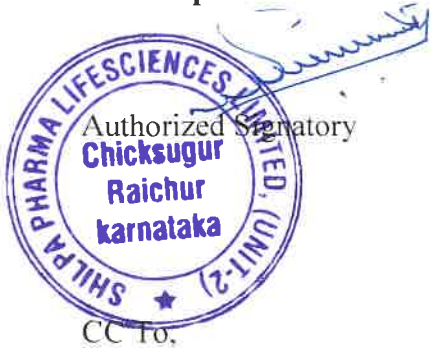
The insights and feedback you provided following the drill are invaluable as we continue to refine and improve our emergency response procedures.

Kindly acknowledge the receipt of the same and do needful.

Thanking you,

Yours faithfully,

For Shilpa Pharma Lifesciences Limited, 100% EOU,



Authorized Signatory

CC To,

1) Factories department Raichur.
2) Rural police station Raichur.

Corporate & Admin Office : "Shilpa House", #12-6-214/A-1, Hyderabad Road, Raichur-584 135, Karnataka, India
Tel: +91-8532-238704, Fax: +91-8532-238716, E-mail: info@vbshilpa.com, Web: www.vbshilpa.com

o/c

Shilpa Pharma Lifesciences Limited

(Unit-2: 100% Export Oriented Unit)

Plot No: 33, 33A & 40-47, Raichur Industrial Growth Centre,
Chicksugur-584 134, Raichur District, Karnataka State, India.

CIN No. U24100KA2020PLC134081

Date: 01.10.2024

SPL/100%EOU/EHS/022/2024-25

To,
Assistant Directorate of Factories & Boilers,
Raichur Division, Udaya Nagar,
Station Road, Raichur-584101.

Factory Lic. No: MY/RCR/898

Respected Sir,

Sub: Submission of Mock Drill Report –Reg

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Your commitment to ensuring the safety and preparedness of our factory is commendable. Your active engagement during the drill not only reassured our staff but also underscored the importance of such practices in maintaining a safe working environment.

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Tel: +91-8532-238704, Fax: +91-8532-238879, Email: info@vbshilpa.com, Web: www.vbshilpa.com

Shilpa Pharma Lifesciences Limited
(Unit-2: 100% Export Oriented Unit)
Plot No: 33, 33A & 40-47, Raichur Industrial Growth Centre,
Chicksugur-584 134, Raichur District, Karnataka State, India.

CIN No. U24100KA2020PLC134081

Kindly acknowledge the receipt of the same and do needful.

Thanking you,

Yours faithfully,

For Shilpa Pharma Lifesciences Limited, 100% EOU,

Authorized Signatory

CC To.

1) Fire Department Office Raichur.
2) Rural police station Raichur.

Corporate & Admin Office : "Shilpa House", #12-6-214/A-1, Hyderabad Road, Raichur-584 135, Karnataka, India
Tel: +91-8532-238704, Fax: +91-8532-238766, E-mail: info@vbshilpa.com, Web: www.vbshilpa.com

Mock Drill Report

Mock Drill Scenario Assumed	:	1) Uncontrollable fire at D block	
Date and Time	:	26/09/2024 @ 14.45 hrs	
Type of Mock Drill	:	Informed	
Government officials visited	:	Mr. Sukesha V	Asst. Director of Factories, Raichur
	:	Mr.M N Kasim Sab	Fire station officer
Names of the observers	:	1) Tapas Chakraborty	ESG Advisor
		2) Y Sudhakar	Sr Manager SPL unit-1
		3) Manjunath D N	DGM-Engg
		4) Shani p	Sr.Manager
Location of the Incident	:	**incident:** Location: D Block (RE-01)	
Emergency Assembly Point	:	Opposite to Administration block (Assembly Point -1)	
Incident Controller	:	Rakesh kumar k – Site Incharge (Engg)	
Site Controller	:	K.Sharath Reddy - Director	

Description of the Mock drill Event :

Description Incident: On 26/09/2024, an emergency mock drill was conducted at D-Block to simulate a fire outbreak scenario. The incident began at 14:45 hrs during Methanol charging in the RE-01 reactor on the ground floor. Methanol was being transferred from an AODD pump when a welding joint at a flange cracked. This led to a significant solvent spillage onto a damaged electrical wire cable situated directly below the pipeline.

The vaporization of the spilled Methanol resulted in a fire, which quickly spread across the D-Block. The mock scenario assumed that the fire engulfed the entire area, creating a severe and escalating emergency situation.

Location: D-Block

At **14:45** hrs, The incident took place during Methanol charging in the RE-01 reactor on the ground floor. Methanol was being transferred from an AODD pump when a welding joint at a flange cracked. This led to a significant solvent spillage onto a damaged electrical wire cable situated directly below the pipeline.the vaporization of the spilled Methanol resulted in a fire, which quickly spread across the D-Block.

Mock Drill Report

Mr. Bika & Mr.Lokesh victims who performing the activity was caught by the fire with a shock he felt unconscious. **shift in-charge**, Nagarjuna who is just beside the victim and was alerted and immediately stopped the charging acvity,at the same time the Chemist-----immediately disconnect all the line connection to charging line and shift the IBC tank through Fork lift.And **Shift incharge** Nagarjuna giving information over by Walkie-Talkie to **Incident controler** – Rakesk K about the incident And Incident controller immediately rushed to the spot assessed the situation and informed to EHS manager over walkie talkie,and also informed the situation to PCC for power shutdown of D block.**EHS manager** R.Elangovan immediately visit the spot and also alert ERT Members Resue Team, First Aider team & Fire Fighters about the incident. EHS Manager R.Elangovan informed the situation to **Site controller** K Shrath Reddy (Director), Evacuation Team and as per Plant Head orders to instructed for Emergency Declaration by blowing Siren 3 times on for 15 seconds and off by 5 seconds at **14:53** Hrs.and also he informed to **HR Manager** about the incident, and HR Manager alert and giving information to Suraksh Hospital, Fire Station, Factory Department, Gram Panchayath Member about the incindent happen in Shilpa Pharma Lifesciences Unit-2 and also Inform to Thermal Power corporation for Fire Assistance. up on hearing all safety squad rushed to the EHS office and rest of the employees started evacuation to reach Assembly point. Up on report of Emergency team, they were advised to rush to the Incident location and report to Incident controller. Arranged Ambulance to reach the location with First Aid Team. Emergency Rescue team members visited the spot, rescued victim, and sent for First Aid through Ambulance. As per instructions of the Incident controller, Fire Fighting team opened fire hydrant point and applied foam through Foam making branch pipe. Fire was controlled by **14:57 hrs**. Emergency communication team continuously alerting and updating the happenings about the incident through Mega phone. Incident controller and Site controller reviewed the situation by coordinating with the ERT Tem members and Head count team instructed to blow " ALL CLEAR SIREN" by blowing the siren continuously for one minute. All employees' departure from Assembly point to their routine works.

Mock Drill Activity Overall Response:		**Time taken**
Incident happened	14:45 hrs	-
Oral communication to Incident controller	14:47 hrs	2 minutes
Incident controller reached site	14:48 hrs	1 minutes
Telephonic Communication about incident to EHS office & ERT Team Members	14:49 hrs	1 minutes

Mock Drill Report

Information given to Site Controller	14:50hrs	1minutes
Rescue Team Came at Incident Location	14:51 hrs	2 minutes
Emergency Siren blown at	14:51 hrs	2 minutes
First Aiders, Fire Fighting Team reported	14.52 Hrs	3 minutes
Injured shifted Ambulance	14:53 hrs	4 minutes
Total Situation Controlled at	14:57 hrs	8 minutes
Head count reported at	15:02 hrs	14 minutes
All clear siren given at	15:05 hrs	16 minutes

Key People reported at Site

1. K Sharath Reddy- Director
2. Krishna Elasgram-Plant head
3. Y Sudhakar,-Sr Manager SPL Unit-1
4. Tapas Chakraborty - ESG Advisor
5. Manjunatha D N- DGM-Engg
6. Mr. Arvind Kumar Sing – HR

Emergency Response Team members

Emergency Fire Fighters Team :

1. Mr. Srinivas
2. Mr. Ramesh
3. Mr. Deva
4. Mr. Hamppa Reddy
5. Mr. Babu
6. Mr Mahesh
7. Mr Ramkrishna k

Emergency Rescue Team :

1. Mr. Shaikh B H
2. Mr. Majid
3. Mr. Vivek
4. Mr. Swapnil
5. Mr. Naresh Bandarigal
6. Mr. Devikrishna
7. Mr. Kavi Prakash
8. Mr. Hanmesh

Mock Drill Report

9. Mr. Pavan

Emergency First Aiders Team :

1. Mr. Dhanshetti P
2. Mr. Y G Venkaiah
3. Mr. Nageshwar Rao
4. Mr. Hanumanthu
5. Mr. Pasha
6. Mr. Saran Basava

Emergency Evacuation Team :

1. Mr. Nabichand
2. Mr. Rajshekar Gaikwad

Victim

1. **Bika**
2. **Lokesh**

Details of persons Assembled at Safe Assembly point:

Assembly Point 01	**Staff/Casuals**	**Visitors**	**Total**
	525	08	533
People on Emergency Service	First Aid Team-6 Fire Fighting Team-7 Evacuation & Rescue Team-11		**24**
Sub Total :			**557**

Observations are shared by Asst Director of factories, Fire station and Safety Officer of SPL unit-1. They briefed the process and the importance of the Mock Drills to the gathering and review meeting arranged to assess the shortcomings. Then after given all clear siren, all employees resumed back to their work

Mock Drill Report

Observations:

Srinivas K (HR)

- Security guard not allowed Husk truck & 2 No Visitors inside the plant when emergency alerted.
- Ambulance gone inside upon instruction of site controller and returned to Hospital with patient.
- Good response from security & Ambulance team

Tapas Chakraborty (ESG Advisor)

- Emergency communication found good between emergency coordination team
- Employees stand at assembly point at dedicated place
- HR Done head count on time
- Ambulance shifted victim to OHC on time

Sudhakar Y EHS manager SPL Unit-1

- Appreciate the Employees who are actively Participated In Mock Drill.
- EHS team must ensure the all person are evacuate from work area.
- Security person response to be improved.

Krishna Elasgram (Plant Head)

- During evacuation from clean room no persons came.
- Appreciated the employees, who actively participated

Mr. Sukesha V – Asst Director of Factories, Raichur

- Fork lift reverse indicator and horn not working.
- Rescue team wear the SCBA and enter area along with a LEL meter.
- Keep away the victim 15m distance from the incident area.
- Appreciated the employees, who actively participated.

Mock Drill Report

Mr. M N Kasim Sab Fire station officer Raichur

- The rescue team was not hold the person properly while shifting from incident area to safe place.
- Fire fighters should remove water from the hose in proper way.
- Appreciated the employees, who actively participated in Mock Drill.
-

Review Meeting:

Review meeting was organized subsequent to the mock drill immediately along with ERT & Observers. Observations, shortcomings and areas for improvement are discussed.

Yours faithfully,

For Shilpa Medicare Limited Unit-II,

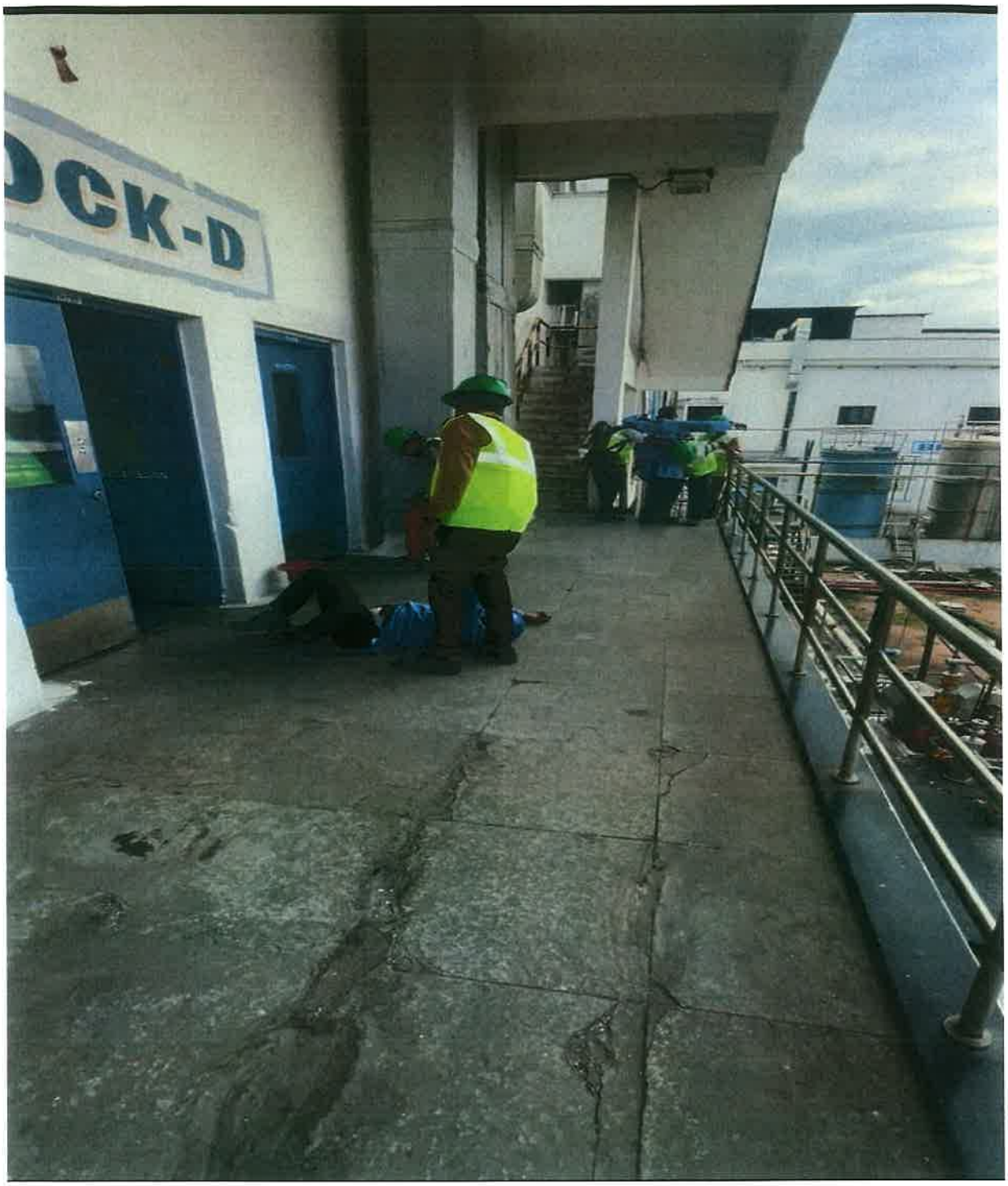
Authorized Signatory

Shilpa Pharma Life Sciences Ltd Unit-2
Mock Drill 26/09/2024

Shilpa Pharma Life Sciences Ltd Unit-2
Mock Drill 26/09/2024

Shilpa Pharma Life Sciences Ltd Unit-2
Mock Drill 26/09/2024

Shilpa Pharma Life Sciences Ltd Unit-2
Mock Drill 26/09/2024



Shilpa Pharma Life Sciences Ltd Unit-2
Mock Drill 26/09/2024

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Mock Drill 26/09/2024

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Shilpa Pharma Life Sciences Ltd Unit-2
Mock Drill 26/09/2024

Shilpa Pharma Life Sciences Ltd Unit-2
Mock Drill 26/09/2024

------End of the Report-----

Thank You

Shilpa Pharma Lifesciences Ltd Unit-2
Mock Drill
Date 26-09-2024

	Head Count Data	
	Shift	**B+G**
S no	**Description**	**Total No**
1	Company Employees	425
2	Contractor Workers	118
3	Security	06
4	Visitors/Auditor	08
	Total Head Count	**557**
	Prepared By Sign & Date	ARVIND Kr Singh 26/09/24

SHILPA PHARMA LIFE SCIENCES LIMTIED - UNIT-2

Title: CAPA for Mock Drill on 26.09.2024

S.No	Observer	Observations	Recommendation	CAPA	Responsibility	Target Date	Status
1	Mr. Sukesha V – Asst Director of Factories.Raichur	Fork lift reverse indicator and horn not working	As per the Factories Act and relevant safety standards, forklifts used in factory premises must be equipped with **front and reverse indicators** for visibility and safety. Reverse alarms should be installed to alert nearby workers. Forklifts must comply with **ISI or BIS standards** for industrial equipment	Immediate inspection and repair/replacement:	Electrical Team	20/10/2024	Open
2	**Sudhakar Y EHS manager SPL Unit-1**	Security Head raised the RED FLAG upon hearing emergency siren	All daily workers also must assemble at Assembly point. Security should have walkie-talkie	Training to be given to security person	EHS Team	10/10/2024	Open
3	**Srinivas K (HR)**	Security guard not allowed Husk Truck inside company premises and also not allowed visitors entering inside for official work and not allowed company employees to go out even though valid pass	-------	-------	-------	-------	-------

SHILPA PHARMA LIFE SCIENCES LIMTIED - UNIT-2							
Title: CAPA for Mock Drill on 26.09.2024							
6	**M N Kasim Sab Fire station officer Raichur**	Coordination between Incident controller and site controller found good	--------	--------	--------	--------	--------
		Fire fighters must role the hose in proper way	--------	Training to be provide	EHS	10/10/24	open
7	**Tapas Chakraborty (ESG Advisor)**	Emergency communication found good between emergency coordination team	--------	--------	--------	--------	--------
8		Employees stand at assembly point at dedicated place	--------	--------	--------	--------	--------
9		HR Done head count on time	--------	--------	--------	--------	--------
10		Ambulance shifted victim to OHC on time	--------	--------	--------	--------	--------

Emergency Response Team (ERT)

Site Controller, Incident Controller & Emergency Controllers

Name	Phone
Site Controller - (Occupier) Mr. K. Sharath Reddy	9845745068
Incident Controller C-Block AGM-Production - DP Singh	9739787879
Emergency Coordinator – EHS - R. Elangovan	9500084129
Emergency Controller – HR - Arvind Kumar Singh	9611168367

Rescue Team (responsible for helping escort injured persons to Safety in emergency)

S. No.	Name	Phone	S.	Name	Phone
1.	Santhosh Kumar – AI Block	9960764782	13.	Venkat Rao. Saana – G Block	9989735038
2.	Deepak Natkare – AJ Block	9960115895	14.	Baswaraj Gundure – H Block	9049567041
3.	Fayaz Ahmad Shaik – AM Block	9912012310	15.	C.Veerendra – I Block	6362532563
4.	Bala Chander – AO Block	8897547108	16	Sravan K – I Block	7702188919
5.	Chaneshappa – AO Block	9035731231	17.	Prashanth Patil - I Block	9130295030
6.	Virendra B Kalshetti – AO Block	8378896131	18.	Naresh Bhandariagal – ENG	9916430565
7.	Samraj AO Block	9573573812	19.	Y G Venkaiah – ENG	9538477377
8.	A Prasadh Reddy C Block	9145602999	20.	Suresh Reddy ENG	9916868131
9.	Vaibhav – C Block	9325765795	21.	Bangarappa - WH	9611271520
10.	A Saikumar D Block	9949854066	22.	Suresh ETP	8179987988
11.	Umesh - E Block	8880803925	23.	Purna Kulkarni – QC	9591291710
12.	Ramesh – E Block	9542621394	24.	T.Srinivas – R&D	9705186243

Combat Team (responsible for firefighting with extinguishers)

1	K Shankar - AI Block	8310322832	12.	Suresh Shivamurthy – G Block	9623414190
2	G Nageswarao – AI Block	9704192303	13.	Ganesh Kumar Guptha – H Block	7880572260
3	O Rajagopal - AJ Block	8142964184	14.	Challa Rambabu - I Block	9398021880
4	B K Sandeep - AM Block	9010862400	15.	Chandra Shekhar - ENG	9036655325
5	Santhosh K AO Block	7204876466	16.	Santhosh Mirji – ENG	9902343315
6	Samraj - AO Block	9573573812	17.	Raju WH	9844464102
7.	Zaber – AO Block	8121010104	18.	Suman - ETP	9591594915
8.	Yogesh – Engg	9845343652	19.	B Basavaraj – QC Micro	7353444546
9.	Praveen C – C Block	9535287928	20.	Sreedhar C - R&D	9665058683
10.	Vivek Kumar D Block	8737822374	21.	Naresh R&D TI	9032514756
11.	A Srinivas E Block	7760668570	22.	Shalum-ENG	9740260665

Medical Team (responsible for administering first aid to injured persons)

1	Challa Rambabu – I Block	9398021880	26.	Ganesh Kumar Guptha- H-Block	7880572260
2	M.Nareshkumar- T.I	9059669781	27.	Sudheer patange- Engineering	8550013958
3	B.Yuvateja-CR&D	8867475179	28.	Saush Babu-QA	7026727352
4	Y.A Vankaiah-Engineering	7661806971	29.	Sandeep V.G- Engineering	9686062522
5	Krushna kaduba palodkar- CR&D Polymer	7780396022	30.	Chandrashekhar- Engineering	9036655325
6	Deepak Natkare-AJ Block	9960115895	31.	Sharan Basava .R- Engineering	9845233602
7.	Umesh Jalkote- AI-Block	9739940300	32.	K.Srinivas- Engineering	8147656576
8.	Ajit.C.Borete-C-Block	9823464632	33.	Narshimhalu- Engineering	9739184544
9.	P.Anilkumar-C-Block	9391910422	34.	Shankarapaa.B- Engineering	8861234184
10.	Dhanshetti .P.R-C-Block	9611708836	35.	Yallappa- Engineering	9902168081
11.	Amare Gouda-PDQA	9036552256	36.	Ahmad pasha- Warehouse	9591879840
12.	G.Madhu-PA	9948775227	37.	G.Thimmareddy- G-Block	9972163303
13.	S.Mahesh-C-Block	9019178448	38.	Govindas- Civil	9880005617
14.	Raghvendrarao.k-Warehouse	7892343289	39.	G.bageswara rao- PDQA	7673939302
15.	Yuvaraj-PDQA	9036414697	40.	A.saikumar- D-Block	9949854066
16.	K Durga Sandeep -QA	9849154680	41.	Brijesh patil- AR&D	9343234402
17.	Sudarshan mali-Peptide R&D	8329636444	42.	Y.Ramesh Babu-E-Block	9901263505
18.	Gajanan Mohite- Peptide R&D	7447859499	43.	Santosh .A. Jadhav- AR&D	9145026415
19.	T.Vankateshwarlu-QA	6303868980	44.	Shivkumar L R- CR&D Polymer	8310915306
20.	V.V Chinna bhimaraju-QA	7795114633	45.	Badesab Husen Shaikh-EHS	9021516823
21.	G.Venkata Subba Rao-QA	9492464641	46.	Vijay kumar N-EHS	8884683004
22.	B Ramachandrudu-QA	9985804484	47.	T.Krishna- Boiler	9741681950
23.	D.venkataramana- I-Block	8618690969	48.	K.Rakesh Kumar- Engineering	9880816499
24.	M.Shankar- C-Block	8639410189	49	Hanumantha .J.Gouda-WH	6363401731
25.	Govinda.P- PDQA	8147470291	50	Devaraj- Engg Store	9008647030

Auxiliary Team (responsible for coordinating with other teams as required)

1	Nagababu-E Block	8722986860	4	Badesab Husen Shaikh-EHS	9021516823
2	K. Ramakrishna- EHS	8310876490	5	Vijay kumar N-EHS	8884683004
3	Prasanna R. Dhanshetti-C Block	9611708836	6	Rajashekhar Gaikwad-H Block	7517283944

	Prepared by	Reviewed by	Approved by
Name & Designation	Vijay kumar N (Executive-EHS)	R Elangovan (DGM-EHS)	K Sharath Reddy (Technical Director)
Sign & Date	24/04/24	24/04/24	

Innovating for affordable healthcare

SUPPLIER ONSITE AUDIT ON ESG

Revision Number: 01

Effective Date: 14/08/2024

Supplier On-site Audit on ESG

Introduction:

This audit evaluates the Environmental, Social, and Governance (ESG) practices of suppliers associated with SHILPA PHARMA LIFESCIENCE LTD. The primary objective is to assess each supplier's commitment to sustainable, ethical, and socially responsible operations, ensuring their practices align with the values and sustainability goals of SHILPA PHARMA LIFESCIENCE LTD. This initiative aims to foster transparency, drive continuous improvement, and promote a shared commitment to environmental stewardship, social responsibility, and ethical governance.

Objective:

The primary purpose of this on-site audit is to comprehensively evaluate the supplier's ESG (Environmental, Social, and Governance) performance and alignment with key sustainability standards. The audit aims to:

- Environmental Practices: Assess the supplier's approach to resource efficiency, waste management, pollution control, and regulatory compliance. Identify efforts to minimize environmental impacts and enhance sustainability in operations.
- Social Responsibility: Review labor practices, including employee rights, health and safety measures, and fair treatment. Evaluate initiatives promoting diversity, inclusion, and equitable opportunities, and examine contributions to community welfare and socio-economic development.
- Governance: Analyze the supplier’s governance structure with a focus on ethical business practices, transparency in decision-making, anti-corruption policies, and accountability mechanisms across operations.

Scope:

- **Environmental Practices:**
    - Evaluate waste management practices, prioritizing waste reduction, reuse, recycling, and eco-friendly disposal methods.
    - Assess pollution control measures related to air, water, and soil, ensuring compliance with environmental regulations and industry best practices.
    - Review efforts to monitor, reduce, and offset greenhouse gas (GHG) emissions while aligning with global environmental and climate change targets.

- **Social Responsibility:**
    - Assess compliance with labor laws, focusing on fair wages, safe working environments, and health and safety standards.
    - Evaluate programs that foster diversity, equity, and inclusion within the workforce, ensuring a culture of respect and opportunity.
    - Review contributions to community development initiatives, including educational programs, infrastructure support, and social welfare activities.
    - Examine policies and practices to eliminate forced labor and child labor in both operations and supply chains.

- **Governance:**
    - Evaluate the supplier's governance framework, focusing on ethical leadership, decision-making transparency, and accountability mechanisms.
    - Assess the implementation of anti-corruption measures, including policies, training, and compliance monitoring.
    - Review processes for regulatory compliance, including risk identification and mitigation strategies.

- Analyze governance practices to ensure alignment with sustainability goals, ethical business operations, and stakeholder engagement.

Basic Information of Supplier

Company Name	M/S MITSUCHEM PLAST LTD.
Industry Sector	PLASTIC PRODUCT MANUFACTURER
Location	TARAPUR
Audit Date	15/09/2024
Contact Number	+ 91 89289 55114
Email Address	manoj@mitsuchem.com

Environmental Questionary:

Sr. No.	Category	Question	Yes / No	Remarks
1	Greenhouse Gas (GHG) Emissions Management	Does the organization use pharmaceutical-specific benchmarks for calculating and reporting greenhouse gas emissions?		NA
2		Does the emissions inventory include data from energy-intensive processes such as cleanrooms, HVAC systems, and boilers?		NA
3		Are emissions data from pharmaceutical supply chain partners monitored and included in the inventory?		NA
4		Is there a robust internal process for validating GHG emissions data before external reporting?		NA
5		Are GHG emissions trends analyzed annually to identify improvement areas in manufacturing?		NA
6	Waste Management and Recycling	Is there a detailed plan for waste management, including reduction, recycling, and reuse practices?	YES	AS PER SOP
7		Are waste generation levels regularly tracked and reported?	NO	
8		Are practices like recycling and repurposing actively integrated into operations to minimize waste?	YES	
9		Is hazardous waste managed and disposed of in compliance with legal and environmental guidelines?	YES	
10	GHG Reduction Strategy	Is the organization's GHG reduction strategy aligned with international frameworks, such as the Paris Agreement?		NA

Sr. No.	Category	Question	Yes / No	Remarks
11		Does the reduction plan encompass Scope 1 (direct), Scope 2 (indirect energy-related), and Scope 3 (other indirect) emissions?	YES	Mentioned In BRSR report
12		Has the organization formulated a formal strategy for GHG reduction, including clearly defined and measurable targets?		NA
13		Is progress toward GHG reduction targets regularly reviewed and communicated to senior management?		NA
14	Air Quality Management	Does the organization actively monitor emissions of VOCs, particulate matter, NOx, and SOx?		NA
15		Are air pollution control mechanisms, such as filtration units or scrubbers, implemented to mitigate operational emissions?		NA
16		Are regular assessments conducted to ensure compliance with local and international air quality standards?		NA
17		Are measurable targets set to reduce harmful air emissions, with ongoing tracking of progress?		NA
18	Environmental Goals and Reporting	Does the organization define specific goals to reduce its environmental footprint?	YES	
19		Are environmental objectives transparently communicated to stakeholders?	YES	
20		Is progress toward achieving environmental goals consistently monitored and reported?	YES	

Sr. No.	Category	Question	Yes / No	Remarks
21	Water Resource Management	Has the organization adopted technologies or practices to conserve water within its operations?	YES	
22		Are clear targets for water reduction set, with regular tracking of progress?	NO	
23		Are wastewater treatment systems functional and compliant with environmental regulations?	NO	
24	Climate Risk and Adaptation	Are specific measures implemented to adapt business operations to climate change impacts?		NA
25		Has a detailed evaluation of climate-related risks and opportunities been conducted?		NA
26		Are climate risks incorporated into the organization's overall business strategy and risk management frameworks?		NA
27	Environmental Compliance Audits	Are periodic audits conducted to ensure compliance with environmental laws and standards?	YES	
28		Are audit findings promptly addressed, with corrective actions implemented where necessary?	YES	
29	Supplier Collaboration on GHG Reduction	Does the organization collaborate with suppliers to promote GHG reduction across the supply chain?		NA
30		Has the organization developed strategies to enhance energy efficiency across all operations?		NA

Sr. No.	Category	Question	Yes / No	Remarks
31	Energy Efficiency Strategies	Is there a comprehensive plan outlining energy-saving initiatives over the next five years?	YES	
32		Is energy consumption tracked and reported as part of sustainability efforts?	YES	
33		Are employees trained to increase awareness and adopt methods for reducing GHG emissions?		NA
34	GHG Reduction Initiatives	Has the organization launched dedicated projects aimed at lowering GHG emissions?		NA
35		Are employees trained to increase awareness and adopt methods for reducing GHG emissions?		NA
36	Ecosystem and Biodiversity Conservation	Does the organization evaluate its operations' impact on local ecosystems?	YES	
37		Are biodiversity protection measures included in the company's environmental policies?	YES	
38		Are actions undertaken to minimize negative impacts on ecosystems caused by business activities?	YES	

Social Questionary:

Sr. No.	Category	Question	Yes / No	Remarks
1	Community Engagement	Is there a process to assess the effectiveness of the organization's community engagement programs?	YES	
2		Does the organization implement initiatives aimed at supporting and benefiting local communities?	YES	
3		Are there partnerships with local NGOs or organizations to address community development needs?	NO	
4		Does the organization have a structured program to promote STEM education or healthcare in the community?	NO	
5	Diversity and Inclusion	Has the organization developed a formal diversity and inclusion policy?		NA
6		Are clear goals for diversity and inclusion set, monitored, and regularly reviewed?		NA
7		Are specific diversity and inclusion targets established and tracked for progress?		NA
8		Are diversity and inclusion workshops or training programs conducted for employees?		NA
9		Are efforts made to hire from underrepresented groups in leadership and management roles?		NA
10	Training and Development	Does the organization offer training programs that support professional development and career growth?	YES	

Sr. No.	Category	Question	Yes / No	Remarks
11		Are training programs reviewed to assess their impact and effectiveness?	YES	
12		Are skill enhancement programs tailored to the specific needs of employees in pharmaceutical manufacturing?	YES	
13		Are mentorship programs available to guide employees in career development?	NO	
14	Compensation and Benefits	Does the organization offer compensation and benefits packages that align with industry standards?	YES	
15		Is there a formalized process to compare wages and benefits against industry benchmarks?	YES	
16		Are non-monetary benefits such as health insurance, wellness programs, or childcare offered?	YES	
17		Is the organization committed to providing fair wages and timely payment to employees?	YES	
18	Communication and Feedback Channels	Are formal channels established for employees to provide feedback to management?	YES	
19		Is there a structured process for addressing issues raised through employee feedback?	YES	
20		Are employee feedback surveys conducted regularly to assess workplace satisfaction?	YES	
21		Are feedback responses communicated transparently to employees with an action plan for improvement?	YES	

Sr. No.	Category	Question	Yes / No	Remarks
22	Employee Safety Training	Are comprehensive safety training programs available to all employees?	YES	
23		Does the organization track safety incidents and use the data to enhance training programs?	YES	
24		Is safety training content updated periodically to address emerging workplace risks?	YES	
25		Are safety drills conducted regularly for high-risk operational areas?	YES	
26	Human Rights and Labor Standards	Has the organization implemented a policy addressing human rights and labor standards?	YES	
27		Are employees educated about their rights under labor laws and company policies?	YES	
28		Is there a system to ensure ongoing compliance with labor standards and regulations?	YES	
29		Are audits conducted to ensure suppliers comply with human rights and labor standards?	YES	
30	Working Hours and Compliance	Are systems in place to ensure adherence to working hour regulations, including overtime?	YES	
31		Are employees informed of their rights regarding working hours, breaks, and overtime?	YES	
32		Is a process in place to monitor and prevent employee burnout due to excessive working hours?	YES	
33	Grievance Resolution System	Is there a structured system to address employee grievances promptly?	YES	

Sr. No.	Category	Question	Yes / No	Remarks
34		Are confidential mechanisms available for employees to report grievances or concerns?	NO	
35		Is there a tracking mechanism to ensure grievances are resolved in a timely manner?	YES	
36	Compliance with Labor Laws	Does the organization ensure full compliance with applicable labor laws and regulations?	YES	
37		Are employees made aware of their legal rights as defined by labor laws?	YES	
38		Is there a process to continuously monitor and update labor law compliance?	YES	

Governance Questionary:

Sr. No.	Category	Question	Yes / No	Remarks
1	Information Security Practices	Is there a formal, documented information security policy specific to pharmaceutical operations?	YES	
2		Are access controls implemented to safeguard sensitive manufacturing and patient data?	YES	
3		Are regular audits conducted on information security systems in compliance with industry regulations?	YES	

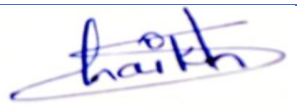
Sr. No.	Category	Question	Yes / No	Remarks
4		Are protocols in place for responding to data breaches affecting R&D or regulatory data?	YES	
5		Is there a secure process for managing encryption keys used for proprietary pharmaceutical data?	NO	
6		Are employees trained on securing intellectual property and proprietary drug formulations?	NO	
7	Decision-Making and Risk Management	Does the organization have a clear decision-making framework for managing risks in drug development and manufacturing?	NO	
8		Is there a system to monitor and evaluate the effectiveness of risk management strategies in the pharmaceutical supply chain?	NO	
9		Is a risk management framework integrated into decisions related to drug safety, quality control, and distribution?	YES	
10		Are risk management responsibilities clearly assigned to specific teams within the organization?	YES	
11	Anti-Money Laundering (AML) Practices	Does the organization have a robust AML program tailored to pharmaceutical operations?		NA
12		Is there a documented AML policy addressing risks in drug procurement and sales?		NA
13		Are employees regularly trained on AML protocols and procedures specific to the pharma industry?		NA

Sr. No.	Category	Question	Yes / No	Remarks
14		Is there a system to monitor and report suspicious financial activities in manufacturing and sales?		NA
15	Executive Compensation Transparency	Are executive compensation plans reviewed and approved by the board of directors?	NO	
16		Is executive pay benchmarked against industry standards for pharmaceutical executives?	NO	
17		Are measures in place to ensure transparency in executive compensation decisions?	NO	
18	Anti-Corruption and Bribery Measures	Does the organization have a documented anti-corruption and anti-bribery policy tailored to pharmaceutical procurement?	YES	
19		Is there a formal process to investigate incidents related to corruption and bribery in sales or distribution?	YES	
20		Are regular assessments conducted to identify corruption risks in the global supply chain?	YES	
21		Are anti-corruption policies effectively communicated to employees, suppliers, and distributors?	YES	
22		Are training programs available and mandatory for all employees to educate them on anti-bribery practices?	YES	
23	Whistleblower Protection Mechanisms	Is there a formal whistleblower protection policy specific to pharmaceutical regulatory compliance?	NO	

Sr. No.	Category	Question	Yes / No	Remarks
24		Are secure and confidential channels available for employees to report violations?	YES	
25		Are measures in place to prevent retaliation against whistleblowers in compliance roles?	YES	
26	Shareholder Engagement	Is there a process for addressing shareholder and stakeholder inquiries related to product safety and recalls?	YES	
27		Are stakeholder concerns about ethical marketing practices escalated to senior management?	YES	
28		Are shareholder inquiries addressed promptly and transparently?	YES	
29	Reporting Transparency	Is the organization compliant with regulations for disclosing pharmaceutical safety and clinical trial data?	NO	
30		Are stakeholders regularly informed about regulatory compliance and sustainability performance?	NO	
31		Does the organization disclose financial and non-financial information transparently?	NO	
32	Board Structure and Composition	Does the board of directors include independent members with expertise in pharmaceuticals or regulatory compliance?		NA
33		Are procedures in place to evaluate the board's performance, particularly regarding oversight of compliance and risk?		NA
34		Is there a formalized process for selecting board members with relevant industry expertise?		NA

Sr. No.	Category	Question	Yes / No	Remarks
35		Are board decisions related to compliance and safety documented and transparent?		NA

Recommendation of Auditor

Acknowledgment of Audit Report			
Representatives	Name	Designation	Signature
Supplier	Mr. Mohit Dhundale	QA/QC Supervisor	
SHILPA PHARMA LIFESCIENCE LTD.	Mr.Badesab Husen shaikh	Jr.Executive	

Innovating for affordable healthcare

SUPPLIER WORKER FEEDBACK FORM

Revision Number: 01

Effective Date :14/08/2024

SUPPLIER'S WORKER FEEDBACK EVALUATION

➢ SUPPLIER INFORMATION

Name of Company	M/S MITSUCHEM PLAST LTD.
Business Sector	LARGE SCALE
Product / Service Provided	HMHDPE PLASTIC MOULDED PRODUCTS
Location	TARAPUR
Date of Survey	04/09/2024
Contact No.	**+ 91 89289 55114**
Email ID	***manoj@mitsuchem.com***

➢ SUPPLIER'S WORKER INFORMATION

Name	Mr. Rahul Mohite
Designation	Machine Operator
Department	Production
Date of Joining	02-09-2017
Contact No.	8600632216
Email ID	-

SUPPLIER'S WORKER FEEDBACK EVALUATION

DATE: 04/09/2024

EVALUATION QUESTIONS

1. How likely do you feel it is that you can advance in your career within the company, considering opportunities for promotions, new roles, and leadership development?

   - Very Likely ☑
   - Likely
   - Neutral
   - Unlikely
   - Very Unlikely

2. How satisfied are you with your total compensation package, including salary, benefits, bonuses, and incentives, in relation to your job responsibilities and industry standards in pharmaceutical manufacturing?

   - Very Satisfied ☑
   - Satisfied
   - Neutral
   - Dissatisfied
   - Very Dissatisfied

3. How would you describe the teamwork and collaboration within your department or team, in terms of cooperation, communication, and mutual support in achieving pharmaceutical production goals?

   - Excellent ☑
   - Good

- Fair
- Poor
- Very Poor

4. How satisfied are you with the opportunities for training, skill enhancement, and career progression within the pharmaceutical manufacturing company?

- Very Satisfied ☑
- Satisfied
- Neutral
- Dissatisfied
- Very Dissatisfied

5. How open and supportive are your supervisors in addressing your feedback, concerns, and suggestions regarding work processes in the pharmaceutical manufacturing environment?

- Very Comfortable
- Comfortable ☑
- Neutral
- Uncomfortable
- Very Uncomfortable

6. How well do you think the company fosters a positive work culture that encourages diversity, respect, and collaboration in pharmaceutical manufacturing operations?

- Very Positive ☑
- Positive
- Neutral
- Negative

- Very Negative

7. How would you assess the adequacy of the company's health and wellness programs, such as mental health support, fitness initiatives, or medical benefits, for employees in pharmaceutical manufacturing?

   - Very Satisfied
   - Satisfied ☑
   - Neutral
   - Dissatisfied
   - Very Dissatisfied

8. How well does the company communicate important updates, policies, or changes in manufacturing practices and compliance requirements in a timely manner?

   - Always ☑
   - Often
   - Sometimes
   - Rarely
   - Never

9. How confident are you that you can perform your duties safely in the pharmaceutical manufacturing environment, and that potential hazards are managed effectively?

   - Very Confident ☑
   - Confident
   - Neutral
   - Not Confident
   - Very Not Confident

10. How manageable do you find your current workload in relation to the time and resources available to meet pharmaceutical manufacturing targets and expectations?

- Very Low ☑
- Low
- Moderate
- High
- Very High

11. How would you rate the company's efforts in creating and maintaining a safe, healthy work environment through policies, resources, and initiatives specific to pharmaceutical manufacturing?

- Excellent
- Good ☑
- Fair
- Poor
- Very Poor

12. How often do you have access to the necessary tools, equipment, and resources to perform your tasks efficiently and meet production standards in pharmaceutical manufacturing?

- Always Available ☑
- Often Available
- Sometimes Available
- Rarely Available
- Never Available

13. How satisfied are you with your current job role, the scope of your responsibilities, and the impact of your work on the company's pharmaceutical manufacturing processes?

- Very Satisfied ☑
- Satisfied
- Neutral
- Dissatisfied
- Very Dissatisfied

14. How would you evaluate the physical working conditions in the pharmaceutical manufacturing facility, such as lighting, noise levels, temperature control, ergonomics, and overall comfort?

- Excellent
- Good ☑
- Fair
- Poor
- Very Poor

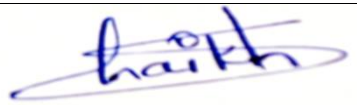
15. How well do your work commitments align with your personal life, considering your work hours, shift flexibility, and personal time in the pharmaceutical manufacturing sector?

- Very Satisfied ☑
- Satisfied
- Neutral
- Dissatisfied
- Very Dissatisfied

SUPPLIER'S WORKER FEEDBACK EVALUATION

➢ COMMENTS:

➢ TO BE FILLED BY SHILPA PHARMA LIFESCIENCE LTD. : SURVEY CONDUCTED BY

Name of Surveyor	Mr.Badesab Husen Shaikh
Designation	Jr.Executive
Department	EHS
Date	05/09/2024
Sign	

Innovating for affordable healthcare

Supplier Self Assessment on ESG

Revision Number : 01

Effective Date: 14/08/2024

Purpose

This self-assessment is designed to evaluate and strengthen SHILPA PHARMA LIFESCIENCE LTD.'S commitment to environmental sustainability, social responsibility, and governance. Our goal is to continually reduce our environmental impact, uphold the highest standards of labor practices, and promote ethical business operations. Through this self-assessment, we aim to identify areas for improvement, set clear and measurable targets, and implement effective strategies that support a more sustainable and socially responsible future for our employees, communities, and stakeholders.

Assessment Areas

The assessment will address the following key areas:

Environmental:

- **Optimizing Resource Use and Pollution Management:** Assess energy consumption, water usage, waste handling, and pollution controls to improve efficiency and reduce environmental impact, while strengthening waste reduction and recycling initiatives.
- **Building Climate Resilience and Reducing Emissions:** Review the company's strategies for addressing climate change, focusing on managing greenhouse gas emissions and implementing effective climate adaptation measures.

Social:

- **Ensuring Fair Labor Practices and Employee Welfare:** Evaluate the company's commitment to providing a safe, fair, and supportive work environment, with a focus on employee well-being and equitable compensation.
- **Upholding Human Rights in the Supply Chain:** Ensure that both the company and its suppliers comply with human rights standards, eliminating forced labor, child labor, and promoting ethical labor practices.

- **Community Engagement and Social Impact:** Assess the company's involvement in supporting local communities, with a focus on education, infrastructure, and other initiatives that contribute to community development.

Governance:

- **Commitment to Ethical Business Conduct:** Examine the company's anti-corruption measures, commitment to transparency, and adherence to ethical business practices throughout operations.
- **Strengthening Governance and Accountability:** Evaluate the governance structures, policies, and decision-making processes to ensure that the company adheres to best practices and remains accountable to its stakeholders.

Please respond to all questions by selecting either 'Yes' or 'No'. Additional comments are required where indicated.

Environmental Questionnaire:

Sr. No.	Category	Question	Yes / No	Remarks
1	Information Security Practices	Is there a formal, documented information security policy specific to pharmaceutical operations?	YES	
2		Are access controls implemented to safeguard sensitive manufacturing and patient data?	YES	
3		Are regular audits conducted on information security systems in compliance with industry regulations?	YES	
4		Are protocols in place for responding to data breaches affecting R&D or regulatory data?	YES	
5		Is there a secure process for managing encryption keys used for proprietary pharmaceutical data?	NO	
6		Are employees trained on securing intellectual property and proprietary drug formulations?	NO	
7	Decision-Making and Risk Management	Does the organization have a clear decision-making framework for managing risks in drug development and manufacturing?	NO	
8		Is there a system to monitor and evaluate the effectiveness of risk management strategies in the pharmaceutical supply chain?	NO	
9		Is a risk management framework integrated into decisions related to drug safety, quality control, and distribution?	YES	
10		Are risk management responsibilities clearly assigned to specific teams within the organization?	YES	

Sr. No.	Category	Question	Yes / No	Remarks
11	Anti-Money Laundering (AML) Practices	Does the organization have a robust AML program tailored to pharmaceutical operations?		NA
12		Is there a documented AML policy addressing risks in drug procurement and sales?		NA
13		Are employees regularly trained on AML protocols and procedures specific to the pharma industry?		NA
14		Is there a system to monitor and report suspicious financial activities in manufacturing and sales?		NA
15	Executive Compensation Transparency	Are executive compensation plans reviewed and approved by the board of directors?	NO	
16		Is executive pay benchmarked against industry standards for pharmaceutical executives?	NO	
17		Are measures in place to ensure transparency in executive compensation decisions?	NO	
18	Anti-Corruption and Bribery Measures	Does the organization have a documented anti-corruption and anti-bribery policy tailored to pharmaceutical procurement?	YES	
19		Is there a formal process to investigate incidents related to corruption and bribery in sales or distribution?	YES	
20		Are regular assessments conducted to identify corruption risks in the global supply chain?	YES	

Sr. No.	Category	Question	Yes / No	Remarks
21		Are anti-corruption policies effectively communicated to employees, suppliers, and distributors?	YES	
22		Are training programs available and mandatory for all employees to educate them on anti-bribery practices?	YES	
23	Whistleblower Protection Mechanisms	Is there a formal whistleblower protection policy specific to pharmaceutical regulatory compliance?	NO	
24		Are secure and confidential channels available for employees to report violations?	YES	
25		Are measures in place to prevent retaliation against whistleblowers in compliance roles?	YES	
26	Shareholder Engagement	Is there a process for addressing shareholder and stakeholder inquiries related to product safety and recalls?	YES	
27		Are stakeholder concerns about ethical marketing practices escalated to senior management?	YES	
28		Are shareholder inquiries addressed promptly and transparently?	YES	
29	Reporting Transparency	Is the organization compliant with regulations for disclosing pharmaceutical safety and clinical trial data?	NO	
30		Are stakeholders regularly informed about regulatory compliance and sustainability performance?	NO	
31		Does the organization disclose financial and non-financial information transparently?	NO	

Sr. No.	Category	Question	Yes / No	Remarks
32	Board Structure and Composition	Does the board of directors include independent members with expertise in pharmaceuticals or regulatory compliance?		NA
33		Are procedures in place to evaluate the board's performance, particularly regarding oversight of compliance and risk?		NA
34		Is there a formalized process for selecting board members with relevant industry expertise?		NA
35		Are board decisions related to compliance and safety documented and transparent?		NA

Social Questionnaire:

Sr. No.	Category	Question	Yes / No	Remarks
1	Community Impact Assessment	Are the social implications of the organization's pharmaceutical manufacturing operations regularly evaluated to understand their impact on the local communities?	NO	
2	Employee Feedback Channels	Are there structured and accessible mechanisms in place for employees to provide feedback on workplace policies, practices, and conditions?	YES	
3	Human Rights Impact Assessments	Does the organization regularly conduct human rights impact assessments to evaluate and address the effects of its pharmaceutical operations and supply chain?	YES	
4	Equal Employment Opportunities	Are fair and non-discriminatory practices implemented to ensure equal access to employment opportunities for all individuals in the pharmaceutical sector?	YES	
5	Community Development Engagement	Does the organization actively participate in local community development initiatives or projects related to pharmaceutical manufacturing or healthcare?	YES	
6	Partnerships for Social Impact	Does the organization collaborate with NGOs, local communities, or other partners to support social responsibility initiatives related to healthcare?	NO	
7	Social Impact of Products	Does the organization have a process for assessing and managing the social impacts of its pharmaceutical products, particularly regarding access and affordability?	NO	
8	Promoting Social Responsibility	Are there established programs within the organization aimed at promoting social responsibility and community involvement?	YES	

Sr. No.	Category	Question	Yes / No	Remarks
9	Child and Forced Labor Prevention	Are there strict policies and controls in place to prevent child labor and forced labor throughout the pharmaceutical supply chain?	YES	
10	Compliance with Working Hours Laws	Is there a system to monitor and ensure employee work hours, including overtime, are compliant with legal requirements within the pharmaceutical sector?	YES	
11	Ethical Sourcing	Does the organization have a policy in place to ensure materials for pharmaceutical manufacturing are sourced responsibly?	YES	
12	Labor Rights Education	Are employees regularly educated on their rights in the workplace, as well as the organization's policies on fair labor practices?	YES	
13	Workforce Development	Are there opportunities for employees to engage in training, professional development, and career growth within the organization?	YES	
14	Employee Well-being	Does the organization offer programs or services that support mental health, well-being, and work-life balance for employees?	YES	
15	Collective Bargaining Rights	Does the organization respect employees' rights to form unions or engage in collective bargaining within the pharmaceutical context?	YES	
16	Fair Treatment	Are there policies to ensure that all employees are treated fairly and equally, regardless of background or status?	YES	
17	Diversity and Inclusion	Are there programs or initiatives to foster a diverse and inclusive workforce across the organization?	YES	
18	Fair Wages	Are employees compensated in accordance with or above the minimum wage requirements established by law?	YES	

Sr. No.	Category	Question	Yes / No	Remarks
19	Grievance Mechanisms	Is there a confidential and accessible channel through which employees can report concerns without fear of retaliation?	YES	
20	Human Rights Policy	Does the organization have a formal policy outlining its commitment to human rights and adherence to labor standards within the manufacturing context?	YES	
21	Workplace Safety	Are there systems in place to ensure the health and safety of all employees within the workplace environment?	YES	
22	Anti-Discrimination Measures	Does the organization have documented policies to prevent and address discrimination or harassment among employees?	YES	

Governance Questionnaire:

Sr. No.	Category	Question	Yes / No	Remarks
1	Code of Conduct	Does the organization have a clearly defined code of ethics or conduct that governs the behavior and decision-making of all employees and key stakeholders?	YES	
2	Compliance with Anti-Corruption Laws	What systems or internal controls are in place to ensure the organization adheres to anti-corruption and anti-bribery laws on a global scale within the pharmaceutical industry?	YES	
3	Conflict of Interest Policy	Is there a formal policy to identify, disclose, and resolve potential conflicts of interest among employees, managers, and board members related to pharmaceutical manufacturing?	YES	
4	Information Security Policy	Has the organization implemented a formal, documented policy for managing and protecting sensitive data related to pharmaceutical manufacturing, ensuring confidentiality, integrity, and availability?	YES	
5	Labor Standards and Human Rights	What processes and measures does the organization have in place to ensure fair labor practices and respect for human rights across its entire supply chain within the pharmaceutical manufacturing context?	YES	
6	Board Diversity and Independence	Does the company's board of directors reflect diversity in terms of gender, expertise, and background, and is there a commitment to maintaining an independent decision-making process relevant to the pharmaceutical manufacturing industry?	YES	
7	Governance Oversight	Is a dedicated team or individual responsible for overseeing corporate governance practices and ensuring alignment with organizational objectives within the pharmaceutical manufacturing context?	YES	

Sr. No.	Category	Question	Yes / No	Remarks
8	Ethical Conduct Training	Are all employees within the pharmaceutical manufacturing context trained on ethical behavior, corporate integrity, and how to handle difficult ethical decisions in the workplace?	YES	
9	Executive Compensation Structure	Are executive compensation and incentive programs aligned with the organization's long-term goals and shareholder value, ensuring fairness and transparency?	NO	
10	Anti-Corruption Policy	Is there a formal and comprehensive anti-corruption policy that explicitly addresses bribery, kickbacks, and other forms of unethical financial conduct within the pharmaceutical manufacturing industry?	YES	
11	Data Classification System	Is there a clear data classification framework in place that ensures sensitive and confidential information related to pharmaceutical manufacturing is adequately protected according to its level of importance?	YES	
12	Anti-Corruption Training	Does the organization provide annual or periodic training on anti-corruption practices, educating employees on how to identify and report unethical practices?	YES	
13	Executive Compensation Structure (duplicate)	Are executive compensation and incentive programs aligned with the organization's long-term goals and shareholder value, ensuring fairness and transparency?	NO	
14	Reporting Unethical Behavior	Does the company have a secure, anonymous, and retaliation-free reporting system for employees to report unethical behavior, misconduct, or violations?	YES	
15	Technology Risk Management	Does the organization have mechanisms to assess and mitigate the risks associated with emerging technologies, including cybersecurity, automation, and AI?	NO	

Sr. No.	Category	Question	Yes / No	Remarks
16	Information Security Risk Assessment	Are regular risk assessments conducted to identify vulnerabilities in the organization's information systems related to pharmaceutical manufacturing?	YES	
17	Ethical Compliance Monitoring	Does the organization have monitoring systems in place to track ethical and compliance adherence across all departments and ensure corrective actions are taken when necessary?	YES	
18	Data Protection Compliance	Does the organization follow all relevant data protection regulations such as GDPR, CCPA, and others, ensuring the privacy of its customers and employees?	YES	
19	Performance Monitoring	Are metrics and key performance indicators (KPIs) for governance, ethics, and compliance regularly reviewed to assess the effectiveness of policies and procedures?	YES	
20	Conflict of Interest Management	Are there clear guidelines and protocols for managing potential conflicts of interest that may arise at any level of the organization, particularly within senior leadership?	YES	
21	Governance Risk Assessment	Does the organization conduct regular assessments to evaluate governance risks that could impact organizational objectives, operational efficiency, and reputation?	YES	
22	Policy Review and Updates	Are corporate governance, ethics, and compliance policies reviewed and updated regularly to ensure they reflect evolving laws, regulations, and industry standards?	YES	
23	Cyber Incident Response	Are there well-defined, practiced procedures for swiftly responding to cyber incidents, including a clear chain of command for reporting and mitigating security breaches?	YES	
24	Breach Response Protocol	Is there a clear protocol in place for quickly identifying, addressing, and reporting any security breaches to minimize impact on stakeholders?	YES	
25	Vendor Security Evaluation	Are third-party vendors and partners rigorously evaluated to ensure that their information security practices align with the organization's security standards?	YES	

Sr. No.	Category	Question	Yes / No	Remarks
26	Internal Audit	Is there an independent internal audit function responsible for evaluating and improving the organization's governance, risk management, and compliance processes?	YES	

Comments:

Supplier Information

Supplier Representative	Name: Mr. Mohit Dhundale	Sign:
Name of Company	M/S Mitsuchem Plast Ltd.	
Location	Boisar	
Date of Self-Assessment	21/08/2024	
Contact No.	7507259542	
Email ID	Qc.unit1@mitsuchem.com	

Shilpa Pharma Lifesciences Limited

(Unit-2: 100% Export Oriented Unit)

Plot No: 33, 33A & 40-47, Raichur Industrial Growth Centre,
Chicksugur-584 134, Raichur District, Karnataka State, India.

CIN No. U24100KA2020PLC134081

SPL/100%EOU/EHS/038/2024-25 **Date: 08.10.2024**

To,
Assistant Directorate of Factories & Boilers,
Raichur Division, Nijalingappa Colony,
Lingasugur Road, Raichur-584101.

Factory Lic. No: MY/RCR/898

Sub: Reporting of the incident-Medically treatable injury

Dear sir,

We hereby inform your kind office that Mr.Naresh S/o Anjinayya aged about 35 years, acontract employee.While working in C-Block clean room area on dated 04/12/24 at about: 12:45 PM he was exposed to toluene due to overflow of toluene, felt unconscious , had burns on buttocks and back. Immediately first aid , medical oxygen was given , became conscious & shifted to Suraksha hospital, Raichur for further treatment.

Enclosure: Form-17-Notice of Accident or Dangerous Occurrence

Thanking you,

Yours faithfully,

For Shilpa Pharma Lifesciences Limited, 100% EOU,

SHILPA PHARMA LIFESCIENCES LIMITED, (UNIT-2) Chicksugur Raichur Karnataka

Authorized Signatory

Factories Karnataka Rules

Form No. 17

[See Rule 130]

Notice of Accident or Dangerous Occurrence

[Resulting in Death or Bodily Injury]

(See instructions on the reverse)

Factory License No.: MY/RCR/898

1. Name of factory: Shilpa Pharma Lifesciences Limited Unit-2
2. Address of works where accident or dangerous occurrence happened: Plot No: 33, 33A & 40-47, Raichur Industrial Growth. Center, Chicksugur-584 134, Raichur District, Karnataka
3. Nature of industry: Bulk drugs, APIs & intermediates manufacturing.
4. Branch or department and exact place where the accident or dangerous occurrence happened: C-Block Pharma Area
5. Injured person's name and address Mr. Naresh s/o Anjinayya
   #8/33/1 Merched, Raichur, Karnataka-584134
   Mob No: 7829609303
6. (a) Sex: Male
   (b) Age (last birthday): 01/01/1989 35 Y 11 Month
   (c) Occupation of injured person: Contract Worker
7. Date and hour of accident or dangerous occurrence: 04-12-2024
8. Hour at which he started work on the day of accident: About 12:45 PM
9. (a) Facts leading to accident or (a) dangerous occurrence: Toluene overflow from addition tank C/AT-14 Exposure to toluene vapors and liquid
   (b) If caused by machinery:
   (i) give name of the machine and (b) (i) part causing the accident, and: Not Applicable
   (ii) State whether it was moved by (b)(ii) mechanical power or otherwise: Not Applicable
   (iii) NA
   (c) State exactly what injured person (c) was doing just before and at the time of occurrence (give details of operation): Working in their clean room area,.
   (d) The name or names of person or (d) persons who witnessed the accident and who can explain the cause of accident Mr. Subramanya Reddy and Mr.Vidhyadhar

10. Nature and extent of injuries (e.g., fatal, fracture, scald, or any disablement or otherwise)_____
Chemical (Toluene) burn on the buttocks and some skin injury on the back, fell unconscious after doing First aid become conscious.

11. Location of injury (e.g., right leg, left hand, or left eye, etc.): Buttocks and back

12. If accident is not fatal, or is not accompanied by any serious injury state whether injured person was disabled for 48 hours or more. If so date and time when known: No Disability, Hospitalized due to skin burn injury.

13. Name of Medical Officer in attendance on injured person: Dr Vishwanath Mathur, Suraksha Hospital Raichur

I certify that to the best of my knowledge and belief the above particulars are correct in every respect.

Signature of occupier or Manager_____

Date of despatch of report_____

SHILPA PHARMA LIFESCIENCES LIMITED, (UNIT-2) Chicksugur Raichur Karnataka

Note: To be completed in legible handwriting or preferably typewritten

(This space to be completed by Inspector).

District_____

Date of receipt_____

Accident No._____

Industry No._____

Causation No._____

Sex (M.W.B. or G.)_____

Other particulars (e.g., fatal, leg injury, arm injury, etc.)_____

Date of investigation_____

Result of investigation_____

Shilpa Pharma Lifesciences Limited
(Unit-2: 100% Export Oriented Unit)
Plot No: 33, 33A & 40-47, Raichur Industrial Growth Centre,
Chicksugur-584 134, Raichur District, Karnataka State, India.

CIN No. U24100KA2020PLC134081

Dates: **08.04.2024**

SPL/100%EOU/EHS/053/2023-24

To
Office of the Regional Office,
Karnataka State Pollution Control Board,
Building st Shed No.C-03
KSSIDC Industrial Estate, 3rd Cross,
Hyderabad Road, Raichur – 584102

Sub: Submission of Monthly reports of Form-20 - Reg.

Respected Sir,
With reference of the above subject we are submitting the following documents for the month of **March – 2024**.

1. Form-20 (Attached):
   a. Production details.
   b. Power consumption details.
   c. Water Consumption details.
   d. Effluent generation details.
   e. Fuel consumption details.
   f. Environment monitoring details
   g. Hazardous Waste disposing details
2. Environment monitoring reports of
   a. Boiler Stack (10TPH + 6TPH)-01 No
   b. DG set – I, II, III & IV- 04 No's
   c. Production Scrubber's - 09 No's
   d. Ambient air quality 02 No's.
   e. Treated water analysis report.-01 No
   f. Effluent Un Treated water analysis report -01 No
   g. Thermic Fluid Heater – 01 No
   h. Noise Monitoring-4 No
   i. VOC-01 No
3. Hazardous Waste disposal manifest copies.

Received 10/4/24

Thanking you,

Yours faithfully,

For **Shilpa Pharma Lifesciences Limited, 100% EOU**

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2) Chicksugur Raichur Karnataka

Authorized Signatory

Monthly Report from the Industry for the Month of March -2024
Form-20

1. Name & Address of Industry : Shilpa Pharma Lifesciences Limited (Unit -2), Plot No: 30,31,32,35 to 39, 33, 33A & 40-47 Raichur Growth Centre, Chicksugur, Raichur - 584 134, Dist Raichur
2. Phone No: : 9845745068
3. Date of commencement of Manufacturing process : 21/11/2008
4. Water consumed during the month (by all sources) in KL : 4524 KL
5. Water cess
   - Cooling & Boiler Consumption During the Month : 630 KL
   - Domestic Consumption During the Month : 840 KL
   - Effluent generation During the Month : 3774 KL
6. Effluent Received from SML Unit-1 for treated in MEE plant : 474.127 KL

7. Electricity consumption
   - Production : 697256 Units
   - ETP / CETP : 152004 Units
8. Fuel consumption during the month.
   - Diesel : 8168 Liters
   - Husk : 1127.277 Ton
9. Products
   - Tranexamic acid : 8296.8 Kgs
   - Capecitabine : 4976.3 Kgs
   - 3a,7B-Dihydroxy Cholanic Acid : 4987.2 Kgs
10. Hazardous Waste Disposal (in Metric Ton)
    - Land filling waste to TSDF : 200.838 MT
    - Empty barrels/containers/liners contaminated With hazardous chemicals/waste : 12.415 MT
    - Spent Solvents : 101.41 MT
    - Used Spent oil : 1.012 MT
    - Date Expired Products : 0.417 MT
    - Process Residue and Waste : 1.5 MT
    - Spent carbon : 1 MT
    - Distillation Residue : 6.5 MT
    - Spent catalyst : 5.5 MT
    - Trucks/Tankers Dispatched : 13 Trucks & 3 Tanker
    - Co-processing : NIL
11. Stack Monitoring : Reports enclosed
12. Process Emission Monitoring : Reports enclosed
13. Ambient Air Quality Monitoring : Reports enclosed

Signature of the consumer,

For Shilpa Pharma Lifesciences Limited 100% EOU

SHILPA PHARMA LIFESCIENCES LIMITED, (UNIT-2) Chicksugur Raichur karnataka

Authorized Signatory

SHILPA PHARMA LIFESCIENCES LIMITED,UNIT-2

EHS CHANGE CONTROL IMPACT EVALUATION FORM

Document No.: SOP/U-2/EHS/GEN/033-00

Format No: FM-EHS-039-00 Page No.: 44

IMPACT EVALUATION

CRAF No.:	CRAF/PD/189/23/U-2

Environment

Impact on Water environment- ~~Adverse~~/~~Beneficial~~/~~Unchanged~~/Not applicable

Impact on Air environment- ~~Adverse~~/~~Beneficial~~/~~Unchanged~~/ Not applicable

Impact on Land environment- ~~Adverse~~/~~Beneficial~~/~~Unchanged~~/ Not applicable

Legal & Other requirements: - NA -

Pollution control system performance: ~~Reduced~~ / ~~increased~~ / no change

Any additional Pollution Control System required: ~~Yes~~ / ~~No~~ / Not applicable

If yes, Specify; - NA -

Occupational, Health & Safety

Any HAZOP studies / Risk Assessment/PSSR : Yes / ~~No~~ / ~~Not applicable~~

PPE requirement : Yes / ~~No~~ / ~~Not applicable~~

Special Safety Instruction if any : Yes / ~~No~~ / ~~Not applicable~~

Training needs : Yes / ~~No~~ / ~~Not applicable~~

Regulatory requirement : ~~Yes~~ / ~~No~~ / Not applicable

Remarks: - NA -

EHS Checklist for Change Control Approval (FM-EHS-056) Required : Yes/~~No~~

Checked by
HOD – EHS/Designee 04/11/23

Checked by
Initiating Department: M. Ramu 04/11/23

SHILPA PHARMA LIFESCIENCES LIMITED - UNIT 2 - OHS INCIDENT SUMMARY - FY24-25

Date	Month /Year	FY	Dept	Time	Area/Block	Location/Equipment	Description of Incident	Name of Injured	Emp ID/Contractor	Name of Witnesses	Incident Type	Incident Potential (Credible Worst Case)	Date of reporting duty for LWC	Root Causes	CAPAs	CAPAs Implementation Status (Open/Close)	lost of workdays	Remarks , if any
2024-04-24	Apr-24	FY 24-25	AO-Block	23:00	AO-Block	MS Structure area	On April 02, 2024, Mr. Gundu Rao was on duty during the C-shift when, at 23:00, a hot water line in the AO-Block began leaking., Mr. Gundu Rao took it upon himself to address the issue, working to arrest the leakage and install a clamp to fix the line. However, during this process, an unfortunate accident occurred: Mr. Gundu Rao's leg slipped, causing him to fold his left-hand thumb. Despite the injury, he completed his shift and returned home. However, upon arrival, he noticed that his left-hand thumb had swollen and was causing him considerable pain,	Mr. Gundu Rao	1908	1) Mr. Rajshekar Reddy 2) Mr. Deshpande	MTC	Low	NA	1) The area was leakage happened congsted and not esy to reach the area to attend the temporary arresting. 2) While working his leg was slipped and he tried to hold another pipe,the stress come on holding the pipe. 3) He should asked climbing fixture to reach the leakage point. 4) This suggest that there may have been inadequte safety precaution in place during the execution of task, such as insufficient scaffolding fitxure. 5) This contributed to the accident	i) Providing immediate medical attention to injured employees ii) Training employees and workers about height work permits - This is a preventive action because it aims to prevent future incidents by ensuring that employees are properly trained and aware of safety procedures. iii) Giving strict instructions to all employees regarding safety measures like safety belts and ladders for work at heights - This could be both a corrective and preventive action. It corrects behavior that might have contributed to the incident and also prevents future incidents by enforcing safety protocols. iv) Informing all blocks and departments about the incident and conducting awareness training - This is primarily a preventive action as it aims to raise awareness and prevent similar incidents in the future by ensuring that all employees are informed and trained.	Close	0	Own
2024-04-16	Apr-24	FY 24-25	CR&D	15:00	CR&D	CR&D Entrance	On April 16, 2024, at 15:00 PM, an incident occurred at the CR&D facility involving the leakage of Hydrochloric Acid (HCL) gas. Mr. Baswaraj, employed as a helper in the CR&D department, was in the process of transferring an HCL gas cylinder from outside the laboratory to the CR&D inside. During this transfer, the HCL gas cylinder fell from the trolley near the entrance to the R&D section, resulting in the leakage of HCL gas.	No any injured	Not Aplicable	Mr. Baswaraj Mr. Narayana Rao	TOXIC RELEASE	Medium	Not Aplicable	Probable Root cause Probable root cause of the incident was mishandling of the HCL gas cylinder by Mr. Baswaraj. Based on the investigation and witness accounts, it appears that the cylinder fell while Mr. Baswaraj was handling it, causing his hand to come into contact with the valve, which subsequently opened, leading to the leakage of HCL gas. As per the witness it is identified Mr. Baswaraj was proper handling procedures and safety precautions were not followed, resulting in the accident.	Corrective action: - Immediate Closure of Cylinder Valve: Mr Baswaraj immediately close the cylinder valve promptly to stop further leakage and mitigate the immediate risk. - Evacuation and EHS Team Visit: Evacuating the area and having the EHS (Environment, Health, and Safety) team visit the incident location is crucial for ensuring the safety of all personnel. - Use of SCBA by EHS Personnel: Equipping EHS personnel with Self-Contained Breathing Apparatus (SCBA) when entering potentially hazardous areas to assess the situation and ensure no one is in harm's way. - Arrangement of Exhaust Fan: Installing exhaust fans to remove HCL gas vapors from the affected area helps in dissipating the gas and reducing the risk of exposure to personnel. Preventive action: - Training for R&D Department: Providing comprehensive training sessions to employees and workers in the R&D department about the proper handling of hazardous chemicals and gases is essential. In this training cover topics such as handling of hazardous chemical and Handling and usage of personal protective equipment.	Close	0	NA
2024-04-16	Apr-24	FY 24-25	Warehouse	16:00	Warehouse	Newv Warehouse	On April 16, 2024, at 16:00 PM, Mr. Hanumantha Raya (ID no-), & Mr. Bhima (ID no-), working as a helper in warehouse department, in new warehouse during handling on phosphorous oxy chloride repacking going on that time phosphorous oxy chloride (POC) was exposed, resulting in respiratory distress due to inhalation of POC vapors and cough problem and thought infection occurred	Mr. Hanumantha raya & Mr Bhima	3077 & 100050	1) Raju (Helper)	**MTC**	**Low**	Not Aplicable	Failure to Adhere to Safety Protocols: 1) Mr. Hanumantha Raya & Mr. Bhima Handling of Phosphorous oxy chloride (POC) without using a cartridge mask, indicating a lapse in adherence to established safety procedures. 2) Lack of proper training or awareness regarding the necessity of personal protective equipment (PPE) such as a cartridge mask may have contributed to this oversight. Lack of Supervision and Oversight: 1) There may have been a lack of adequate supervision and oversight during the execution of the task. 2) Supervisors and senior personnel may have failed to ensure that proper safety measures were being followed, including the use of necessary PPE.	1) Implemented comprehensive training programs for all Warehouse personnel involved in chemical handling tasks, emphasized the importance of safety protocols and the proper use of personal protective equipment (PPE), including cartridge masks. 2) Conducted regular refresher courses to reinforce safe practices and ensure that employees are aware of the risks associated with hazardous substances like Phosphorous oxy chloride (POC) 3) Enforced strict adherence to safety procedures, including the mandatory use of cartridge masks and other appropriate PPE during tasks involving hazardous chemicals. 4) Implemented routine checks and audits to verify compliance with safety protocols, with consequences for non-compliance. 5) Increased supervision and oversight during critical tasks, particularly those involving hazardous substances. 6) Assigned designated supervisors to monitor and enforce safety procedures, providing guidance and support to employees to ensure compliance.	Close	0	Own & Contractor
2024-04-16	Apr-24	FY 24-25	AO-Block	23 50	AO-Block	MS Structure area	Mr Lekaraju was working with the AO/RE-13 reactor on April 16, 2024, at 23 30 hours During this time, he was involved in anchor cleaning in the AO-Block, where star gel cleaning agent was being used Despite wearing double hand gloves, the gloves got damaged, and the star gel came into contact with his hand fingers He immediately washed his hands with water, but after four hours, he noticed water bubbles and swelling on his right-hand thumb finger	Mr Lekaraju	900063	1) Mr Brahmaiah 2) Mr Prashuram	**FAC**	LOW	Not Aplicable	Probable Root cause - Failure of Personal Protective Equipment (PPE) Despite wearing double hand gloves during work, they got damaged, which allowed the star gel cleaning agent to come into contact with Mr Lekaraju's right-hand fingers - Inadequate Equipment Inspection There might have been a lapse in regular inspection procedures for PPE, leading to the use of damaged gloves without detection - Chemical Exposure Contact with the star gel cleaning agent caused an adverse reaction on Mr Lekaraju's skin, resulting in water bubbles and swelling on his right-hand thumb finger - Delay in Recognizing Symptoms Although Mr Lekaraju washed his hands immediately after the exposure, the symptoms appeared four hours later, indicating a delay in recognizing the severity of the incident or the need for further medical attention	Corrective action - Immediate Medical Attention Upon notification to senior staff, Mr Lekaraju was promptly sent to the hospital for further treatment, ensuring his well-being and addressing the immediate health concern - PPE Inspection A thorough inspection of damaged PPE was conducted to identify any issues and ensure that all protective equipment is in proper working condition before use in future operations Preventive action - Enhanced Training Comprehensive training sessions on handling hazardous chemicals were provided to all staff and workers, emphasizing the importance of safety protocols, proper PPE usage, and the potential risks associated with chemical exposure - Strict Instructions Clear and strict instructions were issued to all staff and workers regarding the importance of maintaining awareness during work hours, emphasizing the need for vigilance and adherence to safety guidelines at all times - Incident Awareness The incident was communicated to all blocks within the company, serving as a reminder of the importance of safety measures and the	Close	0	Contractor
2024-04-04	Apr-24	FY 24-25	ETP	14 35	ETP	ETP Lab	In the ETP (Effluent Treatment Plant) lab on April 4, 2024, at 14 35 Mr Suman was verifying the QA (Quality Assurance) book in the lab, and during this time, Mr Pawan was performing lab activities Unfortunately, sulfuric acid was spilled, causing damage to the AO ETP log book The back side and cover of the log book were burned as a result of the spill	Not Aplicable	Not Aplicable	) Mr Nagaraj 2) Mr Pawan	ENV	LOW	Not Aplicable	Lack of Proper Handling Procedures There may have been inadequate procedures or training in place for handling hazardous substances like sulfuric acid Mr Pawan, while performing lab activities, might not have been adequately trained on how to handle the sulfuric acid safely Inadequate Supervision Mr Suman, who was verifying the QA book, might not have been actively supervising Mr Pawan's activities or ensuring that proper safety measures were being followed Lack of Awareness or Complacency There could have been a lack of awareness or complacency among the lab personnel regarding the potential dangers associated with handling hazardous chemicals This might have led to a relaxed attitude towards safety procedures or a failure to follow established protocols P7	Corrective action - Enhanced Training Implement comprehensive training programs for all lab personnel, including Mr Pawan, focusing on proper handling procedures for hazardous substances like sulfuric acid This training should emphasize safety protocols, emergency response procedures, and the importance of adhering to established guidelines - Improved Supervision Increase supervision during lab activities to ensure compliance with safety protocols and proper handling of chemicals Mr Suman or another designated supervisor should actively monitor lab operations to prevent similar incidents from occurring in the future - Review and Update Procedures Conduct a thorough review of existing procedures for handling hazardous chemicals in the ETP lab Update these procedures as necessary to incorporate lessons learned from the incident and to address any identified deficiencies in safety protocols Preventive action - Regular Risk Assessments Implement a regular schedule for conducting risk assessments before performing lab activities involving hazardous substances Identify potential hazards and implement appropriate control measures to mitigate risks effectively - Equipment Maintenance Establish a preventive maintenance program to	Close	0	NA

Date	Month /Year	FY	Dept	Time	Area/Block	Location/Equipment	Description of Incident	Name of Injured	Emp ID/Contractor	Name of Witnesses	Incident Type	Incident Potential (Credible Worst Case)	Date of reporting duty for LWC	Root Causes	CAPAs	CAPAs Implementation Status (Open/Close)	lost of workdays	Remarks , if any
2024-05-02	May-24	FY 24-25	AO7-Block	21 30	AO7	Hot Oil System	AO7 Block Hot Oil System on May 02nd, 2024, around 21 30 at night The system was stopped due to heat vapors coming out and continuous tripping Later, at around 22 10, during the C-shift, Mr Prem noticed a red spot on the pre-heater insulation surface	Not Aplicable	Not Aplicable	1)Mr Badesab 2) Mr Rakesh	FIRE	LOW	Not Aplicable	Probable Root cause i) As per investigation the incident seems to be the continuous tripping and overheating of the hot oil system during the B shift The continuous running condition of the system led to insulation overheating and the occurrence of a red spot ii) The investigation indicates that in previous instances when the hot oil system tripped and overheated, immediate action was taken to stop the system and identify the root cause in this particular incident, the tripping and overheating were ignored, and the plant continued to operate under the same conditions	Corrective Actions - Stopped the Hot Oil system and stopped the hot oil circulation to process by informing to Block in-charge - Immediately utilized a DCP (Dry Chemical Powder) fire extinguisher equipped with red spot insulation to contain and control the incident Preventive Actions - All the weld joints in the circulation pipe line will be checked periodically for any leakages (once in a year) for any abnormality and will be arrested with due clearance and recorded - Any carbon residue or any previously leaked residue shall be cleaned and recorded - Strictly instruction given to operator whenever hot oil system tripped and overheat inform to superior immediately	Close	0	NA
2024-05-10	May-24	FY 24-25	ETP	23 40	ETP	MEE Plant	Mr Tirupati working in MEE plant as a helper, he was came C Shift on 16/05/24 he was working in MEE plant to remove its ATFD salt bags and shifting in to ATFD salt storage room At 23 30 rain has started while shifting ATFD salt bag to storage room he slipped and fall down due to wet floor near ATFD salt storage room at 23 45 this incident has happened While washing the hand he was observed left hand swelling and pain & immediately inform to MEE operator Mr Manju	Mr Tirupati	710098	1) Mr Manju 2) Mr Rakesh	FAC	LOW	Not Aplicable	Slippery Floor Conditions The onset of rain likely caused the floor near the ATFD salt storage room to become wet and slippery This created hazardous conditions for employees like Mr Tirupati who were tasked with shifting heavy ATFD salt bags ii) Lack of Safety Measures It appears there may have been a lack of adequate safety measures in place to prevent slips and falls during adverse weather conditions This could include insufficient warning signs, lack of non-slip flooring, or failure to implement protocols for hazardous weather situations iii) Insufficient Training or Awareness There might have been a lack of sufficient training or awareness among employees regarding the risks associated with working in wet conditions and how to mitigate them Proper training on safety protocols during adverse weather conditions could have prevented the incident iv) Inadequate Supervision There may have been a lapse in supervision or oversight, as Mr Tirupati fall occurred while he was performing his duties More active	• Immediate Corrective Action • Ensure Mr Tirupati receives prompt medical treatment and support for his injury • Conduct a thorough investigation into the incident to understand the root causes and contributing factors • Short-Term Corrective Actions • Implement immediate measures to mitigate the risk of slips and falls during rainy conditions, such as placing non-slip mats or warning signs in areas prone to wetness • Enhance supervision and monitoring of work activities during adverse weather conditions to promptly identify and address safety hazards • Provide additional training to employees on recognizing and managing risks associated with working in wet or slippery conditions	Close	0	Contractor
2024-05-25	May-24	FY 24-25	QC	13 35	QC	Near RO water Plant	Mr Anil Kumar experienced the accident on May 25, 2024, at 13 35 while walking from the canteen to the QC department It seems that he slipped on a slippery surface, causing him to hit his head on an iron pole, resulting in bleeding	Mr T D Anil Kumar	2844	1) Mr G Pulla Reddy 2) Mr P Venkata Reddy	MTC	LOW	Not Aplicable	Probable Root cause - Mr Anil Kumar's accident was the result of not wearing a safety helmet and not being cautious while walking, leading to him hitting his head on an iron pole The root cause seems to be a combination of insufficient safety measures and a lack of personal awareness Moving forward, it's crucial for the company to enforce the use of safety helmets within their premises and for individuals to exercise self-awareness to prevent similar incidents from occurring in the future	Corrective Action and Preventive Action - Immediate Investigation Conduct a thorough investigation into the incident to determine the root cause, including factors such as the slippery surface and any contributing factors - Safety Audit Perform a safety audit of the area where the incident occurred to identify any hazards or risks that may have led to the accident - Training and Awareness Provide additional training to employees on the importance of maintaining a safe work environment and how to identify and report hazards promptly - Emergency Response Review Review the emergency response procedures to ensure they are effective and that all employees are aware of their roles and responsibilities in the event of an accident - Investigation Conduct a thorough investigation into the root cause of the accident This should involve examining the area where the incident occurred to identify any hazards or safety risks - Safety Assessment Perform a safety assessment of the walking path from the canteen to the QC department to identify and mitigate any potential hazards, such as slippery surfaces or obstacles - Training and Awareness: Provide training to employees on how to identify and report hazards in the workplace Emphasize the importance of maintaining	Close	0	Own
2024-06-10	Jun-24	FY 24-25	Boiler	11 30	Boiler	Near 6 TPH Boiler	On June 10, 2024, Mr Shivaraj was operating a machine in the boiler area The machine was used for transporting sand from the ground floor to the first floor During operation, one of the machine's legs broke, causing the machine to fall onto Mr Shivaraj's left leg	Mr Shivaraj	200004	1) Mr Rangaswami 2) Mr Babanna	MTC	LOW	Not Aplicable	Machine Maintenance and Inspection - Insufficient Maintenance The incident occurred due to a broken leg of the machine while it was in operation there might have been issues with the maintenance of the machine - Lack of Regular Inspections There a failure to regularly inspect the machine for wear and tear, including checking the condition of its structural components like legs - Age or Wear of the Machine The machine's structural integrity compromised due to its age or prolonged use without adequate maintenance Operational Procedures - Safety Protocols It's possible that there were gaps in following safety protocols related to the operation of the machine - Training and Awareness Operators and supervisors might not have been adequately trained to identify potential hazards or to respond swiftly in case of machine malfunctions	Corrective Actions 1 Immediate Machine Inspection and Repair - Conducted inspection of all machines in the boiler area, focusing on structural integrity and wear of components - Immediately repair or replace any faulty or worn-out parts identified during the inspection - The machine involved in the incident is fully repaired and completed a comprehensive safety check before being put back into operation 2 Review and Enhance Safety Protocols - Reviewed existing safety protocols and procedures related to machine operation and maintenance - Enhance protocols to include regular inspections, maintenance schedules, and clear guidelines for reporting and addressing equipment malfunctions - Ensure that all operators and personnel are trained on updated safety procedures and protocols 3 Investigate Root Cause - Conduct a thorough investigation into the root cause of the incident, focusing on why the machine's leg broke and what factors contributed to the accident - Identified the systemic issues, such as inadequate maintenance practices, lack of training, or deficiencies in equipment design	Close	0	Contractor
2024-06-14	Jun-24	FY 24-25	QC	15 15	QC	QC In process lab	On June 14, 2024, at 15:15 hrs , Mr Mahesh was working in the QC in-process lab That time While opening a try ethylamine bottle, the solvent splashed into his right eye	Mr Mahesh Sherkhane	6617	1) Mr Anil Athani 2) Mr Nagaraju	FAC	LOW	Not Aplicable	- Improper Handling Procedure The incident occurred while Mr Mahesh was opening a triethylamine bottle in the QC in-process lab - Lack of Personal Protective Equipment (PPE) It appears that appropriate eye protection may not have been used during the handling of chemicals - Insufficient Training and Awareness Mr Mahesh and possibly others involved may not have been sufficiently trained in the safe handling of hazardous chemicals, including proper techniques for opening bottles and using appropriate personal protective equipment (PPE) - Equipment Design or Maintenance There could be issues with the design or condition of the bottle or its cap, contributing to the spillage when it was being opened - Unsafe Work Practices: Mr Mahesh was using the table as a support while opening the triethylamine bottle This indicates a potential deviation from safe handling procedures for hazardous chemicals	Corrective Actions 1 Root Cause Analysis (RCA) Conducted a thorough investigation to determine why the incident occurred Possible causes could include inadequate safety procedures, improper handling of chemicals, or lack of personal protective equipment (PPE) 2 Review Safety Procedures Evaluated and revised the procedures for handling hazardous chemicals, specifically focusing on the opening of bottles containing solvents like try ethylamine Ensure that all procedures are clear, up-to-date, and emphasize safety protocols 3 Training and Awareness Provided additional training to all personnel working in the QC in-process lab on the safe handling of chemicals and the importance of using appropriate PPE Reinforce the training regularly to ensure compliance 4 PPE Assessment The adequacy of personal protective equipment provided to employees Verify if Mr Mahesh was equipped with appropriate eye protection at the time of the incident and ensure that all necessary PPE is readily available and used correctly Preventive Actions 1 PPE Compliance Checks Regular checks to ensure that employees are wearing appropriate PPE according to the established procedures Consider	Close	0	Own

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2024-06-17	Jun-24	FY 24-25	AR&D	16 30	AR&D	Stability room	On June 17, 2024, at 16 30, a fire occurred in the AR&D the stability room on motor capacitor Immediate measures were taken to control the incident Mr J Kotwal observed the fire and used CO2 to extinguish the fire, effectively stopped the fire	Not Aplicable	Not Aplicable	1) Mr Sambhaji 2) Mr Eshwar Rao	FIRE	LOW	Not Aplicable	Probable root cause of the fire incident that occurred on June 24 2024, at 16 30 in the AR&D near the stabilizer room cooling tower chamber would likely have been determined by the investigation conducted by the EHS (Environment, Health, and Safety) department Root causes of fires can vary widely but commonly include - Poor Ventilation Inadequate ventilation in the cooling chamber could lead to the accumulation of heat or chemical vapors, potentially resulting in a fire	Corrective Actions 1 Immediate Fire Control Mr J Kotwal promptly used CO2 to extinguish the fire, preventing its escalation and further damage 2 Root Cause Analysis The EHS department conducted an investigation to determine the root cause of the fire This analysis likely involved assessing factors such as electrical systems, equipment malfunction, ventilation issues, or human error 3 Communication and Guidance Based on their findings, the EHS department provided specific information to the electrical department regarding the ventilation requirements of the cooling tower chamber This communication aimed to mitigate potential fire hazards associated with inadequate ventilation Preventive Actions 1 Training Initiative The EHS department ensured that all personnel in the AR&D department received comprehensive oral and practical training on fire extinguisher handling This training not only improved immediate response capabilities but also enhanced overall fire safety awareness and preparedness among staff 2 Enhanced Safety Protocols Following the incident, updated safety protocols were likely introduced or reinforced These protocols would focus on	Close	0	NA
2024-06-26	Jun-24	FY 24-25	AO-Block	5 30	AO-Block	AO/RE-01	Date and Shift 26 06 24 during A-Shift Personnel Involved Mr Srihari shift in charge was present during the handover in the AO-Block Activity At the time of the incident, cleaning operations were underway inside the AO/RE-01 reactor -Manhole Condition The manhole of the reactor was closed during the cleaning process Observation When Mr Srihari opened the manhole for cleaning purposes, he observed smoke (white) and fire inside the RE-01 reactor	Not Aplicable	Not Aplicable	1) Mr Bramaiha 2) Mr Srihari	FIRE	LOW	Not Aplicable	Chemical Reaction or Overheating The presence of smoke and fire upon opening the manhole suggests a possible chemical reaction or overheating of materials inside the RE-01 reactor during the cleaning process This could have been due to improper cleaning procedures, residual chemicals, or an unintended reaction between cleaning agents or reactor contents Ignition Source There might have been an ignition source present inside the reactor, such as to auto ignite the ignitable vapors inside the reactor, the auto ignitor may be triggered by high temperature in vapor column due to continuous steam supply Cleaning Procedure Oversight There could have been an oversight in the cleaning procedure, as presence of uncleaned residue in the reactor may be ignition source Equipment Malfunction overheating the vapor column, could also be a root cause As per the investigation while opening the manhole oxygen contact inside hot vapors then fire caught fire Preventative Measure Implement the use of nitrogen to	Corrective Actions 1 Immediate Containment - Mr Srihari closed the reactor manhole promptly to contain smoke and fire within the reactor 2 Emergency Response - Water and nitrogen were immediately poured into the reactor to address the fire and cool overheated components 3 Isolation and Safety Measures - The area inside the RE-01 reactor and associated column were isolated to prevent further spread of hazards - Safety equipment such as fire suits, fire hydrant pipe, and fire extinguishers were arranged by the EHS personnel 4 Root Cause Analysis - Conduct a thorough investigation to determine the root cause of the incident This should include examining why smoke and fire occurred when the manhole was opened during cleaning Preventive Actions 1 Review Safety Protocols - Review and possibly revise the safety protocols for cleaning operations inside	Close	0	NA
2024-07-17	Jul-24	FY 24-25	AO-Block	16 05	AO-Block	MS Structure Area	Date and Time 17/07/24 at 16 05 Location AO-block Person Involved Mr Sunil Kumar Yadav Activity Operating AO/RE-14 Reactor bottom valve Description Mr Sunil Kumar Yadav was using a movable MS ladder during the operation The ladder slipped from its location, causing Mr Sunil Kumar Yadav to fall down from the top side of the ladder	Mr Sunil Kumar Yadav	7413	1) Mr Bramaiha 2) Mr Rajashekar (Fitter)	FAC	LOW	Not Aplicable	1 Unsafe Use of Equipment • Description Mr Sunil Kumar Yadav was using a movable MS (mild steel) ladder during the operation • Issue The ladder slipped from its location, causing Mr Sunil Kumar Yadav to fall • Root Cause The primary cause appears to be the instability or inadequate setup of the ladder used for the task Movable ladders, especially if not properly secured or positioned, can easily slip or become unstable during use 2 Lack of Secure Platform • Immediate Context The ladder slipping indicates that the platform from which Mr Yadav was working was not adequately stable or properly secured • Root Cause There may have been insufficient measures in place to ensure the stability of the ladder on which Mr Yadav was standing This could include inadequate floor conditions (e g , slippery surface) or insufficient ladder securing mechanisms	Corrective Actions 1 Immediate Containment - Mr Srihari closed the reactor manhole promptly to contain smoke and fire within the reactor 2 Emergency Response - Water and nitrogen were immediately poured into the reactor to address the fire and cool overheated components 3 Isolation and Safety Measures - The area inside the RE-01 reactor and associated column were isolated to prevent further spread of hazards - Safety equipment such as fire suits, fire hydrant pipe, and fire extinguishers were arranged by the EHS personnel 4 Root Cause Analysis - Conduct a thorough investigation to determine the root cause of the incident This should include examining why smoke and fire occurred when the manhole was opened during cleaning Preventive Actions 1 Implement Stable Work Platforms - Ensure that stable platforms or scaffolding are used for operations requiring	Close	0	Own
2024-08-04	Aug-24	FY 24-25	ETP	19 30	ETP	HCL Storage Tank	On 04/08/24 B shift at 19 30 during shift round Mr Suresh was observed of 10kl HCL tank bottom flange leakage though nozzle, he was immediately informing to EHS in charge Dr R Elangovan	Not Aplicable	Not Aplicable	1) Mr A Suresh 2) Mr Rachappa	ENV	LOW	Not Aplicable	Probable Root Cause Analysis As per the investigation, the probable root cause of the leakage from the 10 kl HCL tank can be identified as follows 1 Gasket Failure - The immediate inspection revealed that the gasket between the tank bottom nozzle flange and the valve flange was damaged This damage to the gasket likely led to the leakage of hydrochloric acid Contributing Factors 2 Wear and Tear - Gaskets are subject to wear and tear over time due to exposure to chemicals and varying pressures It is possible that the gasket had degraded or worn out, leading to its failure 3 Inadequate Maintenance - If regular maintenance and inspections were not performed, it could have led to the deterioration of the gasket, which went unnoticed until the incident occurred 5 Chemical Reaction	Corrective Actions i) Gasket Replacement - Action Replace the damaged gasket with a solid PTFE gasket, which is more resistant to hydrochloric acid - Objective Restore the integrity of the flange connections and eliminate the source of leakage ii) Inspection and Repair - Action Inspect and repair any other potential leaks or damages in the tank's piping and fittings - Objective Ensure that all components are functioning properly and no further leaks exist iii) Temporary Storage and Disposal - Action Continue to use temporary storage drums for any further leaked acid until the main tank is fully repaired and operational - Objective Manage and contain any additional leaks effectively Preventive Actions i) Enhanced Inspection Schedule - Action Implement a more rigorous and frequent inspection schedule for gaskets, flanges, and other critical components - Objective Detect and address wear and tear before it leads to leaks	Close	0	NA

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2024-08-06	Aug-24	FY 24-25	AO	16 00	AO	Hot Oil System	At approximately 16 00 hours on 06/08/24, a leakage occurred in the Furnace oil system pipeline in the AO Block, specifically in the top side terroirs area	Not Aplicable	Not Aplicable	1) Mr M Meenappa 2) Mr Badesab 3) Mr Satish	ENV		Not Aplicable	Probable Root Cause Analysis As per the investigation, the probable root cause of the leakage of hot oil pipe line be identified as follows Pipeline Corrosion or Erosion - Over time, pipelines can experience corrosion or erosion due to the continuous flow of hot oil, which weakens the pipeline material and leads to leaks	Corrective Actions 1 Repair or Replace Damaged Pipeline • Action: Immediately repair the damaged section of the pipeline or replace it if the damage is extensive • Responsibility Maintenance Team • Timeline As soon as possible, depending on the extent of the damage and availability of materials 2 Clean and Restore Affected Area • Action: Complete the cleanup of the spill area and ensure it is restored to its original condition • Responsibility Environmental and Safety Team • Timeline Complete within a specified timeframe (e g , 24-48 hours) 3 Review and Enhance Spill Containment Measures • Action: Assess the effectiveness of the current spill containment measures and enhance them if necessary • Responsibility EHS Department • Timeline: Within a week of the incident Preventive Actions: 1 Implement Regular Inspection and Maintenance Program • Action: Develop and enforce a routine inspection and maintenance schedule	Close	0	NA
2024-08-27	Aug-24	FY 24-25	R&D	16 00	R&D	Staircase back side	Date of Incident 27/08/2024 Time of Incident: 14 00 Location Switchboard behind the ice-making machine A short circuit occurred in the wire behind the ice-making machine's switchboard, which caused the switchboard to overheat and subsequently catch fire	Not Aplicable	Not Aplicable	1) Mr B Yuvateja 2) Dr Durgareddy	FIRE	Medium	Not Aplicable	Probable root cause -Overloaded Circuit If the switchboard was carrying a load beyond its designed capacity, it could cause overheating of the wires and components This can lead to a short circuit and fire Environmental Factors Exposure to extreme temperatures, humidity, or corrosive substances can damage electrical components and wiring, potentially causing shorts and overheating	Corrective Actions 1 Immediate Repairs- Inspect and repair or replace the damaged switchboard and wiring to restore safe operation 2 System Inspection Conduct a detailed inspection of all electrical systems and switchboards in the facility to identify and rectify any similar issues 3 Fire Safety Equipment Check Ensure all fire extinguishers are serviced and accessible Conduct routine checks and maintenance of all firefighting equipment 4 Staff Training: Provide additional training to staff on fire response procedures and the proper use of fire extinguishers Preventive Actions 1 Ice Machine with Metal Cloud Box & MCP Protection The metal cloud box is designed for optimal airflow and cooling efficiency Regular inspections should be scheduled to check for wear or damage 2 Incident Reporting and Response Plan Develop and maintain a comprehensive incident reporting and response plan to ensure a swift and organized reaction to similar incidents in the future 3 Root Cause Analysis Improvement Enhance the root cause analysis process to ensure thorough investigation and identification of underlying issues contributing to electrical failures	Close	0	NA
2024-09-05	Sep-24	FY 24-25	G-Block	2 30	G-Block	H2SO4 Storage Tank	On 05/09/24 in C-shift at 02:30 during block round Mr Parmanand Patil was observed of (01 kl G L tank)40% of H2SO4 solution leakage in bottom valve, he was immediately informing to shift maintenance person & also inform to NDO officer Mr. Anupam	Not Aplicable	Not Aplicable	1) Mr Parmanand Patil 2) Mr Akshay Salunke	ENV	LOW	Not Aplicable	As per the investigation, the probable root cause of the leakage from the 01 kl H2SO4 tank can be identified as follows: - Equipment Failure: • Valve Integrity: The bottom valve of the tank may have failed due to wear and tear, corrosion, or manufacturing defects, leading to the leakage • Seals/Gaskets Deterioration of seals or gaskets associated with the valve could have contributed to the leak - Maintenance Oversight: • Insufficient Maintenance: Lack of regular inspection and maintenance of the tank and its associated equipment may have led to undetected wear • Inadequate Preventive Measures: If preventive maintenance schedules were not adhered to, this could have increased the likelihood of valve failure - Operational Practices: • Improper Operation: If the valve was not operated according to standard procedures, it might have been	Corrective Action (CA) 1 Immediate Repairs - Inspect and repair or replace the faulty bottom valve to prevent further leakage - Conduct a thorough assessment of the tank and associated fittings to ensure there are no additional leaks 2 Spill Cleanup: - Ensure the complete cleanup of the spilled H2SO4 solution, following all safety protocols - Dispose of contaminated materials in accordance with hazardous waste regulations 3 Incident Documentation: - Document the incident in detail, including causes, actions taken, and any immediate impacts on operations - Report findings to relevant stakeholders, including EHS and management 4 Emergency Response Review: - Review the emergency response protocols to ensure they are effective and make necessary adjustments based on this incident Preventive Action (PA) 1 Enhanced Maintenance Procedures	Close	0	NA
2024-09-13	Sep-24	FY 24-25	AJ-Block	6 40	AJ-Block	ntermediate Ground flo	At approximately 06 40 on 13/09/2024, a safety incident occurred involving contractor helper C Venktesh in AJ-Block during the A-shift Venktesh was using a movable stand to access and open the primary valve of AJ/RE-03 for sampling from the bottom valve While performing this task, the movable stand moved backward, and the stand was contacted with the secondary bottom valve of reactor and this action caused the secondary valve to open unexpectedly, resulting in a release of reaction mass (RK-II Product) onto the ground and the exposure of fumes	Not Aplicable	Not Aplicable	1) Mr Shivamurthi 2) Mr Subbareddy 3) Mr Gouda	PSI	Medium	Not Aplicable	Probable Root Cause - Incorrect Ladder Height: The wrong ladder height may have necessitated the use of an unstable setup, further complicating safety - Faulty Locking Stand Design: An inherent design flaw in the locking stand could also have contributed to its inability to remain stable - Rope Fixation Requirement The absence of a fixed rope across the passage increased the risk of movement during operations - Damaged Wheel Lock on Movable Stand The absence of a wheel lock on the movable stand contributed significantly to the incident Without a wheel lock, the stand could easily shift or move unintentionally, which directly led to the contact with the secondary valve - Improper Equipment Use Using a movable stand without proper stability or securing mechanisms for accessing valves may indicate a lack of adherence to standard operating procedures or safety practices This improper use of equipment can lead to unexpected shifts	Corrective Action 1) Immediate Equipment Inspection and Repair - Action: Inspect and repair or replace all movable stands to ensure they have functional wheel locks or other stability mechanisms - Responsibility Maintenance team - Timeline Immediate (within 24 hours) 2) Incident Investigation and Documentation: - Action: Conduct a detailed investigation of the incident to understand the factors that led to the failure and document the findings - Responsibility Safety and EHS teams - Timeline: Within 48 hours 3) Medical Follow-Up - Action: Ensure that Mr Raj Gopal and Mr C Venktesh receive appropriate medical follow-up and any necessary treatment for their exposure - Responsibility Medical team and HR - Timeline: Ongoing as needed 4) Immediate Review of Valve Handling Procedures: - Action: Review and reinforce procedures for handling valves, particularly those that might be impacted by unintended contact or movement - Responsibility: Operations and EHS teams	Close	0	NA

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2024-10-18	Oct-24	FY 24-25	H-Block	7 40	H-Block	ntermediate Ground flo	Date 18 10 24 Time: 07:40 AM Location H-block, Intermediate Area On 18th October 2024, at approximately 07 40 AM, Mr Mallikarjun, who was performing maintenance on the micron filter for cleaning purposes in the H-block intermediate area, experienced a splash of material that resulted in minor exposure to his eye area	Mr Mallikarjun	100110	1) K Venkat Prasad 2) Surya Prakash Mowya	MTC	LOW	Not Aplicable	Root Causes Probable Root cause The root cause of the incident that occurred on 18th October 2024 at approximately 07 40 AM in the H-block Intermediate Area, can be attributed to improper wearing of safety goggles Key Factors 1 Failure to Wear Proper PPE (Personal Protective Equipment) - Mr Mallikarjun, who was performing maintenance on the micron filter, did not wear safety goggles or did not wear them properly This resulted in the splash of material coming into contact with his eye area, causing exposure and potential injury 2 Lack of Adherence to Safety Protocols: - The absence of proper safety equipment or its improper use goes against the standard safety procedures for such maintenance tasks, where the risk of exposure to hazardous materials is typically higher	Corrective Action 1) Prompt Medical Response - The immediate response by Mr K Venkata Prasad including escorting Mr Mallikarjun to the emergency eye wash and body shower station followed by treatment at the Occupational Health Centre, helped mitigate the impact of the exposure 2) Notification and Follow-Up • Notification to the block in charge and EHS department, as well as referral to Drushti Hospital, ensured the appropriate medical care and documentation of the incident Preventive Action 1) Reinforce PPE Compliance - Conduct refresher training sessions on the importance of using the correct PPE, including goggles, during maintenance and other high-risk tasks 2) Increase Monitoring and Supervision - Implement more stringent monitoring to ensure that all personnel are following the correct safety protocols, especially during potentially hazardous operations 3) Periodic Safety Audits -Regularly review and audit safety practices, especially around high-risk areas	Close	0	Contractor
2024-11-0	Nov-24	FY 24-25	AJ-Block	10 00	AJ-Block	ntermediate area 1st flo	On 09/11/24 at 10 00 AM, Mr Nagaraj, a helper working in the AJ-Block, was taking a sample to TLC from RE-05 through the sample valve While performing this task, he was wearing hand gloves and an apron, but did not wear air pressure suit on During the process, vapors of Trifluoroacetic Acid and Trifluoroacetic Anhydride came into contact with his right hand Shortly thereafter, swelling was observed on his right hand, indicating possible chemical exposure and irritation	Mr Nagaraj	100108	1) Mr Sudhakar 2) Mr Sidharth Reddy	MTC	LOW	Not Aplicable	Probable Root cause Inadequate Personal Protective Equipment (PPE) The most likely root cause of this incident is the lack of full protective gear While Mr Nagaraj was wearing hand gloves and an apron, he was not wearing an air pressure suit The chemicals involved—Trifluoroacetic Acid (TFA) and Trifluoroacetic Anhydride (TFAA)—are highly corrosive and hazardous, and they can cause severe chemical burns or irritation even with brief contact The absence of an air pressure suit, which likely provides better protection against chemical exposure, significantly increased the risk of direct skin contact with the chemicals Lack of Clear Safety Protocol or Awareness: Another possible root cause could be a lack of clarity or enforcement around specific safety protocols for handling volatile or corrosive chemicals in this environment If there was a failure to recognize the need for more comprehensive PPE (such as the air pressure	Corrective Action • Immediate PPE Review and Enforcement • Conduct an immediate review of PPE requirements for handling hazardous chemicals, especially those that are corrosive or volatile, like Trifluoroacetic Acid and Trifluoroacetic Anhydride • Reinforce the use of appropriate PPE (e g , air pressure suits, chemical-resistant gloves, face shields) for all personnel involved in handling such substances • Ensure all personnel are provided with and wear the required PPE without exceptions • First Aid and Medical Response • Ensure that first aid protocols for chemical exposure are clearly outlined and readily available, particularly for hazardous chemicals like TFA and TFAA • Conduct a review of the Occupational Health Center (OHC) procedures to ensure that they have the necessary resources (such as proper chemical neutralizers) to deal with chemical burns or exposure incidents promptly • Verify that all personnel are trained to recognize symptoms of chemical exposure (e g , swelling, irritation) and respond swiftly • Incident Investigation and Documentation	Close	0	Contractor
2024-11-26	Nov-24	FY 24-25	AM-Block	16 00	AM-Block	Utility Service area	On 26th November 2024, during hot work operations at the utility service area of AM-Block, a fire incident occurred while removing a line flange nut and bolts A gas cutter was used to cut the nut bolts when, due to the presence of water spillage on the ground, a fire broke out Concern department person taken hot work permit and taken precaution The ground side of the work area was water spillage that contained solvent During the cutting operation, the flux from the gas cutter fell into this water-solvent mixture, causing a fire The engineering gas cutter person left from the incident location immediately due to this have no any injury The incident occurred in the service area, which was being worked on under a hot work permit	No any injured	Not Aplicable	1) Mr M Meenappa 2) Mr K Anjinnaya 3) Mr D Mallesh	FIRE	LOW	Not Aplicable	The probable root cause of the fire incident was the presence of a water-solvent mixture in the work area, which was not adequately addressed before starting hot work operations The flux from the gas cutter falling into this mixture caused the ignition, leading to the fire	Corrective Actions These are the immediate actions taken to address the current incident and to prevent any further risks 1 Power Supply Cut Off: - The AM-Block electricity supply was immediately cut off to prevent any electrical hazards and to ensure safety during the firefighting process 2 Incident Control and Fire Extinguishing - The fire was quickly controlled and extinguished using a 25 kg DCP (Dry Chemical Powder) extinguisher and three fire balls Immediate action by Mr Ramesh (Fitter) and the EHS team ensured no further escalation of the fire 3 Area Clean-Up: - The affected area was cleaned using water to remove any hazardous residues from the solvent-water mixture This prevented any further risks of fire or contamination 4 Fire Extinguisher Maintenance - The fire extinguishers used were promptly refilled and placed in a designated area for future readiness Ensuring that all fire-fighting equipment is checked	Close	0	NA

Date	Month /Year	FY	Dept	Time	Area/Block	Location/Equipment	Description of Incident	Name of Injured	Emp ID/Contractor	Name of Witnesses	Incident Type	Incident Potential (Credible Worst Case)	Date of reporting duty for LWC	Root Causes	CAPAs	CAPAs Implementation Status (Open/Close)	lost of workdays	Remarks , if any
2024-12-0	DEC- 24	FY 24-25	C-BLOCK	12 45	C-BLOCK	Pharma Area 1ST Floo	At approximately 12 45, In C-Block the Toluene transfer pump tripped in the electrical system During troubleshooting of the issue, Electrical Person Mr Babu repeatedly switched the pump on and off During this process, the tank overflowed, at that time Mr Naresh, was near the addition tank C/AT-14, was unaware of the issue Block chemist Mr Vidhyadhar was noticed the toluene overflow and immediately informed Mr Naresh to close the valve While Mr Naresh was closing the valve going on Without personal protective equipment wearing (SCBA, Cartridge Mask), he slip and fall into spillage of toluene and inhaled toluene vapors, due to caused him to lose consciousness and fall	Mr Naresh	100100	1) Mr Subramanya Reddy (Production) (PSI) 2) Mr Vidhyadhar (Production) 3) Mr Babu (Electrical)	PSI	Medium	18/12/2024	Electrical System Malfunction (Toluene Transfer Pump Trip) • The initial issue that triggered the incident was the tripping of the toluene transfer pump in the electrical system If the pump malfunctioned due to electrical issues (e g , power surge, wiring fault, or faulty components), it could have led to a failure in the transfer operation, which ultimately caused the tank to overflow • Contributing Factor Inadequate or delayed response to the malfunction during troubleshooting could have escalated the situation • Inadequate Operational Controls • Repeated Switching of the Pump Mr Babu repeatedly switched the pump on and off while troubleshooting, which may have failed to address the underlying issue and led to the overflow A more structured troubleshooting process they have prevented unnecessary operations that contributed to the overflow • Lack of Proper Supervision and Monitoring There may not have adequate monitoring or control systems in	Corrective Actions 1 Medical Treatment and Stabilization - Mr Naresh was immediately provided with first aid, including CPR, and was stabilized with oxygen before being transported to Suraksha Hospital for further medical treatment This action ensured that Mr Naresh received prompt medical care to mitigate any potential health risks from inhaling toluene vapors 2 Area Secured and Ventilated - The electricity in the C-Block was shut down to prevent further risk of malfunction, and FLP proof exhaust fans were arranged to remove the toluene vapors and improve air quality in the affected area This helped in reducing the chemical exposure risk to other personnel in the area 3 Spill Containment and Cleanup - The toluene spill was cleaned using a spill control kit, preventing further spread of the chemical and minimizing the environmental and health impact 4 Notification and Incident Reporting - The Block In-charge (Mr D P Singh) immediately notified the production head and EHS team The incident was reported to ensure prompt action and coordination between departments	Close	12	Contractor
2024-12-1	DEC- 24	FY 24-25	R1-Block	05 30	R1-Block	R1-Block Near RE-02	On the morning of December 17, 2024, at approximately 05 30 AM, continuous filtration was being conducted in the R1-Block of the IBA project The filtration process was ongoing through the night shift, involving the use of solvents, specifically DCM (Dichloromethane) and Hexane During this time, solvent vapors began to accumulate in the surrounding atmosphere of the R1-Block Mr Poolsh Murumu, Police working as a helper in the R1-Block, he was active in his duties until 05 30 AM after this time, he reportedly fell asleep near RE 02, a designated rest area At the time of his rest, there was no active supervision by the chemist overseeing the filtration process The DCM and Hexane vapors, which had accumulated in the area, were inhaled by Mr Poolsh Murumu while he was sleeping The exposure to these solvent vapors caused Mr Poolsh Murumu to lose consciousness and fall	Mr Poolsh Murumu	900908	1) Mr Shubham B (R1 Block) (PSI) 2) Mr Krishna Reddy (R&D)	MTC	LOW	Not Aplicable	• Exposure to Harmful Solvent Vapors (DCM & Hexane): • Cause The primary factor leading to the incident was the inhalation of toxic DCM (Dichloromethane) and Hexane vapors that had accumulated in the R1-Block due to continuous filtration • Impact These chemicals are known to be hazardous when inhaled in high concentrations, leading to symptoms like dizziness, loss of consciousness, and other health issues The vapors posed a significant risk to individuals working or resting in the vicinity 2 Lack of Supervision During the Night Shift • Cause There was no active supervision of the filtration process by a chemist or other responsible personnel at the time of the incident • Impact Continuous monitoring of air quality and the presence of harmful vapors should be a priority, especially during the night shift when personnel may be less vigilant The absence of supervision may have allowed the concentration of hazardous vapors to	Corrective Actions (Immediate Actions Taken After the Incident) 1 Immediate Medical Response - Mr Poolsh Murumu was promptly administered CPR after losing consciousness, followed by oxygen supply, and was transported to Surkasha Hospital for further treatment and observation This quick medical intervention helped stabilize his condition and prevented further harm 2 Removal from Hazardous Area - Upon discovering Mr Poolsh Murumu unconscious, he was immediately moved to a safer area, away from the toxic solvent vapors, minimizing further exposure 3 Investigation and Incident Reporting - The incident was reported to management and relevant safety teams immediately A thorough investigation was initiated to determine the cause of the incident and to assess whether safety protocols were followed during the night shift 4 Review of Safety Procedures - A review of the current safety and monitoring procedures for the R1-Block filtration process was conducted to identify any shortcomings and areas for improvement in response to the incident	Close	0	Contractor
2024-12-2	DEC- 24	FY 24-25	AJ-Block	8 10	AJ-Block	Utility Service area	On the 25th of December, 2024, during the A shift, Mr Badrinath was cleaning the wet floor on the ground floor at approximately 08 10 hours While performing his duties, he accidentally slipped on the wet floor In an attempt to stabilize himself, Mr Badrinath placed his left hand on the ground for support As a result, his wrist was slightly twisted, causing him to fall onto the floor	Mr Badrinath	4344	1) Mr Anil Gangadhar (Production) (FAC) 2) Mr Veerabhadra Swamy (Production)	FAC	LOW	Not Aplicable	The root cause of the incident the wet floor on the ground floor, which caused Mr Badrinath to slip while cleaning Specifically, the combination of a slippery surface and the absence of adequate precautions contributed directly to the accident 1 Improper Cleaning Procedure It is possible that the cleaning process did not allow sufficient time for the floor to dry or that cleaning was done too quickly, without proper caution 2 Environmental Factors The floor's material, combined with cleaning agents or environmental conditions (e g , humidity), may have created an especially slippery surface To prevent future incidents, a review of cleaning procedures, safety protocols, and precautionary measures, such as warning signs and proper footwear, would be necessary	Corrective Actions 1) Immediate Medical Attention and Support a) Mr Badrinath receives the necessary medical treatment and follow-up care for his injury b) Mr Badrinath's condition to determine if any long-term rehabilitation or additional medical support is required 2) Incident Investigation a) A detailed investigation into the incident, including interviews with Mr Badrinath, witnesses, and relevant personnel (EHS team, Block In-charge, etc.) to gather facts and insights into the exact circumstances that led to the slip b) The cleaning process and conditions to determine if any factors contributed to the floor's slipperiness 3) Immediate Review and Adjustment of Floor Cleaning Procedures a) All staff Instruct to immediately follow strict guidelines when cleaning floors to ensure that wet surfaces are properly marked and drying time is sufficient. b) The cleaning agents or materials were involved, assess their suitability and consider alternatives that may reduce slipperiness Preventive Actions	Close	0	Own
2025-02-2	FEB- 25	FY 24-25	Electrical	11 00	Electrical	DG Yard	Date of Incident 28th Feb 2025 Time of Incident 11:00 AM Power Shutdown Notice Time: 08 00 AM to 13:00 PM (Scheduled) On 28th Feb 2025, GESCOM/KEB Gulbarga Electricity supply company pvt had 08 00 to 13 00 issued a power shutdown notice At dated 28 Feb The electrical power supply remained stable until this time at approximately 07 59 AM shortly after, at exactly 08 00 AM, a power failure occurred in line with the scheduled power shutdown notice In response to the shutdown, Diesel Generator Set II (DG Set II) automatically activated to provide backup power as per standard protocol At that time approximately 11 00 AM, Mr Ramachandra Rao, the Electrical In-Charge, noticed smoke and observed a fire in the DG set Immediate measures were taken to control the fire and prevent further damage	NO of Injured	NA	1)Mr MD Javed 2)Mr Mahesh 3) Mr Narshimulu	FIRE	Medium	NA	As per the investigation, the probable root cause of the DG fire can be identified as follows Short-circuit in Charging Cable from battery terminal The root cause of the fire was identified as a short-circuit in the charging cable from the battery terminal This fault triggered a fire that spread to other components in the system Corrective Action and Preventive Action Corrective and Preventive Actions (CAPA) Corrective Actions - Inspection and Maintenance of Electrical Components Regular inspections of all electrical cables, including charging cables, should be conducted to ensure that they are free from wear, damage, and potential short-circuits Any cables showing signs of deterioration should be replaced promptly - Upgrade of Turbocharger Rubber Bellows The turbocharger rubber bellows should be replaced with higher-quality, heat-resistant materials to prevent future damage due to excessive flue gas temperatures	Corrective Actions - Inspection and Maintenance of Electrical Components: Regular inspections of all electrical cables, including charging cables, should be conducted to ensure that they are free from wear, damage and potential short-circuits Any cables showing signs of deterioration should be replaced promptly - Upgrade of Turbocharger Rubber Bellows The turbocharger rubber bellows should be replaced with higher-quality, heat-resistant materials to prevent future damage due to excessive flue gas temperatures - Fire Prevention Systems Installation of additional fire prevention systems, such as heat sensors or fire detection systems, near high-risk areas like cables and rubber bellows, could help detect fires earlier and allow for quicker response - Staff Training All personnel should be trained in emergency response procedures, including the proper use of fire extinguishers and the importance of immediate shutdown procedures in case of electrical fires Preventive Action (PA) 1 Routine Inspection and Maintenance • Regular inspections of electrical cables, including charging and battery cables, should be conducted to identify any signs of wear, damage, loose cable	Close	0	NA

Date	Month /Year	FY	Dept	Time	Area/Block	Location/Equipment	Description of Incident	Name of Injured	Emp ID/Contractor	Name of Witnesses	Incident Type	Incident Potential (Credible Worst Case)	Date of reporting duty for LWC	Root Causes	CAPAs	CAPAs Implementation Status (Open/Close)	lost of workdays	Remarks , if any
2025-03-13	MAR- 25	FY 24-25	AO-Block	00:30	AO-Block	MA STORAGE ARE	At dated 13/03/25 at 00:30 Mr. Abinash chemist initiated the transfer of HMA from RC-01A (HMA distillate collection tank) to ST-120 (HMA storage tank) Due to the ST-120 bottom valve being disconnected for following periodic cleaning, a leakage occurred from ST-120 bottom valve ,Mr Abinash did not visually verify the valves connection or handle position due to darkness and assumed it was closed from top down view he also immediately left the area after starting the transfer pump to monitor another reactor, preexisting condensate leaks from RC-01 further obscured the HMA leakages from ST-120 bottom valve	NO of Injured	NA	1)Mr Bambase 2)Mr.Vasant	PSI	Low	NA	as per the investigation, the probable root cause of the leakage from the ST-120 (HMA storage tank) can be identified as follows 1 Human Error - Failure to verify valve position: Mr Abinash did not visually confirm that the ST-120 bottom valve was properly connected and in the closed position - Assumption of closed valve: The assumption that the valve was closed based on a top-down view, without further verification, led to the failure to notice the open valve and prevent the leakage 2 Lack of Proper Lighting: - The darkness in the area prevented a proper visual check of the valve connection and its handle position, leading to the failure to identify the problem 3 Lack of Continuous Monitoring: - Mr. Abinash left the area after initiating the transfer pump without ensuring that the system was operating as intended, and without checking for any possible leakage 4 Preexisting Leaks:	Corrective Actions - Inspection and Reconnection of ST-120 Valve The ST-120 bottom valve should be inspected and securely reconnected immediately after cleaning procedures Ensure proper sealing and connection before resuming any operations - Incident Documentation: Document the incident in the company's safety logs and ensure that all employees involved in the handling and maintenance of HMA systems are briefed on the situation and its resolution Preventive Action (PA) - Visual Verification Procedure: Establish a protocol that requires visual verification of the valve position and connections before initiating any transfer of chemicals This should be included as part of the pre-operation checklist - Improved Lighting: Install adequate lighting in areas where maintenance and transfer operations are performed to ensure all personnel can perform thorough visual inspections - Continuous Monitoring: Develop a procedure where the personnel initiating the transfer pump must remain in the area or assign a responsible person to monitor the process for a reasonable duration to detect any anomalies immediately - Leak Detection Systems: Implement leak detection systems, such as sensors	Close	0	NA
		Prepared by						Reviwed By							Approved By			
		07/04/25						07/04/25							07/04/25			

EHS INCIDENT - FIRST INFORMATION REPORT

Definition of EHS Incident: Occurrence arising out of, or in the course of, work that could or does result in injury and ill health. An incident where injury and ill health occurs is sometimes referred to as an "**accident**". An incident where no injury and ill health occurs but has the potential to do so may be referred to as a "**near-miss**".

To be filled by the person responsible for the location of the incident and submitted to in-charge safety.

Date	Time	Area/Block	Location	Incident No (to be filled by EHS)
04/12/24	12:45	C-Block	Pharma Area 1ST Floor	**22**

INJURED PERSON (If more than one person involved, use back side of this paper with below particulars)	
Name: Mr. Naresh	Employee Type: Contractor
Gender: Male	Contractor Name: Narsappa contractor.
Age: - 35 Years	Name of the immediate supervisor: Not applicable
Identity No: 100100	Name of the in charge: Mr. Subramanya Reddy
Designation: Helper	Name of the block in charge: Mr. D P Singh
Names of the Process Safety incident witnesses: (PSI)	1) Mr. Subramanya Reddy. (Production) 2) Mr.Vidhyadhar (Production) 3) Mr. Babu (Electrical)
Nature of Injury if any: PSI	**Damaged Property if any:** Yes
Treatment: -- Yes	50-liter toluene spillage on floor and two Emergency Exit glass Broken.
First Aid at Occupational Health Centre	YES
Hospitalization	YES

DETAILS OF INCIDENT:

Date of Incident: 04/12/2024

At approximately 12:45, In C-Block the Toluene transfer pump tripped in the electrical system. During troubleshooting of the issue, Electrical Person Mr.Babu repeatedly switched the pump on and off. During this process, the tank overflowed, at that time Mr. Naresh, was near the addition tank C/AT-14, was unaware of the issue. Block chemist Mr. Vidhyadhar was noticed the toluene overflow and immediately informed Mr. Naresh to close the valve. attempting to close the valve, Mr. Naresh was without the proper personal protective equipment (PPE) – specifically, the Self-Contained Breathing Apparatus (SCBA) and Cartridge Mask. Unfortunately, during this action, Mr. Naresh slipped and fell into the toluene spill. The inhalation of toluene vapors caused him to lose consciousness

Immediate Measures taken to control the incident

1. Mr. Vidhyadhar immediately informed the Block In-charge, Mr. D.P. Singh, about the situation.
2. Mr. D.P. Singh informed the Production Head of Department, Mr. Veereshappa, and the EHS (Environment, Health, and Safety) team about the incident.
3. The EHS team and EHS HOD visit incident location this situation led by Mr. D.P. Singh and Shaikh B.H., arrived on-site. Both Mr. Singh and Mr. Shaikh wore SCBA (Self-Contained Breathing Apparatus) to safely enter the affected area.
4. Upon entering the pharma area, they observed Mr. Naresh unconscious near the C/AT-14 toluene addition tank.
5. They immediately took Mr. Naresh outside the danger zone, Mr. Jayakumar Kotwal & Nagraju Gamidi applied first aid, and performed CPR. After stabilizing him with given oxygen, after that he was sent to Suraksha Hospital for further medical treatment.
6. After that by taking safety precaution C-Block electricity shut down arranged exhaust fan for removing toluene smell and vapors and spillage toluene cleaned by using spill control kit.
7. Mr. Naresh was admitted to the hospital for treatment and is now out of danger with no injuries. The Plant Technical Director, Mr. Sharath Reddy, and the COO, Mr. K H Honneshaiah contact with the doctor and are following up on the condition of Mr. Naresh."

Further Actions:

- A detailed investigation into the cause of the Toluene transfer pump trip and the lack of proper safeguards during the operation will be initiated.
- A review of the safety protocols for handling chemicals and the response to pump malfunctions to be conducted to prevent future incidents.
- Continuous monitoring and training to be enhanced for all personnel handling hazardous materials to ensure proper safety procedures are followed.

Conclusion:

The quick actions of, Mr. D.P. Singh, and the EHS team were instrumental in controlling the situation and ensuring Mr. Naresh received timely medical attention. An investigation will be carried out to determine the root cause of the incident and ensure that necessary corrective measures are implemented.

Signature of In-charge	Signature of HOD/Designee
04/12/24	04/12/24

EHS INCIDENT - INVESTIGATION REPORT

Date & Time of the Incident: 04/12/24 & 12:45 Hours **Shift: G**

Incident No: 22

Description of the Event:

At approximately 12:45, In C-Block the Toluene transfer pump tripped in the electrical system. During troubleshooting of the issue, Electrical Person Mr.Babu repeatedly switched the pump on and off. During this process, the tank overflowed, at that time Mr. Naresh, was near the addition tank C/AT-14, was unaware of the issue. Block chemist Mr. Vidhyadhar was noticed the toluene overflow and immediately informed Mr. Naresh to close the valve. While Mr. Naresh was closing the valve going on Without personal protective equipment wearing (SCBA, Cartridge Mask), he slip and fall into spillage of toluene and inhaled toluene vapors, due to caused him to lose consciousness and fall.

Immediate Action: \

1. Mr. Vidhyadhar immediately informed the Block In-charge, Mr. D.P. Singh, about the situation.
2. Mr. D.P. Singh informed the Production Head of Department, Mr. Veereshappa, and the EHS (Environment, Health, and Safety) team about the incident.
3. The EHS team and EHS HOD visit incident location this situation led by Mr. D.P. Singh and Shaikh B.H., arrived on-site. Both Mr. Singh and Mr. Shaikh wore SCBA (Self-Contained Breathing Apparatus) to safely enter the affected area.
4. Upon entering the pharma area, they observed Mr. Naresh unconscious near the C/AT-14 toluene addition tank.
5. They immediately took Mr. Naresh outside the danger zone and Mr Jayakumar Kotwal & Mr. Nagraju Gamidi applied first aid, and performed CPR then he came to consciousness then given oxygen, after that he was sent to Suraksha Hospital for further medical treatment.
6. After that by taking safety precaution C-Block electricity shut down arranged exhaust fan for removing toluene smell and vapors and spillage toluene cleaned by using spill control kit.

Further Actions:

- A detailed investigation into the cause of the Toluene transfer pump trip and the lack of proper safeguards during the operation will be initiated.
- A review of the safety protocols for handling chemicals and the response to pump malfunctions to be conducted to prevent future incidents.

- Continuous monitoring and training to be enhanced for all personnel handling hazardous materials to ensure proper safety procedures are followed.

Nature of Incident	**PSI**					
Classification	FATAL / HCI / LWC / RWC / MTC / FAC / NM / **PSI** / FIRE / TOXIC RELEASE / ENVIRONMENTAL INCIDENT (Refer Section 3 for definitions of these terms)					
	PSI					
Incident Potential	Worst Case Severity	**Major**	Likelihood	**Rare**	Worst Case Risk	**High**
		√		-		-
Details of the Person	Mr. Naresh Age-35 ID No - 100100					

IICFT Members (Investigation Team):

i) Mr. R. Elangovan

ii) Mr. J Kotwal

iii) Mr. Veereshappa

iv) Mr. D P Sing

v) Mr. Shaikh B H

Chronological Actions:

1 **2:45 PM - Toluene Transfer Pump Trip:**
- The Toluene transfer pump tripped in the electrical system.

2 **Troubleshooting the Issue:**
- Electrical technician, Mr. Babu, began troubleshooting and repeatedly switched the pump on and off.

3 **Tank Overflow:**
- During troubleshooting, the toluene tank overflowed. Mr. Naresh, who was near the addition tank (C/RE-14), was unaware of the situation.

4 **Mr. Vidhyadhar Notices the Overflow:**
- Mr. Vidhyadhar noticed the toluene overflow and immediately informed Mr. Naresh to close the valve.

5 Mr. Naresh Inhaled Toluene Vapors:
- While Mr. Naresh was closing the valve, he inhaled toluene vapors, causing him to lose consciousness and fall.

Root Cause Analysis: Document attached for reference.

Root Causes: Probable Root Cause Analysis:

- **Electrical System Malfunction (Toluene Transfer Pump Trip):**
  - The initial issue that triggered the incident was the tripping of the toluene transfer pump in the electrical system. If the pump malfunctioned due to electrical issues (e.g., power surge, wiring fault, or faulty components), it could have led to a failure in the transfer operation, which ultimately caused the tank to overflow.
  - **Contributing Factor**: Inadequate or delayed response to the malfunction during troubleshooting could have escalated the situation.

- **Inadequate Operational Controls:**
  - **Repeated Switching of the Pump**: Mr. Babu repeatedly switched the pump on and off while troubleshooting, which may have failed to address the underlying issue and led to the overflow. A more structured troubleshooting process they have prevented unnecessary operations that contributed to the overflow.
  - **Lack of Proper Supervision and Monitoring**: There may not have adequate monitoring or control systems in place to detect the overflow in real-time, which left Mr. Naresh unaware of the situation. Automated overflow detection systems or alarms they have prevented this.

- **Inadequate Safety Protocols for Chemical Handling:**
  - **Failure to Properly Address Vapors**: The presence of toluene vapors in the area contributed to Mr. Naresh losing consciousness. This suggests that safety protocols, such as adequate ventilation, fume extraction systems, or personal protective equipment (PPE) (e.g., respiratory protection), may not have been fully utilized or available when the spill occurred.
  - **Inadequate Emergency Response Preparedness**: While the response to the incident was quick, the lack of immediate safeguards such as ventilation fans or emergency shutdown mechanisms could have limited the exposure to harmful vapors earlier on.

- **Lack of Training and Awareness:**

  - **Inadequate Awareness of Chemical Risks**: Mr. Naresh, despite working near the tank, was not aware of the overflow until it was too late. This indicates a potential gap in training or awareness regarding the risks of toluene and other chemicals, as well as proper emergency response procedures.
  - **Insufficient Familiarity with Emergency Protocols**: A lack of familiarity with the safety systems and procedures was delayed the response to the overflow.

- **Failure in Communication and Coordination:**

  - While Mr. Vidhyadhar did notice the overflow and informed Mr. Naresh, the delay in addressing the situation (including the inhalation of toxic vapors) may have been caused by insufficient communication and coordination. Clearer communication systems and immediate actions to prevent chemical exposure could have minimized the health risk.

Conclusion:

The root cause of the incident is likely a combination of multiple factors:

- **HAZOP & Implementation failure**
- **Mechanical and electrical failure** of the toluene transfer pump,
- **Inadequate operational procedures** during troubleshooting (repeated switching of the pump without proper analysis),
- **Lack of proper safety protocols and equipment** (for handling hazardous chemicals and containing spills),
- **Insufficient training and awareness** of workers regarding chemical hazards

Corrective Action and Preventive Action:

Corrective Actions

1. **Medical Treatment and Stabilization:**
   - Mr. Naresh was immediately provided with first aid, including CPR, and was stabilized with oxygen before being transported to Suraksha Hospital for further medical treatment. This action ensured that Mr. Naresh received prompt medical care to mitigate any potential health risks from inhaling toluene vapors.

This action ensured that Mr. Naresh received prompt medical care to mitigate any potential health risks from inhaling toluene vapors.

2. **Area Secured and Ventilated:**
   - The electricity in the C-Block was shut down to prevent further risk of malfunction, and FLP proof exhaust fans were arranged to remove the toluene vapors and improve air quality in the affected area. This helped in reducing the chemical exposure risk to other personnel in the area.

3. **Spill Containment and Cleanup:**
   - The toluene spill was cleaned using a spill control kit, preventing further spread of the chemical and minimizing the environmental and health impact.
4. **Notification and Incident Reporting:**
   - The Block In-charge (Mr. D.P. Singh) immediately notified the production head and EHS team. The incident was reported to ensure prompt action and coordination between departments.

Preventive Actions

1. **Review and Strengthen Safety Protocols:**

   - **Develop and implement a more comprehensive safety protocol** for handling hazardous chemicals like toluene. This could include clear, standardized procedures for pump operations, emergency shutdown processes, and spill containment.
   - **Ensure safety systems**, such as automatic overflow alarms, are in place to detect and respond to chemical spills or overflows promptly.
   - **Install and maintain proper ventilation systems** and fume extraction units to minimize the inhalation risks of toxic chemicals in the workplace.

2. **Pump and Electrical System Maintenance:**

   - **Conduct thorough maintenance and inspection** of the toluene transfer pump and associated electrical systems to prevent malfunctions. Implement a preventive maintenance schedule for critical equipment to ensure its optimal functioning.

3. **Training and Awareness Programs:**

   - **Conduct regular training sessions** for employees on the safe handling of hazardous chemicals and the use of Personal Protective Equipment (PPE) like SCBA (Self-Contained Breathing Apparatus) and gas detection monitors. Ensure all personnel are fully aware of emergency procedures in case of chemical leaks, spills, or exposure.
   - **Increase awareness regarding chemical risks** and provide specific training on the dangers of inhaling vapors from chemicals like toluene.

4. **Enhanced Emergency Response and Communication:**

   - **Improve communication systems** to ensure rapid reporting and response to incidents. Ensure that all team members are trained to immediately alert supervisors and colleagues about potential hazards.
   - **Revisit and practice emergency response protocols** for handling chemical spills, malfunctions, and exposure incidents. Regular drills should be conducted to ensure quick and effective action in emergencies.

5. **Implement Automatic Monitoring Systems:**

   - **Install sensors and automated systems** to monitor for signs of overflow, leakage, or gas build-up near chemical tanks. These systems can trigger alarms and automatic shutoffs to prevent further hazardous exposure or damage.
   - **All solvent tank overflow connect to outside dump tank.**

6. **Incident Investigation and Reporting:**

   - Perform a **root cause analysis** to understand the exact cause of the pump trip and the series of events that led to the incident. Use the findings to update safety protocols and prevent similar incidents.
   - **Regularly review incident reports** to identify trends and areas for improvement in safety and operational procedures.

Leader comment:

-
-

Leader comment:

Additional
- Safety proceedures to adopt immediately
- Awerness to be will be given to employees, system made
- If any spillage occured should go to outside blow Tank.
- Solvent Spillage sensors if available to be installed in Particular area.

Approver comment:

1. Clean Room/confined room should not have Solvent tanks/storage, to be taken out of Building
2. Fool proof method must be inplace
3. EE should not open in Electrical Panel Room
4. HAZOP and its recommendation must be implemented before clearance for usage
5. All in every shift "First Aiders"/ fire fighters must be available or shift to be allocated ~~in such a way~~

CAPA closure status: Open and Target Date: 30.12.2024

Learnings from past EHS Incidents shared with concerned.

Investigation Team	Department	Signature	Date
IICFT-Member	Mr. Shaikh B.H		25/12/24
IICFT-Member	Mr. D P Singh		25/12/24
IICFT-Leader	Mr. Veereshappa		25/12/24
EHS Head	Mr. R. Elangovan		25/12/24
IICFT-Approver	Mr. Jayakumar Kotwal		30/12/24

ANNEXURE-1

WHY-WHY ANALYSIS FOR INCIDENT HAVING POTENTIAL HIGH RISK

Incident:	At approximately 12:45, In C-Block the Toluene transfer pump tripped in the electrical system. During troubleshooting of the issue, Electrical Person Mr.Babu repeatedly switched the pump on and off. During this process, the tank overflowed, at that time Mr. Naresh, was near the addition tank C/AT-14, was unaware of the issue. Block chemist Mr. Vidhyadhar was noticed the toluene overflow and immediately informed Mr. Naresh to close the valve. attempting to close the valve, Mr. Naresh was without the proper personal protective equipment (PPE) – specifically, the Self-Contained Breathing Apparatus (SCBA) and Cartridge Mask. Unfortunately, during this action, Mr. Naresh slipped and fell into the toluene spill. The inhalation of toluene vapors caused him to lose consciousness

Why	Due to
1Why did Mr. Naresh lose consciousness?	Because he inhaled toluene vapors.
2 Why did he inhale toluene vapors?	Because the toluene tank overflowed, and he was in the vicinity when it happened.
3 Why did the tank overflow?	Because the toluene transfer pump malfunctioned and was repeatedly switched on and off during troubleshooting, which led to the overflow.
4 Why did the toluene transfer pump malfunction?	Because there was an electrical issue that caused the pump to trip.
5 Why was the electrical issue not properly handled to prevent the overflow?	Because there was inadequate troubleshooting, and no automated shutdown system or proper monitoring was in place to prevent the overflow and detect the malfunction early.

Root Cause/Most Probable Causes:

Electrical System Malfunction (Toluene Transfer Pump Trip):

• The initial issue that triggered the incident was the tripping of the toluene transfer pump in the electrical system. If the pump malfunctioned due to electrical issues (e.g., power surge, wiring fault, or faulty components), it could have led to a failure in the transfer operation, which ultimately caused the tank to overflow.

• Contributing Factor: Inadequate or delayed response to the malfunction during troubleshooting could have escalated the situation.

• Inadequate Operational Controls:

• Repeated Switching of the Pump: Mr. Babu repeatedly switched the pump on and off while troubleshooting, which may have failed to address the underlying issue and led to the overflow. A more structured troubleshooting process could have prevented unnecessary operations that contributed to the overflow.

• Lack of Proper Supervision and Monitoring: There may not have been adequate monitoring or control systems in place to detect the overflow in real-time, which left Mr. Naresh unaware of the situation. Automated overflow detection systems or alarms could have prevented this.

• Inadequate Safety Protocols for Chemical Handling:

• Failure to Properly Address Vapors: The presence of toluene vapors in the area contributed to Mr. Naresh losing consciousness. This suggests that safety protocols, such as adequate ventilation, fume extraction systems, or personal protective equipment (PPE) (e.g., respiratory protection), may not have been fully utilized or available when the spill occurred.

• Inadequate Emergency Response Preparedness: While the response to the incident was quick, the lack of immediate safeguards such as ventilation fans or emergency shutdown mechanisms could have limited the exposure to harmful vapors earlier on.

• Lack of Training and Awareness:

• Inadequate Awareness of Chemical Risks: Mr. Naresh, despite working near the tank, was not aware of the overflow until it was too late. This indicates a potential gap in training or awareness regarding the risks of toluene and other chemicals, as well as proper emergency response procedures.

• Insufficient Familiarity with Emergency Protocols: A lack of familiarity with the safety systems and procedures could have delayed the response to the overflow.

• Failure in Communication and Coordination:

• While Mr. Vidhyadhar did notice the overflow and informed Mr. Naresh, the delay in addressing the situation (including the inhalation of toxic vapors) may have been caused by insufficient communication and coordination. Clearer communication systems and immediate actions to prevent chemical exposure could have minimized the health risk.

Corrective Action(s):

Corrective Actions:

1. Medical Treatment and Stabilization:

- Mr. Naresh was immediately provided with first aid, including CPR, and was stabilized with oxygen before being transported to Suraksha Hospital for further medical treatment. This action ensured that Mr. Naresh received prompt medical care to mitigate any potential health risks from inhaling toluene vapors.

2. Area Secured and Ventilated:

- The electricity in the C-Block was shut down to prevent further risk of malfunction, and exhaust fans were arranged to remove the toluene vapors and improve air quality in the affected area. This helped in reducing the chemical exposure risk to other personnel in the area.

3. Spill Containment and Cleanup:

- The toluene spill was cleaned using a spill control kit, preventing further spread of the chemical and minimizing the environmental and health impact.

4. Notification and Incident Reporting:

Responsibility: EHS Dept.

Target: 30.12.2024.

25/12/24
Mr. Shaikh BJP
Jr. Executive-EHS

25/12/24
Mr Veeteshappa
AVP - Production

25/12/24
Dr. R. Elangovan
DGM - EHS

30/12/24
Mr. Jayakumar Kotwal
GM - Engineering

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SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)
TRAINING ATTENDANCE RECORD

Document No.: SOP/U-2/PA/GEN/005 Page No.: 799
Form No: FM-PA-005-06
Title of Program : Handling of Hazardous chemicals.
SOP/U-2/EHS/GEN/014/06

Training location : C-Block intermediate Date : 12/12/24
Trainer Name : R. Elangovan Time : From 14/00 To 15/00
Trainer EMP. code : 6808

S.No.	Emp.Code	Employee Name	Designation	Department	Signature
01	2796	G. Subramanyam Reddy	Sr. Executive	Production	
02	7763	Narayan Bodakhe	Sr Chemist	production	
03	7343	Vishal Kumar	Chemist	production	
04	7283	Manoj kumar	Process Eng.	Production	
05	7671	Nilesh Gawade	Chemist	production	
06	8016	Vikas Singh	Process Engg.	Production	
07	6040	Ajit C. Borute	Sr. chemist	production	
08	7796	K. Siva naga raju	Tr. chemist	production	
09	3523	Amarsing Rajput	Sr. Executive	production	
10	7894	Vijay kothawade	Executive	production	
11	1210	Arun kumar	Dy. Manager	Production	
12	1364	P. Nageswara Rao	Sr. Executive	production	
13	2408	Nishant Kumar	Sr. Executive	Production	
14	5030	Vijaya Bhaskar K	Executive	Production	
15	2502	C. VIDYADHAR	Executive	Production	
16	2334	M. Shankar	Sr. Executive	production	
17	1209	D. P. Singh	DGM	Production	
18	2412	Madarbi Syed	Sr executive	production	
			NA		

12/12/24

Tick "√" Whichever is applicable and "X" Whichever is not applicable.
Annual/ refresher Training [X] / cGMP training [X] / Ad-hoc training [ ] / External Training [ ]

Comments by trainer (if any): NA

NA

Remarks: The training is found satisfactory [✓] / Not satisfactory [ ]

Signature of Trainer:
Date: 12/12/24

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

RefdocNo.:SOP-U2-EHS-GEN-002

Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
1	NAGARAJ GANGANNAVAR - [7260]	EHS	06	26-Apr-2024	10-May-2024	Self	100.0	Online	Pass	Employee has cleared the test	10-May-2024
2	BADESAB HUSEN SHAIKH [7188]	EHS	06	26-Apr-2024	26-Apr-2024	Self	100.0	Online	Pass	Employee has cleared the test	NA
3	Suresh Akkena [1394] (RT)	EHS	05	06-Feb-2023	14-Feb-2023	Self	100.0	Online	Pass	Employee has cleared the test	10-Feb-2023
4	Srinivasulu Reddy Konda [2789] (RT)	EHS	05	06-Feb-2023	08-Feb-2023	Self	100.0	Online	Pass	Employee has cleared the test	10-Feb-2023
5	BHIMAREDDY - [6512] (RT)	EHS	05	06-Feb-2023	07-Feb-2023	Self	100.0	Online	Pass	Employee has cleared the test	10-Feb-2023
6	Narasimhulu Jamjala [3784] (RT)	EHS	05	06-Feb-2023	06-Feb-2023	Self	100.0	Online	Pass	Employee has cleared the test	10-Feb-2023
7	S SUMAN . [5503] (RT)	EHS	05	06-Feb-2023	06-Feb-2023	Self	100.0	Online	Pass	Employee has cleared the test	10-Feb-2023
8	DUDEKULACHINNA JAMALBASHA . . [4633] (RT)	EHS	05	06-Feb-2023	06-Feb-2023	Self	100.0	Online	Pass	Employee has cleared the test	10-Feb-2023
9	SANAPALA SHANMUKHA RAO . [5957] (RT)	EHS	05	06-Feb-2023	06-Feb-2023	Self	100.0	Online	Pass	Employee has cleared the test	10-Feb-2023

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

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Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
10	JULURI RAGHU . [5909] (RT)	EHS	05	06-Feb-2023	06-Feb-2023	Self	100.0	Online	Pass	Employee has cleared the test	10-Feb-2023
11	UGGAM RAJA SHEKHAR . [6116] (RT)	EHS	05	06-Feb-2023	06-Feb-2023	Self	100.0	Online	Pass	Employee has cleared the test	10-Feb-2023
12	YERRAGUDI VENKATESH - [6329]	Personnel & Administration	05	01-Feb-2023	02-Feb-2023	Self	100.0	Online	Pass	Employee has cleared the test	05-Feb-2023
13	GOLLA MADHU . [4725]	Personnel & Administration	05	01-Feb-2023	02-Feb-2023	Self	100.0	Online	Pass	Employee has cleared the test	05-Feb-2023
14	Mahesh Narasimhulu [1479]	Electrical	05	26-Nov-2022	12-Dec-2022	Self	100.0	Online	Pass	Employee has cleared the test	03-Dec-2022
15	Chandra Shekar . [3084]	Electrical	05	26-Nov-2022	08-Dec-2022	Self	100.0	Online	Pass	Employee has cleared the test	03-Dec-2022
16	S A RAZACK TANVEER - [6217]	Electrical	05	26-Nov-2022	08-Dec-2022	Self	100.0	Online	Pass	Employee has cleared the test	03-Dec-2022
17	A Ranganath . [3085]	Electrical	05	26-Nov-2022	07-Dec-2022	Self	100.0	Online	Pass	Employee has cleared the test	03-Dec-2022
18	B MOHAN KUMAR . . [4664]	Electrical	05	26-Nov-2022	07-Dec-2022	Self	100.0	Online	Pass	Employee has cleared the test	03-Dec-2022

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

RefdocNo.:SOP-U2-EHS-GEN-002

Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
19	S.A.Mahesh Kumar [1894]	Electrical	05	26-Nov-2022	06-Dec-2022	Self	100.0	Online	Pass	Employee has cleared the test	03-Dec-2022
20	Suresh . [3086]	Electrical	05	26-Nov-2022	06-Dec-2022	Self	100.0	Online	Pass	Employee has cleared the test	03-Dec-2022
21	Shivakumar Shivappa [1902]	Electrical	05	26-Nov-2022	06-Dec-2022	Self	100.0	Online	Pass	Employee has cleared the test	03-Dec-2022
22	Reddy Venkat Bomma Reddy [2258]	Electrical	05	26-Nov-2022	29-Nov-2022	Self	100.0	Online	Pass	Employee has cleared the test	03-Dec-2022
23	DOMMETI SAI RAM . [5796]	Electrical	05	26-Nov-2022	29-Nov-2022	Self	100.0	Online	Pass	Employee has cleared the test	03-Dec-2022
24	Ashok . [3087]	Electrical	05	26-Nov-2022	28-Nov-2022	Self	100.0	Online	Pass	Employee has cleared the test	03-Dec-2022
25	Gouse Mohinuddin [1903]	Electrical	05	26-Nov-2022	28-Nov-2022	Self	100.0	Online	Pass	Employee has cleared the test	03-Dec-2022
26	Nishant Kumar [2408]	Production	05	06-Oct-2022	08-Oct-2022	Self	100.0	Online	Pass	Employee has cleared the test	11-Oct-2022
27	Venkata Rao Saana [1974]	Production	05	23-Sep-2022	03-Oct-2022	Self	100.0	Online	Pass	Employee has cleared the test	27-Sep-2022

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

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Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
28	Parmanand Ramanna Patil [1071]	Production	05	19-Sep-2022	29-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
29	Nunna Guru Brahmam [2552]	Production	05	19-Sep-2022	29-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
30	Molabanti Kanyaka Parameswara Rao [2848]	Production	05	26-Sep-2022	28-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	30-Sep-2022
31	Attunuru Prasad Reddy [2952]	Production	05	26-Sep-2022	28-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	30-Sep-2022
32	JULURI RAGHU . [5909]	EHS	05	19-Sep-2022	28-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
33	Shrishail Shivasharanappa Bambase [2214]	Production	05	19-Sep-2022	28-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
34	KAPARE CHANDRAKANT MACHINDRA . [5490]	Production	05	19-Sep-2022	27-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
35	DUDEKULACHINNA JAMALBASHA . . [4633]	EHS	05	19-Sep-2022	27-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
36	Praveen Kumar Gadwal [1308]	Production	05	19-Sep-2022	27-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

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Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
37	Sultan Salahuddin Mohammed [3204]	Electrical	05	19-Sep-2022	27-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
38	GOLLA PANDUKUMAR . [6069]	Production	05	19-Sep-2022	27-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
39	MANISH PANDEY . [5322]	Production	05	19-Sep-2022	26-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
40	Bharath Kumar Pisay [1618]	Electrical	05	19-Sep-2022	26-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
41	AVINASH GANAPATI KOLI . . [4965]	EHS	05	19-Sep-2022	26-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
42	Pavan . [1657]	Electrical	05	19-Sep-2022	26-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
43	YOGESH APPASO SURYAWANSHI . [5986]	Production	05	19-Sep-2022	26-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
44	Krishna Reddy Paluvae [1378]	Production	05	19-Sep-2022	26-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
45	SOURABH PANDURANG PATIL - [6451]	Production	05	19-Sep-2022	26-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022

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Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
46	Maridayya Palivela [3615]	Production	05	19-Sep-2022	26-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
47	NISARG SANJAY ANDHALE - [6158]	Production	05	19-Sep-2022	25-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
48	GUTHIKONDA RAJASEKHAR REDDY . [6061]	Production	05	19-Sep-2022	25-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
49	THAMATAM SANTI . . [4901]	Production	05	19-Sep-2022	25-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
50	SANDEEP VUPPALA . [4605]	EHS	05	19-Sep-2022	25-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
51	BANDAMEEDI RAMESH . [6196]	Production	05	19-Sep-2022	25-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
52	Balaji Vamanrao Handge . [4000]	Production	05	19-Sep-2022	24-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
53	Srihari Rao Emani [2085]	Production	05	19-Sep-2022	24-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
54	DATTATREY RAMESHWAR VARPE [4446]	Production	05	19-Sep-2022	24-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022

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Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
55	Raghavendra Rao K . [5029]	Warehouse	05	19-Sep-2022	24-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
56	Aravind Giddalur [2995]	Production	05	19-Sep-2022	24-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
57	Venkataramana Seelam [1179]	Production	05	19-Sep-2022	24-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
58	MOHAMMAD ARSHAD AYYUB . . [4869]	Production	05	19-Sep-2022	24-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
59	Rajesh Mucharla [3194]	Production	05	19-Sep-2022	24-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
60	THATRAKAL SIVA PRASAD . [5501]	Production	05	19-Sep-2022	24-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
61	Prasad Burri [2780]	Production	05	19-Sep-2022	24-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
62	MANDAR SUDHAKAR HINGE . [5799]	Production	05	19-Sep-2022	24-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
63	Suman Midde [1347]	Production	05	19-Sep-2022	24-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

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Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
64	Kasi Sandeep Burugupalli [3017]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
65	Narasimhulu Jamjala [3784]	EHS	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
66	Raghunatha Reddy Athmakuru [3153]	Electrical	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
67	RAJENDRA SHRIRANG NIMBALKAR . [5912]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
68	Mohammed Gouse S S [3520]	Electrical	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
69	Baji Shaik [1786]	Electrical	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
70	Srinivasulu Reddy Konda [2789]	EHS	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
71	Venkateshwara Rao Parisa [1956]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
72	Sharanappa Nammakam [1243]	Warehouse	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

RefdocNo.:SOP-U2-EHS-GEN-002

Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
73	Venkaiah Yadava Golla [1900]	Electrical	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
74	Sant Prasad Singh [3458]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
75	Suresh Akkena [1394]	EHS	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
76	Basavaraj Basavalingaiah [1959]	Electrical	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
77	Venkatesh Regula [3614]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
78	DIVI VENUGOPAL . . [4866]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
79	DANDA VENKATA RAVI KUMAR . . [4806]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
80	Shrishail Jyotiba Gade [2166]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
81	Shankshank Suresh Banne . . [5031]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

RefdocNo.:SOP-U2-EHS-GEN-002

Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
82	Naga Sai Kollipara [2637]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
83	AKASH RAJENDRA NALAWADE . [5704]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
84	Venkata Prasad Kondapalli [2134]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
85	Srikanth Miyapuram . [4227]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
86	Praveen Kumar Bandaru [3016]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
87	PERUMALA SATISH KUMAR . . [4666]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
88	GOOTLO PAVAN KUMAR . . [4649]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
89	CHANNESHAPPA H . . [4824]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
90	Patan Reddi Basha [3641]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

RefdocNo.:SOP-U-2-EHS-GEN-009

Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
1	A Ranganath . [3085]	Electrical	06	13-Jul-2024	16-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
2	A VEERESHA - [7466]	Production	06	13-Jul-2024	18-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
3	Abdul Azeem [1178]	Engineering	06	13-Jul-2024	19-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
4	Abinash Parida [7388]	Production	06	13-Jul-2024	15-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
5	AJIT CHANDRAKANT BORUTE . [6040]	Production	06	13-Jul-2024	14-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
6	AKKULA PRATHAP GOWD . [5217]	Microbiology	06	13-Jul-2024	15-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
7	AKSHAY MALLU BODHALE - [7371]	Production	06	13-Jul-2024	19-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
8	AKSHAY NAMDEV ATOLE - [7287]	Production	06	13-Jul-2024	17-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
9	Akshay Sukhadev Paymode - [7394]	Production	06	13-Jul-2024	15-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

RefdocNo.:SOP-U-2-EHS-GEN-009

Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
10	Alkesh Kashte . [3938]	IT	06	13-Jul-2024	17-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
11	Alure Vasant [2025]	Production	06	13-Jul-2024	18-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
12	Amar Sarode [2142]	Engineering	06	13-Jul-2024	23-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
13	AMARRAYYA . . [4788]	Engineering	06	13-Jul-2024	15-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
14	Amarsing Kisansing Rajput [3523]	Production	06	13-Jul-2024	19-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
15	AMIT ANNAPPA ATHANI - [6254]	Quality control	06	13-Jul-2024	14-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
16	AMIT ASHOK MALI . [5880]	Quality control	06	13-Jul-2024	18-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
17	AMOL TUKARAM DHANWATE - [7361]	Production	06	13-Jul-2024	17-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
18	AMRUTHALURI SURESH BABU - [7665]	Production	06	13-Jul-2024	24-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024

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Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
19	Ananda K [3799]	Production	06	13-Jul-2024	15-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
20	Anantha Sena Reddy Gaunolla [1395]	Quality Assurance	06	13-Jul-2024	15-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
21	Anil Gangadhar Bollineni [1321]	Production	06	13-Jul-2024	18-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
22	ANIL NANA SATHE - [7488]	Production	06	13-Jul-2024	31-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
23	ANIL SHANKAR RATHOD - [7590]	Production	06	13-Jul-2024	15-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
24	Anilkumar Polisetty . [3996]	Production	06	13-Jul-2024	14-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
25	Anis Mangalwade [1888]	Engineering	06	13-Jul-2024	19-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
26	ANISH CHANDRAN - [6960]	Warehouse	06	13-Jul-2024	15-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
27	Anjaliya Babu Dandu [1135]	Production	06	13-Jul-2024	15-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024

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Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
28	Anupam Kapoor [1222]	Production	06	13-Jul-2024	16-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
29	Anwar Basha Katika [1625]	Quality Assurance	06	13-Jul-2024	13-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
30	APPIKATLA SAI KUMAR - [6542]	Production	06	13-Jul-2024	18-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
31	Aravind Giddalur [2995]	Production	06	13-Jul-2024	18-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
32	Arun Kumar [1210]	Production	06	13-Jul-2024	25-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
33	Arun Kumar Gunjanur [1307]	Production	06	13-Jul-2024	13-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
34	Arun Kumar Singh [1355]	Production	06	13-Jul-2024	24-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
35	Arvind Chandrakant Balkundi [2271]	Quality control	06	13-Jul-2024	15-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
36	Arvind Kumar Singh [2766]	Personnel & Administration	06	13-Jul-2024	20-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024

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Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
37	Ashok . [3087]	Electrical	06	13-Jul-2024	19-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
38	Ashok Ellendula [3321]	Quality Assurance	06	13-Jul-2024	16-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
39	ATAR SINGH - [7420]	Production	06	13-Jul-2024	16-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
40	Attunuru Prasad Reddy [2952]	Production	06	13-Jul-2024	14-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
41	ATUL DWIVEDI - [7373]	Production	06	13-Jul-2024	24-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
42	AVADHUT ASHOK KULKARNI . [5694]	Production	06	13-Jul-2024	18-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
43	AVINASH ANNASO BHUJAWADKAR - [7660]	Production	06	13-Jul-2024	14-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
44	Avinash Digambar Bhalerao [3573]	Production	06	13-Jul-2024	17-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
45	Avularaju Pokala [2307]	Production	06	13-Jul-2024	18-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024

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#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
46	Awnesh Kumar Goswami [1366]	Production	06	13-Jul-2024	13-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
47	B E SATISH KUMAR - [7309]	Microbiology	06	13-Jul-2024	23-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
48	B KIRAN KUMAR REDDY - [7499]	Production	06	13-Jul-2024	18-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
49	B MOHAN KUMAR . . [4664]	Electrical	06	13-Jul-2024	16-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
50	B. Linga Reddy - [1563]	Warehouse	06	13-Jul-2024	20-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
51	B.Siva Kumar [2636]	Production	06	13-Jul-2024	16-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
52	BADESAB HUSEN SHAIKH [7188]	EHS	06	13-Jul-2024	16-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
53	Badrinath . [4344]	Production	06	13-Jul-2024	18-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
54	Bala Krishna Reddy Vaka [2459]	Quality Assurance	06	13-Jul-2024	15-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024

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#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
55	Balachandar B [3481]	Production	06	13-Jul-2024	20-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
56	Balaji Kisanrao Kadam - [1221]	Analytical research and Development (AR&D)	06	13-Jul-2024	18-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
57	Balaji Vamanrao Handge . [4000]	Production	06	13-Jul-2024	14-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
58	Balaveeraiah Valadasu [1495]	Production	06	13-Jul-2024	14-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
59	Balesha Mhommed [1889]	Engineering	06	13-Jul-2024	22-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
60	BANDAMEEDI RAMESH . [6196]	Production	06	13-Jul-2024	22-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
61	BAPALA MANOJ KUMAR - [7450]	Production	06	13-Jul-2024	15-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
62	BASANA GOUDA C . [5314]	Engineering	06	13-Jul-2024	15-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
63	Basavaraj . [3499]	Microbiology	06	13-Jul-2024	15-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024

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#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
64	Basavaraj Basavalingaiah [1959]	Electrical	06	13-Jul-2024	16-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
65	Basavaraja S D [3488]	Quality control	06	13-Jul-2024	14-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
66	Baswraj Kalyani Gundure . [4324]	Production	06	13-Jul-2024	13-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
67	BEERAPPA GAWADE . [5438]	Production	06	13-Jul-2024	17-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
68	Bharath Kumar Pisay [1618]	Electrical	06	13-Jul-2024	16-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
69	Bharmanna Shivaraya Petarge [1186]	Quality control	06	13-Jul-2024	22-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
70	BHEEMAIAH - [7507]	Engineering	06	13-Jul-2024	18-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
71	Bheemrayudu Konkal [2356]	Quality control	06	13-Jul-2024	14-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
72	Bheemsingh Rathod [2404]	Quality control	06	13-Jul-2024	17-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024

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#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
73	BIRENDRA KUMAR RANA . [4716]	Quality control	06	13-Jul-2024	15-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
74	Biswaranjan Padhy [7387]	Production	06	13-Jul-2024	16-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
75	Bolla Surendra Reddy . [2236]	Production	06	13-Jul-2024	15-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
76	BOOSUPALLI SANJEEVA REDDY - [6961]	Quality control	06	13-Jul-2024	16-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
77	Boya Mallikarjuna [2836]	Production	06	13-Jul-2024	13-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
78	Boyini Parushuram [2911]	Production	06	13-Jul-2024	14-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
79	Brahmaiah Mandadapu [2409]	Production	06	13-Jul-2024	18-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
80	BYRAKONDA HARIKRISHNA - [7311]	Production	06	13-Jul-2024	13-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
81	Challa Rambabu [3832]	Production	06	13-Jul-2024	15-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024

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#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
82	Chandra Sekhar Kummari [2972]	Quality control	06	13-Jul-2024	18-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
83	Chandra Shekar . [3084]	Electrical	06	13-Jul-2024	16-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
84	CHANDRASHEKAR SHANTAMALLAPPA DUDHANI . [6645]	Warehouse	06	13-Jul-2024	19-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
85	Channa Reddy [1069]	Warehouse	06	13-Jul-2024	20-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
86	CHANNESHAPPA H . . [4824]	Production	06	13-Jul-2024	14-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
87	Chanukya S [1978]	Quality control	06	13-Jul-2024	13-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
88	CHAPALI NARSIMULU - [7234]	Production	06	13-Jul-2024	16-Jul-2024	Self	90.0	Online	Pass	Employee has cleared the test	19-Jul-2024
89	CHEKUBOYINA SURYAVAMSI GOKUL - [6157]	Quality control	06	13-Jul-2024	16-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024
90	CHEVITOLLA PEDDA RAMESH - [6163]	Production	06	13-Jul-2024	14-Jul-2024	Self	100.0	Online	Pass	Employee has cleared the test	19-Jul-2024

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Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
1	A Ranganath . [3085]	Electrical	09	22-Jan-2025	06-Feb-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
2	A VEERESHA - [7466]	Production	09	22-Jan-2025	25-Jan-2025	Self	90.0	Online	Pass	Employee has cleared the test	06-Feb-2025
3	Abdul Azeem [1178]	Engineering	09	22-Jan-2025	04-Feb-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
4	Abinash Parida [7388]	Production	09	22-Jan-2025	23-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
5	AJIT CHANDRAKANT BORUTE . [6040]	Production	09	22-Jan-2025	24-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
6	AKASH BHAGWAT WARE - [7997]	Production	09	22-Jan-2025	03-Feb-2025	Self	90.0	Online	Pass	Employee has cleared the test	06-Feb-2025
7	AKSHAY MALLU BODHALE - [7371]	Production	09	22-Jan-2025	06-Feb-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
8	Alure Vasant [2025]	Production	09	22-Jan-2025	23-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
9	Amar Sarode [2142]	Engineering	09	22-Jan-2025	06-Feb-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025

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Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
10	AMARRAYYA . . [4788]	Engineering	09	22-Jan-2025	26-Jan-2025	Self	90.0	Online	Pass	Employee has cleared the test	06-Feb-2025
11	Amarsing Kisansing Rajput [3523]	Production	09	22-Jan-2025	23-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
12	AMIT BHAGWAT SHINDE - [7960]	Production	09	22-Jan-2025	23-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
13	AMRUTHALURI SURESH BABU - [7665]	Production	09	22-Jan-2025	23-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
14	Ananda K [3799]	Production	09	22-Jan-2025	24-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
15	Anil Gangadhar Bollineni [1321]	Production	09	22-Jan-2025	31-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
16	ANIL MARUTI JANKAR - [7872]	Production	09	22-Jan-2025	26-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
17	Anilkumar Polisetty . [3996]	Production	09	22-Jan-2025	23-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
18	Anis Mangalwade [1888]	Engineering	09	22-Jan-2025	05-Feb-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025

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#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
19	ANISH CHANDRAN - [6960]	Warehouse	09	22-Jan-2025	24-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
20	Anjaliya Babu Dandu [1135]	Production	09	22-Jan-2025	24-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
21	ANNASO BALU ATPADKAR - [8011]	Production	09	22-Jan-2025	25-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
22	APPIKATLA SAI KUMAR - [6542]	Production	09	22-Jan-2025	22-Jan-2025	Self	90.0	Online	Pass	Employee has cleared the test	06-Feb-2025
23	Aravind Giddalur [2995]	Production	09	22-Jan-2025	23-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
24	ARUN KUMAR - [7983]	Production	09	22-Jan-2025	26-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
25	Arun Kumar [1210]	Production	09	22-Jan-2025	26-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
26	Arun Kumar Gunjanur [1307]	Production	09	22-Jan-2025	24-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
27	Arun Kumar Singh [1355]	Production	09	22-Jan-2025	06-Feb-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025

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Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
28	Ashok . [3087]	Electrical	09	22-Jan-2025	26-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
29	ASHOK BALASAHEB BAGAL - [7862]	Production	09	22-Jan-2025	23-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
30	ATAR SINGH - [7420]	Production	09	22-Jan-2025	22-Jan-2025	Self	90.0	Online	Pass	Employee has cleared the test	06-Feb-2025
31	ATISH SHARMA - [7777]	Production	09	22-Jan-2025	23-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
32	Attunuru Prasad Reddy [2952]	Production	09	22-Jan-2025	22-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
33	ATUL DWIVEDI - [7373]	Production	09	22-Jan-2025	25-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
34	AVADHUT ASHOK KULKARNI . [5694]	Production	09	22-Jan-2025	23-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
35	AVINASH ANNASO BHUJAWADKAR - [7660]	Production	09	22-Jan-2025	24-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
36	AVINASH APPA TAKALE - [7817]	Production	09	22-Jan-2025	26-Jan-2025	Self	90.0	Online	Pass	Employee has cleared the test	06-Feb-2025

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#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
37	Avinash Digambar Bhalerao [3573]	Production	09	22-Jan-2025	22-Jan-2025	Self	90.0	Online	Pass	Employee has cleared the test	06-Feb-2025
38	AVINASH MACHINDRA SHINDE - [7981]	Production	09	22-Jan-2025	30-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
39	Avularaju Pokala [2307]	Production	09	22-Jan-2025	22-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
40	B KIRAN KUMAR REDDY - [7499]	Production	09	22-Jan-2025	24-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
41	B MOHAN KUMAR . . [4664]	Electrical	09	22-Jan-2025	29-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
42	B. Linga Reddy - [1563]	Warehouse	09	22-Jan-2025	24-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
43	B.Siva Kumar [2636]	Production	09	22-Jan-2025	01-Feb-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
44	BADESAB HUSEN SHAIKH [7188]	EHS	09	22-Jan-2025	22-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
45	Balachandar B [3481]	Production	09	22-Jan-2025	22-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

RefdocNo.:SOP-U-2-EHS-GEN-010

Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
46	Balaji Vamanrao Handge . [4000]	Production	09	22-Jan-2025	26-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
47	Balaveeraiah Valadasu [1495]	Production	09	22-Jan-2025	24-Jan-2025	Self	90.0	Online	Pass	Employee has cleared the test	06-Feb-2025
48	BANDAMEEDI RAMESH . [6196]	Production	09	22-Jan-2025	24-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
49	BAPALA MANOJ KUMAR - [7450]	Production	09	22-Jan-2025	23-Jan-2025	Self	90.0	Online	Pass	Employee has cleared the test	06-Feb-2025
50	BASANA GOUDA C . [5314]	Engineering	09	22-Jan-2025	30-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
51	Basavaraj Basavalingaiah [1959]	Electrical	09	22-Jan-2025	01-Feb-2025	Self	90.0	Online	Pass	Employee has cleared the test	06-Feb-2025
52	BASAVARAJ KUMBAR - [7718]	Engineering	09	22-Jan-2025	31-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
53	Baswraj Kalyani Gundure . [4324]	Production	09	22-Jan-2025	23-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
54	BEERAPPA GAWADE . [5438]	Production	09	22-Jan-2025	24-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

RefdocNo.:SOP-U-2-EHS-GEN-010

Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
55	BHANUDAS DATTATRYA BARKADE - [7941]	Production	09	22-Jan-2025	23-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
56	Bharath Kumar Pisay [1618]	Electrical	09	22-Jan-2025	30-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
57	Biswaranjan Padhy [7387]	Production	09	22-Jan-2025	23-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
58	Bolla Surendra Reddy . [2236]	Production	09	22-Jan-2025	23-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
59	Boya Mallikarjuna [2836]	Production	09	22-Jan-2025	23-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
60	Boyini Parushuram [2911]	Production	09	22-Jan-2025	26-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
61	Brahmaiah Mandadapu [2409]	Production	09	22-Jan-2025	22-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
62	BYRAKONDA HARIKRISHNA - [7311]	Production	09	22-Jan-2025	22-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
63	CHAITANYA RAVINDRA WALIMBE - [7832]	Production	09	22-Jan-2025	29-Jan-2025	Self	90.0	Online	Pass	Employee has cleared the test	06-Feb-2025

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

RefdocNo.:SOP-U-2-EHS-GEN-010

Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
64	Challa Rambabu [3832]	Production	09	22-Jan-2025	23-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
65	Chandra Shekar . [3084]	Electrical	09	22-Jan-2025	06-Feb-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
66	CHANDRASHEKAR SHANTAMALLAPPA DUDHANI . [6645]	Warehouse	09	22-Jan-2025	05-Feb-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
67	Channa Reddy [1069]	Warehouse	09	22-Jan-2025	04-Feb-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
68	CHANNESHAPPA H . . [4824]	Production	09	22-Jan-2025	29-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
69	D BALAKRISHNA . [5687]	Production	09	22-Jan-2025	24-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
70	DAGGUPATI VENKATARAMANA - [6322]	Production	09	22-Jan-2025	22-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
71	DEEPAK GOVINDRAO NATKARE . . [4799]	Production	09	22-Jan-2025	23-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
72	Devaraja . [1913]	Warehouse	09	22-Jan-2025	01-Feb-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

RefdocNo.:SOP-U-2-EHS-GEN-010

Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
73	Devendra Pratap Singh [1209]	Production	09	22-Jan-2025	25-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
74	Devi Krishna Gujjula [2229]	Production	09	22-Jan-2025	03-Feb-2025	Self	90.0	Online	Pass	Employee has cleared the test	06-Feb-2025
75	DHEERAJ DIPAK KANASE . [7998]	Production	09	22-Jan-2025	23-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
76	DIPAK NAVNATH TONDE - [7427]	Production	09	22-Jan-2025	22-Jan-2025	Self	90.0	Online	Pass	Employee has cleared the test	06-Feb-2025
77	DIVI VENUGOPAL . . [4866]	Production	09	22-Jan-2025	23-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
78	Edukondalu Pagolu [2849]	Production	09	22-Jan-2025	23-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
79	Eswar Rao Banisetti [1945]	Production	09	22-Jan-2025	24-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
80	Fayaz Ahmad Shaik [3019]	Production	09	22-Jan-2025	04-Feb-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
81	G Subramanyam Reddy [2796]	Production	09	22-Jan-2025	26-Jan-2025	Self	90.0	Online	Pass	Employee has cleared the test	06-Feb-2025

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

RefdocNo.:SOP-U-2-EHS-GEN-010

Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
82	G.Nagarjuna . [1604]	Production	09	22-Jan-2025	22-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
83	GANESH KUMAR GUPTA . . [4818]	Production	09	22-Jan-2025	23-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
84	GANESH VITTHAL JADHAV - [7606]	Production	09	22-Jan-2025	23-Jan-2025	Self	90.0	Online	Pass	Employee has cleared the test	06-Feb-2025
85	Ganganna Nagallapur [1173]	Engineering	09	22-Jan-2025	05-Feb-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
86	Girish Mohan Bhandare . [3978]	Production	09	22-Jan-2025	25-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
87	GOLLA PANDUKUMAR . [6069]	Production	09	22-Jan-2025	07-Feb-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
88	GOOTLO PAVAN KUMAR . . [4649]	Production	09	22-Jan-2025	24-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
89	Gouse Mohinuddin [1903]	Electrical	09	22-Jan-2025	06-Feb-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025
90	Govindarajulu Mendi Srinivasulu [1070]	Production	09	22-Jan-2025	24-Jan-2025	Self	100.0	Online	Pass	Employee has cleared the test	06-Feb-2025

Confidential & Restricted Circulation

Unit:	Unit 2	Date: 30.03.25	MARCH			
Reporting Period: 24 Hours (6.00 AM previous day till 6.00 AM today)						
From: Unit EHS Lead (To be emailed daily on or before 10.00 Hrs.)			(To be emailed daily on or before 10.00 Hrs.)			
To: Factory Manager (CC: M/s. K H Honneshaiah, Sharath Reddy)						

S No	EHS Parameters	Unit	Target	Actual	Total Target	Total Actual
1	Work-related injury	Number	0	0	0	0
2	Work-related illness	Number	0	0	0	0
3	Process safety incident	Number	0	0	0	0
4	Near miss	Number	0	2	0	2
5	Fire incident	Number	0	0	0	0
6	Environmental incident	Number	0	0	0	0
7	SAFE Rounds Conducted	Number	Daily	5	Daily	5
8	Site Safety Observations	Number	Daily	4	Daily	4
9	Work Permits Issued	Number	0	11	0	11
10	HIRA/EAIA Updated	Number	0	0	0	0
11	Emergency Drills (Local) Conducted	Number	0	0	0	0
12	MoCs Issued	Number	0	0	0	0
13	PSSRs Conducted	Number	0	0	0	0
14	TBT/Training Conducted	Number	As per plan	0	As per plan	0
15	PPE Adherence (Yes=1, No=0)	%	90	95	90	90
16	Site Periphery Round Conducted (Yes=1, No=0)	Yes/No	Daily	0	Daily	0
17	Visit by/letter from statutory authority (Yes=1, No=0)	Yes/No	0	0	0	0

S No	Important Points Requiring Immediate Attention, if any:
1	AT E-Block intermidiate first floor utility header E/RE-02 line rusted and leakage observed Information given to Amar sarode & Naagbabu for rectification.**Near Miss.**
2	AT AO-Block AO/ST-02 Amonia tank level indicator leakage information given to Meenappa & K.Ananda for rectification.**Unsfe condition.**
3	AT AO Block AO/ST-02B tank bottom line insulation damaged observed Information given to Minappa & K.Ananda for rectification. **Unsfe condition.**
4	AT AO-Block M S structure area top floor platform chaqured plate fully rusted need to replace Information given to Ananda & Minappa for rectification.**Near miss.**

Note: Extra works details

1. Fire hydrant Pump house monitored and pressure guage-7 kg .
   Jockey pump will start auto mode at 6 kg pressure and off Auto mode at 7 kg pressure .
   IIigh pressure pump will start auto mode at 4.5 kg and off Manual mode only .
   Diesel pump will not start auto mode Sensor relay problem start Manual mode only .
2. Work permit clearnace issuance and officeal work permits taken back and kept in ehs office .
3. Eye wash bottles and portable eye wash bottles daily water changing labels prepared and arranged all blocks.
4. Near miss, unsafe act ,unsafe condition weakly points updated and sent to Mr.Elangovan sir .
5. QMS training today completed.
6. Daily QA log books updated like eye wash bottles and eye wash showers etc...
7. Today hazardous waste status board updated.
8. Today New employee JST/Induction training completed.
9. **Today Peptide & pollymer AX & AO7 Lables pasting work done.**
10. Today Fire hydrant valves V-04 & V-06 Opened & checked .
11. **Today 4 casuals (Kalam -AI Block, Satish-Electrical, Iranna-AO-Block,Vikas-AO-Block) safety helmet violetion token issued. Unsafe Act.**
12. Today E-Block RE/01 & RE/08 reactor jacket welding succesfully completed with safety observation.

Prepared By :	Reviwed By :	Approved By :

DANGEROUS GOODS & COMBUSTIBLE LIQUIDS STORAGE COMPATIBILITY CHART

CLASS OR SUBSIDIARY RISK		FLAMMABLE GAS 2	NON-FLAMMABLE NON-TOXIC GAS 2	TOXIC GAS 2	OXIDIZING GAS 2	FLAMMABLE 3	FLAMMABLE SOLID 4	SPONTANEOUSLY COMBUSTIBLE 4	DANGEROUS WHEN WET 4	OXIDIZING AGENT 5.1	ORGANIC PEROXIDE 5.2	TOXIC	CORROSIVE 8	QUANTITY AT STORE
FLAMMABLE GAGES		OK TO STORE TOGETHER	OK TO STORE TOGETHER	SEGREGATE AT LEAST 3MTS	SEGREGATE AT LEAST 3MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 3MTS	ISOLATE	SEGREGATE AT LEAST 3MTS	SEGREGATE AT LEAST 5MTS	
NON-TOXIC NON-FLAMMABLE GAGES		OK TO STORE TOGETHER	OK TO STORE TOGETHER	OK TO STORE TOGETHER	OK TO STORE TOGETHER	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 3MTS	ISOLATE	SEGREGATE AT LEAST 3MTS	SEGREGATE AT LEAST 5MTS	
TOXIC GAS		SEGREGATE AT LEAST 3MTS	OK TO STORE TOGETHER	MAY NOT BE COMPATIBLE CHECK MSDS AND NOTES	SEGREGATE AT LEAST 3MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 3MTS	ISOLATE	SEGREGATE AT LEAST 3MTS	SEGREGATE AT LEAST 5MTS	
OXIDIZING GAS		SEGREGATE AT LEAST 3MTS	OK TO STORE TOGETHER	SEGREGATE AT LEAST 3MTS	OK TO STORE TOGETHER	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 3MTS	ISOLATE	SEGREGATE AT LEAST 3MTS	SEGREGATE AT LEAST 5MTS	
FLAMMABLE LIQUIDS + COMBUSTIBLE LIQUIDS		SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	OK TO STORE TOGETHER	SEGREGATE AT LEAST 3MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	ISOLATE	SEGREGATE AT LEAST 3MTS	SEGREGATE AT LEAST 3MTS	
FLAMMABLE SOLID		SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 3MTS	OK TO STORE TOGETHER	SEGREGATE AT LEAST 3MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 3MTS	ISOLATE	SEGREGATE AT LEAST 3MTS	MAY NOT BE COMPATIBLE CHECK MSDS AND NOTES	
SPONTANEOUSLY COMBUSTIBLE		SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 3MTS	OK TO STORE TOGETHER	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	ISOLATE	SEGREGATE AT LEAST 3MTS	SEGREGATE AT LEAST 3MTS	
DANGEROUS WHEN WET		SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	OK TO STORE TOGETHER	SEGREGATE AT LEAST 5MTS	ISOLATE	SEGREGATE AT LEAST 3MTS	SEGREGATE AT LEAST 5MTS	
OXIDISING AGENT		SEGREGATE AT LEAST 3MTS	SEGREGATE AT LEAST 3MTS	SEGREGATE AT LEAST 3MTS	SEGREGATE AT LEAST 3MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 3MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	MAY NOT BE COMPATIBLE CHECK MSDS AND NOTES	ISOLATE	SEGREGATE AT LEAST 3MTS	SEGREGATE AT LEAST 3MTS	
ORGANIC PEROXIDE		ISOLATE	ISOLATE	ISOLATE	ISOLATE	ISOLATE	ISOLATE	ISOLATE	ISOLATE	ISOLATE	OK TO STORE TOGETHER	ISOLATE	SEGREGATE AT LEAST 3MTS	
TOXIC		SEGREGATE AT LEAST 3MTS	SEGREGATE AT LEAST 3MTS	SEGREGATE AT LEAST 3MTS	SEGREGATE AT LEAST 3MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 3MTS	SEGREGATE AT LEAST 3MTS	SEGREGATE AT LEAST 3MTS	SEGREGATE AT LEAST 3MTS	ISOLATE	OK TO STORE TOGETHER	SEGREGATE AT LEAST 5MTS	
CORROSIVE		SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 3MTS	MAY NOT BE COMPATIBLE CHECK MSDS AND NOTES	SEGREGATE AT LEAST 3MTS	SEGREGATE AT LEAST 5MTS	SEGREGATE AT LEAST 3MTS	SEGREGATE AT LEAST 3MTS	SEGREGATE AT LEAST 5MTS	MAY NOT BE COMPATIBLE CHECK MSDS AND NOTES	

SHILPA PHARMA LIFESCIENCES LIMITED, UNIT-2
ANNEXURE-X
OCCUPATIONAL HEALTH CENTRE INSPECTION CHECKLIST

Document Reference No.: SOP/U-2/EHS/GEN/006

Inspected On: OHC

S No.	Check Points	Condition(Ok/Not OK)	Action taken	Inspected by
1.	Is the OHC Room is clean and tidy free from obstructions.	OK	NA	R – 27/03/25
2.	Is the condition of Patient Bed and bed sheet and pillow	OK	NA	R – 27/03/25
3.	Wheel chair availability and condition	OK	NA	R – 27/03/25
4.	Stretcher availability and condition	OK	NA	R – 27/03/25
5.	Fire extinguisher condition	OK	NA	R – 27/03/25
6.	Refrigerator availability and working condition	OK	NA	R – 27/03/25
7.	Is sufficient Antidotes and Medicines available	OK	NA	R – 27/03/25
8.	All the Antidotes and medicines having validity and expiry details	OK	NA	R – 27/03/25
9.	First aid box availability and condition	OK	NA	R – 27/03/25
10.	Oxygen gas cylinders,Regulators and breathing set condition	OK	NA	R – 27/03/25
11.	Others if any	NA	NA	R – 27/03/25

SHILPA PHARMA LIFESCIENCS LIMITED

Summary of Work-related Injury and Lost Time Injury Frequency Rate

Date:20-06-2025

Financial Year: 2024-25

S. NO	Description	Unit	Values
1	Number of Fatalities - Own Employees	Nos	0
2	Number of Fatalities - Contract Employees	Nos	0
3	High Consequence Work-related Injury or Ill-health (LWC, excluding fatalities) - Own Employees	Nos	0
4	High Consequence Work-related Injury or Ill-health (LWC, excluding fatalities) - Contract Employees	Nos	1
5	Number of Dangerous Occurrences/Process Safety Incidents (High Severity Incidents)	Nos	0
6	Number of Total Recordable Work-related Injuries - Own Employees	Nos	7
7	Number of Total Recordable Work-related Injuries - Contract Employees	Nos	13
8	Total Man-hours Worked (including OT) - Own Employees	Hrs	3298161
9	Total Man-hours Worked (including OT) - Contract Employees	Hrs	1224332
10	Total Man-hours Worked (including OT) - Own + Contract Employees	Hrs	4522493
11	Number of work related lost workdays as per incident summary - Own employees	Nos	0
12	Number of work related lost workdays as per incident summary - Contractor employees	Nos	12
13	Number of work related lost workdays as per incident summary - Own + Contractor employees	Nos	12
14	Lost Time Injury Frequency Rate per Million Man Hours (LTIFR) - Own Employees	LTIFR	0.000
15	Lost Time Injury Frequency Rate per Million Man Hours (LTIFR) - Contract Employees	LTIFR	0.817
16	Lost Time Injury Frequency Rate per Million Man Hours (LTIFR) - Own + Contract Employees	LTIFR	0.221
17	Lost Time Injury Severity Rate per Million Man Hours (LTISR) - Own Employees	LTISR	0.000
18	Lost Time Injury Severity Rate per Million Man Hours (LTISR) - Contract Employees	LTISR	9.801
19	Lost Time Injury Severity Rate per Million Man Hours (LTISR) - Own + Contract Employees	LTISR	2.653

	Prepared by	Reviewed by	Approved by
Name	Vijay Kumar N	R. Elangovan	K. Sharath Reddy
Designation	Executive - EHS	DGM - EHS	Technical Director
Sign & Date	20/06/25	20/06/25	20/06/25

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

DYKE WALL / CONTAINMENT WALL MAINTENANCE CHECKLIST

Document Reference No.: SOP/U-2/ENG/GEN/072
Format No: FM-ENG-407-00

01

Name of the Building: WH - Solvent Yard

Activity Start Date: 12/04/25

Activity Completed Date: 12/04/25

S.No	Check Points	Status OK/ Not Ok/NA	Observation	Executed by
A.	**DYKE WALL / CONTAINMENT WALL MAINTENANCE CHECKS**			
1.	Check the floors, for any crevices or cracks, if found, repair / fill with cement plaster or any suitable materials	Ok	Checked the floor no Cracks observed and found ok	Nor 12/04/25
2.	Check the Dyke wall / containment wall, for any crevices, holes or cracks, if found repair / fill with cement plaster or any suitable materials	Ok	Checked Cracks observed for Dyke wall, filled with Cement plaster now ok	Nor 12/04/25
3.	Check the tiles condition (if. applicable), repair with same tiles or with suitable materials to ensure intactness.	- NA -	- NA -	Nor 12/04/25
4.	Check the stains on side walls, if required paint with suitable material.	Ok	Checked, painting touchup done for required area	Nor 12/04/25
5.	En Check the containment valve condition for any leakages and valve handle operation. if not good, rectify or replace	Ok	Checked no leakages found.	Nor 12/04/25

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

DYKE WALL / CONTAINMENT WALL MAINTENANCE CHECKLIST

Document Reference No.: SOP/U-2/ENG/GEN/072 01

Format No: FM-ENG-407-00

S.No	Check Points	Status OK/ Not Ok/NA	Observation	Executed by
6.	Check and ensure the drainage passage is clear without any blockage .	Ok	Checked no blockages observed.	Nor 12/04/25
7.	Check the condition of the tank base foundation for any damages, if found repair suitably with due approvals	Ok	Checked & found ok	Nor 12/04/25
8.	Check the staircase and if not good condition, repair suitably for safe usage.	Ok	Checked and found ok	Nor 12/04/25
9.	Suitable Permit system must be followed for any major or hot work must be taken and after completion must be closed properly as per procedure.	- NA -	- NA -	Nor 12/04/25

Verified by:

Date: 12/04/25

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

INSPECTION REPORT FOR FIRE EXTINGUISHER

Document Reference No.: SOP/U-2/EHS/GEN/004

Format No: FM-EHS-009-02

S. No	ID No	Capacity	Location	Serviced on	Next Servicing on	Checked by Sign/Date	Reviewed by Sign/Date	Remarks
01	Sec/PEI DCP/001	10Kg	Dy Engine office	24/03/25	23/06/25	24/03/25	24/03/25	NA
02	R&D/PEI DCP/002	10Kg	R&D Entrance right side	24/03/25	23/06/25	24/03/25	24/03/25	NA
03	R&D/PEI DCP/003	10Kg	R&D Entrance left side	24/03/25	23/06/25	24/03/25	24/03/25	NA
04	R&D/PEI DCP/004	10Kg	R&D corridor	24/03/25	23/06/25	24/03/25	24/03/25	NA
05	R&D/PEI DCP/005	10Kg	R&D corridor	24/03/25	23/06/25	24/03/25	24/03/25	NA
06	R&D/PEI DCP/006	10Kg	Potential Entry/ exit door outer side	24/03/25	23/06/25	24/03/25	24/03/25	NA
07	R&D/PEI DCP/007	4.5Kg	R&D Onco Laboratory entrance	24/03/25	23/06/25	24/03/25	24/03/25	NA
08	R&D/PEI DCP/008	10Kg	R&D Onco Laboratory	24/03/25	23/06/25	24/03/25	24/03/25	NA
09	R&D/PEI DCP/009	10Kg	R&D Onco Laboratory	24/03/25	23/06/25	24/03/25	24/03/25	NA
10	R&D/PEI DCP/010	10Kg	R&D opposite of fume hood	24/03/25	23/06/25	24/03/25	24/03/25	NA
11	RI/PEI DCP/011	10Kg	RI Near entry/ exit door	24/03/25	23/06/25	24/03/25	24/03/25	NA
12	RI/PEI DCP/012	05Kg	RI Near emergency exit	24/03/25	23/06/25	24/03/25	24/03/25	NA
13	ARD/PEI DCP/013	10Kg	ARD Laboratory Entrance door	24/03/25	23/06/25	24/03/25	24/03/25	NA
14	ARD/PEI DCP/014	10Kg	Corridor area	24/03/25	23/06/25	24/03/25	24/03/25	NA
15	ARD/PEI CO2/015	4.5Kg	ARD entry/ exit opposite	24/03/25	23/06/25	24/03/25	24/03/25	NA
16	ARD/PEI CO2/016	4.5Kg	ARD entry/ exit of balance room	24/03/25	23/06/25	24/03/25	24/03/25	NA
17	ARD/PEI CO2/017	4.5Kg	ARD beside documentation	24/03/25 24/06/25	23/06/25	24/03/25	24/03/25	NA
18	ARD/PEI CO2/018	4.5Kg	ARD office side	24/03/25	23/06/25	24/03/25	24/03/25	NA
19	ARD/PEI CO2/019	4.5Kg	ARD panel room	24/03/25	23/06/25	24/03/25	24/03/25	NA

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20	QC/PEI CO2/020	4.5kg	Entrance of the QC outside	24/03/25	23/06/25	24/03/25	24/03/25	NA
21	QC/PEI CO2/021	4.5kg	QC corridor	24/03/25	23/06/25	24/03/25	24/03/25	NA
22	QC/PEI CO2/022	4.5kg	QC corridor	24/03/25	23/06/25	24/03/25	24/03/25	NA
23	QC/PEI CO2/023	4.5kg	QC corridor	24/03/25	23/06/25	24/03/25	24/03/25	NA
24	QC/PEI CO2/024	4.5kg	QC corridor	24/03/25	23/06/25	24/03/25	24/03/25	NA
25	QC/PEI CO2/025	4.5kg	Microbiology Entry/Exit	24/03/25	23/06/25	24/03/25	24/03/25	NA
26	QC/PEI CO2/026	4.5kg	chemical storage room outside.	24/03/25	23/06/25	24/03/25	24/03/25	NA
27	QA/PEI CO2/027	4.5kg	QA conference hall outside	24/03/25	23/06/25	24/03/25	24/03/25	NA
28	QA/PEI CO2/028	4.5kg	Stability chamber	24/03/25	23/06/25	24/03/25	24/03/25	NA
29	QA/PEI CO2/029	4.5kg	Stability chamber	24/03/25	23/06/25	24/03/25	24/03/25	NA
30	QA/PEI CO2/030	4.5kg	QA corridor	24/03/25	23/06/25	24/03/25	24/03/25	NA
31	QA/PEI CO2/031	4.5kg	Production documentation room	24/03/25	23/06/25	24/03/25	24/03/25	NA
32	QA/PEI DCP/032	10kg	QA Document Archival room	24/03/25	23/06/25	24/03/25	24/03/25	NA
33	QA/PEI CO2/033	4.5kg	QA Document Archival room	24/03/25	23/06/25	24/03/25	24/03/25	NA
34	HMS/PEI DCP/034	25kg	Acid/Alkali Storage	24/03/25	23/06/25	24/03/25	24/03/25	NA
35	HMS/PEI DCP/035	10kg	Entrance of HMS room	24/03/25	23/06/25	24/03/25	24/03/25	NA
36	HMS/PEI DCP/036	10kg	Entrance of HMS room	24/03/25	23/06/25	24/03/25	24/03/25	NA
37	HMS/PEI DCP/037	10kg	Opposite of HMS entrance	24/03/25	23/06/25	24/03/25	24/03/25	NA
38	HMS/PEI DCP/038	25kg	Exit of HMS room	24/03/25	23/06/25	24/03/25	24/03/25	NA

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39	HCMS/PEI DCP/039	05Kg	2m HCMS room	24/03/25	23/06/25	24/03/25	24/03/25	NA
40	HCMS/PEI DCP/040	05Kg	9m HCMS room	24/03/25	23/06/25	24/03/25	24/03/25	NA
41	HCMS/PEI DCP/041	05Kg	8m HCMS room	24/03/25	23/06/25	24/03/25	24/03/25	NA
42	HCMS/PEI DCP/042	05Kg	9m HCMS room	24/03/25	23/06/25	24/03/25	24/03/25	NA
43	CSH/PEI DCP/043	10Kg	personnel Entry/Exit	24/03/25	23/06/25	24/03/25	24/03/25	NA
44	CSH/PEI CO2/044	4.5Kg	Rejected Raw material storage emergency exit	24/03/25	23/06/25	24/03/25	24/03/25	NA
45	CSH/PEI DCP/045	10Kg	Finished good rejected return non-onco API emergency exit	24/03/25	23/06/25	24/03/25	24/03/25	NA
46	CSH/PEI DCP/046	25Kg	API/IM storage area	24/03/25	23/06/25	24/03/25	24/03/25	NA
47	CSH/PEI DCP/047	25Kg	Raw material unloading area	24/03/25	23/06/25	24/03/25	24/03/25	NA
48	CSH/PEI DCP/048	10Kg	Raw material unloading area leftside	24/03/25	23/06/25	24/03/25	24/03/25	NA
49	CSH/PEI CO2/049	4.5Kg	Raw material dispensing area	24/03/25	23/06/25	24/03/25	24/03/25	NA
50	CSH/PEI CO2/050	4.5Kg	cytotoxic raw material dispensing room	24/03/25	23/06/25	24/03/25	24/03/25	NA
51	CSH/PEI DCP/051	10Kg	cytotoxic raw material dispensing room leftside	24/03/25	23/06/25	24/03/25	24/03/25	NA
52	CSH/PEI DCP/052	10Kg	Low Volume Onco raw material storage room	24/03/25	23/06/25	24/03/25	24/03/25	NA
53	CSH/PEI DCP/053	10Kg	Low volume onco raw material storage room leftside	24/03/25	23/06/25	24/03/25	24/03/25	NA
54	CSH/PEI DCP/054	10Kg	cold storage room leftside	24/03/25	23/06/25	24/03/25	24/03/25	NA
55	CSH/PEI DCP/055	05Kg	cool room	24/03/25	23/06/25	24/03/25	24/03/25	NA
56	CSH/PEI DCP/056	10Kg	Finished goods store onco leftside	24/03/25	23/06/25	24/03/25	24/03/25	NA
57	CSH/PEI DCP/057	10Kg	Finished goods store onco-02 leftside	24/03/25	23/06/25	24/03/25	24/03/25	NA

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S. No	ID No	Capacity	Location	Serviced on	Next Servicing on	Checked by Sign/Date	Reviewed by Sign/Date	Remarks
58	CO2/PEI DCP/058	05kg	PCM storage - 01	24/03/25	23/06/25	P - 24/03/25	24/03/25	NA
59	CO2/PEI DCP/059	10kg	Leftside of packing material storage area - 02	24/03/25	23/06/25	P - 24/03/25	24/03/25	NA
60	CO2/PEI DCP/060	10kg	Leftside of Engineering Store	24/03/25	23/06/25	P - 24/03/25	24/03/25	NA
61	DSA-II/PEI DCP/061	10kg	Personal entry	24/03/25	23/06/25	P - 24/03/25	24/03/25	NA
62	DSA-II/PEI MP/062	09kg	corridor	24/03/25	23/06/25	P - 24/03/25	24/03/25	NA
63	DSA-II/PEI MP/063	09kg	corridor	24/03/25	23/06/25	P - 24/03/25	24/03/25	NA
64	DSA-II/PEI DCP/064	10kg	Drums unloading area	24/03/25	23/06/25	P - 24/03/25	24/03/25	NA
65	SY/PEI CO2/065	09kg	Solvent dispensing area	24/03/25	23/06/25	P - 24/03/25	24/03/25	NA
66	SY/PEI MP/066	09kg	Frontside of bund wall	24/03/25	23/06/25	P - 24/03/25	24/03/25	NA
67	SY/PEI MP/067	09kg	Rightside of bund wall	24/03/25	23/06/25	P - 24/03/25	24/03/25	NA
68	SY/PEI MP/068	09kg	~~Rightside of bund wall~~ ~~Leftside of bund wall~~	24/03/25	23/06/25	P - 24/03/25	24/03/25	NA
69	SY/PEI MP/069	09kg	Leftside of bund wall	24/03/25	23/06/25	P - 24/03/25	24/03/25	NA
70	SY/PEI DCP/070	10kg	~~Leftside of bund wall~~ ~~Frontside of bund wall~~	24/03/25	23/06/25	P - 24/03/25	24/03/25	NA
71	SY/PEI MP/071	09kg	Frontside of bund wall ~~Fire hydrant pump house~~	24/03/25	23/06/25	P - 24/03/25	24/03/25	NA
72	FHH/PEI CO2/072	09kg	Fire hydrant pump house	24/03/25	23/06/25	P - 24/03/25	24/03/25	NA
73	FHH/PEI CO2/073	09kg	Fire hydrant pump house pannel room	24/03/25	23/06/25	P - 24/03/25	24/03/25	NA
74	PBG/PEI DCP/074	10kg	Personnel Entry/exit	24/03/25	23/06/25	P - 24/03/25	24/03/25	NA
75	PBG/PEI DCP/075	10kg	Gap between CR-01 & 02	24/03/25	23/06/25	P - 24/03/25	24/03/25	NA
76	PBG/PEI DCP/076	10kg	Leftside centrifuge room-02	24/03/25	23/06/25	P - 24/03/25	24/03/25	NA

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S. No	ID No	Capacity	Location	Serviced on	Next Servicing on	Checked by Sign/Date	Reviewed by Sign/Date	Remarks
77	PBE/PEI DCP/077	10kg	Frontside of drying room	24/03/25	23/06/24	R 24/03/25	24/03/25	
78	PBE/PEI DCP/078	10kg	RVPD room Lift side	24/03/25	23/06/25	R 24/03/25	24/03/25	
79	PBE/PEI DCP/079	10kg	Leftside of CR room	24/03/25	23/06/25	R 24/03/25	24/03/25	
80	PBE/PEI DCP/080	10kg	Rightside of the E/RE-01	24/03/25	23/06/25	R 24/03/25	24/03/25	
81	PBE/PEI DCP/081	05kg	Frontside of the E/RE-03	24/03/25	23/06/25	R 24/03/25	24/03/25	
82	PBE/PEI DCP/082	10kg	Frontside of the E/RE-16	24/03/25	23/06/25 24 R 24/03/25	R 24/03/25	24/03/25	
83	PBE/PEI DCP/083	10kg	Leftside of the E/RE-12	24/03/25	23/06/25	R 24/03/25	24/03/25	
84	PBE/PEI CO2/084	09kg	Outside of the raw material storage room	24/03/25	23/06/25	R 24/03/25	24/03/25	
85	PBE/PEI DCP/085	10kg	Pharma entry/exit	24/03/25	23/06/25	R 24/03/25	24/03/25	
86	PBE/PEI CO2/086	4.5kg	Centrifuge room Entrance	24/03/25	23/06/25	R 24/03/25	24/03/25	
87	PBE/PEI CO2/087	4.5kg	Crystallization room	24/03/25	23/06/25	R 24/03/25	24/03/25	
88	PBE/PEI CO2/088	4.5kg	Entry of RCVD-02 room	24/03/25	23/06/25	R 24/03/25	24/03/25	
89	PBE/PEI CO2/089	09kg	Crystallization room outside	24/03/25	23/06/25	R 24/03/25	24/03/25	
90	PBE/PEI CO2/090	4.5kg	Near emergency exit in panel room	24/03/25	23/06/25	R 24/03/25	24/03/25	
91	PBE/PEI CO2/091	4.5kg	Electrical pannel room entry/exit	24/03/25	23/06/25	R 24/03/25	24/03/25	
92	PBE/PEI CO2/092	4.5kg	API handling room area	24/03/25	23/06/25	R 24/03/25	24/03/25	
93	PBE/PEI DCP/093	10kg	Left side of Pharma entry/exit	24/03/25	23/06/25	R 24/03/25	24/03/25	
94	PBE/PEI DCP/094	10kg	Corridor near packing sampling room	24/03/25	23/06/25	R 24/03/25	24/03/25	
98	PBE/PEI DCP/098	25kg	Intermediate area personel entry/exit	24/03/25	23/06/25	R 24/03/25	24/03/25	

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96	PBE/PE1 DCP/096	10kg	Beside of Intermediate entry/ Exit boomgate	24/03/25	23/06/25	R — 24/03/25	24/03/25	
97	PBE/PE1 DCP/097	10kg	Near Sodium addition tank	24/03/25	23/06/25	R — 24/03/25	24/03/25	
98	PBE/PE1 DCP/098	10kg	Backside of the E-block	24/03/25	23/06/25	R — 24/03/25	24/03/25	
99	PBD/PE1 DCP/099	10kg	Entry of Intermediate	24/03/25	23/06/25	R — 24/03/25	24/03/25	
100	PBD/PE1 CO2/100	4.5kg	Near VTD-05 room hatch door	24/03/25	23/06/25	R — 24/03/25	24/03/25	
101	PBD/PE1 CO2/101	4.5kg	Near emergency exit Ground floor	24/03/25	23/06/25	R — 24/03/25	24/03/25	
102	PBD/PE1 CO2/102	4.5kg	Near Staircase G/F	24/03/25	23/06/25	R — 24/03/25	24/03/25	
103	PBD/PE1 CO2/103	4.5kg	Near Fire Alarm MCP in F/F	24/03/25	23/06/25	R — 24/03/25	24/03/25	
104	PBD/PE1 CO2/104	4.5kg	Near Fire Alarm MCP in First Floor	24/03/25	23/06/25	R — 24/03/25	24/03/25	
105	PBD/PE1 MP/105	9ltr	Backside of the D-Block	24/03/25	23/06/25	R — 24/03/25	24/03/25	
106	PBD/PE1 CO2/106	4.5kg	Opposite to D/RE-15 (F/F)	24/03/25	23/06/25	R — 24/03/25	24/03/25	
107	PBD/PE1 CO2/107	4.5kg	Near Accessories room (F/F)	24/03/25	23/06/25	R — 24/03/25	24/03/25	
108	PBD/PE1 CO2/108	4.5kg	Near pharma Entry	24/03/25	23/06/25	R — 24/03/25	24/03/25	
109	PBD/PE1 CO2/109	4.5kg	pharma opposite to Boiler	24/03/25	23/06/25	R — 24/03/25	24/03/25	
110	PBD/PE1 CO2/110	4.5kg	pharma near Emergency exit	24/03/25	23/06/25	R — 24/03/25	24/03/25	
111	PBD/PE1 CO2/111	4.5kg	Near pharma Emergency exit	24/03/25	23/06/25	R — 24/03/25	24/03/25	
112	PBD/PE1 CO2/112	4.5kg	Opposite to D/RE-11 in pharma	24/03/25	23/06/25	R — 24/03/25	24/03/25	
113	PBD/PE1 CO2/113	4.5kg	Near D/RE-11 in pharma	24/03/25	23/06/25	R — 24/03/25	24/03/25	
114	PBD/PE1 DCP/114	05kg	cooling tower caluram terrace	24/03/25	23/06/25	R — 24/03/25	24/03/25	

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115	PBD/PE/CO2/115	4.5kg	Intermediate area	24/03/25	23/06/25	24/03/25	24/03/25	
116	PBD/PE/DCP/116	10kg	Opposite to D/RE-10 intermediate in F/P	24/03/25	23/06/25	24/03/25	24/03/25	
117	PBD/PE/DCP/117	10kg	Opposite to D/RE-4	24/03/25	23/06/25	24/03/25	24/03/25	
118	PBD/PE/CO2/118	4.5kg	Pannel room on terrace	24/03/25	23/06/25	24/03/25	24/03/25	
119	PBD/PE/DCP/119	25kg	Near LST-02 tank outside	24/03/25	23/06/25	24/03/25	24/03/25	
120	PBD/PE/DCP/120	10kg	Near RC-1CA outside	24/03/25	23/06/25	24/03/25	24/03/25	
121	PBD/PE/DCP/121	10kg	Near Staircase Entrance	24/03/25	23/06/25	24/03/25	24/03/25	
122	PBC/PE/MP/122	09Ltr	Near RCVD-01 room	24/03/25	23/06/25	24/03/25	24/03/25	
123	PBC/PE/DCP/123	05kg	C/RE-13 area in G/F	24/03/25	23/06/25	24/03/25	24/03/25	
124	PBC/PE/MP/124	09 Ltr	C/RE-08 area in G/F	24/03/25	23/06/25	24/03/25	24/03/25	
125	PBC/PE/DCP/125	10kg	C/RE-09 area in G/F	24/03/25	23/06/25	24/03/25	24/03/25	
126	PBC/PE/DCP/126	10kg	Near LST-01 tank	24/03/25	23/06/25	24/03/25	24/03/25	
127	PBC/PE/DCP/127	10kg	C/RE-07 area in G/F	24/03/25	23/06/25	24/03/25	24/03/25	
128	PBC/PE/DCP/128	10kg	C/RE-11 area in G/F	24/03/25	23/06/25	24/03/25	24/03/25	
129	PBC/PE/CO2/129	09kg	C/RE-12 area in G/F	24/03/25	23/06/25	24/03/25	24/03/25	
130	PBC/PE/MP/130	09Ltr	Inside RCVD-01 room	24/03/25	23/06/25	24/03/25	24/03/25	
131	PBC/PE/DCP/131	10kg	Near C/RE-13	24/03/25	23/06/25	24/03/25	24/03/25	
132	PBC/PE/DCP/132	10kg	Near C/RE-12	24/03/25	23/06/25	24/03/25	24/03/25	
133	PBC/PE/DCP/133	10kg	Near C/RE-08	24/03/25	23/06/25	24/03/25	24/03/25	

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134	PBC/PE1 CO2/134	09kg	Near C/RC-09	24/03/25	23/06/25	R-24/03/25	24/03/25	
135	PBC/PE1 DCP/135	10kg	Block outside near CPCR-05 catch pit	24/03/25	23/06/25	R-24/03/25	24/03/25	
136	PBC/PE1 DCP/136	10kg	Beside of CPCR-05 ~~catch pit~~ Catch pit	24/03/25	23/06/25	R-24/03/25	24/03/25	
137	PBC/PE1 DCP/137	25kg	Backside of block near staircase.	24/03/25	23/06/25	R-24/03/25	24/03/25	
138	PBC/PE1 DCP/138	25kg	Backside of Jet Vacuum pump-01	24/03/25	23/06/25	R-24/03/25	24/03/25	
139	PBC/PE1 CO2/139	4.5kg	Rm Pharma near ISWTD-02	24/03/25	23/06/25	R-24/03/25	24/03/25	
140	PBC/PE1 CO2/140	4.5kg	Rm pharma near ISWTD-02	24/03/25	23/06/25	R-24/03/25	24/03/25	
141	PBC/PE1 CO2/140	4.5kg	Near pharma pannel board	24/03/25	23/06/25	R-24/03/25	24/03/25	
142	PBC/PE1 CO2/142	4.5kg	Near pharma pannel board	24/03/25	23/06/25	R-24/03/25	24/03/25	
143	PBC/PE1 CO2/143	4.5kg	AHU room	24/03/25	23/06/25	R-24/03/25	24/03/25	
144	PBC/PE1 CO2/144	09kg	Raw material Storage area	24/03/25	23/06/25	R-24/03/25	24/03/25	
145	PBC/PE1 DCP/145	10kg	Pharma ~~Prod~~ Floor Rm Spherical dryer room	24/03/25	23/06/25	R-24/03/25	24/03/25	
146	DEA-2/PE1 CO2/146	4.5kg	chemical storage room inside.	24/03/25	23/06/25	R-24/03/25	24/03/25	
147	DEA-2/PE1 EMP/147	09kg	Near Fire Alarm area	24/03/25	23/06/25	R-24/03/25	24/03/25	
148	DEA-2/PE1 EMP/148	09kg	Near material loading & unloading area	24/03/25	23/06/25	R-24/03/25	24/03/25	
149	DEA-2/PE1 DCP/149	05kg	Emergency exit at Rm/Rm storage area	24/03/25	23/06/25	R-24/03/25	24/03/25	
150	DEA-2/PE1 EMP/150	09kg	material dispensing ~~area~~ area	24/03/25	23/06/25	R-24/03/25	24/03/25	
151	PBG/PE1 DCP/151	10kg	Staircase Entry	24/03/25	23/06/25	R-24/03/25	24/03/25	
152	PBG/PE1 DCP/152	25kg	Block Entrance	24/03/25	23/06/25	R-24/03/25	24/03/25	

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

INSPECTION REPORT FOR FIRE EXTINGUISHER

Document Reference No.: SOP/U-2/EHS/GEN/004

Format No: FM-EHS-009-02

S. No	ID No	Capacity	Location	Serviced on	Next Servicing on	Checked by Sign/Date	Reviewed by Sign/Date	Remarks
152	PBG|PEI DCP|153	10kg	Left side of R.C. M/A	24/03/25	23/06/25	24/03/25	24/03/25	
154	PBG|PEI DCP|154	25kg	Near G/RE-05	24/03/25	23/06/25	24/03/25	24/03/25	
155	PBG|PEI DCP|155	10kg	Infront of G/RE-01	24/03/25	23/06/25	24/03/25	24/03/25	
156	PBG|PEI DCP|156	10kg	Left side of G/RE-14	24/03/25	23/06/25	24/03/25	24/03/25	
157	PBG|PEI DCP|157	10kg	Right side of G/RE-13	24/03/25	23/06/25	24/03/25	24/03/25	
158	PBG|PEI DCP|158	10kg	collection tank-01B 2nd floor	24/03/25	23/06/25	24/03/25	24/03/25	
159	PBG|PEI DCP|159	10kg	Right side of collection tank-02B	24/03/25	23/06/25	24/03/25	24/03/25	
160	PBH|PEI DCP|160	10kg	opposite of packing material room	24/03/25	23/06/25	24/03/25	24/03/25	
161	PBH|PEI CO2|161	4.5kg	Intermediate corridor	24/03/25	23/06/25	24/03/25	24/03/25	
162	PBH|PEI CO2|162	4.5kg	Ppn blr washroom & Robo printer-01 room	24/03/25	23/06/25	24/03/25	24/03/25	
163	PBH|PEI MPR|163	09kg	Intermediate corridor	24/03/25	23/06/25	24/03/25	24/03/25	
164	PBH|PEI CO2|164	4.5kg	Ppn blr vaccum tray dryer-02 & 03 rooms	24/03/25	23/06/25	24/03/25	24/03/25	
165	PBH|PEI CO2|165	4.5kg	Near emergency exit	24/03/25	23/06/25	24/03/25	24/03/25	
166	PBH|PEI CO2|166	4.5kg	Utility room entry opposite	24/03/25	23/06/25	24/03/25	24/03/25	
167	PBH|PEI CO2|167	4.5kg	H/RE-02 opposite	24/03/25	23/06/25	24/03/25	24/03/25	
168	PBH|PEI DCP|168	4.5kg	H/RE-03 opposite	24/03/25	23/06/25	24/03/25	24/03/25	
169	PBH|PEI MPR|169	09kg	H/RE-05 opposite	24/03/25	23/06/25	24/03/25	24/03/25	
170	PBH|PEI MPR|170	09kg	H/RE-06 opposite	24/03/25	23/06/25	24/03/25	24/03/25	
171	PBH|PEI CO2|171	4.5kg	H/RE-08 opposite	24/03/25	23/06/25	24/03/25	24/03/25	

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

INSPECTION REPORT FOR FIRE EXTINGUISHER

Document Reference No.: SOP/U-2/EHS/GEN/004

Page No.: 10

Format No: FM-EHS-009-02

S. No	ID No	Capacity	Location	Serviced on	Next Servicing on	Checked by Sign/Date	Reviewed by Sign/Date	Remarks
172	PBH/PE/CO2/172	4.5kg	Pharma corridor area	24/03/25	23/06/25	P 24/03/25	24/03/25	
173	PBH/PE/CO2/173	4.5kg	Pharma corridor opposite to API Lock room	24/03/25	23/06/25	P 24/03/25	24/03/25	
174	PBH/PE/CO2/174	4.5kg	Infront of Reactor-01	24/03/25	23/06/25	P 24/03/25	24/03/25	
175	PBH/PE/CO2/175	4.5kg	Backside of CF-01	24/03/25	23/06/25	P 24/03/25	24/03/25	
176	PBH/PE/CO2/176	4.5kg	Opposite of packing Reactor	24/03/25	23/06/25	P 24/03/25	24/03/25	
177	PBH/PE/CO2/177	4.5kg	Rightside of HHRE-12	24/03/25	23/06/25	P 24/03/25	24/03/25	
178	PBH/PE/CO2/178	4.5kg	Rightside of HHRE-11	24/03/25	23/06/25	P 24/03/25	24/03/25	
179	PBH/PE/CO2/179	4.5kg	AHU room entrance	24/03/25	23/06/25 24/09/25	P 24/03/25	24/03/25	
180	PBH/PE/CO2/180	4.5kg	AHU room Leftside of Electrical pannel room	24/03/25	23/06/25	P 24/03/25	24/03/25	
181	PBH/PE/CO2/181	4.5kg	Electrical pannel room	24/03/25	23/06/25	P 24/03/25	24/03/25	
182	PBH/PE/CO2/182	4.5kg	Entry to Ground Floor hydrogenated room	24/03/25	23/06/25	P 24/03/25	24/03/25	
183	PBH/PE/CO2/183	4.5kg	Backside of PD hydrogenator room	24/03/25	23/06/25	P 24/03/25	24/03/25	
184	PBH/PE/CO2/184	4.5kg	Backside of production block-H	24/03/25	23/06/25	P 24/03/25	24/03/25	
185	PBI/PE/CO2/185	10kg	Opposite of packing material room	24/03/25	23/06/25	P 24/03/25	24/03/25	
186	PBI/PE/CO2/186	4.5kg	Intermediate room	24/03/25	23/06/25	P 24/03/25	24/03/25	
187	PBI/PE/CO2/187	4.5kg	Leftside of VTD-01 room	24/03/25	23/06/25	P 24/03/25	24/03/25	
188	PBI/PE/CO2/188	4.5kg	Leftside of VTD-03 room	24/03/25	23/06/25	P 24/03/25	24/03/25	
189	PBI/PE/CO2/189	4.5kg	Near emergency exit	24/03/25	23/06/25	P 24/03/25	24/03/25	
190	PBI/PE/CO2/190	4.5kg	Leftside of the Fire Alarm MCP	24/03/25	23/06/25	P 24/03/25	24/03/25	

Issued By QA
I.Jagannadham
D/T: 11/01/25 16:15

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

ANNEXURE – XIX

TENTATIVE INTERNAL AUDIT SCHEDULE

Document Reference No.: SOP/U-2/EHS/GEN/026	Effective Date: 07/01/25
	Page 1 of 1

Year: 2025

Month → / Department ↓		January	February	March	April	May	June	July	August	September	October	November	December
AO, C, D & Gas Cylinder storage areas E, AJ, G, H & WH, Solvent yards AI, I, AM, R&D, ETP, Boiler, Utility.	**Audit Scheduled on**												
	Audit conducted on			24/03/25			30/06/25						
	Sign& Date			24/03/25			30/06/25						

Note: Internal EHS audits shall perform once in a quarter.

Prepared by: Shaikh. B. H
Sign & Date: 07/01/25

Checked by: R. Elangovan
Sign & Date: 07/01/25

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
OCCUPATIONAL HEALTH & SAFETY PERFORMANCE EVALUATION OF CONTRACTORS	
Annexure - VI	
Doc. Ref. No.:SOP/U-2/EHS/GEN/029	Page 1 of 2 03

Occupational Health & Safety Performance Evaluation of Contractors	
Name of Contractor:	Amma (Contractor) Enterprises.
PO/WO/Agreement No with Date:	4550011325
Evaluation for the Year:	2025

PART A (to be filled by the Contractor)

S No	Performance Evaluation Parameters	Response	Remarks, if any
1	Total number of persons worked.	11 NOS	NA
2	Total man-hours worked.	8 Hrs / day	NA
3	Number of persons attended general safety training.	11	NA
4	Number of persons attended job-specific safety training.	Nill	NA
5	Number of safety suggestions submitted.	01	NA
6	Number of good safety observation tickets received.	Nill	NA
7	Number of near miss incidents reported.	0	NA
8	Number of Lost Time Injuries (LTI).	0	NA
9	Total man-days lost due to LTI.	0	NA
10	Number of Restricted Work Case (RWC).	0	NA
11	Number of Medical Treatment Case (MTC).	0	NA
12	Number of First Aid Case (FAC).	Nill	NA
13	Number of safety deviation tickets.	Nill	NA
14	Number of legal non-conformities.	Nill	NA
15	Number of procedural non-conformities.	Nill	NA
16	Number of property damage incidents.	Nill	NA

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
OCCUPATIONAL HEALTH & SAFETY PERFORMANCE EVALUATION OF CONTRACTORS	
Annexure - VI	
Doc. Ref. No.:SOP/U-2/EHS/GEN/029	Page 2 of 2 03

S No	Performance Evaluation Parameters	Response	Remarks, if any
17	Number of unsafe movements of vehicle incidents.	Nil	NA
18	Number of alcoholism incidents.	0	NA
19	Number of smoking/chewing incidents.	Nil	NA
20	Number of theft incidents.	Nil	NA

PART B (to be filled by User Department)

Review Comments (User Department):
Positive Feedback:

Improvement Areas:

Signature
Date 13/03/25

PART C (to be filled by EHS Department)

Review Comments (EHS Department):

Signature
Date 13/03/25

PART D (to be filled by HR Department)

Review Comments (HR Department):

Signature
Date 13/03/25

Notes:
a) Duly filled Part A of the form need to be submitted by the contractor within three working days of the end of each reporting period.
b) All injuries and non-conformances need to be reported by the contractor immediately to the User Department.
c) User department need to report such injuries and non-conformances to EHS and HR Departments immediately.
d) Copy of the dully filled report need to be sent to SCM Department.

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
ANNEXURE - V	
OHS INDUCTION TRAINING MODULE FOR CONTRACTORS	
Doc. Ref. No.:SOP/U-2/EHS/GEN/029	Page 01

Date: 03/03/25 Amma Enterprises.

The following safety related topics are explained to me in detail:

S. No.	Topics	Yes	No
1	EHS Policy	✓	–
2	Zero OHS Incident Goal	✓	–
3	General Safety Rules	✓	–
4	Mandatory & Need Based PPE Norms	✓	–
5	Unsafe Action/Near Miss/Incident Reporting/Investigation	✓	–
6	Waste Segregation/Waste Disposal	✓	–
7	Good Housekeeping	✓	–
8	Work Permit System	✓	–
9	OHS Performance Evaluation of Contractors	✓	–
10	OHS Performance Evaluation of Contractors	✓	–
11	Basic First Aid	✓	–
12	Basic Fire Safety	✓	–
13	Spill Control	✓	–
14	Controlling Chemical Exposures	✓	–
15	Safe Storage of Chemicals	✓	–
16	Onsite Emergency Plan/Emergency Evacuation Procedure	✓	–
17	OHS Performance Evaluation of Contractors	✓	–

Name of the Contract Person: NAGARAJ Signature: 03/03/25

Evaluation by trainer: Satisfactory ✓ / Retraining Needed

Name of the Trainer: Shaikh. B.H Signature: 03/03/25

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

RefdocNo.:SOP-U2-EHS-GEN-002

Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
1	NAGARAJ GANGANNAVAR - [7260]	EHS	06	26-Apr-2024	10-May-2024	Self	100.0	Online	Pass	Employee has cleared the test	10-May-2024
2	BADESAB HUSEN SHAIKH [7188]	EHS	06	26-Apr-2024	26-Apr-2024	Self	100.0	Online	Pass	Employee has cleared the test	NA
3	Suresh Akkena [1394] (RT)	EHS	05	06-Feb-2023	14-Feb-2023	Self	100.0	Online	Pass	Employee has cleared the test	10-Feb-2023
4	Srinivasulu Reddy Konda [2789] (RT)	EHS	05	06-Feb-2023	08-Feb-2023	Self	100.0	Online	Pass	Employee has cleared the test	10-Feb-2023
5	BHIMAREDDY - [6512] (RT)	EHS	05	06-Feb-2023	07-Feb-2023	Self	100.0	Online	Pass	Employee has cleared the test	10-Feb-2023
6	Narasimhulu Jamjala [3784] (RT)	EHS	05	06-Feb-2023	06-Feb-2023	Self	100.0	Online	Pass	Employee has cleared the test	10-Feb-2023
7	S SUMAN . [5503] (RT)	EHS	05	06-Feb-2023	06-Feb-2023	Self	100.0	Online	Pass	Employee has cleared the test	10-Feb-2023
8	DUDEKULACHINNA JAMALBASHA . . [4633] (RT)	EHS	05	06-Feb-2023	06-Feb-2023	Self	100.0	Online	Pass	Employee has cleared the test	10-Feb-2023
9	SANAPALA SHANMUKHA RAO . [5957] (RT)	EHS	05	06-Feb-2023	06-Feb-2023	Self	100.0	Online	Pass	Employee has cleared the test	10-Feb-2023

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

RefdocNo.:SOP-U2-EHS-GEN-002

Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
10	JULURI RAGHU . [5909] (RT)	EHS	05	06-Feb-2023	06-Feb-2023	Self	100.0	Online	Pass	Employee has cleared the test	10-Feb-2023
11	UGGAM RAJA SHEKHAR . [6116] (RT)	EHS	05	06-Feb-2023	06-Feb-2023	Self	100.0	Online	Pass	Employee has cleared the test	10-Feb-2023
12	YERRAGUDI VENKATESH - [6329]	Personnel & Administration	05	01-Feb-2023	02-Feb-2023	Self	100.0	Online	Pass	Employee has cleared the test	05-Feb-2023
13	GOLLA MADHU . [4725]	Personnel & Administration	05	01-Feb-2023	02-Feb-2023	Self	100.0	Online	Pass	Employee has cleared the test	05-Feb-2023
14	Mahesh Narasimhulu [1479]	Electrical	05	26-Nov-2022	12-Dec-2022	Self	100.0	Online	Pass	Employee has cleared the test	03-Dec-2022
15	Chandra Shekar . [3084]	Electrical	05	26-Nov-2022	08-Dec-2022	Self	100.0	Online	Pass	Employee has cleared the test	03-Dec-2022
16	S A RAZACK TANVEER - [6217]	Electrical	05	26-Nov-2022	08-Dec-2022	Self	100.0	Online	Pass	Employee has cleared the test	03-Dec-2022
17	A Ranganath . [3085]	Electrical	05	26-Nov-2022	07-Dec-2022	Self	100.0	Online	Pass	Employee has cleared the test	03-Dec-2022
18	B MOHAN KUMAR . . [4664]	Electrical	05	26-Nov-2022	07-Dec-2022	Self	100.0	Online	Pass	Employee has cleared the test	03-Dec-2022

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

RefdocNo.:SOP-U2-EHS-GEN-002

Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
19	S.A.Mahesh Kumar [1894]	Electrical	05	26-Nov-2022	06-Dec-2022	Self	100.0	Online	Pass	Employee has cleared the test	03-Dec-2022
20	Suresh . [3086]	Electrical	05	26-Nov-2022	06-Dec-2022	Self	100.0	Online	Pass	Employee has cleared the test	03-Dec-2022
21	Shivakumar Shivappa [1902]	Electrical	05	26-Nov-2022	06-Dec-2022	Self	100.0	Online	Pass	Employee has cleared the test	03-Dec-2022
22	Reddy Venkat Bomma Reddy [2258]	Electrical	05	26-Nov-2022	29-Nov-2022	Self	100.0	Online	Pass	Employee has cleared the test	03-Dec-2022
23	DOMMETI SAI RAM . [5796]	Electrical	05	26-Nov-2022	29-Nov-2022	Self	100.0	Online	Pass	Employee has cleared the test	03-Dec-2022
24	Ashok . [3087]	Electrical	05	26-Nov-2022	28-Nov-2022	Self	100.0	Online	Pass	Employee has cleared the test	03-Dec-2022
25	Gouse Mohinuddin [1903]	Electrical	05	26-Nov-2022	28-Nov-2022	Self	100.0	Online	Pass	Employee has cleared the test	03-Dec-2022
26	Nishant Kumar [2408]	Production	05	06-Oct-2022	08-Oct-2022	Self	100.0	Online	Pass	Employee has cleared the test	11-Oct-2022
27	Venkata Rao Saana [1974]	Production	05	23-Sep-2022	03-Oct-2022	Self	100.0	Online	Pass	Employee has cleared the test	27-Sep-2022

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

RefdocNo.:SOP-U2-EHS-GEN-002

Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
28	Parmanand Ramanna Patil [1071]	Production	05	19-Sep-2022	29-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
29	Nunna Guru Brahmam [2552]	Production	05	19-Sep-2022	29-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
30	Molabanti Kanyaka Parameswara Rao [2848]	Production	05	26-Sep-2022	28-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	30-Sep-2022
31	Attunuru Prasad Reddy [2952]	Production	05	26-Sep-2022	28-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	30-Sep-2022
32	JULURI RAGHU . [5909]	EHS	05	19-Sep-2022	28-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
33	Shrishail Shivasharanappa Bambase [2214]	Production	05	19-Sep-2022	28-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
34	KAPARE CHANDRAKANT MACHINDRA . [5490]	Production	05	19-Sep-2022	27-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
35	DUDEKULACHINNA JAMALBASHA . . [4633]	EHS	05	19-Sep-2022	27-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
36	Praveen Kumar Gadwal [1308]	Production	05	19-Sep-2022	27-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

RefdocNo.:SOP-U2-EHS-GEN-002

Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
37	Sultan Salahuddin Mohammed [3204]	Electrical	05	19-Sep-2022	27-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
38	GOLLA PANDUKUMAR . [6069]	Production	05	19-Sep-2022	27-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
39	MANISH PANDEY . [5322]	Production	05	19-Sep-2022	26-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
40	Bharath Kumar Pisay [1618]	Electrical	05	19-Sep-2022	26-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
41	AVINASH GANAPATI KOLI . . [4965]	EHS	05	19-Sep-2022	26-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
42	Pavan . [1657]	Electrical	05	19-Sep-2022	26-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
43	YOGESH APPASO SURYAWANSHI . [5986]	Production	05	19-Sep-2022	26-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
44	Krishna Reddy Paluvae [1378]	Production	05	19-Sep-2022	26-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
45	SOURABH PANDURANG PATIL - [6451]	Production	05	19-Sep-2022	26-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

RefdocNo.:SOP-U2-EHS-GEN-002

Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
46	Maridayya Palivela [3615]	Production	05	19-Sep-2022	26-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
47	NISARG SANJAY ANDHALE - [6158]	Production	05	19-Sep-2022	25-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
48	GUTHIKONDA RAJASEKHAR REDDY . [6061]	Production	05	19-Sep-2022	25-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
49	THAMATAM SANTI . . [4901]	Production	05	19-Sep-2022	25-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
50	SANDEEP VUPPALA . [4605]	EHS	05	19-Sep-2022	25-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
51	BANDAMEEDI RAMESH . [6196]	Production	05	19-Sep-2022	25-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
52	Balaji Vamanrao Handge . [4000]	Production	05	19-Sep-2022	24-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
53	Srihari Rao Emani [2085]	Production	05	19-Sep-2022	24-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
54	DATTATREY RAMESHWAR VARPE [4446]	Production	05	19-Sep-2022	24-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

RefdocNo.:SOP-U2-EHS-GEN-002

Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
55	Raghavendra Rao K . [5029]	Warehouse	05	19-Sep-2022	24-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
56	Aravind Giddalur [2995]	Production	05	19-Sep-2022	24-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
57	Venkataramana Seelam [1179]	Production	05	19-Sep-2022	24-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
58	MOHAMMAD ARSHAD AYYUB . . [4869]	Production	05	19-Sep-2022	24-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
59	Rajesh Mucharla [3194]	Production	05	19-Sep-2022	24-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
60	THATRAKAL SIVA PRASAD . [5501]	Production	05	19-Sep-2022	24-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
61	Prasad Burri [2780]	Production	05	19-Sep-2022	24-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
62	MANDAR SUDHAKAR HINGE . [5799]	Production	05	19-Sep-2022	24-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
63	Suman Midde [1347]	Production	05	19-Sep-2022	24-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

RefdocNo.:SOP-U2-EHS-GEN-002

Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
64	Kasi Sandeep Burugupalli [3017]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
65	Narasimhulu Jamjala [3784]	EHS	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
66	Raghunatha Reddy Athmakuru [3153]	Electrical	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
67	RAJENDRA SHRIRANG NIMBALKAR . [5912]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
68	Mohammed Gouse S S [3520]	Electrical	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
69	Baji Shaik [1786]	Electrical	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
70	Srinivasulu Reddy Konda [2789]	EHS	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
71	Venkateshwara Rao Parisa [1956]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
72	Sharanappa Nammakam [1243]	Warehouse	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

RefdocNo.:SOP-U2-EHS-GEN-002

Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
73	Venkaiah Yadava Golla [1900]	Electrical	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
74	Sant Prasad Singh [3458]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
75	Suresh Akkena [1394]	EHS	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
76	Basavaraj Basavalingaiah [1959]	Electrical	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
77	Venkatesh Regula [3614]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
78	DIVI VENUGOPAL . . [4866]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
79	DANDA VENKATA RAVI KUMAR . . [4806]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
80	Shrishail Jyotiba Gade [2166]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
81	Shankshank Suresh Banne . . [5031]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

RefdocNo.:SOP-U2-EHS-GEN-002

Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
82	Naga Sai Kollipara [2637]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
83	AKASH RAJENDRA NALAWADE . [5704]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
84	Venkata Prasad Kondapalli [2134]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
85	Srikanth Miyapuram . [4227]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
86	Praveen Kumar Bandaru [3016]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
87	PERUMALA SATISH KUMAR . . [4666]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
88	GOOTLO PAVAN KUMAR . . [4649]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
89	CHANNESHAPPA H . . [4824]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022
90	Patan Reddi Basha [3641]	Production	05	19-Sep-2022	23-Sep-2022	Self	100.0	Online	Pass	Employee has cleared the test	24-Sep-2022

HAZOP WORK SHEET									
Company Name : Shilpa Pharma LifeSciences Ltd									
Product Name and stage: Tranexamic Acid (TXA) & Stage -II									
Team members: Dr.S.Ramesh Babu (HAZOP Lead), Mr. M.Sri Harsha (Process Safety Engineer), Mr. J. Raghu (EHS), S. Shanmukh Rao (EHS), Fakruddin (TT), M.Girisha (TT), B.Yuvateja (CR&D), A.V.N Prasad (QC), Channareddy (WH), K.Ananda (PD), Lokeswara.D (PD), Govindappa Galagali (PD).									**12.10.2022 to 17.10.2022**
P&ID Ref:				**Equipment details : A/HY-01, A/RE-03, A/RE-05**					
Guide Word	**Parameter**	**Deviation**	**Possible Causes**	**Consequences**	**Existing Safeguards**	**Risk Rating**			**Recommendations**
						P	**S**	**Risk Level**	
Intention: Op.No:01 - Charge Water into reactor									
No	Quantity	No Charging of Water	1. Human Error. 1a.Not performing the step activity intentionally/Un-Intentionally	1. Reaction proceeding may not happen as water is the aq. solvent media	1. Quantity required for the batch is calculated as per BMR & ensured by supervisor. 2. Water charging step is mentioned in BMR. 3.Trained Man power will perform the activity under Proper supervision. 4.Water will be charged through calibrated flow meters in to reactor in closed condition.	1	1	L	Nil
More	Quantity	More quantity of Water charged into reactor	1.Human error. 1a. performing the activity intentionally/un-Intentionally	1.No safety impact. 2.pH of reaction mass may deviate from desired ranges. 3.Reaction rate may vary.	1.Quantity to be charged is mentioned in BMR. 2.Secondary check by supervisor and same is recorded in BMR 3. Trained man power will perform the activity under proper supervision. 4. Water will be charged through calibrated flow meters in to reactor in closed condition.	1	2	L	Nil

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
Less	Quantity	Less quantity of Water charged to reactor	1.Bottom valve of reactor not closed / leakage	1.pH of reaction mass may deviate from desired range andmay impact on quality of productin further steps. 2. Reaction rate may vary.	1.Water is charged is measured and charged into reactor as per batch requirement 2.Secondary check by supervisor. and same is recorded in BMR. 3.Quantity to be charged is mentioned in BMR. 4.Trained man power will perform the activity under proper supervision. 5.Water will be charged through calibrated flow meters in to reactor in closed condition. 6.Before performing operation, the operating person ensure all valves condition.	1	2	L	Nil
Other than	Quantity	Other Solvent is charged instead of water	1.Human error. 1a. performing the activity intentionally/un-Intentionally 2.Wrong color coding to metallic lines	Unwanted/Un-expected reaction may take place in further steps.	1. Only required solvent tank lines are connected to the reactor. 2.Trained man power under proper supervision performs the activity. 3.No other transfer lines are connected to the reactor, only process required lines are connected with proper identification labels. 4.Colour coding is in place and only process required lines will connect to the reactor	1	3	L	Nil

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
Other than	Quantity	Other Solvent is charged instead of water	1.Human error. 1a. performing the activity intentionally/un-Intentionally	Unwanted/Un-expected reaction may take place in further steps.	1.Only required solvent tank lines are connected to the reactor. 2.Trained man power under proper supervision performs the activity. 3.No other transfer lines are connected to the reactor, only process required lines are connected with proper identification labels.	1	3	L	Nil
			2.Wrong color coding to metallic lines		1.Colour coding is in place and only process required lines will connect to the reactor.	1	2	L	Nil
Other than	Safety exposure	Not a harmful as the reaction media is water							
Intention: Op.No:02 - Charge NaOH into reactor									
No	Charging	No Material charging	1. Human error: 1a. Not Charging the material intentionally. 2.Lack of material.	1. Solution preparation may not happen	1.Sodium hydroxide charging step is mentioned in BPR 2.Required quantity will be indented and made readily available at reactor area. 3.Trained manpower shall perform the activity under supervision. 1.After ensuring the material in ware house only schedule for production activity by senior team members. Material stock in ware house is checked periodically as per production requirement.	1	2	L	Nil

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
Less	Charging	Less Material charging	1. Human error: 1a. Not Charging the material intentionally.	1. May impact on product quality in further steps	1.Sodium hydroxide charging step is mentioned in BPR 2. Required quantity will be indented and the same will be segregated properly. 3.Trained manpower shall perform the ctivity under supervision.	1	2	L	Nil
			2.Lack of required quantity of material at warehouse. 3.Loss/ spillage of material. 4.Weighing balance malfunction.		. Required quantity will be indented and the same will be segregated properly. 1.Senior person will ensure by weighing the material quantity in production weighing machine and sign as received from ware house. 2.After completion of activity same data is entered in BPR. 3. Material is charged into reactor through manhole. 4. Calibrated weighing balances are used for weights verification.	1	2	L	Nil
More	Charging	More Material charging	1. Human error: 1a. Lack of proper knowledge. 1b.Intentionally charging other material	1.Undissolved Sodium hydroxide will be there 2. May impact on product quality	1.Production team will crosscheck the material and quantity before charging and sign on operation sheet. 2.Experienced and Trained manpower only will handle the activity.	1	2	L	Nil

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
			2.More quantity of material received from warehouse. 3.Malfunction of weighing machine.		1.Ware house team will dispense required quantity as per indent under supervision an record. 2.Periodical calibration (daily) is done for weighing machine. 3.Production team will indent required quantity as per BPR, ensure weighing once received from ware house. 4.Trained manpower shall perform the activity and record same data in BPR.	1	2	L	Nil
As well As/Part of	Charging	Different material charging	1. Human error: 1a. Lack of proper knowledge. 1b.Intentionally / Unintentionally charging other material.	1. Undesired output. 2.Impact quality of the product.	1. Only required material is stored in day store with proper batch no and material wise. 2.Production team will crosscheck the material and ensure before charging. 3.Experienced and Trained manpower only will handle the activity under supervision.	1	2	L	Nil
			2. Different material charged. 3.Wrong labelling		1.Good labelling practices are followed in work places for materials. 2. Dedicated day store is available for raw materials in production areas. 3.Production team will ensure the material as per BPR before charging into the reactor.	1	2	L	Nil

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
Reverse	Charging	Mis-sequence of materials while charging	1. Human error: 1a. Lack of proper knowledge. 1b.Intentionally / Unintentionally charging other material	1.More temperature may generate in reactor while solution preparation may leads to temperature increase and exposure of H2 gas which liberates from solution	1.All operations mentioned in BPR sequence wise. 2.Material charging will be performed under senior person supervision and record in operational sheet and signed.	1	2	L	Nil
			2.All required raw materials for the batch are stored together without proper labelling		1.Good labelling practices are followed in work place for materials. 2. Sequence of operations operation sheet as per tech pack 3.Production team will crosscheck the material and ensure before charging.	1	2	L	Nil
Other Than	Safety, Exposure and ignition of dust	Not a meaningful deviation							
Intention: Op.No:03 - Slowly add sage-1 HMA to NaOH solution for 6-7h at 20-25°C									
Quantity	No	No Charging of HMA - Stage-1	1. Human Error: 1a. Intentional / unintentional omission of operation / step to be performed.	1.Reaction cannot be forwarded as the HMA - Stage-1 is main reaction reagent.	1. Sequence of operations steps is mentioned in BPR. 2. Experienced and trained man power will perform the activity under supervision. 3. Training is provided to working personnel before initiation of campaign on process. 3.Power back up will resume with in 1 minute.	1	4	L	Nil

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
			1. Non availability of HMA - Stage-1 in measuring tank		1.HMA addition is done through addition tank and HMA charging step is mentioned in BPR and ensured by supervisor with signature. 2. Material availability is ensured by operating personnel and checked as senior supervisor and the same will be available in BPR.	1	4	L	Nil
			1.Line leakage/ gasket failure		1. Dedicated storage tank is used for the HMA from Stage-1 addition tank which is compatible to material.	1	4	L	Nil
Quantity	More	More HMA - Stage-1 added to reactor.	1.Human error: 1a. Intentional / unintentional commission of procedures to be followed by working personnel.	1.Temperature may shoots up due to more quantity and un reactants may remain in further steps	1. Secondary utility is available for reactor to control the reaction mass temperature. 2. Slowly add the reagent mentioned in BPR. 3. Only batch required quantity will be dispensed and will be used for a batch. 4.Quantity to be added is mentioned in BPR & Charged Quantity is ensured by supervisor and recorded in BPR.	2	1	L	

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
			1.Malfunctioning of Level indicators.		1.Only required quantity will be dispensed from calibrated day tanks by experienced persons. 2.Day tanks are calibrated and volume will be calculating and taken for the batch. 3.Quantity to be added is mentioned in BPR & added Quantity is ensured by supervisor and recorded in BPR.	2	1	L	Nil
Quantity	Less	Less HMA - Stage-1 added to reactor.	1.Human error: 1a. Intentional / unintentional commission of procedures to be followed by working personnel.	1. Complete reaction conversion may not happen and reactants may remain in reaction mass	1.Standard quantity of Raw materials is mentioned in BPR and Trained man power shall perform the activity. Secondary check by supervisor is available and same is recorded in BPR. 2.Quantity to be added is mentioned in BPR & Charged Quantity is ensured by supervisor and recorded in BPR.	1	4	L	Nil

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
			1.Malfunctioning of weighing machine 2. Spillage / leakage while charging HMA - Stage-1 into addition tank		1.Only required quantity is dispensed from the day storage tank and the same will be ensured by experienced persons. 2.Suitable PPE is provided to working personnel. 3.Periodical calibrated of weighing balance is available. 4. Quantity to be added is mentioned in BPR & added Quantity is ensured by supervisor and recorded in BPR.	1	4	L	Nil
Quantity	As well as / Part of	Other material charged along with HMA - Stage-1.	1. Human error: Intentionally / unintentionally partially kept opened other solvent line to reactor 2. Wrong labelling 3. Lines Mis-connection to tanks / reactor	1. Cross contamination and Unintended reaction may takes place and may leads to decomposition of reaction mass	1. Dedicated storage facility is available for individual solvents and identification labels are available for tank. 2. Only required addition lines are connected to reactor. 3. All equipment's are checked by experienced manpower prior to working personnel. 4. Trained manpower shall ensure the quantity. 5. Double check is available to ensure material and quantity and the same is recorded in BPR.	1	3	L	Nil

						Risk Rating	

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	P	S	Risk Level	Recommendations
Safety. Exposure. Spillage.	Other Than	Exposure to HMA - Stage-1 during charging into reactor.	1.Leakage/spillage from transfer line.	1.Health hazard and environmental hazard	1. PPE are provided for the persons handle the activities. 2. HMA - Stage-1 is charged through receiver in closed condition. 3.Spill control kit & procedure is available. 4.Eye wash & body wash showers are available. 5.Mechanical integrity is followed while installation of transfer lines. 6. Transfer lines are dedicated and cross checked before the batch initiation. 7. Trained manpower only will perform the activity under supervision.	2	2	L	Nil
Intention: Op.No:4 - Maintain for 5-8h at 20-30°C									
No	Time	No maintenance for reaction mass	1.Human error. 2. Improper supervision	1. Impact on quality and yield due to improper reaction conversion	1.Maintenance time is mentioned in Operational sheet in BPR. 2.Digital clock is available in work place to monitor the time. 3. Trained man power, Secondary check by supervisor and same is recorded in Operational sheet 4. Temperature to be maintained in the reactor is mentioned in Operational sheet, temperature is recorded in Operational sheet in specified time interval	1	2	L	Nil

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
More	Time	More maintenance > 8 h	1.Human error. 2. Improper supervision	More time maintenance may leads to decomposition of reaction mass as the recovery material is present in reaction mass	1. Digital clock is available in work place to monitor the time. 2. Trained man power, Secondary check by supervisor and same is recorded in BPR. 3. Temperature to be maintained in the reactor is mentioned in Operational sheet of BPR. 4. Temperature is recorded in Operational sheet in specified time interval.	1	2	L	Nil
Less	Time	Less maintenance < 5 h	1.Human error, 2.Power unavailability.	Impact on quality and yield due to improper conversion of reaction	1.Digital clock is available in work place to monitor the time. 2.Continuous Power supply to digital clock is available and DG set is available in case of power failure. 3.Temperature to be maintained in the reactor is mentioned in Operational sheet, temperature is recorded in Operational sheet for every interval.	1	2	L	Nil
As well as	Time	Not a meaningful deviation							
Part of	Time	Not a meaningful deviation							
Reverse	Time	Not a meaningful deviation							
Other than	Time	Not a meaningful deviation							

Intention: Op.No:5 - Transfer the reaction mass from AO/RE-05 to AO/HY-01 through pump									
Guide Word	**Parameter**	**Deviation**	**Possible Causes**	**Consequences**	**Existing Safeguards**	**Risk Rating**			**Recommendations**
						P	**S**	**Risk Level**	
No	Transferring	Transferring of reaction mass	1. Human error 2. Pump failure	1.No safety impact. 2.May be process delay	1. Transferring of reaction mass step is mentioned in BPR 2. Reactor leak test is performed prior to batch Start-up. 3. Trained manpower will perform the activity under proper supervision.	2	2	L	Nil
More	Transferring	More reaction mass transferring	1. Human error 2. Other transfer lines connected to reactor or valve failure	Unintended reaction may takes place.	1.Transferring of reaction solution step is mentioned in BPR. 2. Trained manpower will perform the activity under proper supervision. 3. No other transfer lines are connected to reactor, only process required lines are connected with proper identification labels.	2	2	L	Nil

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
Less	Transferring	Less reaction mass transferring	1. Human error. 2. Transfer line leakages while transferring.	Leakages of the reaction mass from transfer lines all-over the place.	1. Dedicated transfer lines and pumps are available to transfer the reaction mass from Reactor and Hydrogenator. 2. Calibrated pressure gauge is provided to reactor to monitor the pressure during transferring of reaction mass. 3. Trained manpower will perform the activity under proper supervision.	1	3	L	Ensure no leakages while transferring of reaction mass.
As Well as	Transferring	Not a meaningful deviation							
Part of	Transferring	Not a meaningful deviation							
Reverse	Transferring	Not a meaningful deviation							
Other than	Transferring	Faster transferring	1. Human error 2. More pressure applied to reactor	Transfer lines may damage at gas cuts due to high pressure and leads material splashing	1. Only required lines are connected to the reactor to Hydrogenator. 2.Transferring of reaction mass step is mentioned in BPR. 3. Reaction solution produced for single batch only and proceed further. 4. Dedicated transferring pump is available with suitable capacity and Trained manpower will perform the activity under proper supervision. 5. All required PPE will be used during reaction mass transferring.	1	3	L	Nil

Intention: Op.No:6 - Charge ammonia solution to reactor									
Guide Word	**Parameter**	**Deviation**	**Possible Causes**	**Consequences**	**Existing Safeguards**	**Risk Rating**			**Recommendations**
						P	**S**	**Risk Level**	
No	Quantity	No Addition of ammonia Solution.	1. Human Error. 1a. Intentionally / unintentionally pH adjustment step skipped	Reaction does not proceed as ammonia liquor is main reaction media	1.liquor Ammonia solution charging step is mentioned in BPR. 2.Trained and experienced man power only will handle the activity 3. Proper supervision during the activity. 4. As process required PPE will be used for the process.	1	3	L	Nil
			2.Non Availability of ammonia Solution.		1.Material is procured from qualified vendor as per campaign requirement. 2. availability of the quantity required for the batch is ensured by supervisor before scheduling the batch.	1	2	L	Nil
More	Quantity	More ammonia liquor charged into reactor	1. Human Error.	Charging of excess ammonia liquor may have impact on quality of product	1.Level markings are available on level indicator for storage tanks. 2.Double control valve is available for charging of the ammonia liquor into the reactor. 3. The activity is monitored by senior personnel	2	3	M	Ensure level markings are available and dispensed as per required quantity for batch execution
			2. Malfunctioning of Level indicator			2	3	M	
			3. valve failure			2	3	M	
Less	Quantity	Less quantity of ammonia liquor charged into reactor.	1. Human error.	Reaction conversion may not reach to required range, Health and	1. ammonia liquor is taking in to measuring tank and addition in to Reactor is performed in closed condition. Level markings are available to level indicator. 2.Intigrity of the line is checked and	1	3	L	Nil
			2. Malfunctioning of Level indicator. 3.Spillage / leakage			1	3	L	Nil
						Risk Rating			

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	P	S	Risk Level	Recommendations
			3.Spillage / leakage while transferring / adding into reactor	environmental hazard	ensured for no leaks prior to the camping start up. 3.Indented Raw material are dispensed by warehouse and the same is recorded. 4.The raw materials thus received are kept at their designated places. 5. Trained manpower will perform the activity under proper supervision.	1	3	L	Nil
As well as	Quantity	Charging of Other solvent along ammonia Solution.	1.Wrong labelling	Unintended reaction may takes place and may leads to decomposition of reaction mass	1. Ammonia liquor is charged through dedicated transfer lines from a dedicated measuring tank. 2. liquor ammonia solution transfer lines are identified by clear identification labels. 3. Only required lines are connected to reactor. 4. Trained manpower are available for performing activity under proper supervision.	1	4	L	Nil
			2. Improper cleaning of transfer lines			1	4	L	Nil
			3. Human error (Intentionally / un intentionally involved in Mis operation)			1	4	L	Nil
Part of	Quantity	Charging of some part of other solvent along with ammonia	1.Wrong labelling	1.Unintended reaction may takes place and may leads to decomposition of	1. ammonia liquor is charged through dedicated transfer lines from a dedicated measuring tank. 2. ammonia liquor transfer lines are identified by clear identification labels.	1	4	L	Nil
			2. Improper cleaning of transfer lines			1	4	L	Nil

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
		Solution.	3. Human error.	reaction mass	3. Only required solvent / material lines for batch are connected to reactor. 4. Trained manpower are available for performing activity under proper supervision. 5. Secondary check is available in BPR with signatures.	1	4	L	Nil
Other than	Safety-Exposure	Exposure to ammonia liquor	1.Leakage / spillage of ammonia liquor while adding to reactor.	Health hazard ammonia Solution.	1. ammonia liquor is transferred to Measuring tank and there to reactor in closed condition. 2.PPE provided are neoprene gloves, Full body suit with integrated air hood and safety shoes and ensured by in charge. 3.Eye Wash, Body Wash showers are available. 4.Trained manpower under proper supervision performs the activity. 5.Spill control kit & procedures are available. 6.Male nurse in OHC & Ambulance facility is available round the clock. 7.Transfer / Charging lines are inspected prior to usage.	2	3	M	Nil
Intention:Op.No-7 : Charge Raney nickel in water slurry to reaction mass									

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
No	Charging	No Material charging	1. Human error: 1a. Not Charging the material intentionally.	1.Reaction may not be initiate as the raney nickel is the main reaction catalyst	1. Raney nickel charging step is mentioned in BPR 2. Required quantity will be indented and made readily available at reactor area. 3. Trained manpower shall perform the activity and Performed by signature is available in the operation sheet of BPR.	1	2	L	Nil
			2.Lack of material.		1. After ensuring the material in ware house only schedule for production activity by senior team members. 2. Material stock in ware house is checked periodically as per production requirement.	1	2	L	Nil
Less	Charging	Less Material charging	1. Human error: 1a. Not Charging the material intentionally.	1. Reaction conversion may not be complete and un reactants may remain in reaction mass may leads to	1. Raney nickel charging step is mentioned in BPR 2. Required quantity will be indented and made readily available at reactor area. 3. Trained manpower shall perform the activity and Performed by signature is available in the operation sheet.	1	2	L	Nil

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
			2.Lack of required quantity of material at warehouse. 3.Loss/ spillage of material. 4.Weighing machine malfunction.	quality and yield issue	1.Required quantity will be indented and made readily available at reactor area. 2.Senior person will ensure by weighing the material quantity in production weighing machine and sign as received from ware house. 3.Performed by signature is available in the operation sheet of BPR. 4. Periodical calibration is done for weighing machine.	1	2	L	Nil
More	Charging	More Material charging	1. Human error: 1a. Lack of proper knowledge. 1b.Intentionally charging other material	1.More spent Raney nickel will be generating in further steps 2. May impact on product quality	1.Production team will crosscheck the material and quantity before charging and sign on operation sheet. 2.Experienced and Trained manpower only will handle the activity.	1	2	L	Nil

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
			2.More quantity of material received from warehouse. 3.Malfunction of weighing machine.		Ware house team will dispense required quantity as per indent under supervision an record. 1.Periodical calibration is done for weighing machine. 2.Production team will indent required quantity as per BPR, ensure weighing once received from ware house. Performed by signature is available in the operation sheet.	1	2	L	Nil
As well As/Part of	Charging	Different material charging	1. Human error: 1a. Lack of proper knowledge. 1b.Intentionally / Unintentionally charging other material	1. Undesired output. 2.Impact quality of the product.	1. Only required material is stored in day store. 2.Production team will crosscheck the material and ensure before charging. 3.Experienced and Trained manpower only will handle the activity.	1	2	L	Nil
			1. Different material charged. 2.Wrong labelling		1.Good labelling practices are followed in work places for materials. 2. Dedicated day store is available for raw materials in production areas. 3.Production team will ensure the material as per BPR before charging into the reactor.	1	2	L	Nil

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
Reverse	Charging	Mis-sequence of materials while charging	1. Human error: 1a. Lack of proper knowledge. 1b.Intentionally / Unintentionally charging other material	1.No major impact as the material is charged prior to water charging	1.Training is provided on process prior to campaign initiation. 2.Material charging will be performed under senior person supervision and record in operational sheet and signed.	1	2	L	Nil
			2.All required raw materials for the batch are stored together without proper labelling		1.Good labelling practices are followed in work place for materials. 2. Sequence of operations operation sheet as per tech pack 3.Production team will crosscheck the material and ensure before charging.	1	2	L	Nil
Intention:Op.No-8: Inertization of reactor with N2									
No / Less	Inertization	No Nitrogen inertization to reactor before H2 gas passing	1.Human error: 1a. Not applying pressure to reactor. 1b. Lack of training to working personnel on SOP or process.	Potential fire/explosion hazard due to presence of Flammable chemicals in further steps	1.Training shall be provided on SOP periodically and on process beforeinitiation of campaign. 2. Experienced and trained manpower shall perform the activity under proper supervision. 3.Inertization step before charging the flammable materials in reactor is in practice and same is mentioned in Operational sheet 4.Fire extinguishers and fire hydrant system is available with trained manpower for operation of fire hydrant.	1	4	L	Nil

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
			2.Supply line valve of nitrogen fully closed.		1. Senior team members will ensure Nitrogen supply is available and N2 line provided with Rotameter	1	4	L	Nil
			3.No nitrogen availability.		1.Uninterrupted N2 supply available through Nitrogen generation plant 2.Standby N2 Cylinders are available	1	4	L	Nil
			4.Malfunctioning of PG		1.PGs provided on the reactor and periodical PG calibration;	1	4	L	Nil
			5.Leakage of reactor flanges / manhole		1.Leak / pressure test shall be done before starting of campaign.	1	4	L	Nil
More	Inertization	More nitrogen inertization to reactor	1.Supply line valve fully open or malfunction 2.Malfunctioning of PG	Pressurization of reactor and leads to RD damage and SRV open	1. Nitrogen pressure to apply to break the vacuum is mentioned in Operational sheet. 2.PGs provided on the reactor and Quarterly PG calibration; 3.SRV with set point of 20% more than the Max. allowable operating pressure (MAOP) & RD are available. 4.Leak test will be done before starting of campaign. 5.Two stage valve control is available for N2 line	1	4	L	Nil

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
			3.Human error: Intentionally / unintentionally applied more pressure by opening full pressure than required pressure.		1. Inertization step before charging the flammable materials in reactor is in practice and validated 2. Trained manpower & proper supervision is available.	2	2	L	Gas detectors are available at Hydrogenator reactor area to identify the leakages.

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
Intention:Op.No-9 : Pressurize the reactor with H2 gas up to 8.0 - 10.0 kg/cm2 at <110°C									
No	Temperature	Not a meaningful deviation							
More	Temperature	Temperature more than >110°C	1.Malfuntion of temperature indicator; 2.Human Error	Reaction may be fast and unwanted impurities may produce, which may impact on quality of product	1. Temperature indicator and sensor periodically calibration is available 2. Self-temperature raise is involved in process and no utility applied to reactor jacket. 3. Control valves are available to reactor jacket 4.Trained operator under presence of proper supervision performs the activity 5.Temperature to be maintained is mentioned in Operational sheet & same is recorded in Operational sheet of BPR	2	2	L	Ensure all utility valves are in shut off as the reaction mass temperature is increased by itself during reaction conversion.
			3.Steam / other utility valve passing		1. For utility header pressure gauges, temperature indicators and all other accessories are available with periodic calibration of reactor. 2. All activities are performed by trained operator. 3. Continuous monitoring of temperature is in place and recorded in specified interval in operational sheet of the BPR.	2	2	L	Nil
Less	Temperature	Temperature Less than <110°C	1.Malfuntion of temperature indicator; 2.Human error.	1.Proper reaction conversion may not takes place and leads to presence of un reactants	1. Temperature indicator and sensor periodically calibration is available 2.Trained operator under presence of proper supervision performs the activity 3.Temperature to be maintained is mentioned in Operational sheet & same is recorded in Operational sheet.	2	2	L	Ensure calibration of temperature indicators.

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
			2.Failure of other coiling utility valve		1. For utility header pressure gauges, temperature indicators and all other accessories are available with periodic calibration of reactor.	2	2	L	Nil
As Well as	Not a Meaningful deviation								
Part of	Not a Meaningful deviation								
Reverse	Not a Meaningful deviation								
Other than	Not a Meaningful deviation								
No/Less	Flow / Pressure	No /Less hydrogen flow / pressure.	1.No/Less upstream flow; 2. Malfunction of two stage regulator; 3. Malfunction of PCV and SRV; 4. Malfunction of cylinder valve; 5. Malfunction of Pressure Guage 6.No hydrogen available; 7.Malfuntioning of NRV.	1.Reaction will not proceed 2. Fire hazard due to leakages.	1. Preventive maintenance to ensure integrity functioning of valves, pipeline is in place. Pressure test is done prior to campaign initiation. 2.Required quantity of hydrogen cylinders are made available before initiation of the process. 3.Training and supervision provided; 4. Fixed hydrogen gas detector is availableat hydrogen manifold area 5. Fire extinguishers and fire hydrant system is available. 6. Trained ERT members are available for round the clock and OSEP is available. 7. Fixed Hydrogen detector is available at reactor area.	3	3	H	1.Ensure calibrations of hydrogen gas detectors are available near manifold & Hydrogenator. PCV / PRV are installed to H2 gas manifold and only 2-4 cylinders are allowed at manifold areas to reduce the risk in emergency scenarios.

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
			1.Human error. 1a. Not applying pressure to reactor. 1b. Lack of training to working personnel on SOP or process.	Potential fire/explosion hazard due to presence of Flammable chemicals Hydrogen gas MIE: 0.017mJ	1.Training shall be provided on SOP periodically and on process beforeinitiation of campaign. 2. Inertization of reactor before initiation of pressure reactor is done and check point is mentioned in BPR 3. Experienced and trained manpower shall perform the activity under proper supervision.	1	2	L	Nil
More	Flow / Pressure	More hydrogen flow / pressure.	1. More upstream flow; 2. Malfunction of two stage regulator; 3.Malfunction of PCV on hydrogen manifold; 4.Malfunction of hydrogen cylinder valve; 5.Malfunction of PG; 6. Human error.	1..Reactor over pressurization. SRV / RD may blow off 2. Temperature may rise; 3.Agitatator seal damage;	1.Pressure test is done to reactor prior to campaign initiation. 2. Hydrogen manifold system is in place which restrict the desired pressure to the reactor any kind of failures, Mechanical shut of valve will stop the hydrogen flow 3.Preventive maintenance is available for reactors. 4.Training is provided to working personnel on process hazards, close supervision and review. 5. Trained ERT members are available for round the clock and OSEP is available.	3	3	H	1. Consider Hydrogen flow interlock with high pressure and High pressure alarm. **2. Consider Equilibar back pressure regulator for Hydrogen gas passing before entry to reactor for controlled and slow build up of Hydrogen.**

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
				4.Hydrogen leakage from seal/SRV/RD and leads to fire hazard either at reactor area or at dump tank area	4.SRV with set point of 20% more than the MAWP & RD are available on reactor. 5.Reactor vent is routed to terrace of the block and connected with flame arrestor. 6. Fire extinguishers and fire hydrant system is available. 7. Modular type fire extinguishers are available on individual reactor manhole.	3	3	H	Recommended one separate dump tank as required capacity of 6.0 kl contain with waterand flame arrester for the same storage tank. Hence it is water media.
As well as	Air/Oxygen	Oxygen/Air gas cylinders used for pressurization .	1.No colour code for gas cylinders 2.No labelling on Gas Cylinders.	1.Potential explosion hazard. 2.reaction will not proceed	1. No air line is directly connected to reactor. 2.Color coding and labelling of gas cylinders followed; 3.During hydrogen pressurization, no other gas cylinder will be available in gas cylinder manifold 4.SRV with set point of 20% more than the MAWP & RD are available on reactor. 5.Dedicated threaded nipple which suits to connect only for Hydrogen cylinders is provided. 6.Trained manpower and close supervision available. 7. Safety instructions for handling gas cylinders is displayed.	2	2	L	Ensure no other cylinders are available at hydrogen manifold areas.

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
			1.Human error: 1a. Connected air cylinder to reactor instead of hydrogen cylinder.		1.No air line is directly connected to reactor. 2.Color coding and labelling of gas cylinders followed; 3.During hydrogen pressurization, no other gas cylinder will be available in gas cylinder manifold 4.Trained manpower and close supervision available. 5.Safety instructions for handling gas cylinders is displayed.	2	2	L	Nil
Reverse	Flow/ Pressure	Reverse flow.	1.NRV failure when line pressure is low.	1.Reaction mass flows into pipeline; 2.Line choking; 3. Further hydrogen gas purging not possible leading to incomplete reaction; 4.Fire hazard (during maintenance).	1.Maintaining line pressure more than reactor pressure (manually). 2. Pressure gauges are available on hydrogen manifold. 3. Standby hydrogen cylinders are connected to manifold to avoid the reverse flow 4. NRV's are provided in series. 5. Trained manpower shall perform the activity under proper supervision.	2	2	L	Nil

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
Other than	Safety. Gas Cylinders	Unprotected gas cylinders	1.Gas Cylinders not chained; 2.Protective cap not provided to valve of gas cylinders; 3. Safety instructionsfor gas cylinders not displayed; 4.Gas cylinder trolleys not used for transportation.	1.Probability of major accident due to falling of full/empty gas cylinders 2.Probability of major damage to valve due to no protective cap.	1. Fall arrest Chains are provided to gas cylinders as a protection against fall. 2. Valve protective cap provided for gas cylinder. 3. Safety instructions for handling gas cylinders are displayed. 4. Trained manpower will handles the cylinders and cylinder trolleys are in place.	2	2	L	Nil

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
Intention:Op.No-10: Maintain the reaction mass for 1h after temperature reaches to 110°C									
No	Time	No maintenance for reaction mass	1. Human error. 2. Improper supervision	1. Impact on quality and yield due to improper reaction conversion	1. Maintenance time is mentioned in Operational sheet. 2. Digital clock is available in work place to monitor the time. 3. Trained man power, Secondary check by supervisor and same is recorded in Operational sheet 4. Temperature to be maintained in the reactor is mentioned in Operational sheet, temperature is recorded in Operational sheet in specified time interval.	1	2	L	Nil
More	Time	More maintenance > 1 h	1. Human error. 2. Improper supervision	More utility consumption and prolonged time.	1. Digital clock is available in work place to monitor the time. 2. Trained man power, Secondary check by supervisor and same is recorded in Operational sheet; 3. Temperature to be maintained in the reactor is mentioned in Operational sheet, temperature is recorded in Operational sheet in specified time interval.	1	2	L	Nil

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
Less	Time	Less maintenance < 1 h	1.Human error, 2.Power unavailability.	Impact on quality and yield due to improper conversion of reaction	1.Digital clock is available in work place to monitor the time. 2.Continuous Power supply to digital clock is available and UPS is available in case of power failure. 3.Temperature to be maintained in the reactor is mentioned in Operational sheet, temperature is recorded in Operational sheet for every interval.	1	2	L	Nil
As well as	Time	Not a meaningful deviation							
Part of	Time	Not a meaningful deviation							
Reverse	Time	Not a meaningful deviation							
Other than	Time	Not a meaningful deviation							
Intention:Op.No-11 - Filter the raney nickel through PNF and collect the filtrate to A/RE-03									
No	Filtration	No quantity fed into PNF.	1.Human error; 2.Skipped the material feeding step	No safety impact, quality of product may impact	1.PNF operation step is mentioned in BPR 2. Trained manpower will perform the activity under proper supervision. 3. Double check is available in BPR for PNF charging step.	2	2	L	Nil

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
Less	Filtration	Less quantity fed into PNF.	1.Human error; 1a. Intentionally / unintentionally material left in reactor. 2.Spillage while charging into PNF	Health Hazard and environmental hazard. Yield loss due to spillage of material	1. Connected lines are tested for leak test prior to batch start-up. 2. View glass is available to reactor to ensure the reactor got empty and total reaction mass is fed into PNF. 3.Trained man power, Secondary check by supervisor and same is recorded in BPR; 4. Feeding of material is closely monitored by supervisor. 5.Capacity of PNF is mapped as per the batch size and lots wise feeding planned. 6.Spill control kit is available and spill control procedure is available. .	2	2	L	Ensure feeding of reaction mass from reactor to PNF should be through fixed metallic lines with proper flange bonding's for static continuity
More	Filtration	More quantity fed into PNF.	1.Human error; 1a. Intentionally / unintentionally more material fed into PNF. 2. Wrong feeding line connected to reactor	Solvent may impulse into material and proper filtration may not happen. Overflow of reaction mass from PNF may happen	1. Lines are connected as per P&ID for process flow and execution. 2. Capacity of PNF is mapped as per the batch size and lots wise feeding planned. 3.Trained man power, Secondary check by supervisor and same is recorded in BPR; 4. Feeding of material is closely monitored by supervisor. 5.Quantity to be added is mentioned in BPR & charged quantity is recorded in BPR.	2	2	L	Nil

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
Other Than	Safety Exposure	Exposure to solvent vapours during feeding to PNF for filtration	1.PPE is not used; 2. Damaged PPE is used; 3.Incorrect PPE is used;	Health hazard trimethyl amine: TWA: 25ppm	1. Equipment's are located in well ventilated facility. 2. PPE is provided to working personnel and ensure its adherence by in charge. 3. Eye wash and body wash shower are available.	2	2	L	PNF is with nitrogen purging and Vent of PNF is routed to outside of the block.
Other Than	Safety Ignition	Ignition of Acetone	1. Fire hazard due to vapour accumulation of Acetone	Fire Hazard	1. All electrical connections are arranged as per Hazard area classification (HAC). 2. Trained manpower will perform the activity under proper supervision. 3. Secondary check is available n BPR. 4. Gas detectors and fire extinguishers are available in work places. 5.Fire hydrant system is available with trained manpower to handle it.	3	4	H	1.Double body Earthing for PNF and bonding (Jumpers) of pipelines should be available with good condition for static continuity.

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
Intention:Op.No-12 - Transfer the reaction mass and raise the temperature of reaction mass at 60-65°C									
No	Transferring	Transferring of reaction mass	1. Human error 2. No air pressure applied to AODD pump / reactor leakages 3. Pump failure	No safety impact. May be process delay	1. Transferring of reaction mass step is mentioned in BPR 2. Uninterrupted air generation plant is available for applying air pressure to AODD pump. 3. Reactor leak test is performed prior to batch Start-up. 4. Pressure gauge is provided to reactor to monitor the pressure during transferring of solution. 5. Trained manpower will perform the activity under proper supervision.	2	2	L	Nil
More	Transferring	More reaction mass transferring	1. Human error 2. Other transfer lines connected to reactor or valve failure	Unintended reaction may takes place.	1. Only required lines are connected to Ion exchange system 2.Transferring of reaction solution step is mentioned in BPR along with transferring method. 3. Pressure gauge is provided to reactor to monitor the pressure during transferring of solution. 4. Trained manpower will perform the activity under proper supervision.	2	2	L	Ensure proper identification labels are maintained on transfer lines with proper visibility

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
Less	Transferring	Less reaction mass transferring	1. Human error. 2. Transfer line leakages while transferring.	Leakages of the reaction mass from transfer lines all-over the place.	1. Uninterrupted nitrogen generation plant is available for applying nitrogen pressure to reactor. 2. Reactor pressure leak test is performed prior to batch Start-up. 3. Calibrated pressure gauge is provided to reactor to monitor the pressure during transferring of reaction solution. 4. Trained manpower will perform the activity under proper supervision.	1	3	L	Ensure no leakages while transferring of reaction mass and flange guards are recommended for transfer lines to avoid splashing of reaction mass
As Well as	Transferring	Not a meaningful deviation							
Part of	Transferring	Not a meaningful deviation							
Reverse	Transferring	Not a meaningful deviation							
Other than	Transferring	Faster transferring	1. Human error 2. More pressure applied to reactor	Transfer lines may damage at gas cuts due to high pressure and leads material splashing	1. Only required lines are connected to ion exchange system 2.Transferring of reaction mass step is mentioned in BPR 3. Reaction solution produced for single batch only and proceed further. 4. Pressure gauge is provided to reactor to monitor the pressure during transferring of reaction solution. 5. Trained manpower will perform the activity under proper supervision.	1	3	L	Suitable PPE are using in as required operational.

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
Intention: Op.No: 13 - Cool to 20-30°C and charge NaOH and water to reaction mass									
No	Cooling	No Cooling of reaction mass	1.Utility failure 2.Malfuntion of utility pumps / Power failure 3.Human error 4. Lack of supervision	Next operation can be delayed. May leads to Quality issue	1.Multi utilities are available to attain the reaction mass temperature 2.Periodic preventive maintenance of utility systems. 3.Trained manpower under proper supervision performs the activity . 4.Temperature to which mass to be cooled is mentioned in BPR, same is recorded in BPR. 5.DG set power backup is available with in 30 sec to 1 minute	2	2	L	Ensure temperature sensors and indicators are calibrated and ensure utility valves of reactor should be in proper working condition by PSSR
More	Cooling <20°C	Temperature of reaction mass decreased below 20°C	1.Secondary Utility (Brine) failure 2.Human error; 3.Malfuntioning of temperature sensor / digital indicator.	No major safety impact, more load on utility systems	1.Control valve is available for individual utility to prevent entry of secondary utility into reactor jacket. 2.Trained man power, Secondary check by supervisor and same is recorded in BPR. 3. Multi utilities are available to attain the reaction mass temperature 4. Periodic Preventive maintenance to all accessories (Temperature sensor, PG, VG, SRV etc.,.) of reactor. 5.Temperature to which mass to be cooled is mentioned in BPR, same is recorded in BPR.	2	2	L	Ensure all reactor accessories like PG's, VG's, SRV, temperature sensors and indicators of reactor should be in proper working condition by PSSR

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
Less	Cooling > 30°C	Temperature of reaction mass is >30°C	1.Secondary Utility (RTW / Hot water / steam) failure 2.Human error; 3.Malfuntioning of temperature sensor / digital indicator.	Next operation can be delayed. May leads to Quality issue	1.Control valve is available for individual utility to prevent entry of secondary utility into reactor jacket. 2.Trained man power, Secondary check by supervisor and same is recorded in BPR. 3. Multi utilities are available to attain the reaction mass temperature. 4. Periodic Preventive maintenance to all accessories (Temperature sensor, PG, VG, SRV etc.) of reactor. 5.Temperature to which mass to be cooled is mentioned in BPR, same is recorded in BPR.	2	2	L	Nil
As well as	Cooling	Not a meaningful deviation							
Part of	Cooling	Not a meaningful deviation							
Reverse	Cooling	Not a meaningful deviation							
Other Than	Cooling	Not a meaningful deviation							

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
Intention:Op.No-14 : Distill the water U/vacuum at 80°C and submit the bottom residue for density									
No	Vacuum	No vacuum during distillation	1.Vacuum gauge fault 2.Vacuum pump not working. 3.Valve on vacuum line closed or not working; 4.Power failure; 5. Vacuum leakages (reactor/pipeline)	1. Distillation of solvents may not occur at prescribed temperature	**Vacuum pump is checked initially before start up for line clearance** **Checking of vacuum valve by trained operators.** **Periodical Calibration to vacuum gauge is performed.** **DG set is available for power back up with in 30sec to 1 min**	**2**	**2**	**L**	**Nil**
More	Vacuum	More vacuum during distillation	1.Pressure Transmitter faulty; 2.Valve on vacuum line fully kept open.	1.Faster rate of distillation of solvent, 2. Probability of over flow of distillate collecting receiver (DCR), 3. Distillation to dryness. May have potential decomposition hazard.	1.Vaccum gauge calibration is available 2.DCR volume is greater than the solvent volume to be distilled. 3.Checking of vacuum valve by trained operator and trained operators available for vacuum pump operation. 4.Level of receiver is checked before performing distillation. 5.End point of distillation will be prescribed in BMR by doing in process check of density as per process requirement.	2	2	L	

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
Less	Vacuum	Less vacuum during distillation	1.Pressure Transmitter faulty; 2. Valve on vacuumline of vacuum pump partially keptopen. 3. Vacuum pump trap is not emptied	1.Slow distillation of toluene and THF 2.Reaction mass temperature may shoots up during distillation.	1.Vaccum gauge calibration is available 2. Checking of vacuum valve by trained operator and trained operators available for vacuum pump operation and ensure periodical empty of vacuum pump trap. 4.Level of receiver is checked before performing distillation. 5.Point to which distillation to be performed is mentioned in BPR.	2	2	L	Level indicator is available for collected distillate collection receiver to monitor the level without any fluctuations.
No	Temperature	Not a meaningful guideword							
More	Temperature	Temperature > 80 °C	1.Human error, 2. Malfunctioning of Temperature sensor, indicator. 3.Steam valve passing.	May lead to Over Pressurization of reactor	1.Temperature indicator & sensor is calibrated periodically. 2.Condition of steam valve is verified before starting of batch. 3.Multistage condensers are available withutility is provided 4.Temperature to be maintained in the reactor as mentioned in BPR, 5.Temperature is recorded in BPR.	2	2	L	1.SRV should be provide to reactor & Jacket with 20% above the MAWP & discharge is connected to dump tank.

Guide Word	Parameter	Deviation	Possible Causes	Consequences	Existing Safeguards	Risk Rating			Recommendations
						P	S	Risk Level	
Less	Temperature	Temperature < 80°C	1. Human error; 2. Lack of trained Man power. 3.malfunction of Gauges.	1.Distillation of solvent will not proceed completely.	1. Trained man power, Secondary check bysupervisor and same is recorded in BPR. 2. Steam is used for the distillation operation and Heating operation was carried under close supervision. 3.Periodic preventive maintenance/ calibration to all reactor accessories like Temperature sensor, PG, etc.,.	2	2	L	Nil
As well as	Temperature	Not a meaningful deviation							
Part of	Temperature	Not a meaningful deviation							
Reverse	Temperature	Not a meaningful deviation							
Other than	Temperature	Not a meaningful deviation							

INCIDENT INVESTIGATION:-

CHRONOLOGY:-

1. On date 05.11.23 Mr.Anand- Dy.Manager production at about 04:25 pm informed to Mr. Meenappa - Dy. Manager engineering about abnormal sound from AO/RE-13 reactor.
2. Mr. Meenappa has checked the equipment and accessed visually and could identified that there is some issue in the drive system hence the abnormal sound.
3. Mr. Ranjeet Deoker raised the job order, job order No GM/AO/RE-13/262/23 and date 05.11.23 received by Mr. Sudheer on date 05.11.23 at 08:30 pm to attend the job.

Detailed Investigation and root cause identification.

Investigation team members:-

1. Mr. Meenappa – Dy. Manager-Mechanical.
2. Mr. Shankar - Sr. Fitter
3. Mr. Anand - Dy. Manager.

Initiated the detailed investigation, by checking each assembly of Drive System in chronological order, as below,

1. Checked motor both bearings cover and also motor cooling fan cover, found normal and not observed any over heat and alignment of the fan cover. Hence over ruled
2. Gear Box assembly, by checking the body temperature found normal and small quantity of oil drained checked for any rubbing particles, found above observations normal Hence ruled out.
3. Coupling assembly for any loose parts and rubber spider (rubber Bush) for any damage. Found no loose parts and no wear of rubber spider. Hence ruled out
4. Bearing Housing assembly checked for overheating and found normal and checked bearing lock nuts lossening, found intact and sufficient grease available. Hence, ruled out
5. Mechanical Seal body temperature found over heat and bearing area in hot condition. Seal cooling connection hose pipes (Size:15 NB) disconnected and checked seal cooling water is in hot condition, causing insufficient heat removal from the Mechanical Seal.

Corrective Action:

Increased the chilled water circulation pressure of seal cooling circulation tank to improve the cooling of seal cooling water.
Trail taken and found, no abnormal sound
Reactor handed over to usage to production

Preventive Action:

Additional condenser with chilled water circulation installed to improve the cooling of seal cooling water.
Informed to the Production Block In-charge.
Preventive action completed and job order closed on date 09.11.23 & time: 03.00 pm.

Signature of In-charge	Signature of HOD/Designee
11/11/23.	11/11/23

INDUSTRIAL HYGIENE PROGRAM RECOMMENDATIONS REVIEW REPORT

FOR

SHILPA PHARMA LIFESCIENCES LIMITED, UNIT-2

Plot No. 33, 33A, 40 to 47, Raichur Industrial Growth Centre,
Wadloor Road, Chicksugur-584134,

Raichur District -584170

Karnataka

India

S. No.	Recommendation	Recommendation Status	Responsibility	Timelines	Remarks
1.	Carry out inspection of spill control kit once in month.	SOP is drafted and shall implement by end of August'23	Safety	30.08.23	
		Review-1: SOP is approved and spill control kit inspection is being carried-out once in every month. Latest Spill control kit inspection report is enclosed.	Safety	NA	Closed
2.	Work area monitoring for VOC & LEL shall done and based on the results suitable engineering controls / PPEs shall recommend.	Under progress and report shall be prepared by 15th June'23	Production/WH	30.06.23	
		Review-1: Work area monitoring for VOC & LEL is completed. From the work area monitoring results it is clear that, airborne concentration of organic solvents in work area is negligible and the personnel can execute day-to-day activities without any adverse health hazard. However, PPEs as recommended in PPE matrix should flow in work area	Production/WH	NA	Closed
3.	Use Air Breathing mask (ABM) while dispensing hazardous liquid RMs	Air Breathing mask made available in the work area (Production, WH and other applicable areas) and training given for handling. PPE matrix displayed	NA	NA	Closed
4.	Work area shall monitor for LEL and based on the results suitable engineering controls / PPEs shall recommend.	Under progress and report shall be prepared by 15th June'23	Production/WH	15.06.23	

S. No.	Recommendation	Recommendation Status	Responsibility	Timelines	Remarks
		Review-1: Work area monitoring for LEL is completed and report enclosed. From the work area monitoring results it is clear that, airborne concentration of organic solvents in work area is negligible and the personnel can execute day-to-day activities without any adverse health hazard. However, PPEs as recommended in PPE matrix should flow in work area	Production/WH	NA	Closed
5.	Carry out dust exposure monitoring for personal health safety during charging of solid RMs	To be done	Production	30.12.2023	
		Review-1: As part of dust exposure monitoring during charging of solid RMs, particulate matter is measured and the results are enclosed. From the results it is clear that, the dust exposure is negligible as the RM charging areas have adequate ventilation systems to control the exposures.	Production	NA	Closed
6.	Provide splash guards to acid liquid charging & pumping line to reactors	To be done	ENG	30.12.2023	
		Review-1: Splash guards arranged to acid liquid charging & pumping line to reactors. Photographs enclosed as an evidence.	ENG	NA	Closed
7.	Ensure the elimination of water spillages at day store area while charging the material into the reactor	Training given to concern personnel and made aware about the risk associated with the activity	Production	Ongoing	Closed

S. No.	Recommendation	Recommendation Status	Responsibility	Timelines	Remarks
8.	Provide Oxygen sensor with Low & Low-Low alarm & visual alarm for closed rooms without natural ventilation where Nitrogen gas is being used for Inertization as well as for product safety.	To be done	ENG	30.12.2024	
		Review-1: Oxygen sensor with Low & Low-Low alarm & visual alarm arranged for closed room in E-Block. Oxygen sensor installation in other blocks shall be done in phased manner	ENG	30.12.2024	
9.	Carry out work place personal monitoring for dust emission during Sifting & Milling operation.	To be done	Production	30.12.2023	
		Review-1: Sifting & Milling of Oncology products are carried-out in Isolators and the Isolators are Qualified for OEL and therefore the risk of personnel exposure to dust emissions is remote. The non-oncology API sifting & milling areas are equipped with dust extraction system to control personnel exposure to dust emissions. However, as part of work place monitoring for dust emissions during sifting & milling operations, particulate matter is measured and the results are enclosed. From the results it is clear that, the dust emission is negligible and there is no risk of health hazard to personnel working in the Sifting & Milling operations.			

S. No.	Recommendation	Recommendation Status	Responsibility	Timelines	Remarks
10.	Carry out Work place monitoring for Ammonia gas emission near reactor vent area and ammonia scrubber vent area.	To be done	Production Team	30.07.2023	
		Review-1: Ammonia sensors are available near reactor vent and scrubber vent to monitor ammonia gas emissions.	Production Team	NA	Closed

ATTACHMENTS:

Attachment-1: Spill control kit inspection report

Attachment-2: Work area Air Quality monitoring Report

Attachment-3: Dust Exposure monitoring report while charging RMs into Reactors

Attachment-4: Photographs of Splash guards for Acid & Liquid charging

Attachment-5: Dust Exposure monitoring in sifting & milling area

APPROVALS:

Names of Members	Mr. Chandra Shekar Dudani (Manager - WH)	Reviewer	20/12/23
	Mr. Govindappa Galagali (AGM - PD)	Reviewer	20/12/23
	Mr. R. Elangovan (DGM – EHS)	Reviewer	20/12/23
	Mr. AK Singh (DGM - HR)	Reviewer	20/12/23
	Mr. Jay Kumar Kotwal (GM – ENG)	Reviewer	20/12/23
	Mr. Veereshappa (Senior GM - PD)	Reviewer	20/12/23
	Mr. K. Sharath Reddy (Director-Projects)	Approver	20/12/23

MSV Analytical Laboratories

Recognition by MoEF under Environment (Protection) Act, 1986

(Certified by ISO 14001:2015, ISO 45001:2018, ISO 9001:2015, ISO 22000:2018)

C.M.C Ward No 18 & C.T.C W.No.16 T.S No. 695/A/32/B1, Block No 19 (1st & 2nd Floor)

Sanganakallu Road, KEB Circle, Ballari - 583103 Contact No : Mob : 94498 03895, (0) : 9945456764, 08392-255169

Email : msvalbellary2018@gmail.com, labmsv@gmail.com Web ID : www.msvalbellary.com

ANALYSIS REPORT OF INDOOR AIR QUALITY

Test report No: MSVAL/2023/5448

1.	**Name and Address of Industry**	:	M/S.Shilpa Medicare Ltd (unit – II), Plot No. 33, 33A, 40-47,Raichur Industrial Growth Center, Chicksugur village, Raichur
2.	**Sample Collected By**	:	MSV Analytical Laboratories, Bellary.
3.	**Particulars of the sampling Equipments**	:	Sample collected with Handy Sampler
4.	**Date of Monitoring**	:	03.11.2023
5.	**Date of Sample Receipt**	:	04.11.2023
6.	**Sample Code**	:	8108
7.	**Analysis Starting Date**	:	04.11.2023
8.	**Analysis Completion Date**	:	06.11.2023
9.	**Report Issue Date**	:	07.11.2023

S.No	Block	Name of the Location	Parameter	Protocols	Units	Results
1	E-Block	Near Reactor Manhole	Particulate Matter as $PM_{2.5}$	MSVAL/SOP/IAQ/006	µg/m³	36.4
2	AO Block	Near Reactor Manhole	Particulate Matter as $PM_{2.5}$		µg/m³	42.7
3	AO7	Near Reactor Manhole	Particulate Matter as $PM_{2.5}$		µg/m³	40.8
4	C-Block	Near Reactor Manhole	Particulate Matter as $PM_{2.5}$		µg/m³	35.4
5	H-Block	Near Reactor Manhole	Particulate Matter as $PM_{2.5}$		µg/m³	50.2
6	AM-Block	Near Reactor Manhole	Particulate Matter as $PM_{2.5}$		µg/m³	38.7
7	AJ-Block	Near Reactor Manhole	Particulate Matter as $PM_{2.5}$		µg/m³	44.2
8	D-Block	Near Reactor Manhole	Particulate Matter as $PM_{2.5}$		µg/m³	40.6
9	AI-Block	Near Reactor Manhole	Particulate Matter as $PM_{2.5}$		µg/m³	41.8
10	I-Block	Near Reactor Manhole	Particulate Matter as $PM_{2.5}$		µg/m³	43.5
11	G-Block	Near Reactor Manhole	Particulate Matter as $PM_{2.5}$		µg/m³	44.2
12	E-Block	Sifting & Milling Area	Particulate Matter as $PM_{2.5}$		µg/m³	50.4
		Near Dust collection System exhaust	Particulate Matter as $PM_{2.5}$		µg/m³	46.7
13	AO Block	Sifting & Milling Area	Particulate Matter as $PM_{2.5}$		µg/m³	43.8
NAAQS/EPA-Limit						**65**

Analysed by

Authorized Signatory

Hanumanthaiah P
Technical Manager

*** End of Report ***

MSV ANALYTICAL LABORATORIES BALLARI

Note: 1. The results listed only to the tested samples & applicable parameters.
2. Water, Pollution & Environment & Food samples will be discarded after 10 days. Ores and minerals Filter papers & Thimbles will be discarded in 3 months from the date of issue of test reports, unless otherwise specified. ILC samples will be discarded after 1 month from the date of test reports.
3. This report is not to be reproduced wholly or in part & cannot be used as evidence in the court of law & should not be used in any advertising media without our special permission in writing.
4. Total liability of our laboratory is limited to the invoice amount. Any dispute arising out of this report is subject to Bellary jurisdiction only.
5. Sampling is not done by us unless otherwise specified.

SHILPA PHARMA LIFESCIENCS LIMITED (UNIT-2)

VOC & LEL MONITORING LOG IN WORK AREA

Annexure-III

01

Doc. Ref. No.: SOP/U-2/EHS/GEN/040 Page No.:

Block Name & Work Area	AO-Block Intermediate & pharma	Date & Time:	10-03-2025
VOC Meter Id. No.	Crowcon & Gas Pro - 54109610 2-002		
LEL Meter Id. No.	PS - 241 - 400383.		

Location for monitoring of VOC	VOC Result (ppm)	Remarks	Location for monitoring of LEL	LEL Result (%)	Remarks
AO-Block Interm--ediate area	01 ppm	NA	AO-Block Intermed--iate area.	0·1.	NA
Milling and Sieving room.	01 ppm	NA	Milling and Sieving room.	0·1.	NA
Drying cum blending and packing room.	0 ppm	NA	Drying cum blending and packing room.	0·1.	NA
Packing material room	0 ppm	NA	Packing material room.	0·1.	NA
AO-Crystalizer room -01-FF.	01 ppm	NA	AO-Crystalizer room -01-FF.	0·1.	NA
AO-Finished Product room.	0 ppm	NA	AO-Finished Pro--duct room.	0·1.	NA
AO-Block Crystalizer room-01 GF.	01 ppm	NA	AO-Block Crystalizer room-01 GF.	0·1.	NA
AO-Block ANFD room lower deck	0 ppm	NA	AO Block ANFD roo--m lower deck	0·1.	NA
AO-Block Crystlizer room-01 FF	0 ppm	NA	AO-Block Crystlizer room-01 FF.	01·1.	NA
AO-Block Change room.	0 ppm	NA	AO-Block Change room.	0·1.	NA
AO-Block ANFD room Upper deck	01 ppm	NA	AO-Block ANFD room Upper deck	01·1.	NA
AO-Block Crystlizer room-02 (GF)	0 ppm	NA	AO-Block Crystizer room-02(Gf)	03·1.	NA
AO-Block Crystlizer room-02(FF)	0 ppm	NA	AO-Block Crystlizer room-02(Ff)	01·1.	NA

SHILPA PHARMA LIFESCIENCS LIMITED (UNIT-2)

VOC & LEL MONITORING LOG IN WORK AREA

Annexure-III

Doc. Ref. No.: SOP/U-2/EHS/GEN/040

Page No.: 02

Block Name & Work Area	E-Block Intermediate & Pharma.	Date & Time: 10-03-2025
VOC Meter Id. No.	Crowcon Gas Pro - 541096 / 02-002	
LEL Meter Id. No.	PS - 241 - 400383.	

Location for monitoring of VOC	VOC Result (ppm)	Remarks	Location for monitoring of LEL	LEL Result (%)	Remarks
E-Block Intermediate area	01 ppm	NA	E-Block intermediate area.	0.1	NA
E-Block Drying room - 02	01 ppm	NA	E-Block Drying room - 02	01 %	NA
E-Block Packing & Sampling room.	0 ppm	NA	E-Block packing & Sampling room.	0.1	NA
E-Block equipment wash room	0 ppm	NA	E-Block equipment wash room.	0.1	NA
E-Block intermediate RCVD area.	01 ppm	NA	E-Block intermediate RCVD area.	0.1	NA
E-Block Crystlization room - 01st floor.	01 ppm	NA	E-Block Crystlization room - 01st floor.	01.1	NA
E-Block Centrifuge room.	01 ppm	NA	E-Block Centrifuge room.	01.1	NA
E-Block packing room.	0 ppm	NA	E-Block packing room.	0 %	NA
E-Block cleaned equipment room	0 ppm	NA	E-Block cleaned equipment room.	0 %	NA
E-Block equipment wash room.	0 ppm	NA	E-Block equipment wash room.	0 %	NA
E-Block Drying room - 01	01 ppm	NA	E-Block Drying room - 01	0 %	NA
E-Block pharma	0 ppm	NA	E-Block pharma	0 %	NA
GBlock pharma 1st floor	0 ppm	NA	E-Block pharma 1st floor	0 %	NA

SHILPA PHARMA LIFESCIENCS LIMITED (UNIT-2)

VOC & LEL MONITORING LOG IN WORK AREA

Annexure-III

Doc. Ref. No.: SOP/U-2/EHS/GEN/040

Block Name & Work Area	AI-Block intermediated pharma	Date & Time:	10-03-2025
VOC Meter Id. No.	CrowCon 4 Gas Pro - 541096/02 - 002		
LEL Meter Id. No.	PS-241 - 400383.		

Location for monitoring of VOC	VOC Result (ppm)	Remarks	Location for monitoring of LEL	LEL Result (%)	Remarks
AI-Block Intermediate Area.	01 ppm	NA	AI-Block intermediate area.	0 %	NA
AI-Block Drying area.	01 ppm	NA	AI-Block Drying area.	01 %	NA
AI-Block packing Raw material room	0 ppm	NA	AI-Block Packing Raw material room	0 %	NA
AI-Block Crystalizer room.	01 ppm	NA	AI-Block Crystalizer room.	01 %	NA
AI-Block wash room.	0 ppm	NA	AI-Block wash room.	0 %	NA
AI-Block FG Storage room	0 ppm	NA	AI-Block F.G storage room.	0 %	NA
AI-Block packing Material room.	0 ppm	NA	AI-Block Packing material room.	0 %	NA
AI-Block Pharma area.	01 ppm	NA	AI-Block pharma area.	01 %	NA

SHILPA PHARMA LIFESCIENCS LIMITED (UNIT-2)

VOC & LEL MONITORING LOG IN WORK AREA

Annexure-III

Doc. Ref. No.: SOP/U-2/EHS/GEN/040

Page No.: 04

Block Name & Work Area	AM-Block intermediate & Pharma	Date & Time:	10-03-2025
VOC Meter Id. No.	Crowcon & Gas pro - 541096/02 - 002		
LEL Meter Id. No.	PS - 241 - 400383		

Location for monitoring of VOC	VOC Result (ppm)	Remarks	Location for monitoring of LEL	LEL Result (%)	Remarks
AM-Block intermediate area.	01 ppm	NA	AM-Block intermediate	0.1.	NA
AM-Block Pharma area.	0 ppm	NA	AM-Block Pharma area	0.1.	NA

SHILPA PHARMA LIFESCIENCS LIMITED (UNIT-2)

VOC & LEL MONITORING LOG IN WORK AREA

Annexure-III

Doc. Ref. No.: SOP/U-2/EHS/GEN/040

Page No.: 05

Block Name & Work Area	C-Block pharma & Intermediate area	Date & Time:	10-03-2025
VOC Meter Id. No.	Crowcon & Gas Pro - 541096	02-002	
LEL Meter Id. No.	PS-241-400383		

Location for monitoring of VOC	VOC Result (ppm)	Remarks	Location for monitoring of LEL	LEL Result (%)	Remarks
C-Block Intermediate Ground floor	0 ppm	NA	C-Block Intermediate Ground floor	0.1.	NA
C-Block Intermediate First Floor	01 ppm	NA	C-Block intermediate first floor	0.1.	NA
C-Block RCVD room.	01 ppm	NA	C-Block RCVD room	0.1.	NA
C-Block raw material store room.	0 ppm	NA	C-Block raw material store room.	01.1.	NA
C-Block Accessories & Packing.	0 ppm	NA	C-Block Accessories & Packing.	0.1.	NA
C-Block wash room area.	0 ppm	NA	C-Block Pharma Ground floor.	0 1.	NA
C-Block Pharma Ground floor.	0 ppm	NA	C-Block wash room area	0.1.	NA
C-Block Pharma first floor.	01 ppm	NA	C-Block Pharma first floor.	01.1.	NA
C-Block Washroom	0 ppm	NA	C-Block wash room	0 1.	NA
C-Block Spherical dry room.	01 ppm	NA	C-Block spherical dry room.	01.1.	NA
C-Block F.G & Quarantine room.	0 ppm	NA	C-Block F.G & Quarantine room	0 1.	NA
C-Block dry Equipment room.	0 ppm	NA	C-Block dry equipment room.	0 1.	NA
C-Block Packing material room.	0 ppm	NA	C-Block Packing material room	0 1.	NA

SHILPA PHARMA LIFESCIENCS LIMITED (UNIT-2)

VOC & LEL MONITORING LOG IN WORK AREA

Annexure-III

Doc. Ref. No.: SOP/U-2/EHS/GEN/040

Page No.: 06

Block Name & Work Area	I-Block pharma & Intermediate	Date & Time:	10-03-2025
VOC Meter Id. No.	Crowcon & Gaspro - 5410961/02-002		
LEL Meter Id. No.	PS-241 - 400383		

Location for monitoring of VOC	VOC Result (ppm)	Remarks	Location for monitoring of LEL	LEL Result (%)	Remarks
I-Block Intermediate ground floor	0 ppm	NA	I. Block Intermediate ground floor	01 %.	NA
I-Block Intermediate First floor.	01 ppm	NA	I. Block Intermediate first flor.	0 %.	NA
I-Block wash room	0 ppm	NA	I- Block wash room.	0 %.	NA
I-Block packing material room.	0 ppm	NA	I- Block packing material room.	0 %.	NA
I-Block VTD-04 room.	01 ppm	NA	I-Block VTD-04 room	01 %.	NA
I-Block VTD-01 room	0 ppm	NA	I-Block VTD-01 room	01 %.	NA
I-Block VTD-03 room.	0 ppm	NA	I-Block VTD-03 room	0 %.	NA
I-Block Packing material room	0 ppm	NA	I-Block Packing Internal room	0 %.	NA
I-Block Raw mate-rial store rm.	0 ppm	NA	I-Block Raw material store rm	0 %.	NA
I-Block Crustalizer room.	0 ppm	NA	I-Block Crustlizer room	01 %.	NA
I-Block. F.G room.	0 ppm	NA	I-Block F.G. room	0 %.	NA
I. Block Packing material room.	0 ppm	NA	I-Block. Packing material room	0 %.	NA
I-Block F.G Quarantine room	0 ppm	NA	I-Block F.G quarantine room.	0 %.	NA

SHILPA PHARMA LIFESCIENCS LIMITED (UNIT-2)

VOC & LEL MONITORING LOG IN WORK AREA

Annexure-III

Doc. Ref. No.: SOP/U-2/EHS/GEN/040 Page No.: 07

Block Name & Work Area	Gr-Block pharma & Intermediate area	Date & Time:	10/03/2025
VOC Meter Id. No.	Crowcon & Crospro - 541096/02-002		
LEL Meter Id. No.	PS-241 - 400083		

Location for monitoring of VOC	VOC Result (ppm)	Remarks	Location for monitoring of LEL	LEL Result (%)	Remarks
Gr-Block Intermediate ground floor.	0 ppm	NA	Gr-Block Intermediate ground floor	0 %	NA
Gr-Block Intermediate first floor.	0 ppm	NA	Gr-Block Intermediate first floor	0 %	NA
Gr-Block Tray Dryer -01 room	01 ppm	NA	Gr-Block Tray Dryer 01 room	0 %	NA
Gr-Block Tray Dryer -02 room.	01 ppm	NA	Gr-Block Tray Dryer 02 room	0 %	NA
Gr-Block Raw material Store room	0 ppm	NA	Gr-Block Raw material store room	0 %	NA
AJ-Block Intermediate area 1st	0 ppm	NA	AJ-Block Intermediate area 1st	0 %	NA
AJ-Block Intermediate Ground floor	0 ppm	NA	AJ-Block Intermediate Ground floor	0 %	NA
Tray Dryer -01 room	01 ppm	NA	Tray Dryer -01 room	0 %	NA
Tray Dryer -02 room	0 ppm	NA	Tray Dryer -02 room.	0 %	NA
Blender room	01 ppm	NA	Blender room	0 %	NA

SHILPA PHARMA LIFESCIENCS LIMITED (UNIT-2)

VOC & LEL MONITORING LOG IN WORK AREA

Annexure-III

Doc. Ref. No.: SOP/U-2/EHS/GEN/040 Page No.: 08

Block Name & Work Area	H-Block pharma & Intermediate area	Date & Time:	10/03/2025
VOC Meter Id. No.	Crowcon & Crospro - 541096/02-002		
LEL Meter Id. No.	PS - 241 - 400383		

Location for monitoring of VOC	VOC Result (ppm)	Remarks	Location for monitoring of LEL	LEL Result (%)	Remarks
H-Block Crystlisation 1st floor	01 ppm	NA	H-Block Crystlisation 1st floor	0 %	NA
Isolator room	0 ppm	NA	H-pharma isolator room area	0 %	NA
F.G. quranine room	0 ppm	NA	H- pharma F.G quranine room	0 %	NA
F.G. Stores -01 pharma area	0 ppm	NA	F.G. stores -01 pharma area.	0 %	NA
F.G. stores -02 pharma ar.	01 ppm	NA	F.G. stores -02 Pharma area	0 %	NA
Cleaned equipment room pharma	0 ppm	NA	cleaned equipment room pharma	0 %	NA
Equipment wash room pharma	0 ppm	NA	Equipment wash room area.	0 %	NA
Packing material room pharma.	01 ppm	NA	Pharma Packing room area	0 %	NA
VTD-02, room intermediate	01 ppm	NA	VTD-02 room intermediate	0 %	NA
VTD-06 intermediate room	01 ppm	NA	VTD-06 intermediate room	0 %	NA
Robo filter -04 room	0 ppm	NA	Robo Filter -04 room	01 %	NA
Packing material store room	0 ppm	NA	Packing material store room	0 %	NA
VTD-01 & VTD -03 room	01 ppm	NA	VTD-01 & VTD -03 room area	01 %	NA

SHILPA PHARMA LIFESCIENCS LIMITED (UNIT-2)

VOC & LEL MONITORING LOG IN WORK AREA

Annexure-III

Doc. Ref. No.: SOP/U-2/EHS/GEN/040 Page No.: 09

Block Name & Work Area	D-Block pharma & Intermediate	Date & Time:	10/03/2025
VOC Meter Id. No.	Crowcon 4 Gas pro - 541096/02-002		
LEL Meter Id. No.	PS-241-400383		

Location for monitoring of VOC	VOC Result (ppm)	Remarks	Location for monitoring of LEL	LEL Result (%)	Remarks
D-Block Crystization area. 1st floor	01 ppm	NA	D-Block Crystlizn area 1st floor	0.1.	NA
Dry equipment store and equipment washing	0 ppm	NA	Dry equipment store and equipment washing	0.1.	NA
F.G quarantine room	0 ppm	NA	F.G quarantine room area.	0.1.	NA
F.G. store room	0 ppm	NA	F.G. store room area	0.1.	NA
packing material store room.	0 ppm	NA	Packing material store room	0.1.	NA
Exit hand Sanitatn room.	01 ppm	NA	Exit hand Sanitisation room	0.1.	NA
Janitor area. room	0 ppm	NA	Janitor area room	0.1.	NA
VTD-05 room area	01 ppm	NA	VTD-05 room area	0.1.	NA
VTD-06 room area	01 ppm	NA	VTD-06 room area	0.1.	NA
Spare room area	0 ppm	NA	Spare room area	0.1.	NA
packing material store room.	0 ppm	NA	packing material store room	0.1.	NA
D-Block Crystisatn ground floor	0 ppm	NA	D-Block Crystlizn ground floor	0.1.	NA

SHILPA PHARMA LIFESCIENCS LIMITED (UNIT-2)

VOC & LEL MONITORING LOG IN WORK AREA

Annexure-III

Doc. Ref. No.: SOP/U-2/EHS/GEN/040 Page No.: 10

Block Name & Work Area	Ao-Block Intermediate/pharma	Date & Time:
VOC Meter Id. No.	crowcon & Gaspro – 541096/02-002	
LEL Meter Id. No.	PS-241 – 400383	

Location for monitoring of VOC	VOC Result (ppm)	Remarks	Location for monitoring of LEL	LEL Result (%)	Remarks
Ao-Block Intermediate area	01 ppm	NA	Ao-Block Intermediate area	0%	NA
Milling & Sieving room	01 ppm	NA	Milling & Sieving room	0%	NA
Drying cum blending and packing room	0 ppm	NA	Drying cum blending and packing room	0%	NA
Packing material room	0 ppm	NA	packing material room	0%	NA
Ao - crystallizer room-01 - F/F	0 ppm	NA	Ao - crystallizer room-01 - F/F	0%	NA
Ao- Finished product room	0 ppm	NA	Ao-Finished product room.	0%	NA
Ao-Block crystallizer room-01 in G/F	01 ppm	NA	Ao-Block crystallizer room-01 in G/F.	0%	NA
Ao-Block ANFD room lower deck.	0 ppm	NA	Ao-Block ANFD room Lower deck	0%	NA
Ao-Block crystallizer room-01 F/F.	0 ppm	NA	Ao-Block crystallizer room-01 F/F.	0%	NA
Ao-Block change room	0 ppm	NA	Ao-Block change room	0%	NA
Ao-Block ANFD room upper deck.	0 ppm	NA	Ao-Block ANFD room upper deck.	0%	NA
Ao-Block crystallizer room-02 (G/F)	0 ppm	NA	Ao-Block crystallizer room-02 (G/F)	0%	NA
Ao-Block crystallizer room-02 (F/F)	0 ppm	NA	Ao-Block crystallizer room-02 (F/F)	0%	NA

SHILPA PHARMA LIFESCIENCS LIMITED (UNIT-2)

VOC & LEL MONITORING LOG IN WORK AREA

Annexure-III

Doc. Ref. No.: SOP/U-2/EHS/GEN/040

Page No.: 11

Block Name & Work Area	E-Block Intermediate & pharma	Date & Time:	
VOC Meter Id. No.	Crocscan & Gaspro - 541096	02 - 002	
LEL Meter Id. No.	PS-241 - 400383		

Location for monitoring of VOC	VOC Result (ppm)	Remarks	Location for monitoring of LEL	LEL Result (%)	Remarks
E-Block Intermediate area	01 ppm	NA	E-Block Intermediate area	0%	NA
E-Block drying room-02	0 ppm	NA	E-Block drying room-02	01%	NA
E-Block packing & sampling room	0ppm	NA	E-Block packing & sampling room	0%	NA
E-Block equipment wash room	0ppm	NA	E-Block equipments wash room	0%	NA
E-Block Intermediate RCVD area	31ppm	NA	E-Block Intermediate RCVD area	0%	NA
E-Block crystallization room-01 - FLP	0 ppm	NA	E-Block crystallization room-01 - FLP	0%	NA
E-Block centrifuge room	01ppm	NA	E-Block centrifuge room	01%	NA
E-Block packing room	0ppm	NA	E-Block packing room	0%	NA
E-Block cleaned equipment room	0ppm	NA	E-Block cleaned equipment room	0%	NA
E-Block equipment wash room	01ppm	NA	E-Block equipment wash room	0%	NA
E-Block drying room-01	01ppm	NA	E-Block drying room-01	0%	NA
E-Block pharma	0 ppm	NA	E-Block pharma	0%	NA
E-Block pharma 1st floor	0ppm	NA	E-Block pharma 1st floor	0%	NA

SHILPA PHARMA LIFESCIENCS LIMITED (UNIT-2)

VOC & LEL MONITORING LOG IN WORK AREA

Annexure-III

Doc. Ref. No.: SOP/U-2/EHS/GEN/040

Page No.: 12

Block Name & Work Area	AI-Block Intermediate & Pharma	Date & Time:
VOC Meter Id. No.	Crowcon & Gasdpro - 341096[02-002	
LEL Meter Id. No.	PS-244-480382.	

Location for monitoring of VOC	VOC Result (ppm)	Remarks	Location for monitoring of LEL	LEL Result (%)	Remarks
AI-Block Intermediate area	0 ppm	NA	AI-Block Intermediate area	0%	NA
AI-Block drying area	0 ppm	NA	AI-Block drying area	0%	NA
AI-Block packing raw material room	0 ppm	NA	AI-Block packing raw material room	0%	NA
AI-Block crystallizer room	0 ppm	NA	AI-Block crystallizer room	0%	NA
AI-Block crush room	0 ppm	NA	AI-Block crush room	0%	NA
AI-Block PG storage room	0 ppm	NA	AI-Block PG storage room	0%	NA
AI-Block packing material room	0 ppm	NA	AI-Block packing material room	0%	NA
AI-Block pharma area	0 ppm	NA	AI-Block pharma area	0%	NA

Shilpa Pharma Lifesciences Limited
Raichur, Karnataka, INDIA
Review Frequency: Monthly
Review Date: 13/08/25
Sustainable Procurement Objectives and KPIs

KPI No	SA Policy / Supplier Code of Conduct / SUP Process Ref (KRA for)	Objectives linked to (KRA)	Objectives (KPI)	Units	KPI-Achieved								Remarks	GRI standard Reference	Year	2023
					KPI-Target	FY21-22	KPI-Target	FY22-23	KPI-Target	FY23-24	KPI-Target	FY24-25			Mapping to UNGC Principles	Mapping to UNSDGs
1	Suppliers Environental & Social Assessmnet (SOP/U-2/PR/GEN/001/01), Section 6.8 Page No 3.	Sustainable Procurement	Awareness training on Sustainable Procurement practices to Buyers.	%	100%	100%	100%	100%	100%	100%	100%	100%	Training Condcuted to all the buyers and Record attached -Attachment No 36 Ref Page no 372 to 379 of 870	GRI No 308 GRI No 414	Principles 1 to 10	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15, 16
2	Suppliers Environental & Social Assessmnet (SOP/U-2/PR/GEN/001/01), Section 6.11 Page No 4.	Sustainable Procurement	Communicate the requirements of sustainable procurement practices to suppliers through Purchase Order	%	60% of Key Suppliers	50%	70% of Key Suppliers	66%	80% of Key Suppliers	69%	80% of Key Suppliers	71%	Enclosed Mail cummuication to vendor. Attachment No 37 Ref Page no 380 to 381 of 870	GRI No 308 GRI No 414	Principles 1 to 10	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15, 16
3	Suppliers Environental & Social Assessmnet (SOP/U-2/PR/GEN/001/01), Section 6.11 Page No 4.	Sustainable Procurement	Communicate the Supplier Code of Conduct to suppliers.	%	100%	100%	100%	100%	100%	100%	100%	100%	Suuppliers ESG requiremnet capture in purchase Order. Attachment No 38 Ref Page no 382 to 384 of 870	GRI No 308 GRI No 414	Principles 1 to 10	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15, 16
4	Suppliers Environental & Social Assessmnet (SOP/U-2/PR/GEN/001/01), Section 6.9 Page No 3.	Sustainable Procurement	Discussing the requirements of sustainable procurement practices with selected key suppliers based on Self-Assessment Questionnaire (SAQ) for due diligence.	%	100% whom SAQ Send	100%	100% whom SAQ Send	100%	100% whom SAQ Send	100%	100% whom SAQ Send	100%	Through Team meeting with vendor and filled questionaire Attached. Attachment No 39 Ref Page no 385 to 386 of 870	GRI No 308 GRI No 414	Principles 1 to 10	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15, 16
5	Suppliers Environental & Social Assessmnet (SOP/U-2/PR/GEN/001/01), Section 6.4 Page No 3.	Sustainable Procurement	Conducting selected key suppliers self-assessment on Sustainability Procurement practices using SAQ.	%	100% whom SAQ Send	100%	100% whom SAQ Send	100%	100% whom SAQ Send	100%	100% whom SAQ Send	100%	Refer Attachment No 39 Ref Page no 385 to 386 of 870	GRI No 308 GRI No 414	Principles 1 to 10	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15, 16
7	Suppliers Environental & Social Assessmnet (SOP/U-2/PR/GEN/001/01), Section 6.7 Page No 3.	Sustainable Procurement	Follow-up with selected key suppliers on CAPAs from Suppliers Assessment on Sustainability Procurement Practices.	%	100% whom SAQ Send	100%	100% whom SAQ Send	100%	100% whom SAQ Send	100%	100% whom SAQ Send	100%	Attachment No 40 Ref Page no 387 to 396 of 870	GRI No 308 GRI No 414	Principles 1 to 10	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15, 16
8		Internal Audit	Conducting SUP Internal Audits Annualy	Number	1	1	1	1	1	1	1	1	Attachment No 41 Ref Page no 397 to 398 of 870	GRI-403-8 GRI-416-2	Principles 1 to 10	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15, 16
9		Management Review	Conducting SUP Management Review Meeting Annualy	Number	1	1	1	1	1	1	1	1	Attachment No 42 Ref Page no 399 to 403 of 870	GRI-403-1	Principles 1 to 10	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15, 16

	Prepared By		Reviewed By		Approved By
Name	Vijay Kumar N	Name	R.Elangovan	Name	K Sharath Reddy
Designation	Executive-EHS	Designation	DGM-ENG	Designation	Technical Director
Sign & Date	13/08/25	Sign & Date	13/08/25	Sign & Date	13/08/2025

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

TRAINING ATTENDANCE RECORD

Document No.: SOP/U-2/PA/GEN/005
Form No: FM-PA-005-05 Page No.: 827

Title of Program : Suppliers Environmental & Social Assessment (SOP/U-2/PR/GEN/001/01)

Training location : Training Hall Date : 17/07/23

Trainer Name : Ravikumar. D Time : From 11/00 To 11/30

Trainer EMP. code : 1369

S.No.	Emp.Code	Employee Name	Designation	Department	Signature
1	1228	Raghavendra Kumar	Sr. Executive	Purchase	
2	4240	Srinivas	Jr. Executive	P&A	
3	5957	Shanmukharao	Jr. Executive	EHS	
4	1386	Naresh.	Sr. Assistant	P&A	
5	6808	R. Elangovan	DGM	EHS	
6	6512	Bhimareddy	Executive	EHS	
7	5503	S. SUMAN	Jr. Executive	EHS	

Here by it is certified that above mentioned personnel have undergone the below training activities. Tick "√" Whichever is applicable

Annual/ refresher Training [–] cGMP training [–] Adhoc training [✓] External Agency [–]

Remarks: Training evaluation done with the aid of ~~TMS~~ / written / ~~oral test~~ on above said topic and training found Satisfactory / ~~Not satisfactory~~.

Signature of Trainer:
Date: 17/07/23

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	Page 1 of 1
TRAINING EVALUATION FORM	

TOPIC/SOP	:	**SUPPLIERS ENVIRONMENTAL & SOCIAL ASSESSMENT (SOP/U-2/PR/GEN/001/01)**
Venue	:	Training Hall

Name of the Employee	:	Raghavendra Kumar C	Employee Code	:	1228
Department	:	Purchase	Date of Training	:	17/07/23
Trainer Name	:	Ravi Kumar. O	Duration	:	00:30
			Training Time	:	From: 11:00 To: 11:30

❖ ***Choose the most appropriate answer (a/b/c/d) and enter in respective brackets.*** ***Marks: 5 X 2 = 10***

1	Which department is responsible to arrange virtual/on-site assessment on mutually agreed dates and communicate the same to concerned team?				[ ]
	A	EHS	B	PR	
	C	P&A	D	None of above	
2	What does SCM stands for?				[ ]
	A	Supply chain management	B	Supply consultant management	
	C	Supply Capital Management	D	None of above	
3	Duly filled Self-Assessment Questionnaire to be sent to Buyer by KSP at least _____ before the assessment date.				[ ]
	A	One week	B	Two week	
	C	Three week	D	Four week	
4	Which team should follow-up and collect the action plan for closure of observations within one month of sharing the assessment report				[ ]
	A	Analytical	B	Selling	
	C	Finance	D	Buying	
5	What does KSP stands for ?				[ ]
	A	Key Suppliers & Segment Producer	B	Key Suppliers & Service Producer	
	C	Key Suppliers & Service Provider	D	Key services & Supplier Producer	

Marks obtained	:	10
% of Marks	:	100 %

Signature of Employee	:	17/7/23

Comments of the trainer :

1. ***Knowledge and understanding level is Satisfactory/Not ~~satisfactory~~***
2. ***Retraining ~~required~~ / not required***

17/7/23

Signature of the Trainer:

Form No.: FM-PA-041

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			Page 1 of 1
TRAINING EVALUATION FORM			
TOPIC/SOP	:	SUPPLIERS ENVIRONMENTAL & SOCIAL ASSESSMENT (SOP/U-2/PR/GEN/001/01)	
Venue	:	Training Hall	

Name of the Employee	:	Srinivas	Employee Code	:	4240
Department	:	P&A	Date of Training	:	17/07/23
Trainer Name	:	Ravi kumar. D	Duration	:	00:30
			Training Time	:	From: 11:00 To: 11:30

❖ ***Choose the most appropriate answer (a/b/c/d) and enter in respective brackets.*** ***Marks: 5 X 2 = 10***

1	Which department is responsible to arrange virtual/on-site assessment on mutually agreed dates and communicate the same to concerned team?				[B]
	A	EHS	B	PR	
	C	P&A	D	None of above	
2	What does SCM stands for?				[A]
	A	Supply chain management	B	Supply consultant management	
	C	Supply Capital Management	D	None of above	
3	Duly filled Self-Assessment Questionnaire to be sent to Buyer by KSP at least _____ before the assessment date.				[A]
	A	One week	B	Two week	
	C	Three week	D	Four week	
4	Which team should follow-up and collect the action plan for closure of observations within one month of sharing the assessment report				[D]
	A	Analytical	B	Selling	
	C	Finance	D	Buying	
5	What does KSP stands for ?				[C]
	A	Key Suppliers & Segment Producer	B	Key Suppliers & Service Producer	
	C	Key Suppliers & Service Provider	D	Key services & Supplier Producer	

Marks obtained	:	10
% of Marks	:	100%

Signature of Employee	:	Ravi 17/07/23

Comments of the trainer :

1. ***Knowledge and understanding level is Satisfactory/~~Not satisfactory~~***
2. ***Retraining ~~required~~ / not required***

17/7/23

Signature of the Trainer:

Form No.: FM-PA-041

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	Page 1 of 1
TRAINING EVALUATION FORM	

TOPIC/SOP	:	SUPPLIERS ENVIRONMENTAL & SOCIAL ASSESSMENT (SOP/U-2/PR/GEN/001/01)
Venue	:	Training hall

Name of the Employee	:	S Channakeshava	Employee Code	:	5957
Department	:	EHS	Date of Training	:	17/07/23
Trainer Name	:	Ravikumar D	Duration	:	00:30
			Training Time	:	From: 11:00 To: 11:30

❖ ***Choose the most appropriate answer (a/b/c/d) and enter in respective brackets.*** ***Marks: 5 X 2 = 10***

1	Which department is responsible to arrange virtual/on-site assessment on mutually agreed dates and communicate the same to concerned team?				[B]
	A	EHS	B	PR	
	C	P&A	D	None of above	
2	What does SCM stands for?				[A]
	A	Supply chain management	B	Supply consultant management	
	C	Supply Capital Management	D	None of above	
3	Duly filled Self-Assessment Questionnaire to be sent to Buyer by KSP at least _____ before the assessment date.				[A]
	A	One week	B	Two week	
	C	Three week	D	Four week	
4	Which team should follow-up and collect the action plan for closure of observations within one month of sharing the assessment report				[D]
	A	Analytical	B	Selling	
	C	Finance	D	Buying	
5	What does KSP stands for ?				[C]
	A	Key Suppliers & Segment Producer	B	Key Suppliers & Service Producer	
	C	Key Suppliers & Service Provider	D	Key services & Supplier Producer	

Marks obtained	:	10
% of Marks	:	100%

Signature of Employee	:	17/07/23

Comments of the trainer :

1. ***Knowledge and understanding level is Satisfactory/~~Not satisfactory~~***
2. ***Retraining ~~required~~ / not required***

17/7/23

Signature of the Trainer:

Form No.: FM-PA-041

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	Page 1 of 1
TRAINING EVALUATION FORM	

TOPIC/SOP	:	SUPPLIERS ENVIRONMENTAL & SOCIAL ASSESSMENT (SOP/U-2/PR/GEN/001/01)
Venue	:	Training Hall

Name of the Employee	:	Naresh. K	Employee Code	:	1386
Department	:	P&A.	Date of Training	:	17/07/23
Trainer Name	:	Ravikumar D.	Duration	:	00:30
			Training Time	:	From: 11:00 To: 11:30

❖ ***Choose the most appropriate answer (a/b/c/d) and enter in respective brackets.*** ***Marks: 5 X 2 = 10***

1	Which department is responsible to arrange virtual/on-site assessment on mutually agreed dates and communicate the same to concerned team?				[B] ✓
	A	EHS	B	PR	
	C	P&A	D	None of above	
2	What does SCM stands for?				[A] ✓
	A	Supply chain management	B	Supply consultant management	
	C	Supply Capital Management	D	None of above	
3	Duly filled Self-Assessment Questionnaire to be sent to Buyer by KSP at least _____ before the assessment date.				[A] ✓
	A	One week	B	Two week	
	C	Three week	D	Four week	
4	Which team should follow-up and collect the action plan for closure of observations within one month of sharing the assessment report				[D] ✓
	A	Analytical	B	Selling	
	C	Finance	D	Buying	
5	What does KSP stands for ?				[C] ✓
	A	Key Suppliers & Segment Producer	B	Key Suppliers & Service Producer	
	C	Key Suppliers & Service Provider	D	Key services & Supplier Producer	

Marks obtained	:	10
% of Marks	:	100 %

Signature of Employee	:	17/07/23

Comments of the trainer :

1. ***Knowledge and understanding level is Satisfactory/~~Not satisfactory~~***
2. ***Retraining ~~required~~ / not required***

17/7/23

Signature of the Trainer:

Form No.: FM-PA-041

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			Page 1 of 1
TRAINING EVALUATION FORM			
TOPIC/SOP	:	SUPPLIERS ENVIRONMENTAL & SOCIAL ASSESSMENT (SOP/U-2/PR/GEN/001/01)	
Venue	:	Train. Hall	

Name of the Employee	:	K. Elangovan	Employee Code	:	R. 24 17/07/23 ~~6808~~ 6808
Department	:	EHS	Date of Training	:	17/07/23
Trainer Name	:	Ravi Kumar. D	Duration	:	00:30
			Training Time	:	From: 11:00 To: 11:30

❖ ***Choose the most appropriate answer (a/b/c/d) and enter in respective brackets.*** ***Marks: 5 X 2 = 10***

1	Which department is responsible to arrange virtual/on-site assessment on mutually agreed dates and communicate the same to concerned team?				[B] ✓
	A	EHS	B	PR	
	C	P&A	D	None of above	
2	What does SCM stands for?				[A] ✓
	A	Supply chain management	B	Supply consultant management	
	C	Supply Capital Management	D	None of above	
3	Duly filled Self-Assessment Questionnaire to be sent to Buyer by KSP at least _____ before the assessment date.				[A] ✓
	A	One week	B	Two week	
	C	Three week	D	Four week	
4	Which team should follow-up and collect the action plan for closure of observations within one month of sharing the assessment report				[D] ✓
	A	Analytical	B	Selling	
	C	Finance	D	Buying	
5	What does KSP stands for ?				[C] ✓
	A	Key Suppliers & Segment Producer	B	Key Suppliers & Service Producer	
	C	Key Suppliers & Service Provider	D	Key services & Supplier Producer	

Marks obtained	:	10
% of Marks	:	100%

Signature of Employee	:	R. 24 17/07/23

Comments of the trainer :

1. ***Knowledge and understanding level is Satisfactory/Not ~~satisfactory~~***
2. ***Retraining ~~required~~ / not required***

17/7/23

Signature of the Trainer:

Form No.: FM-PA-041

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			Page 1 of 1
TRAINING EVALUATION FORM			
TOPIC/SOP	:	SUPPLIERS ENVIRONMENTAL & SOCIAL ASSESSMENT (SOP/U-2/PR/GEN/001/01)	
Venue	:	Training Hall	

Name of the Employee	:	Bhimareddy	Employee Code	:	6512
Department	:	EHS	Date of Training	:	17/07/23
Trainer Name	:	Ravi kumar. D	Duration	:	00:30
			Training Time	:	From 11:00 To 11:30

❖ ***Choose the most appropriate answer (a/b/c/d) and enter in respective brackets.*** ***Marks: 5 X 2 = 10***

1	Which department is responsible to arrange virtual/on-site assessment on mutually agreed dates and communicate the same to concerned team?				[B]
	A	EHS	B	PR	
	C	P&A	D	None of above	
2	What does SCM stands for?				[A]
	A	Supply chain management	B	Supply consultant management	
	C	Supply Capital Management	D	None of above	
3	Duly filled Self-Assessment Questionnaire to be sent to Buyer by KSP at least _____ before the assessment date.				[A]
	A	One week	B	Two week	
	C	Three week	D	Four week	
4	Which team should follow-up and collect the action plan for closure of observations within one month of sharing the assessment report				[D]
	A	Analytical	B	Selling	
	C	Finance	D	Buying	
5	What does KSP stands for ?				[C]
	A	Key Suppliers & Segment Producer	B	Key Suppliers & Service Producer	
	C	Key Suppliers & Service Provider	D	Key services & Supplier Producer	

Marks obtained	:	10
% of Marks	:	100%

Signature of Employee	:	17/07/23

Comments of the trainer :

1. ***Knowledge and understanding level is Satisfactory/~~Not satisfactory~~***
2. ***Retraining ~~required~~ / not required***

17/07/23

Signature of the Trainer:

Form No.: FM-PA-041

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			Page 1 of 1
TRAINING EVALUATION FORM			
TOPIC/SOP	:	SUPPLIERS ENVIRONMENTAL & SOCIAL ASSESSMENT (SOP/U-2/PR/GEN/001/01)	
Venue	:	Training Hall	

Name of the Employee	:	S. Roman	Employee Code	:	S503
Department	:	EHS	Date of Training	:	17/07/23
Trainer Name	:	Ravi Kumar.D	Duration	:	00:30
			Training Time	:	From: 11:00 To: 11:30

❖ ***Choose the most appropriate answer (a/b/c/d) and enter in respective brackets.*** ***Marks: 5 X 2 = 10***

1	Which department is responsible to arrange virtual/on-site assessment on mutually agreed dates and communicate the same to concerned team?					[B] ✓
	A	EHS	B	PR		
	C	P&A	D	None of above		
2	What does SCM stands for?					[A] ✓
	A	Supply chain management	B	Supply consultant management		
	C	Supply Capital Management	D	None of above		
3	Duly filled Self-Assessment Questionnaire to be sent to Buyer by KSP at least _____ before the assessment date.					[A] ✓
	A	One week	B	Two week		
	C	Three week	D	Four week		
4	Which team should follow-up and collect the action plan for closure of observations within one month of sharing the assessment report					[D] ✓
	A	Analytical	B	Selling		
	C	Finance	D	Buying		
5	What does KSP stands for ?					[C] ✓
	A	Key Suppliers & Segment Producer	B	Key Suppliers & Service Producer		
	C	Key Suppliers & Service Provider	D	Key services & Supplier Producer		

Marks obtained	:	10
% of Marks	:	100%

Signature of Employee	:	Roman 17/07/23

Comments of the trainer :

1. ***Knowledge and understanding level is Satisfactory/~~Not satisfactory~~***
2. ***Retraining ~~required~~ / not required***

17/07/23

Signature of the Trainer:

Form No.: FM-PA-041

Outlook

Re: Request for Submission of ESG Assessment Forms

From EHS <ehs@shilpapharma.com>
Date Sat 26/07/2025 11:22
To R Elangovan <r.elangovan@shilpapharma.com>

From: N N PATEL - RIDDHI LIFESCIENCES <nnp@riddhilifesciences.in>
Sent: 15 July 2025 18:40
To: EHS <ehs@shilpapharma.com>
Cc: R Elangovan <r.elangovan@shilpapharma.com>; Raghavendra <raghavendra@vbshilpa.com>; K.Sharath Reddy <sharath@shilpapharma.com>
Subject: Re: Request for Submission of ESG Assessment Forms

Caution: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe. If in doubt, contact the IT Department.

R/Sir,

Refer attached documents as requested.

Best wishes!

N. N. Patel (Ms)
Riddhi Lifesciences India Private Limited
(formerly known as RIDDHI PHARMA)
Registered Office Address:
A2/2508-09-10-11 & C1B-2516,
GIDC Estate, Ankleshwar IE, Ankleshwar – 393002, Gujarat, INDIA
Tel: +91 2646 252468, 250139, Mobile: 00917874046933 Email: nnp@riddhilifesciences.in
Website: https://www.riddhipharmaindia.com
Skype: nnpatriddhi
Google Maps Link
RIDDHI LIFESCIENCES INDIA PRIVATE LIMITED

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On Wed, Jun 11, 2025 at 11:58 AM EHS <ehs@shilpapharma.com> wrote:

Dear Sir,
Greetings from Shilpa Pharma Lifesciences Ltd.

As discussed, we require your support in completing the supplier ESG assessment — a structured process aimed at ensuring that our existing and potential suppliers meet Environmental, Social, and Governance (ESG) standards.

Kindly fill out and submit the following assessment forms:

- Supplier Self-Assessment
- Supplier On-site Audit on ESG
- Supplier's Worker Feedback Evaluation

We request you to submit the completed forms at your earliest convenience.

Thank you for your cooperation.

Thanks & Regards,
Shaikh B H
Environment, Health & Safety
Mobile, No: 9021516823
Shilpa Pharma LifeSciences Limited, Unit-2
Raichur Industrial growth Center, Chicksugur-584134

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SHILPA PHARMA LIFESCIENCES LIMITED

(A subsidiary of Shilpa Medicare Limited Formerly Shilpa Corporate Holdings Private Limited)

Regd Off : # 12-6-214/A1 Hyderabad Road, Raichur 584135 INDIA Tel : +(91) 8532-238704, Fax : +(91) 8532-238876, Email : info@vbshilpa.com Website : www.vbshilpa.com. CIN No:U24100KA2020PLC134081 PAN:ABDCS6552L

Factory Address : Plot # 33, 33A & 40 to 47, Raichur Growth Centre, Chicksugur Village Raichur 584134 INDIA

GSTIN NO :29ABDCS6552L1ZR

PURCHASE ORDER

PO No : 4560054574
PO Date : Jun 28, 2025
PR No : 1600041313
RFQ No : 6000153179
FG Code :
Vendor Code : 1004084
Project Code :
Job No :
Pur Group : Engineering Matls

S K ENTERPRISES
Plot No. 46, Chamber of Commerce Road, Udyambhag, Karnataka
BELGAUM 590008
Factory :

Tel : 7204153684 Fax :
Kind Attn :
Mobile No :
GSTIN No : 29BMJPK2857B1ZZ

Bill to and Ship to Address:

SHILPA PHARMA LIFESCIENCES LIMITED
100% Export Oriented Unit
Plot # 33, 33A & 40 to 47, Raichur Growth Centre, Chicksugur Village Raichur 584134 INDIA
Tel :
Fax:
GSTIN NO :29ABDCS6552L1ZR

SL No	Item Code	Item Description	HSN/SAC Code	TaxRate	Quantity	UOM	Unit Price	Discount	Amount in INR
1	8038364	NOSE MASK-DISPOSAL		18.00	36,000	PC	0.8	0	28,800
2	8038371	SHOE COVER-DISPOSABLE		18.00	25,000	PAA	1.8	0	45,000
3	8038359	HEAD CAP-DISPOSABLE		18.00	3,600	PC	0.6	0	2,160
4	8038383	YELLOW COTTON NOSE MASK		18.00	4,300	PC	2	0	8,600
5	8038378	SURF HAND GLOVES NITRILE RUBBER - 12"		18.00	270	PAA	54	0	14,580
6	8007909	Latex Medical examination Hand gloves-No	4015	18.00	31,600	PAA	5	0	158,000
7	8001876	HAND GLOVES- PVC TYPE-YELLOW COLOR		18.00	100	PAA	125	0	12,500
8	8003209	SURF HAND GLOVES -NEOPRENE RUBBER SIZE - 8"		18.00	842	PAA	54	0	45,468
9	8000498	3M SPLASH GOGGLES		18.00	163	PC	50	0	8,150

10

NOTE:- This Purchase Order is Computer Generated document and it does not require a signature

SHILPA PHARMA LIFESCIENCES LIMITED

(A subsidiary of Shilpa Medicare Limited Formerly Shilpa Corporate Holdings Private Limited)

Regd Off : # 12-6-214/A1 Hyderabad Road, Raichur 584135 INDIA Tel : +(91) 8532-238704, Fax : +(91) 8532-238876,
Email : info@vbshilpa.com Website : www.vbshilpa.com. CIN No:U24100KA2020PLC134081 PAN:ABDCS6552L

Factory Address : Plot # 33, 33A & 40 to 47, Raichur Growth Centre, Chicksugur Village Raichur 584134 INDIA

GSTIN NO :29ABDCS6552L1ZR

PURCHASE ORDER

PO No : 4560054574
PO Date : Jun 28, 2025
PR No : 1600041313
RFQ No : 6000153179
FG Code :
Vendor Code : 1004084
Project Code :
Job No :
Pur Group : Engineering Matls

S K ENTERPRISES
Plot No. 46, Chamber of Commerce Road, Udyambhag, Karnataka
BELGAUM 590008
Factory :

Tel : 7204153684 Fax :
Kind Attn :
Mobile No :
GSTIN No : 29BMJPK2857B1ZZ

Bill to and Ship to Address:

SHILPA PHARMA LIFESCIENCES LIMITED
100% Export Oriented Unit
Plot # 33, 33A & 40 to 47, Raichur Growth Centre,
Chicksugur Village Raichur 584134 INDIA

Tel :
Fax:
GSTIN NO :29ABDCS6552L1ZR

SL No	Item Code	Item Description	HSN/SAC Code	TaxRate	Quantity	UOM	Unit Price	Discount	Amount in INR
	8000497	3M NOSE MASKS		18.00	200	PC	10	0	2,000

GST amount of the invoices accepted by us will be released within 10days from the date, the invoice details appears in our GSTR 2A with "Counter party submit status" as Yes.

Governing law : The order shall be Governed by the laws of India and the Parties submit to the exclusive jurisdiction of the courts of Raichur, Karnataka , India with out reference to conflict of law provisions.

"We hereby state that our turnover exceeded Rs.10 Crores in the previous financial year (FY 2024-25) and therefore, we would be deducting TDS u/s194Q r.w.s. 206AB of the Income Tax Act at the applicable rates, if the purchase of goods transactions between us exceed INR 50 Lakhs for the current year with effect from 01st April, 2025".

Environmental and Social Requirements: All suppliers and service providers are required to address the Environmental and Social concerns of their activities/services/products supplied to Shilpa Pharma Life Sciences Limited and its Subsidiaries as per the applicable national, state, local level statutory requirements and other industry current good practices. SPL has adopted the Supplier code of conduct: Click on the bellow link to access the code (https://www.vbshilpa.com/pdf/SPL-Suppliers%20Code%20of%20Conduct1.pdf)and as a supplier you are required to adhere with the requirements of thithis code, please send a return email request to Us. Violation to this Supplier code of conduct and ethics, will attract necessary action as per our company policy.

Freight	0
Insurance	0
Other Charges	0
Sub Total	**325,258**
SGST	29,273.22
CGST	29,273.22
IGST	0
Total Tax	58,546.44
Total Amount	**383,804.44**

Value in Words : Rupees THREE LAKH EIGHTY THREE THOUSAND EIGHT HUNDRED FOUR and FORTY FOUR Paise

Incoterms : DOOR DELIVERY

Taxation Details : T1-A/P CGST 9% & SGST 9% - Set off
Payment Terms : 90 Days the date of receipt of material at Plant
Delivery : Within 2-3 weeks
Insurance :
Freight :
Mode of Dispatch :
Packing Details :

Terms & Conditions :

P&F : Included in Vendor Scope
Transportation : Included.
Payment : 100% after receipt of material within 90 days.
Delivery : Within 1-2 weeks.
Tax : Extra as applicable.
Transit Insurance: Included

01) This PO is valid for 8 Months from the date of PO creation and after this PO shall be closed automatically by the System, If any invoices generated after 7 Months from the date of PO creation Shall not be accepted. Hence please deliver the material as per the committed delivery timelines as mentioned in the Terms and Conditions

STANDARD TERMS & CONDITIONS OF THE PURCHASE ORDER

Shilpa shall be governed exclusively by the following terms & conditions T&C) and no deviation on the T&C, except those expressly accepted in writing, shall be binding on for all deliveries.
1)Purchase Order Acceptance: The acceptance of this Purchase order shall be communicated in writing within three (03) Working days, failing which it will be deemed as this order has been accepted. The terms and conditions of this order shall constitute the complete and exclusive understanding between the Parties and overrides any other terms contained in any other documents issued by the Supplier.
2)Quality & Material: All materials shall be supplied in accordance with Shilpa specifications as stipulated in this order. The shelf life of the material should be not less than 90% on the date of delivery. Shilpa reserves the right of not accepting the whole or part of the supply if not found for use due to discrepancies in quality, specifications, weight, dimensions etc., or due to delay or irregular delivery. The rejected materials shall have to be lifted by the supplier from the premises within 15 days from the date of rejection at supplier's risk and expenses and Shilpa shall not be responsible for any loss or damages to the same. Shilpa will discard the material without any intimation to to the supplier after 15 days and Shilpa will not be responsible for any claim against the same in future.
3) Material Delivery: Incoterms to be followed and deliveries will be accepted on all working days between 9:30 AM and 4:30 PM. If the material is not delivered as per the delivery schedule stipulated in this Order, without notice and without prejudice to other legal rights, Shilpa may cancel this Order wholly or in part and get the material from third party supiers at your cost. In the event of deliverables are delayed beyond agreetimelines, supplier shall liable to pay the damages of (0.5%) of the order Price for every week up to sixty (60) days, and deliverables are delayed beyond sixty (60) days supplier shall liable to pay actual costs losses incurred by Shilpa as penalty. Materials should be packed with transport worthy, appropriate packing material to avoid physical damage during transit. In case of any urgency for material delivery vendor need to take prior permission from the concerned Shilpa employees. The transporter should carry the original and necessary documents as applicable. The transporter should enter only through gate by submitting all the necessary document to get "Gate Entrance" at Security office. After security clearance with Gate Entrance in the documents. The materials to be delivered to the respective stores as mentioned in the purchase order and get the acknowledgement from respective stores in the duplicate/triplicate copy of invoice.
4) Specification: Supplier to deliver the materials strictly as per the specification indicated in the order. Any deviations, whatsoever from the said specification are liable to be rejected wholly or partly. How ever, the supplier has the right at any time, by written order, to make the changes in the designs, specifications, quantity as applicable covered by the Purchase order.
5) Price: Price mentioned in the Purchase order will remain firm, till full delivery/completion the order. The supplier shall be invoiced exactly as in this order with agreed ordered currency. Unit rates in the order shall remain unchanged irrespective of the changes in currency value due to market fluctuations.
6) Taxes: For all domestic supplies, Taxes are applicable as per the government Rules and Regulations, which includes applicable Good and Service Tax (GST), Customs duties and similar taxes, ad valorem imposed by any government authority for the purchase of the materials supplied must paid by the supplier and for which supplier is required by law to collect from Shilpa. Supplier shall not collect or remit and Shilpa not be liable for, any such taxes if Shilpa has provided Supplier with a tax exemption certificate.
7) Invoicing: Supplier to submit a detailed invoice, along with the consignment. Any terms and conditions in the invoices which are conflicting with the terms of the order shall be void.
8) Payment: Shilpa will make the payment as per the agreed terms on receipt of valid invoice. If the materials are not delivered in accordance with the order and invoice, the corresponding payments shall not be effected until the discrepancy is resolved.
9) Bank Guarantee: The Supplier shall provide Bank Guarantee to Shilpa before advance Payment. (as applicable)

NOTE:- This Purchase Order is Computer Generated document and it does not require a signature

SHILPA PHARMA LIFESCIENCES LIMITED

(A subsidiary of Shilpa Medicare Limited Formerly Shilpa Corporate Holdings Private Limited)

Regd Off : # 12-6-214/A1 Hyderabad Road, Raichur 584135 INDIA Tel : +(91) 8532-238704, Fax : +(91) 8532-238876,
Email : info@vbshilpa.com Website : www.vbshilpa.com. CIN No:U24100KA2020PLC134081 PAN:ABDCS6552L

Factory Address : Plot # 33, 33A & 40 to 47, Raichur Growth Centre, Chicksugur Village Raichur 584134 INDIA

GSTIN NO :29ABDCS6552L1ZR

PURCHASE ORDER

PO No : 4560054574
PO Date : Jun 28, 2025
PR No : 1600041313
RFQ No : 6000153179
FG Code :
Vendor Code : 1004084
Project Code :
Job No :
Pur Group : Engineering Matls

S K ENTERPRISES
Plot No. 46, Chamber of Commerce Road, Udyambhag,
Karnataka
BELGAUM 590008
Factory :

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Chicksugur Village Raichur 584134 INDIA

Tel :
Fax:
GSTIN NO :29ABDCS6552L1ZR

Remarks : Two Month PPE for all production, QC,R&D WH CDMO,ADL, Polymer, Peptide Purpose in SPL 100% EOU

NOTE:- This Purchase Order is Computer Generated document and it does not require a signature

Discussion on Susstainable procurement with Riddi team

K.Sharath Reddy <sharath@shilpapharma.com>

Fri 10/6/2023 10:55 AM

To:Raghavendra <raghavendra@vbshilpa.com>;qa@riddhipharma.in <qa@riddhipharma.in>;qc@riddhipharma.in <qc@riddhipharma.in>;N N PATEL - RIDDHI PHARMA <nnp@riddhipharma.in>;Amrut Lahoti <amrut@vbshilpa.com>;Tapas C <tapas.efp@gmail.com>;R Elangovan <r.elangovan@shilpapharma.com>;Jaya Kumar Kotwal <jayakumar.kotwal@shilpapharma.com>;Arvind Kumar Singh <ak.singh@shilpapharma.com>;engg <engg@shilpapharma.com>;R S Gale <rs.gale@shilpapharma.com>

Dear All,
Please attend the meeting on SAQ (supplier assessment questionnaire duly filled by Riddipharma & our comments) .
Regards
Sharath

Microsoft Teams meeting

Join on your computer, mobile app or room device
Click here to join the meeting

Meeting ID: 477 961 486 794
Passcode: z6Y3i6
Download Teams | Join on the web

Learn More | Meeting options

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www.vbshilpa.com/

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Shilpa Pharma Lifesciences Limited

Raichur, Karnataka, India

CSR Risk Assessment and Due Diligence in Supply Chain

The questions of this Self-Assessment Questionnaire (SAQ) pertain to supplier's commitment, policies and management systems related to Corporate Social Responsibility (CSR) concerns.

The objective of this SAQ is to evaluate the CSR management systems put in place by the supplier through subsequent assessment/audit.

Please note the following points before filling the SAQ with the Reponses and relevant supporting documents:

a) Sections marked in yellow need to be filled in by the supplier before the assessment/audit.
b) Sections marked in light blue will be filled by the audit team during / after the assessment/audit.
c) Supplier and auditors are required to complete all questions that apply.
d) If a question does not apply, please mark it as NA (Not Applicable).
e) Our Supplier Code of Conduct is attached for your reference please.

If you need further information or explanations, please contact the following officials:

Level 1: R.Elangovan <r.elangovan@shilpapharma.com>
Level 2: K.Sharath Reddy <sharath@shilpapharma.com>

FACILITY INFORMATION

Company Name & Address: CONFIDENTIAL

ASSESSMENT / AUDIT REPORT INFORMATION: NOT APPLICABLE

Assessment Report Number: SPL/SUP/2324/01
Date of Assessment: 06.10.2023
Type of Assessment: Initial / Follow up / Other (please specify): Initial
Date and Type of Previous Assessment (if applicable): NA
Assessor(s) Name & Department: M/s Vijay kumar N (EHS), Arvind kumar singh (HR), Raghavendra kumar (SCM)

S No	Self-Assessment Questions	Self-Assessment Response	Please provide relevant information	Assessors Review Comments
Management System - General				
1.0	**Has your facility been audited on-site by a third party auditor with regard to CSR issues during last three years?**			
1.1	Occupational health & safety	No		R1: Consider conducting periodical internal and external (third party) safety audits of the site to check the effectiveness of occupational health and safety practices implemented at the site and periodically monitor the status of implementation of the corrective actions.
1.2	Environment	No		
1.3	Labor & human rights	No		
1.4	Business ethics	No		
1.5	Sustainable procurement	No		R2: Consider establishing and implementing relevant policy and processes for Sustainable Procurement.
Management System - Commitment				
2.0	**Does the facility have a policy endorsed by the top management pertaining to occupational health & safety, environment, labor, human rights, ethics and sustainable procurement?**			
2.1	Occupational health & safety	Yes	EHS POLICY ENCLOSED	Positive Feedback: EHS Policy is endorsed by the Partner. This shows commitment of the top management.
2.2	Environment	Yes		

S No	Self-Assessment Questions	Self-Assessment Response	Please provide relevant information	Assessors Review Comments
2.3	Labor & human rights	No		
2.4	Business ethics	No		
2.5	Sustainable procurement	No		
3.0	Does the facility have any occupational health & safety, environment, labor, human rights, ethics and sustainable procurement related management system implemented, certified or received any award?			
3.1	Occupational health & safety	Yes	ISO 14001:2015 CERTIFICATE ENCLOSED	R3: Consider certification for the occupational health & safety management system by external accredited certification body.
3.2	Environment	Yes		Positive Feedback: The manufacturing site is certified for ISO 14001:2015 by ASCB LLC.
3.3	Labor & human rights	Yes		R4: Consider certification for the labour & human rights management system by external accredited certification body.
3.4	Business ethics	No		
3.5	Sustainable procurement	No		
4.0	Has your company appointed one or more persons at managerial level to be responsible for compliance with the policy commitment and the management systems?			
4.1	Occupational health & safety	Yes	MR.JAWAHAR VARELANI, HEAD HR AND SAFETY	Positive Feedback: The company appointed a responsible person for compliance with the policy commitments in the areas of EHS, labor & human rights. This shows the commitment of the line management.
4.2	Environment	Yes		
4.3	Labor & human rights	Yes		
4.4	Business ethics	Yes		
4.5	Sustainable procurement	Yes		
Management System - Compliance				
5.0	Has your facility currently having any regulatory compliance issues with regards to occupational health & safety, environment, labor, human rights, ethics and sustainable procurement regulations?	No		
6.0	Does your facility evaluate compliance with occupational health & safety, environment, labor, human rights, ethics and sustainable procurement issues on an on-going basis?	No		R5: Consider periodic evaluation of compliance for occupational health & safety, environment, labor, human rights, ethics and sustainable procurement for ensuring ongoing compliance and improvement.
7.0	Does your facility have processes in place to communicate and enforce your policy commitments with your suppliers?	Yes		
8.0	Does the facility have the required environmental permits or authorizations?	Yes	GPCB PERMISSION IN PLACE, BEIL AND ETL CERTIFICATE ENCLOSED	R6: Consider sharing copy of the environmental permits/authorizations for review.
9.0	Does the facility have an authorization/permit for water intake from groundwater, river or a public system?	Yes	GIDC ,ANKLESHWAR	R7: Consider sharing copy of the authorization/permit for water intake for review.
Management System - Risk Management				

S No	Self-Assessment Questions	Self-Assessment Response	Please provide relevant information	Assessors Review Comments
10.0	Has your facility identified potential risks within own organization/facility and in supply chain with regards to occupational health & safety, environment, labor, human rights, ethics and sustainable procurement regulation?	No		R8: Consider establishing and implementing the risk assessment processes for occupational health & safety, environment, labor, human rights, ethics and sustainable procurement for the site to identify, assess and control related risks systematically.
11.0	Has your facility reported actual risks within own organization and in the supply chain with regard to occupational health & safety, environment, labor, human rights, ethics and sustainable procurement regulation?	No		
12.0	Is there a formal process in place for assessing the business risks for the facility routinely for occupational health & safety, environment, labor, human rights, ethics and sustainable procurement? Do the assessments include:	No		
12.1	Identified risks in own operations	Yes	HAZOP STUDIES ARE PERFORMED AND SAFETY PERMT SYSTEMS ARE INPLACE	
12.2	Identified risks in the supply chain - first tier	No		R9: Consider carrying out first tier supply chain risk assessment.
12.3	Identified risks in the supply chain - beyond first tiers	No		
13.0	Is there a formal public report where overview of the risks management process is published (like Sustainability Report, BRSR Report, etc)	No		
14.0	Has the facility taken control measures to prevent/mitigate identified potential risks and mitigate actual risks if any related to occupational health & safety, environment, labor, human rights, ethics and sustainable procurement?	Yes	PROCESS RELATED RISKS IDENTIFIED	
15.0	Does the facility have a process to manage all HSE critical changes (e.g. raw materials, processes, equipment, personnel, facilities, etc.) for the following areas?	Yes	FIRSTLY LAB TRIALS ARE TAKEN AFTER THAT PILOT TRIALS ARE PERFORMED AFTER THAT COMMERCIAL BATCHES TAKEN IN SUPERVISION OF R&D AND	R10: Consider establishing the "management of change" process for reviewing and managing EHS aspects of proposed changes.
15.1	Occupational health & safety	Yes	If Yes, please elaborate	
15.2	Environment	Yes	WE ARE THE MEMBER OF COMMON EFFLUENT TREATMENT PLANT AND SOLID WASTE DISPOSAL PLAN INPLACE.	
16.0	Does the facility have Business Continuity Plan in place to minimize the impact of potential business disruptions due to emergencies and natural disaster.	Yes	DURING CORONA PERIOD WE KEPT PRODUCTION AND RELATED ACTIVITIES CONTINUE.	
Management System - Documented Information				
17.0	Does the facility maintain following documented information?			

S No	Self-Assessment Questions	Self-Assessment Response	Please provide relevant information	Assessors Review Comments
17.1	Injury and Illness Logs	Yes	DETAILS ENCLOSED	Positive Feedback: The site has implemented a process for reporting occupational health and safety (OHS) incidents. The reported OHS incidents should be investigated based on incident potential and high potential OHS incidents should be investigated using root cause analysis method.
17.2	Environmental sustainability data	Yes	ETL AND BEIL CERTIFICATE ENCLOSED	
17.3	Worker Benefits and Pay Information	Yes	CONFIDENTIAL	
17.4	Inspections by Regulatory Agencies	Yes	BOILER INSPECTION, GPCB VISITS, FACTORY INSPECTION, LABOUR DEPARTMENTS ARE COME TO VISIT.	
17.5	Grievances/Suggestions Summary	Yes	CONFIDENTIAL	
17.6	Training Records	Yes	TRAINING SCHEDULE ENCLOSED	
17.7	Minutes of CSR Committee Meetings	NA		
17.8	Emergency Drill Records	No		
17.9	Audit findings	Yes	CONFIDENTIAL	
17.10	Management reviews	Yes	CONFIDENTIAL	
Management System - Competence and Awareness				
18.0	Are employees including contractors made aware of relevant policies and procedures including emergency procedure and are they trained accordingly in the following areas?			
18.1	Occupational health & safety	Yes	SAFETY TRAINING DETAILS ENCLOSED	Positive Feedback: The site has implemented a training process for EHS & HR. Trainings are imparted based on annual training calendar.
18.2	Environment	Yes	SAFETY TRAINING DETAILS ENCLOSED	
18.3	Labor & human rights	Yes	HR RELATED TRAINING ENCLOSED	
18.4	Business ethics	No		
18.5	Sustainable procurement	No		
19.0	Are visitors made aware of relevant policies and procedures including emergency procedure?	Yes	INSTRUCTIONS GIVEN BEFORE ENTERING THE PLANT PREMISES RELATED OPERATIONS AND SAFETY.SMOKING IS STRICTLY PROHIBITED	
Management System - Continual Improvement				
20.0	Does the facility have a formal process to assess the effectiveness of its occupational health & safety, environment, labor, human rights, ethics and sustainable procurement practices through periodic internal audits/management reviews to identify/implement corrective actions/recommendations/track corrective actions for continual improvement?	Yes	INTERNAL AUDITS PERFORMED AS PER SOP MONTHLY REVIEW ARE DONE EVERY MONTH	
21.0	At what frequency is the effectiveness of occupational health & safety, environment, labor, human rights, ethics and sustainable procurement practices assessed through periodic internal audits and management reviews ?	Yes	MONTHLY REVIEW DONE ONCE INA MONTH AND INTERNAL AUDITS ARE PERFORMED TWICE IN A YEAR.	R11: Consider sharing copies of the latest internal audit findings and minutes of management review meetings for information.

S No	Self-Assessment Questions	Self-Assessment Response	Please provide relevant information	Assessors Review Comments
Labor & Human Rights				
22.0	Does the facility have policy(ies) or statement of commitment and relevant procedures regarding the following labor practices?			
22.1	Prohibition of child labor/forced labour	Yes	POLICY IS NOT AVAILBALE BUT WE ARE NOT TAKING WITHOUT VERIFICATION OF AADHAR CARD	R12: Consider establishing and implementing relevant policy and processes for Labour, Human Rights & Ethics.
22.2	Freedom of Association	No		
22.3	Non-discrimination	No		
22.4	Non-harassment	No		
22.5	Grievance redressal mechanism	No		
22.6	Whistle blower	No		
22.7	Recruiting and termination	Yes	CONFIDENTIAL	
22.8	Wages and benefits	Yes	CONFIDENTIAL	
22.9	Working hours and leave	Yes	CONFIDENTIAL	
22.10	Employees and visitors safety	Yes	AT THE TIME OF ENTRY WE BRIEF AND ENSURE REQUIRED COMPLIANCES	
23.0	Does the facility ensure that no child labor is employed in their operations?	Yes	VERIFICATION DONE BY AADHAR CARD	
23.1	Mention the age of the youngest worker employed.	25 years	25 YEARS	
23.2	Does the facility have implemented a process with an objective of preventing employment of child labour covering remediation measures in case any child labor is detected?	No	WE ARE ENSURING 100 % COMPLIANCE TO AADHAR CARD	
23.3	Do policies of the facility align with relevant local legislation and/or ILO guideline?	No		R13: Consider aligning labour & human rights policies with relevant local legislation and/or government ratified ILO guidelines.
23.4	Does the facility ensures that persons under the age of 18 years are not engaged in hazardous or physically demanding work?	Yes	VERIFICATION DONE BY AADHAR CARD	
Business Ethics				
24.0	Does the facility have formal Policies or Codes of Conduct and relevant procedures that govern ethical business practices? If yes, please indicate if the following are included:			
24.1	Business integrity and fair competition	No	If Yes, please elaborate	R14: Consider establishing and implementing relevant policy and processes for Business Ethics.
24.2	Anti-corruption	No	If Yes, please elaborate	
24.3	Investigation of employee concerns	Yes	CONFIDENTIAL	
24.4	Prevent corruption and facilitation payments?	No	If Yes, please elaborate	
24.5	Data Privacy	Yes	CONFIDENTIAL	
24.6	General Data Protection Regulation (GDPR)	No	If Yes, please elaborate	
25.0	Does the facility work with animals as a part of its business?	No	-	
25.1	If yes, do you follow an industry standard like Association for Assessment and Accreditation of Laboratory Animal Care International (AAALAC).	No	If Yes, please elaborate	
Occupational Health & Safety				
26.0	Does the facility have documented written safe operating procedures for the following?			

S No	Self-Assessment Questions	Self-Assessment Response	Please provide relevant information	Assessors Review Comments
26.1	General safety	Yes	DETAILS ARE MENTIONED IN BMR ARE OF RESPECTIVE PRODUCTS	
26.2	Process safety	Yes	CONFIDENTIAL	
26.3	Biological safety	NA		
26.4	Industrial hygiene	No		
26.5	Emergency preparedness and response	No		R15: Consider conducting scenario based periodic emergency drills in all shifts for effective emergency preparedness and response.
27.0	Does the facility have provided adequate fire safety systems like fire hydrant, fire alarm, fire suppression, etc.	Yes	FIRE HYDRANT SYSTEM IS INPLACE	R16: Consider conducting fire safety adequacy study for the site.
28.0	Does the facility have documented OH&S objectives, targets and metrics?	No		R17: Consider setting occupational health and safety (including process safety) objectives and targets.
29.0	Indicate the number of significant OH&S incidents that occurred at this facility over the past three years?			
29.1	Fatalities	Mention number of incidents	No	
29.2	High severity injuries	Mention number of incidents	No	R18: Consider reporting unsafe practices and EHS incidents including near miss for strengthening accident prevention practices.
29.3	Major fire	Mention number of incidents	No	
29.4	Explosion	Mention number of incidents	No	
29.5	Fines or major violations	Mention number of incidents	No	
Environmental Sustainability				
30.0	Does the facility have documented written environmental procedures for significant environmental aspects?	No		
31.0	Does the facility have documented environmental objectives and metrics?	No		R19: Consider setting environmental objectives and targets.
32.0	Has the facility developed a strategy for water sourcing and management?	Yes	GIDC WATER CONNECTION AND WE ARE THE MEMBER OF COMMON EFFLUENT TREATMENT PLANT AND	
33.0	Does the facility have provided adequate waste water treatment facility as per the prescribed norms?	Yes	LESS THAN 50000 COD EFFLUENT GIVEN TO BEIL LESS THAN 10000 COD EFFLUENT GIVEN TO ETP	
34.0	Does the facility have provided adequate storage facilities for Hazardous and Non-Hazardous wastes as per the prescribed norms?	Yes	WE ARE MEMBER OF BEIL WHICH IS DOING INCINERATION AND LAND FILL ACTIVITIES.	R20: Consider sharing photographs of existing Hazardous and Non-Hazardous wastes storage facilities.
35.0	Does the facility have taken reduction program for the following environmental sustainability aspects:			
35.1	Water consumption:	No	CONSISTANTLY MONITORING THE GENERATION AND PUTTING EFFORTS TO REDUCE IT BUT NO FORMAL	R21: Consider setting water consumption reduction target.

S No	Self-Assessment Questions	Self-Assessment Response	Please provide relevant information	Assessors Review Comments
35.2	Energy consumption:	No	CONSISTANTLY MONITORING THE GENERATION AND PUTTING EFFORTS TO REDUCE IT BUT NO FORMAL TARGETS.	R22: Consider setting energy consumption reduction target.
35.3	Greenhouse gas emissions:	No	CONSISTANTLY MONITORING THE GENERATION AND PUTTING EFFORTS TO REDUCE IT BUT NO FORMAL TARGETS.	R23: Consider setting GHG emission reduction target.
35.4	Hazardous waste:	No	CONSISTANTLY MONITORING THE GENERATION AND PUTTING EFFORTS TO REDUCE IT BUT NO FORMAL TARGETS.	R24: Consider setting hazardous waste reduction target.
35.5	Non-Hazardous waste:	No	CONSISTANTLY MONITORING THE GENERATION AND PUTTING EFFORTS TO REDUCE IT BUT NO FORMAL TARGETS.	R25: Consider setting non-hazardous waste reduction target.
Declaration by the Respondent on behalf of Supplier: I hereby declare that I am authorized on behalf of my company/facility to share the requisite information and all the information are supported with verified documents available with the respondent company. We acknowledge the receipt of your company's Supplier Code of Conduct. Name & Designation of Respondent: CONFIDENTIAL				
	Name of Assessor: VIJAY KUMAR N Department: EHS Signature: Date: 09/10/23	Name of Assessor: ARVIND KUMAR SINGH Department: HR Signature: Date: 09/10/23		Name of Assessor: RAGHAVENDRA KUMAR Department: SCM Signature: Date: 09/10/23
Format No: FM-PR-001-00				

Shilpa Pharma Lifesciences Limited

Raichur, Karnataka, India

Supplier Environment & Social Assessment Report (Ref: Assessment Report Number: SPL/SUP/2324/01, Date: 06.10.2023)

Supplier Name & Address: CONFIDENTIAL

Ref No	Elements	Requirements	Findings	Priority	Opportunities for Improvement	Planned CAPAs	Assigned To	Target Date	Attachments/Reference Documents	Status of Review by SKPL
1.1	Management System - General	Has your facility been audited on-site by a third party auditor with regard to Occupational Health & Safety issues during last three years?	The company representative has informed that no such audit has been conducted.	Minor	R1: Consider conducting periodical internal and external (third party) safety audits of the site to check the effectiveness of occupational health and safety practices implemented at the site and periodically monitor the status of implementation of the corrective actions.	Procedure for conducting periodical internal audits to check for EHS compliance is inplace and internal audits are being conducted as per the schedule. The identified audit findings were discussed with relevant functional incharges and necessary CAPAs recommended. CAPA implementation is being monitored and the internal audit report is closed after effective implementation of CAPA	NA	NA	Internal audit report and CAPA enclosed	Closed
2.5	Management System - Commitment	Does the facility have a policy endorsed by the top management pertaining to sustainable procurement?	EHS Policy available.	Minor	R2: Consider establishing and implementing relevant policy and processes for Sustainable Procurement.	Procedure for Sustaibale procedurement is implemented and all the employees were trainined on the procedure	NA	NA	NA	Closed
3.1	Management System - Commitment	Does the facility have any occupational health & safety related management system implemented, certified or received any award?	Company is certified for ISO 14001:2015.	Minor	R3: Consider certification for the occupational health & safety management system by external accredited certification body.	The process for getting accreditations about health & safety management system by authorized external certitification body is inprogress	NA	NA	NA	Closed
3.3	Management System - Commitment	Does the facility have any occupational labor & human rights related management system implemented, certified or received any award?	Company is certified for ISO 14001:2015.	Minor	R4: Consider certification for the labour & human rights management system by external accredited certification body.	The process for getting accreditations about labour & human rights management system by authorized external certitification body is inprogress	NA	NA	NA	Closed
6.0	Management System - Compliance	Does your facility evaluate compliance with occupational health & safety, environment, labor, human rights, ethics and sustainable procurement issues on an on-going basis?	The company representative has informed that they are currently not evaluating compliance w.r.t occupational health & safety, environment, labor, human rights, ethics and sustainable procurement.	Major	R5: Consider periodic evaluation of compliance for occupational health & safety, environment, labor, human rights, ethics and sustainable procurement for ensuring ongoing compliance and improvement.	The procedure for periodic evaluation of compliance for occupational health & safety, environment, labor, human rights, ethics and sustainable procurement for ensuring ongoing compliance and improvement is in place. All employees are trainined on the procedure.	NA	NA	NA	Closed
8.0	Management System - Compliance	Does the facility have the required environmental permits or authorizations?	The company representative has informed that environmental permits/authorizations are in place.	Minor	R6: Consider sharing copy of the environmental permits/authorizations for review.	Yes, copies of the environmental permits/authorizations shared	NA	NA	Environmental permits/ authorizations	Closed
9.0	Management System - Compliance	Does the facility have an authorization/permit for water intake from groundwater, river or a public system?	The company representative has informed that permit for water intake is available.	Minor	R7: Consider sharing copy of the authorization/permit for water intake for review.	Yes, copies of the authorization/permit for water intake shared	NA	NA	Authorization/ permit for water intake	Closed
10.0	Management System - Risk Management	Has your facility identified potential risks within own organization/facility and in supply chain with regards to occupational health & safety, environment, labor, human rights, ethics and sustainable procurement regulation?	The company representative has informed that this is currently not in place.	Major	R8: Consider establishing and implementing the risk assessment processes for occupational health & safety, environment, labor, human rights, ethics and sustainable procurement for the site to identify, assess and control related risks systematically.	Risk assessment procedure is prepared and implemented and this procedure is applicable for occupational health & safety, environment, labor, human rights, ethics and sustainable procurement for the site to identify, assess and control related risks systematically. All employees are trainined on the procedure.	NA	NA	NA	Closed

Ref No	Elements	Requirements	Findings	Priority	Opportunities for Improvement	Planned CAPAs	Assigned To	Target Date	Attachments/Reference Documents	Status of Review by SKPI
12.2	Management System - Risk Management	Is there a formal process in place for assessing the business risks for the facility routinely for occupational health & safety, environment, labor, human rights, ethics and sustainable procurement? Do the assessments include identified risks in the supply chain - first tier	The company representative has informed that this is currently not in place.	Minor	R9: Consider carrying out first tier supply chain risk assessment.	Yes, first tier supply chain risk assessment will be carried-out and the recommended mitigation strategies will be implemented	NA	NA	NA	Closed
15.0	Management System - Risk Management	Does the facility have a process to manage all HSE critical changes (e.g. raw materials, processes, equipment, personnel, facilities, etc.) for the following areas?	The company representative has informed that this is currently part of quality change control procedure.	Minor	R10: Consider establishing the "management of change for EHS checklist" for reviewing and managing EHS aspects of proposed changes.	The checklist on Management of change for EHS requirements is implemented as part of change control management program and all employees are trainined on the implementation of checklist while executing/implementing change	NA	NA	NA	Closed
21.0	Management System - Continual Improvement	At what frequency is the effectiveness of occupational health & safety, environment, labor, human rights, ethics and sustainable procurement practices assessed through periodic internal audits and management reviews?	The company representative has informed that monthly review is in place.	Minor	R11: Consider sharing copies of the latest internal audit findings and minutes of management review meetings for information.	Yes, copies of the latest internal audit findings and minutes of management review meetings shared	NA	NA	Latest internal audit report and minutes of MRM	Closed
22.1	Labor & Human Rights	Does the facility have policy(ies) or statement of commitment and relevant procedures regarding prohibition of child labor/forced labour?	The company representative has informed that policy is not available but age verification is done.	Minor	R12: Consider establishing and implementing relevant policy and processes for Labour & Human Rights.	Labour & Human Rights policy is established and implemented. All employees are trainined and aware of the requirements of the policy	NA	NA	NA	Closed
23.3	Labor & Human Rights	Do policies of the facility align with relevant local legislation and/or ILO guideline?	The company representative has informed that this is currently not in place.	Minor	R13: Consider aligning labour & human rights policies with relevant local legislation and/or government ratified ILO guidelines.	Labour & Human rights policy is prepared inline with relevant local legislation and/or government ratified ILO guidelines.	NA	NA	NA	Closed
24.1	Business Ethics	Does the facility have formal Policies or Codes of Conduct and relevant procedures that govern ethical business practices? If yes, please indicate if business integrity and fair competition are included there.	The company representative has informed that this is currently not in place.	Minor	R14: Consider establishing and implementing relevant policy and processes for Business Ethics.	Business Ethics policy is established and implemented. All employees are trainined and aware of the requirements of the policy	NA	NA	NA	Closed
26.5	Occupational Health & Safety	Does the facility have documented written safe operating procedures for emergency preparedness and response?	The company representative has informed that this is currently not in place.	Major	R15: Consider conducting scenario based periodic emergency drills in all shifts for effective emergency preparedness and response.	Periodic emergency drills are conducting in all shifts for effective emergency preparedness and response. The outcome of the drills is reported along with photographs	NA	NA	NA	Closed

Ref No	Elements	Requirements	Findings	Priority	Opportunities for Improvement	Planned CAPAs	Assigned To	Target Date	Attachments/Reference Documents	Status of Review by SKPL
27.0	Occupational Health & Safety	Does the facility have provided adequate fire safety systems like fire hydrant, fire alarm, fire suppression, etc.?	The company representative has informed that fire safety precautions are in place.	Major	R16: Consider conducting fire safety adequacy study for the site.	Fire safety adequacy study is completed and details shared	NA	NA	Fire safety adequacy study report	Closed
28.0	Occupational Health & Safety	Does the facility have documented OH&S objectives, targets and metrics?	The company representative has informed that this is currently not in place.	Minor	R17: Consider setting occupational health and safety (including process safety) objectives and targets.	The concept of setting occupational health and safety (including process safety) goals & objectives for every financial year and monitoring its progress at regular intervals is implemented	NA	NA	NA	Closed
29.2	Occupational Health & Safety	Indicate the number of OH&S incidents that occurred at this facility over the past three years.	The company representative has reported that occupational injuries are reported.	Minor	R18: Consider reporting unsafe practices and near misses for strengthening accident prevention practices.	Procedure for reporting unsafe acts and near misses is implemented and all the employees are trained to follow the practice of reporting unsafe acts and near misses regulary there by to prevent occurrence of accidents	NA	NA	NA	Closed
31.0	Environmental Sustainability	Does the facility have documented environmental objectives and metrics?	The company representative has informed that this is currently not in place.	Minor	R19: Consider setting environmental objectives and targets.	The concept of setting Environmental sustainability goals & objectives for every financial year and monitoring its progress at regular intervals is implemented	NA	NA	NA	Closed
34.0	Environmental Sustainability	Does the facility have provided adequate storage facilities for Hazardous and Non-Hazardous wastes as per the prescribed norms?	The company representative has informed that this is in place.	Minor	R20: Consider sharing photographs of existing Hazardous and Non-Hazardous wastes storage facilities.	Yes, photographs of photographs of existing Hazardous and Non-Hazardous wastes storage facilities shared for your reference	NA	NA	Photos of existing Hazardous and Non-Hazardous wastes storage facilities	Closed
35.1	Environmental Sustainability	Does the facility have taken reduction program for water consumption?	The company representative has informed that this is currently not in place.	Minor	R21: Consider setting water consumption reduction target.	Water consumption reduction is considered in Environment sustainability Goals & Objectives. The set goals were being monitored to know the status	NA	NA	NA	Closed
35.2	Environmental Sustainability	Does the facility have taken reduction program for energy consumption?	The company representative has informed that this is currently not in place.	Major	R22: Consider setting energy consumption reduction target.	Energy consumption reduction is considered in Environment sustainability Goals & Objectives. The set goals were being monitored to know the status	NA	NA	NA	Closed
35.3	Environmental Sustainability	Does the facility have taken reduction program for greenhouse gas emissions?	The company representative has informed that this is currently not in place.	Major	R23: Consider setting GHG emission reduction target.	GHG emission reduction is considered in Environment sustainability Goals & Objectives. The set goals were being monitored to know the status	NA	NA	NA	Closed
35.4	Environmental Sustainability	Does the facility have taken reduction program for hazardous waste?	The company representative has informed that this is currently not in place.	Minor	R24: Consider setting hazardous waste reduction target.	Environment sustainability goals were set with a target to reduce generation of hazardous waste. The set goals were being monitored to know the status	NA	NA	NA	Closed
35.5	Environmental Sustainability	Does the facility have taken reduction program for non-Hazardous waste?	The company representative has informed that this is currently not in place.	Minor	R25: Consider setting non-hazardous waste reduction target.	Environment sustainability goals were set with a target to reduce generation of non-hazardous waste. The set goals were being monitored to know the status	NA	NA	NA	Closed

It is not possible in an audit, with a limited time frame, to identify every area requiring attention. It is the responsibility of the audited party to establish, implement and maintain effective systems and procedures that comply with the regulatory and other business related compliance requirements.

Critical Findings: Are very high risk findings that require immediate action to protect human life, the health of employees or the environment; May result in loss of license to operate or serious damage to reputation; Require immediate corrective action by the supplier; Need to be communicated to the audit sponsor prior to audit report finalization.

Name of Assessor: VIJAY KUMAR N Department: EHS Signature: Date: 16/10/23	Name of Assessor: ARVIND KUMAR SINGH Department: HR Signature: Date: 16/10/23	Name of Assessor: RAGHAVENDRA KUMAR Department: SCM Signature: 16/10/23

Format No:FM-PR-002-00

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)
INTERNAL AUDIT CHECKLIST FOR SUSTAINABLE PROCUREMENT

Sl. No	Description	Findings and Observations	Remarks
1.	Does the requirement of compliance to local PCB requirements and any pending notices from PCB verified as part of supplier assessment.	Yes, Complied to PCB and verified no pending notices	
2.	Does the requirement of compliance to Labor law, Child labor policy verified as part of supplier assessment.	Yes, Verified and compliance	
3.	Does awareness training provided to suppliers on sustainable procurement practices.	Yes	
4.	Does the requirements of sustainable procurement practices are part of Purchase Order	Yes	
5.	Does the Code of Conduct requirements communicated to suppliers and are compliant	Yes & Complied	
6.	Does the suppliers communicated about whistle blower requirements and are compliant	Yes, Communicated	
7.	Does the requirements of having EHS policies and its compliance is verified as part of supplier assessment	Yes, Verified	
8.	Does the sustainable procurement practices were made part of self-assessment questionnaire	Yes	
9.	Does the suppliers site compliance for ISO standard requirements were made part of self-assessment questionnaire	Yes	
10.	Does the supplier MRM and reports review done as part of self-assessment questionnaire	Yes	
11.	Does the CAPA against self-assessment questionnaire is received and reviewed for compliance	Yes, Complied	

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)
INTERNAL AUDIT CHECKLIST FOR SUSTAINABLE PROCUREMENT

Audit Findings:

Name of the Department: SCM

Date of Internal audit: 12/10/2023

S.No	Audit Findings and Observations	Category M/Min/C/R
1		
2		
3		

Note: Depending on the nature and criticality w.r.t. EHS requirements, observations can classify as Critical, Major, Minor and Recommendation.

M : Major
Mn : Minor
C : Critical
R : Recommendation

Internal Auditors:

Name:	Signature:
R. Elangovan	R. 12/10/23

Auditee: Avinash. J. M

Sign & Date: 12/10/2023

Raghavendra Kumar

12/10/23

SHILPA PHARMA LIFESCIENCES LIMITE
MANAGEMENT REVIEW ON SUSTAINABLE PROCUREMENT

Date : **20.10.2023**

Time : **11:00 hrs to 12:30 hrs**

Review Period : **01.07.23 to 30.09.23**

The Following persons were attended

Name	Designation	Signature
Mr. K. Sharath Reddy	Director	20/10/23
Mr. K H Honneshaiah	Head-Operations	20/10/23
Mr. Veereshappa	Senior GM - PD	20/10/23
Mr. Govindappa Galagali	AGM – PD	20/10/23
Mr. AK Singh	DGM - HR	20/10/23
Mr. R. Elangovan	DGM – EHS	20/10/23

The agenda of Management review meeting as follows;

- **Supplier Compliance to Local & State PCB requirements**
- **Supplier Compliance to Labor Law and Child Labor Policy**
- **Awareness Training to Supplier on Sustainable Procurement**
- **Supplier Capabilities to ensure compliance to EHS Goals & Objectives**
- **Supplier Compliance to Environment sustainability & Energy conservation**
- **Supplier Assessment Questionnaire Review and Open observations (If any)**
- **Open CAPAs from suppliers (If any)**

1) Supplier Compliance to Local & State PCB requirements

The requirement of ensuring compliance to local & state PCB requirements is part of supplier assessment questionnaire. NOC certificate from local PCB shall be attached as along with supplier assessment questionnaire. Any pending / open observations related to PCB compliance shall inform to Shilpa as part of supplier assessment.

2) Supplier Compliance to Labor Laws, Child Labor Policy and Code of Conduct

All the suppliers were compliant to Labor Law and Child Labor Policy and the compliance to this requirement is verified as part of supplier assessment. This is the mandatory requirement of factories of act which will be fulfilled as part of Factory License.

3) Awareness Training to Supplier on Sustainable Procurement

Awareness training providing to suppliers on sustainable procurement in order to ensure the continued supply of materials and to avoid any non-compliance to energy conservation and environment sustainability.

The suppliers have business continuity plan and onsite emergency plan to avoid the risk of interruptions in manufacturing and supply of materials.

4) Supplier Capabilities to ensure compliance to EHS Goals & Objectives

The requirement of defining EHS Goals & Objectives and ensuring its compliance is verified as part of supplier assessment. All the supplier taking steps to ensure improvements w.r.t. EHS practices thereby to minimize interruptions in manufacturing & supply due to sudden incidents / accidents or plant shut down due to PCB issues.

5) Supplier Compliance to Environment sustainability & Energy conservation

All the suppliers are complies with Environment sustainability & energy conservation requirements and is being assessed as part supplier assessment questionnaire. All the suppliers have independed EHS department which will ensure the compliance to latest Environment sustainability & Energy conservation requirements as per local and state regulations.

6) Supplier Assessment Questionnaire Review and Open observations (If any)

Supplier Assessment questionnaires are reviewed as part vendor assessment and any non-compliance to requirements is communicated to suppliers for necessary corrections and CAPA.

Key Material Suppliers were audited as per the schedule and Compliance reports received from suppliers for observations.

Any changes to the supplier / supplier manufacturing site, fresh supplier assessment questionnaires shall be received from supplier to ensure the compliance to legal and statutory requirements.

Approved suppliers list is maintained and no supplier is allowed to supply materials without completing the supplier assessment program.

7) Open CAPAs from suppliers (If any)

Supplier Assessment Questionnaires and Supplier Audit Reports were reviewed and all proposed CAPAs were closed. No open CAPA from any of the suppliers.

SHILPA PHARMA LIFESCIENCES LIMITE

MANAGEMENT REVIEW ON SUSTAINABLE PROCUREMENT

Summary of Environment & Social Assessment (ESA) of Key Suppliers

S No	Vendor Name	Origin	Type of Material	Shared SAQ	Received Filled SAQ	ESA Completed	CAPA Shared
1	Riddhi Pharma	INDIA	Raw Materials	Yes	Yes	Yes	Yes
2	Avra Laboratories	INDIA	Raw Materials	Yes	Yet to Receive	No	No
3	S V Plastochem Chem	INDIA	LDPE bags	Yes	Yet to Receive	No	No
4	TGV SRAA LTD	INDIA	Raw Materials	Yes	Yet to Receive	No	No
5	AMAR EQUIPMENTS PVT LTD	INDIA	High Pressure Vessels / Autoclaves	Yes	Yet to Receive	No	No
6	ANNAPURNA ENGNEERING WORKS	INDIA	Process Equipment& Accessories	Yes	Yet to Receive	No	No
7	ASTOM CORPORATION	JAPAN	Bi-Polar Systems	Yes	Yes	Being Assessed	No
8	BLUESTAR INDIA LTD	INDIA	AC, Chillers & Cold Storage Facility	Yes	Yet to Receive	No	No
9	CHEMOFAB INDUSTRIES LLP	INDIA	Centrifuges	Yes	Yet to Receive	No	No
10	MICROFINISH PUMPS PVT LTD	INDIA	Process & Utilities Pumps	Yes	Yet to Receive	No	No
11	DYNA FILTERS PVT LTD	INDIA	HEPA Filters	Yes	Yet to Receive	No	No
12	EVEREST BLOWER SYSTEMS PVT. LTD	INDIA	Vacuum Pumps & Blowers	Yes	Yet to Receive	No	No
13	FLORA POLYMER INDUSTRIES	INDIA	PTFE Consumables	Yes	Yet to Receive	No	No
14	FORBES MARSHALL PVT LTD	INDIA	Steam / Condensate Pipelines Fittings / Accessories	Yes	Yet to Receive	No	No
15	GLOBAL ENVIRO AIR SYSTEMS	INDIA	HVAC/Air Handling Systems	Yes	Yet to Receive	No	No
16	LEO EQUIPMENTS	INDIA	Process Equipment & Accessories	Yes	Yet to Receive	No	No
17	SAI SASTHA IND FAB	INDIA	Process Equipment & Accessories	Yes	Yet to Receive	No	No

SHILPA PHARMA LIFESCIENCES LIMITE
MANAGEMENT REVIEW ON SUSTAINABLE PROCUREMENT

S No	Vendor Name	Origin	Type of Material	Shared SAQ	Received Filled SAQ	ESA Completed	CAPA Shared
18	STANDARD FLORA PVT. LTD.	INDIA	Lined Equipment & Halar Lining Works	Yes	Yet to Receive	No	No
19	ROCHEM SEPARATION SYSTEMS	INDIA	ETP Equipment & Accessories	Yes	Yet to Receive	No	No
20	SHANTI BOILERS & PRESSURE VESSELS (P) LTD	INDIA	Boilers & Thermic Fluid heating System	Yes	Yet to Receive	No	No
21	SIDDHANT EQUIPMENTS PVT LTD	INDIA	Cooling Towers	Yes	Yet to Receive	No	No
22	THERMAX LIMITED	INDIA	Boilers & its Accessories	Yes	Yet to Receive	No	No
23	POLY VALVE TECH	INDIA	Process & Utilities Valves	Yes	Yet to Receive	No	No
24	VALVE FLOW ENGINEERS	INDIA	Process & Utilities Valves	Yes	Yet to Receive	No	No
25	UPHILL ENGINEERING SOLUTIONS	INDIA	Process Equipment & Accessories	Yes	Yet to Receive	No	No
26	HLE GLASCOAT LIMITED	INDIA	Glass Lined Reactors & tanks	Yes	Yet to Receive	No	No
27	GMM PFAUDLER LIMITED	INDIA	Glass Lined Reactors & tanks	Yes	Yet to Receive	No	No
TOTAL				**27**	**2**	**1**	**1**

Review of Suppliers on Sustainable Procurement				
Total No. of Key Suppliers	Total SAQs shared		Filled SAQs received	
	Number	Percentage	Number	Percentage
27	27	100%	2	7.4%

Review of Suppliers on Sustainable Procurement				
Total No. of SAQs received	ESA completed		CAPA received	
	Number	Percentage	Number	Percentage
2	1	50%	1	50%

Total 27 key suppliers identified and Supplier Assessment Questionnaires (SAQs) sent to all key suppliers to assess the compliance to Environment, Health & Safety, Social Accountability requirements and Human Rights & Labor Laws.

Out of 27 SAQs, 02 suppliers filled and shared the SAQs and 25 SAQs yet to receive.

Out of two filled SAQs, one supplier Environment & Social Assessment is completed and CAPA received for recommendations.

However, our SCM department is following-up with remaining suppliers to arrange filled SAQs. Upon receipt of filled SAQ from remaining vendors, Environment & Social Assessment will be carried-out and observations will be shared with vendors for necessary CAPA. Follow-ups will be made with vendors to implement proposed CAPAs and supporting details will obtain from vendors.

Conclusion:

From the Management Review it is evident that, the supplier assessment program is capable to ensure sustainable procurement and no instances of irruptions in supply of materials noticed due to failure or non-compliance to EHS requirement.

Prepared by: 20/10/23

Verified by: 20/10/23

SHILPA PHARMA LIFESCIENCES LTD

Review Frequency: Quarterly **Review Date: 18.08.2025**

Anti-Corruption releted Objectives and KPIs

KPI No	SA Policy / Code of Conduct Policy / Process Ref (KRA for)	Objectives linked to (KRA)	Objectives (KPI)	Units	KPI-Target	FY23-24	FY24-25	Remarks	GRI standard Reference	Mapping to UNGC Principles	Mapping to UNSDGs
1	As per the Anti Corruption,Bribery & Code of Policy	Anti Corruption,Bribery & Code of Conduct	Training on Anti Corruption: No of persons trained initially / Total no of employees	%	100%	100%	100%	At the time of joining, every employee undergoes an Induction Training, which includes an overview of the Policies and Procedures of Shilpa Pharma Lifesciences Ltd. In addition, Annual Training on these Policies and Procedures is also provided to all employees. **(Ref: Enclosed Induction Training Record, Policies & Procedures Manual, and Annual Training Record on Policies & Procedures as Annexure-01). Refer Page No: 405 To 601 of 870**	GRI No 205, 205-1 & 205-2	Principle 10	16
2	As per the Anti Corruption,Bribery & Code of Policy	Anti Corruption,Bribery & Code of Conduct	No of Code of Conduct Policy Violations	Nos	0	0	0	**(Ref: Enclosed Consolidated Monthly LHRE Dashboard as Annexure-2, Refer S. No. 6 & 7). Refer Page No: 602 To 605 of 870**	GRI No 205, 205-1 & 205-2	Principle 10	16
3	As per the Anti Corruption,Bribery & Code of Policy	Anti Corruption,Bribery & Code of Conduct	Percentage of sites implemented whistle blower procedures.	%	1	0%	0%	No whistleblower incidents have been reported. **(Ref: Enclosed Consolidated Monthly LHRE Dashboard as Annexure-2, Refer S. No. 04). Refer Page No: 602 To 605 of 870**	GRI No 205, 205-1 & 205-2	Principle 10	16
4	As per the Anti Corruption,Bribery & Code of Policy	Anti Corruption,Bribery & Code of Conduct	No of whistle blower grievances received and action taken	Nos	0	0	0	No complaints have been received regarding whistleblower grievances. **(Ref: Enclosed Mail Acknowledgement from Representative Persons as Annexure-3). Refer Page No: 606 To 609 of 870**	GRI No 205, 205-1 & 205-2	Principle 10	16
5	As per the Anti Corruption,Bribery & Code of Policy	Anti Corruption,Bribery & Code of Conduct	% of employees signed Non Disclosure Agreement (NDA)	%	100%	100%	100%	All employees have signed the Non-Disclosure Agreement. **(Ref: Enclosed one sample copy as Annexure-4). Refer Page No: 610 To 614 of 870**	GRI No 205, 205-1 & 205-2	Principle 10	16
6	Risk Assessment Code of Conduct ,	Anti Corruption,Bribery & Code of Conduct	Number of anti-corruption risk assessment performed.	Number	1	1	1	"Risk Assessment has been performed during the year 2024. **(Ref: Enclosed Annexure-5)." Refer Page No: 615 To 618 of 870**	GRI No 205, 205-1 & 205-2	Principle 10	16
7	As per Social accountabilty policy	Anti Corruption,Bribery & Code of Conduct	Conducting Management Review Meeting Monthly	Number	Monthly once	Monthly once	Monthly once	A consolidated report is shared with the Management on a monthly basis for conducting review meetings. **(Ref: Enclosed Email Conversations as Annexure-6). Refer Page No: 619 To 626 of 870**	-	Principle 10	16

Prepared By Date:- 18/08/25

Reviewed By Date:- 18/08/25

Approved By Date:- 18/08/25

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

INDUCTION PROGRAMME SCHEDULE

Doc.Ref.No. SOP/U-2/PA/GEN/009

Form No: FM-PA-019-05

 106

Date: 05/08/25

To

Dear Mr. S. D. V. Sai Kumar **Designation:** Sr. chemist **Department:** Production

Sub: Induction Programme

Welcome to the family of M/s. Shilpa Pharma Lifesciences Ltd, Unit-2. We are pleased to inform you that we have worked out the following Induction Programme for you. Accordingly, you are requested to get in touch with the respective departments as follows,

Date	Department	Contact Person	Designation	Signature
05/08/25	Personal and administration	R. Surender	Dy. manager	
06/08/25	EHS	Shaikh. B.H	Jr. Executive	
06/08/25	Engineering	Manjunatha DN	DGM.	
06/08/25	Electrical	P. Prapti Kumar	manager	
06.08.25	Quality Control	B. S. Rao	AGM	
06/08/25	Warehouse	Chandrashekhar S. Dudhani	Sr. Manager	
07/08/25	Production (Onco)	Veeresh appe	AVP	
07/08/25	Production (Non-Onco)	Nagaraju Gurmidi	Manager	NRG
07/08/25	R&D	Dr. Bhagal Raj	AVP	
07/08/25	AR&D	C. P. Singh	AGM	
07/08/25	IT	Rahul A	Executive	
08/08/25	Regulatory Affairs	Runachandra	AGM	
08/08/25	Quality Assurance	Sambasiva	Asst. Manager	

The Departmental Heads/Sectional Heads concerned will brief you on the working of their respective departments. At the end of the Induction Programme you are required to submit a report in writing to the undersigned.

Thanking you,

Yours faithfully,

for Shilpa Pharma Lifesciences Limited (unit-2)

05/08/25

~~Head~~ -PA/ Designee.

08/08/25

Head Operations/ Technical Director

Shilpa Pharma Lifesciences Limited(unit-2)

All HODs /Sectional Heads with a request to do the needful accordingly

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

INDUCTION PROGRAMME SCHEDULE

Doc.Ref.No. SOP/U-2/PA/GEN/009

Form No: FM-PA-019-05

106

Induction Program Schedule:

Department	Designation	Induction Program Details	Induction status
Human Recourses	Head /Designee	Joining Formalities	Completed / Not Completed
		Introduction of Company	Completed / Not Completed
		Rules & Regulations	Completed / Not Completed
		Leaves & its Procedure	Completed / Not Completed
		Facilities etc.	Completed / Not Completed
EHS Dept.	Head /Designee	Induction of Safety	Completed / Not Completed
Engineering Dept.	Head /Designee	Induction of Engg. SOPs and Work Details	Completed / Not Completed
Electrical	Head /Designee	Induction of Electrical	Completed / Not Completed
QC	Head /Designee	Induction of QC and SOPs etc	Completed / Not Completed
Warehouse	Head /Designee	Induction of Ware House And SOPs etc	Completed / Not Completed
Production (Onco)	Head /Designee	Induction of Production and SOPs etc	Completed / Not Completed
Production (Non-Onco)			
R&D	Head /Designee	Induction of R&D	Completed / Not Completed
AR&D	Head /Designee	Induction of AR&D	Completed / Not Completed
IT	Head /Designee	Induction of IT	Completed / Not Completed
Regulatory Affairs	Head /Designee	Induction of RA	Completed / Not Completed
Quality Assurance	Head /Designee	Induction of QA and SOPs etc	Completed / Not Completed

Issued By QA
Nabilal
D/T: 05/08/25 11:31

INDUCTION TRAINING FOR FRESHER AND EXPERIENCED EMPLOYEES

Name of New Employee	S. D. V. Saikumar
Employee Code	8665
Department	Production
Designation	Sr. chemist
Total experience in years	7.0
Date of Joining	05/08/25
Induction training starting date	05/08/25
Induction training completion date	08/08/25

M/s SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

Plot Nos. : 33, 33A, 40 to 47
Raichur Industrial growth centre,
Chicksugur-584 134, District: Raichur, Karnataka (India)

Corporate Office
#12-6-214/A-A, Hyderabad road, Raichur-584 135
Website: info@vbshilpa.com

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D/T: 05/08/25 11:31

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D/T: 05/08/25 11:31

SHILPA PHARMA LIFESCIENCES LIMITED

QUALITY POLICY

We Management and Staff at **Shilpa Pharma Lifesciences Limited** are committed to manufacture and supply of High Quality and Cost Effective APIs and Formulations.

We are committed to follow current Good Manufacturing Practices and implement Quality Management System with continual improvements to meet global regulatory expectations, customer satisfaction and aspirations.

We will achieve this by:

- Conforming to the international standards,
- Use of Best-In-Class Technologies,
- Implementing robust Quality Management System by continuous education and training.
- Consistently meeting appropriate technical, regulatory and legal requirements.

Issued By QA
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INDUCTION TRAINING – P&A DEPARTMENT

Responsibilities and Activities of P&A Department.

P&A Department must ensure the employment of appropriate personnel for the all activities carried out inside the premises of the unit.

Activities of P&A:

1.0 Employment of appropriate employees for all the Departments
2.0 Co-ordination for training to the new employees
3.0 Ensure the personnel Hygiene of all employees and contract labours.
4.0 Ensure proper Housekeeping.
5.0 Co-ordinating and Monitoring all Pest control activities.
6.0 To ensure smooth functioning of security department and overall responsibility of security activities.
7.0 All the needs and facilities required for the departmental activities for the employees are to be ensured.
8.0 Ensuring all statutory requirements are fulfilled.
9.0 Company rules and regulations i.e., leaves related, working timings, Bus facility, other facilities given to employees, Training management software (TMS) usage and procedure, Training competition through TMS (Training management software , Job description acceptance procedure,

Declaration of the New Employee: The activities of P&A department is briefed by Mr. R. Surender Designation Deputy Manager and understood the same.

Employee Name: S. D. V. Sai Kumar
Sign & Date: S. 06/08/25

Evaluation by P&A: The understanding level of the new employee is found Satisfactory / ~~Not Satisfactory~~.

Name: R. Surender
Sign & Date: 06/08/25

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SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

INDUCTION TRAINING –ENVIRONMENT HEALTH & SAFETY DEPARTMENT

Responsibilities and Activities of Environment Health & Safety Department are,
EHS must ensure the safety, Health of the employees and ensure the effluent released from the process are appropriately treated and disposed.

Activities of Environment Health & Safety Department:

1. Ensuring all the safety devices like fire alarms, fire extinguishers are in correct place and in working conditions.
2. Disposal of all effluents and solid waste hazards are disposed appropriately.
3. Maintains the health care centre and Ensure appropriate treatments were given to the injured and ill fell employees.
4. Issuance of safety permits and ensuring the safety of the workmen involved in the hazardous works.
5. Issuance and ensure the availability of all personnel protective equipment at all critical operations.
6. Ensuring all statutory requirements for safety and health and environment is fulfilled.

Declaration of the New Employee: The activity of Environment health and safety department is briefed by Mr. Shaikh. B.H. Designation: Jr. Executive and understood the procedures.

Employee Name: S.D.V. Sai Kumar
Sign & Date: S. 06/08/25

Evaluation by EHS: The understanding level of the new employee is found satisfactory/ ~~not satisfactory~~.

Name: Shaikh. B.H
Sign & Date: 06/08/25

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SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

INDUCTION TRAINING – ENGINEERING DEPARTMENT

The following said activities are carried out by the Engineering department.

Operation and Maintenance of the following systems.

Utility systems:

1. Purified water generation and distribution system
2. HVAC system, Compressed Air, Nitrogen gas, Boiler, Cooling towers
3. Generator

Other systems

4. Electrical and Instrumentation related.
5. Drainage system
6. Civil construction and repairs
7. Preventive maintenance and Break down maintenance of Manufacturing equipment and other equipment except QC department equipment.
8. Equipment qualifications (DQ, IQ, OQ)

Declaration of the New Employee: The above activities of Maintenance department briefed by Mr. Manjunatha D.N Designation DGM and understood the activities of engineering department.

Employee Name: S.D.V. Sai Kumar
Sign & Date: S. Dwarap 06/08/25

Evaluation by Engineering: The understanding level of the new employee is found satisfactory/~~not satisfactory~~.

Name Manjunatha D.N.
Sign & Date: 06/08/25.

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SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

INDUCTION TRAINING – QUALITY CONTROL DEPARTMENT.

Responsibilities and activities of Quality Control Department:

- ⇒ Preparation of Specifications of Raw material, packing material and finished product
- ⇒ Sampling of Raw material, packing material and finished product.
- ⇒ Receipt of In-process samples.
- ⇒ Analysing all the samples and approve or reject the quality of sample categorically.
- ⇒ Carrying out Stability studies
- ⇒ Carrying out the Analytical method validations.

Quality control Department Description:

The quality control department consists of separate instrument section, chemical lab, in process analysis area, balance room, stability study area and control sample room. Instrumentation / Control sample room is provided with controlled temperature.

Wet Lab:

In wet lab the following activities are carried out.

1. Volumetric analysis,
2. Moisture content, (KF auto titrator)
3. Bulk density (Tap density meter)
4. pH.
5. Residue on ignition (using Muffle furnace)

In Instrumentation lab:

1. HPLC,
2. UV spectrophotometer,
3. Infra-red spectrophotometer & Related analysis was carried out.

Declaration of the New Employee: The activity of QC department is briefed by Mr. B S Petarge Designation AGM and understood the activities of quality control department.

Employee Name: S.D.V. Sai Kumar

Sign & Date: 06/08/25

Evaluation by QC: The understanding level of the new employee is found satisfactory / ~~not satisfactory~~.

Name: B. Shetrose

Sign & Date: 0608.25

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INDUCTION TRAINING – WARE HOUSE DEPARTMENT.

Description of the warehouse & activities:

Warehouse consists of four divisions.

1. Raw material **(RM)** Receipt, storage, Dispensing.
2. Engineering Material receipt, storage, Issuance
3. Finished goods **(FG)** receipt from production, storage, and dispatch
4. Packing materials **(PM)** receipt storage and Issuance.
   - Raw materials, packing material and finished goods of Oncology products stored under appropriate conditions at Ware house-I
   - Raw materials, packing material and finished goods of Non-Oncology products stored under appropriate conditions at Ware house-II.
   - Engineering materials were stored Engineering stores building.

Brief description of RM & PM receipt, storage and dispensing:

1. All Raw materials and Packing materials were received only from Approved vendors.
2. On receipt the RM and PM were checked for their integrity. Kept at quarantine area till their approval from QC
3. Both RM and PM will be issued to Production based on FIFO/FEFO principle, as per their requirement.
4. All RMs will be dispensed in dispensing room.

Brief description of finished product storage and dispatch:

1. The finished product will be transferred from Production to FG and stored at appropriate storage conditions.
2. On receipt of Approval from QA warehouse department will dispatch the finished product through appropriate procedures.

Declaration of the New Employee: The activity of warehouse department is briefed by Mr. Chandrashekhar Designation Sr. Manger understood the activities of warehouse department.

Employee Name: S.D.V. Sai Kumar
Sign & Date: S.Dumar 06/08/25

Evaluation by warehouse: The understanding level of the new employee is found satisfactory/~~not satisfactory~~.

Name: Chandrashekhar S. Dudhal
Sign & Date: 06/08/25

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SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

Document Reference No.: SOP/U-2/PA/GEN/005
Form No.: FM-PA-034-08

INDUCTION TRAINING - PRODUCTION DEPARTMENT

1. Production department consists of two types of Production Blocks,
   1.1 Onco Production Blocks
   1.2 Non Oncology production blocks.
2. Production area consists of
   2.1 Intermediate Stage production area.
   2.2 Pharma area [Clean room].
   2.3 Purified water storage and distribution system.
3. The finished product will be transferred to finished goods stores for Storage at appropriate conditions.
4. Entry and exist procedures for production areas.

Declaration of the New Employee: The activity of Production department is briefed by Mr. Veereshappa Designation AR and understood the procedures.

Employee Name: S. D. V. Sai Kumar
Sign & Date: S. [signature] 07/08/25

Evaluation by Production: The understanding level of the new employee is found satisfactory/~~not satisfactory~~.

Name: Veereshappa
Sign & Date: [signature] 07/08/25

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SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

INDUCTION TRAINING – QUALITY ASSURANCE DEPARTMENT.

Responsibilities and activities of Quality Assurance Department:

Quality assurance must ensure the systems appropriate to manufacturing of Pharmaceutical products which are correctly processed and checked (analysed) in accordance with established procedures.

Activities of QA

1 Approval of all standard procedures related to all departments activities.
2 Ensuring all the activities are carried out as per the lay down standard procedures.
3 Issuance and control of documents.
4 Conducting Internal audits [Self inspection] and ensuring all CAPA were implemented.
5 Ensuring all the activities related trainings were imparted to all related employees.
6 Investigation of all product related customer complaints and ensuring recurrence of the defects by implementation of appropriated CAPA.
7 Investigation of Out of specifications
8 investigation of deviations and implementing appropriate CAPA
9 Implementation of change control systems to avoid unauthorized changes to the validated systems and procedures.
10 Co-ordination with all other departments during customer and regulatory audits and ensuring the stringent adherence to cGMP compliances.
11 Carrying out Annual Product reviews and ensuring the status of validation of all systems and procedures
12 Sending samples for the customers for product promotions and co-ordination with marketing and purchase department.
13 Co-Ordination with RA department for updation of DMFs

Declaration of the New Employee: The activity of QA department is briefed by the Mr Soubabulu designation Asst. Manager and understood the procedures.

Employee Name: S. D. V. Sai Kumar
Sign & Date: S. D. V. Sai Kumar 08/08/25

Evaluation by QA: The understanding level of the new employee is found satisfactory/~~not satisfactory~~.

Name: Soubabulu
Sign & Date: Soubabulu 08/08/25

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SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

DATA INTEGRITY DECLARATION

I S.D.V. Sai Kumar (Employee name) hereby declare that, I will involve myself in my respective area and I will be responsible for cGMP compliance and will giving commitment to the Management that I shall not involve any of the following specified data integrity issues,

- Falsification of data.
- Alteration of data and events.
- Misleading information, statements or facts.
- Misrepresentation of what really happened.
- Untruthful statements.
- Forgery.
- Questionable information, statements, events or facts.
- Misreporting or selective reporting information.
- Not recording activities contemporaneously.
- Back dating.
- Copying existing data as new data
- Releasing failing product. (but not limited to…)

Prerequisite Training:

I have completed and understand CGMP, Good hygiene practices & data integrity perspective.

Signature of employee: S.D.V. Sai Kumar **Date:** 08/08/25

To be completed by Quality Assurance:

Reviewed by (Sign/Date): 08/08/25

Issued By QA
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D/T: 05/08/25 11:31

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

QUALITY ASSURANCE EVALUATION

Name of New employee : S.D.V. Sai Kumar
Employee Code : 8665
Department : production
Designation : Sr. Chemist

Contents	Date of Completion	Qualified / Not Qualified	Sign/Date of QA ~~HOD~~/Designee
Induction Programme schedule	05/08/25	Qualified	05/08/25

Quality Assurance Comments:

~~He~~ / ~~She~~ has undergone training under supervision and found Qualified / ~~Not qualified~~ for induction training.

Signature of QA ~~HOD~~/Designee:

Date: 05/08/25

IT USAGE POLICY

	Author	Reviewed By	Approved By
Name	Akesh Kashte	M.P. Naidu	K.H. Hamesthaid
Designation	System Administrator	GM - QA	Head operation
Signature	Kashte		
Date	05/01/23	05/01/23	05/01/23

IT USAGE POLICY

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IT USAGE POLICY

1.0 Purpose

The purpose of this policy is to establish the appropriate use of Computing, Telecommunication networks, Computing equipment, and Technology for information security protection for Shilpa Pharma Life Sciences Ltd. These resources are owned/leased/ rented by the company and are provided primarily to enable/ facilitate the official duties and responsibilities of the intended users. This policy sets out the responsibilities and limitations on the use of the Company's computer systems and the intention is to avoid any unauthorized use which may cause damage to the system, loss of data, or criminal/ civil liability for you and the Company.

Shilpa Pharma Life Sciences Ltd.'s intentions for publishing, an IT Accepted Use Policy are not to impose restrictions that are contrary to the organization's established culture of openness, trust, and integrity. The company is committed to protecting its employees, partners, clients, and the company from illegal or damaging actions by individuals, either knowingly or unknowingly. Hence it is the responsibility of every computer user to know these guidelines and to conduct their activities accordingly.

2.0 Scope

This policy applies to all associated unit employees, contractors, consultants, trainees, other workers, and who's having access to the systems at Shilpa Pharma Life Sciences Ltd, including all personnel affiliated with third parties.

3.0 Enforcement

All Shilpa Medicare employees and IT resources user(s) need to adhere to this policy. Any employee found to have violated this policy may be subject to disciplinary action, up to and including termination of employment or contract or agreement as the case may be. Violation of this policy may also invite legal implication/solicitation under applicable law.

4.0 Policy

4.1 General Use and Ownership

4.1.1 All users are responsible for the appropriate use of IT resources per company policies, standards, and guidelines. Company resources must not be used for any illegal or prohibited purpose.

4.1.2 All users are responsible for ensuring the protection of assigned information and information processing facilities

4.1.3 Use of facilities and services for personal and commercial purposes is prohibited.

4.1.4 User must switch off computer system before leaving the office every day (unless required otherwise for official reasons)

4.1.5 Do not send any official data/information to internal/external users for non-business-related purposes/persons. If it is necessary then next-level permission is required from the Management.

4.1.6 Unauthorized data access is strictly prohibited for all users.

4.1.7 Business-critical data should be on the network file server for data protection.

4.1.8 The physical movement of the PC or any other hardware equipment

should be done by IT department only.

4.1.8 Any changes to the hardware configuration of the allotted PC/ Laptop are strictly prohibited and any changes noticed must be reported immediately to the IT department.

4.1.9 Printers must be used only for printing necessary documents and use duplex printing (printing on both sides of the paper) for any bulk printing like manuals, e- books except GMP documents, etc.

4.1.10 All workstations, printers, and other desks must be cleared of all redundant and non-usable documents before leaving for the day.

4.1.11 Do not leave your computer's system logged in and unattended for long durations. Ideally whenever you are leaving your PC unattended then either it must be logged off or it must be locked (Ctrl+Alt+Del). Automatic log-off is enabled for 5 minutes.

4.1.12 Providing information about, or lists of, SML employees to parties outside SML is strictly prohibited.

4.1.13 Transportation of Media (USB, Drives) should be done with prior approval from the respective HOD. The user should get the media full scan by the IT dept.

4.1.14 Sharing of information/ data through the mobile device to an unauthorized person is strictly prohibited.

4.1.15 Users are not to carry any official document e.g. Xerox outside of the office premises without prior approval from the management.

4.1.16 The usage of personnel smartphones for data capture by using mobile cameras is strictly prohibited.

4.4.17 Authorized mobile phones shall be allowed in office premises as per the P&A approved list.
Note: P&A department shall prepare and circulate the list of approved list of authorized mobile user

4.4.18 P&A shall allow the Mobile and Laptop devices to the visitor with prior approval from Department Head and Unit /Site Head temporarily.

4.2 User Access Management of Domain Controller

4.2.1 The user raises a request to be granted access to any hardware through e-mail, which has to be approved by his/her respective department head and further sent to the IT department for action.

4.2.2 Unique user ids are issued to each user.

4.2.3 Sharing a User ID, and Password is strictly prohibited.

4.2.4 The user is solely responsible for all actions conducted by using that user id. Thus it is expected to take all necessary steps to protect a ga in s t misuse of user id, which is not limited to periodically changing quality passwords, etc.

Users are precluded from installing, removing, or editing scripts that affect system configuration.

4.2.6 Any unauthorized deliberate action that causes a system to malfunction or disrupts the normal performance of the system and /or the connection terminals is a security violation, irrespective of the system location or time duration.

4.2.7 Users should not make any attempt to gain unauthorized access to restricted files or networks or damage or modify computer equipment or software.

4.2.8 Users will respect the privacy of other users and will refrain from attempting to view or read material being used by others.

4.2.9 Users are responsible for the security of data, accounts, and systems under their control along with the IT Department. (Except for the failure of the hardware itself.)

4.3 E-Security

4.3.1 Change temporary passwords at the first log-on.

4.3.2 Select quality passwords with a minimum of 8 characters which are:

4.3.2.1 Password should be alphanumeric with a special character.

4.3.2.2 Not based on anything somebody else could easily guess or obtain using person-related information, e.g. names, telephone numbers, date of birth, etc.

4.3.2.3 Free of consecutive identical characters

4.3.2.4 Passwords used in 3 previous cases should not be used again.

4.3.2.5 Avoid keeping a paper record of passwords and users should not divulge passwords to other users. Authorized users are responsible for the security of their passwords.

4.3.2.6 Change passwords at regular intervals maximum password age is 30 Days and also do it whenever there is any indication of possible system or password compromise.

4.3.2.7 Don't include passwords in the automated log-on process, e.g. stored in a macro or function key

4.3.2.8 The user account will be locked out automatically after 5 wrong password attempts.

4.3.2.9 To enhance security password complexity has been enabled.

4.3.2.10 The password should not contain the information of your name.

4.3.3 IT Department should keep auto scanning enabled for all the systems.

4.3.4 Port scanning or security scanning is strictly prohibited

4.3.5 Executing any form of network monitoring which will intercept data not intended for the employee's host, unless this activity is a part of the

employee's normal job/duty is prohibited.

4.3.6 Personal chatting on the internet is strictly prohibited. In special cases, where chatting with the external client is required, authorization should be taken from the

4.3.7 Access to a USB mass drive is strictly prohibited.

4.3.8 Access to a USB mass drive shall be provided in special cases after the senior management approves over the mail.

4.3.9 Temporary approved USB access shall be revoked after completion of user activity or within 24 hours

4.3.10 Authorized CD media, data cards, and USB, where required, should be scanned and cleaned before use.

4.3.11 The Company's computer network must not be used to disseminate, view, or store commercial or personal advertisements, solicitations, promotions, destructive code (e.g., viruses, self-replicating programs, etc.), illegal material, pornographic text or images, or any other unauthorized materials.

4.3.12 The user is responsible for the security and appropriate use of the company's network resources under their control. Using company resources for the following is strictly prohibited:

4.3.12.1 Causing a security breach to network resources, including, but not limited to, accessing data, servers, or accounts to which you are not authorized; circumventing user authentication on any device; or sniffing network traffic.

4.3.12.2 Transmitting on or through any of our services, any material and/or message that is illegal, false, obscene, threatening, sexual or obscene, defamatory, offensive, abusive, hateful, or encourages conduct that could constitute a criminal offense, give rise to civil liability, or otherwise violate any local, national or international law.

4.3.12.3 Indulging in any illegal activity and/or crime such as breach of confidentiality and leakage of data, video voyeurism, e-commerce frauds like phishing, identity theft, etc.

4.3.13 USB access is kept open only for the dedicated system with reading or download access to the images from the camera.

4.4 IT/ Software Compliances

4.4.1 Downloading and installing any unauthorized software or mobile app extension on the company Computer / Laptop without prior approval from the IT department /Site Head. This includes software like MS Office, VB, Screensavers, Games (except for default games loaded with the windows operating system), etc.

4.4.2 Use of pirated software is prohibited on any computer system of the company and also the media containing such software should not be

brought into the organization's premises.

4.4.3 Downloading software from the Internet without prior IT permission is prohibited.
Employees are prohibited from bringing software from outside and installing it into the computer system or Laptop.

4.4.5 Approved inventory for Hardware/Software/Licenses shall be maintained at each respective site.

4.4.6 The system owner i.e. user, site IT Administrator, and Site Head shall be accountable for the installed software on each computer system.

4.4.7 The internal audit shall be performed for the License and software usage at each respective site and the report shall be shared with Senior Management.

4.5 E-Mail

4.5.1 When communicating on the official email system, the utmost care has to be taken as well as high professional standards must be followed because you are representing the organization while sending or replying to an official mail id.

4.5.2 No personal email id must be used to interact for official reasons with (including but not limited to) vendors, customers, service providers, or partners. Only an official email id must be used to do any official email correspondence.

4.5.3 Personnel use of official e-mail id is strictly prohibited.

4.5.4 The best effort must be made to restrict the size of the email to a minimum. Tools like WinRAR must be used to reduce the size of email attachments.

4.5.5 Employees must use extreme caution when opening e-mails and specifically attachments received from unknown senders, which may contain viruses, worms, or Trojan horse code.

4.5.6 Sensitive attachment types like PIF & SCR (more extensions might be added from time to time) are blocked at the gateway level, hence no mail must be sent with these extensions.

4.5.7 Forging email headers is prohibited. Similarly sending emails from someone else PC without the prior approval of that user is not allowed.

4.5.8 Company policy strictly prohibits creating, circulating, distributing, storing, and/or downloading (internally or externally) any:

4.4.8.1 Chain letters, Religious, political, or business solicitations that do not relate to your duties as an employee of the Company

4.4.8.2 Any files (including games, screen savers, .jpg or .wav or .mp3 or .scr or .bin or .zip files or other software and shareware) which are not Business related.

4.5.9 All the time users are responsible for the professional, ethical and lawful

use of email and other network systems

4.5.10 Named e-mail id shall be provided to Assistant Manager and the above category. In case of any exception then prior approval has to be taken from the reporting manager and Management

4.6 Internet

4.6.1 Different level of Internet access is provided to employees depending on the job's responsibility and other parameters. Using someone else password to gain a different level of access is prohibited and users must stick to the level of access allowed to them.

4.6.2 Internet will not be used for illegal activity, to access illegal materials, or to access/publish materials that are obscene /pornographic/ sexually explicit material.

4.6.3 No online storage accounts like yahoo or another briefcase must be accessed to store official or personal information.

4.6.4 Use of an Internet Proxy Server other than that provided by the company is prohibited.

4.6.5 Use of personal external devices, such as Internet Data Cards/USB, to establish Internet or external connection(s) is strictly prohibited.

4.7 Remote/ Teleworking

4.7.1 Listed below are the security measures, which should be taken when working from home or offsite.

4.7.2 The local Administrator password for the laptop user should be assigned by the IT administrator (do not keep the password blank) to avoid unauthorized access to admin share like C$ on the network.

4.7.3 Treat company property and data as you would in the office, according to company information security procedures.

4.7.4 IT administrator is to ensure that adequate and up-to-date virus protection software is installed on the official Laptop / Desktop. Also same applies to any personal computer being used to connect to the official network.

4.7.5 Do not allow a laptop issued for business purposes to be used by family or friends.

4.7.6 Specifically, protect all sensitive business documents stored on laptops by using password protection.

4.7.7 Use a password- protected screensaver to lock it during the period of inactivity.

4.7.8 Where appropriate use a BIOS password to restrict authorized users only to starting the system.

4.7.9 Turn your system off when it is not being used. If the Laptop is to be used frequently then even hibernate can be done, to ensure faster boot-up time.

4.8 Laptop Usage

4.8.1 Backup of business-critical data shall be taken by IT Administrator while working at the office or traveling.
Note: The user has to give advance intimation to the IT department to take the data back

4.8.2 Protect individual files from unauthorized access by password protection.

4.8.3 Regularly update the virus scan definitions.

4.8.4 Tum off or shut down the laptop, ensure that all lights are out, all external cables are unplugged, and no removable media is inside then place it in the laptop case.

4.8.5 Never check in a laptop as luggage.

4.8.6 Always carry software authorization and virus certificates from IT while traveling overseas.

4.8.7 If the laptop is lost or stolen, it should be reported immediately to IT and necessary action to be initiated like FIR or so.

4.8.8 Do not place heavy objects on the laptop. Handle the laptop with care.

4.8.9 Do not have liquids or other eatables near a laptop to prevent damage from spilling or dropping.

4.8.10 Do not hit or push the screen display of a laptop to its extremes.

4.8.11 Do not move the laptop when it is running and do not remove the power connector by pulling out the cord, rather grasp the plug itself when removing.

4.8.12 Do not expose the laptop to extreme temperatures. Extreme cold can cause the screen to crack and condensation to form when returning to a warm room. Extreme heat can melt important components of the laptop. Laptops should also be kept away from other sources of heat such as radiators.

4.8.13 Ensure that laptops are kept secure at all times.

4.8.14 The company shall issue laptops to the employee based on their work profile and not necessarily based on seniority. IT department shall ensure that such laptops shall be loaded with all required security software at the time of handing over the laptop to the employee.

4.8.15 Laptops shall be issued to employees based on mail confirmation from the site head and shall be approved by Management.

4.8.16 The laptop shall be retrieved from the employee after their resignation as per the HR Policy.

5.0 Privacy

Shilpa Pharma Life Sciences Ltd has full respect for individual privacy and rights. However, users should not have any expectation of privacy in respect of their usage of company IT

resources. The Company's IT resources are the backbone for running the organization's business and nothing must be done to compromise this in any way even if this is unintentional. Please note that the Company may/will monitor or keep a record of communications (at any time with or without notice) either directly or via an external agency and/or record your use of the IT Resources to (including, but not limited to):

5.1 To detect/investigate any unwanted elements like viruses etc. which might be destructive

5.2 Detect and/or prevent crime

5.3 Ascertain and/or demonstrate whether you and/or the Company are complying with the Company's rules and policies (including, but not limited to, this policy) and also with legal and/or regulatory obligations which you and/or are subject to Company
Ascertain whether communications are relevant to the Company's
Business the Company while conducting such monitoring activities, will
use all reasonable.

endeavors to comply with regulatory guidelines and to respect your privacy and that of third parties using the IT Resources.

6.0 Acceptance

All users further agree, acknowledge and confirm that:

5.5 The company reserves the right to revise, amend, or modify this policy at any time and in any manner. However, a notice of any revision, amendment, or modification will be notified to all Shilpa personnel via email.

5.6 Reading and practicing any future release(s) of this policy, periodically, is solely the user's responsibility; however, understanding of any part of this policy shall be provided on written request to the quality assurance department.

5.7 The provision(s) and obligation(s) of this policy, and its future release(s), shall apply and continue in effect for a period of their employment from the date hereof.

7.0 Classification of Information / Data

All the information and data must be classified according to an appropriate level of Confidentiality, Integrity, and Availability.

5.8 Classifying The Information.

The information shall be classified into one of the following categories:

Sensitive / Restricted: This classification applies to strategic business information, which is most critical and intended strictly for use within a closed group of Shilpa Pharma Life Sciences Ltd. Any unauthorized disclosure could seriously and adversely impact Shilpa Medicare and its stakeholders, business partners, and customers leading to legal and financial repercussions and adverse public opinion (Example: business plans, trade secrets, information security data customer data, pricing strategy, etc.).

Confidential: This classification applies to less sensitive business information, which is intended for use within the Shilpa Pharma Life Sciences Ltd group. Its unauthorized disclosure could adversely impact Shilpa Medicare employees, customers, stakeholders, and business partners (For example employee performance evaluation, CTC details, internal audit report, marketing plans, analysis of competitive products/services, etc.).

Internal Use: This classification applies to all other information, which is supposed to be shared only within Shilpa Pharma Life Sciences Ltd which does not fit into the above categories. Its unauthorized disclosure against the policy is not expected to have a serious or adverse impact on Shilpa Medicare employees, customers, stakeholders, and business partners (Example: information posted related to employee usage, HR policies, administrative circulars, training materials, manuals, etc.).

Public: This classification applies to information, which has been explicitly approved by Shilpa Medicare management for release to the public and disseminated without potential harm (Example: information posted on internet portals, product brochures, advertisements, job opening announcements, published press releases, etc.).

8.0 Ownership of the Information.

All critical applications and information shall have designated owners. The files created by individuals shall be owned and classified by them. The data owners shall also define access rules and retention periods. IT department takes responsibility for the security of the information/data based on the definition provided by the owner.

9.0 e-Waste Management:

IT assets (including but not limited to desktops, Laptops, servers, projectors, printers, etc) shall be disposed of safely when the asset is obsolete either by usability or age. Such identified assets shall be disposed of through authorized/certified e-waste partners. The information of disposed of assets shall be informed to Finance/Account for necessary treatment in books. The "Certificate of e-waste recycling" shall be documented for reference.

The provision hereof shall be governed and construed by Shilpa Pharma Life Sciences Ltd, and by your acceptance hereof you agree that you have understood this policy to your satisfaction. Please indicate your acceptance of the above by signing and returning the enclosed copy of this policy.

Name: S. D.V. Sai Kumar
Employee ID: 8665
Signature with Date: 07/08/25

SOCIAL ACCOUNTABILITY MANAGEMENT SYSTEM PROCEDURES
(Based on Requirements of SA 8000:2014 Standard)

Shilpa Pharma Lifesciences Limited.

Innovating for Affordable Healthcare

Document No: SPL/SAMS/SOP
Issue No: 01
Revision No: 00

Shilpa Pharma Lifesciences Limited
Plot Nos: 33, 33A & 40-47, Raichur Industrial Growth Centre
Wadloor Road, Chicksugur Pots, Raichur 584134, Karnataka, INDIA

	Prepared by	Reviewed by	Approved by
Name	Srinivas.	Arvind Kumar Singh	K. Sharath Reddy
Designation	Executive-HR	DGM-HR	Technical Director
Sign &Date	17/07/23	17/07/23	17/07/23

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0.1 REVISION HISTORY:-

Manual/ Section No.	Rev. No. & Eff. Date	Brief Description of Changes	Change Approver
Whole Document	Rev. 00 Eff. Date: 01.04.2023	First issue of combined Procedures to address SA 8000:2014 requirements.	WTD

0.2 ABBREVIATIONS:-

Abbreviations	Full Form
API	Active Pharmaceutical Ingredients
CSR	Corporate Social Responsibility
Eff.	Effective
EHS	Environment Health Safety
ESI	Employees State Insurance
HOD	Head of Department
HR	Human Resources
ILO	International Labour Organization
LIC	Life Insurance Corporation
OHS	Occupational Health & Safety
PF	Provident Fund
POSH	Prevention of Sexual Harassment
PSCI	Pharmaceutical Supply Chain Initiatives
PSMS	Process Safety Management System
SAMS	Social Accountability Management System
SDG	Sustainable Development Goals
SPL	Shilpa Pharma Lifesciences Limited
SSC	Secondary School Certificate
TA	Travel Allowance
TDS	Tax Deducted at Source
UNGC	United Nations Global Compact
WTD	Whole Time Director

0.3 MANUAL DISTRIBUTION

MASTER COPY

Master Copy is the one, which is duly approved (signed) and authorized for use.

CONTROLLED COPY

Soft Copy of the Master Copy will be made accessible (READ only) through intranet in shared folder for READ only access and use by all employees.

One Hard Copy of the Master Copy will be kept with HR Head as "Controlled Copy" for auditor's use and use for reference.

UNCONTROLLED COPY

Any other copy of the document, which is generated on want basis, shall be referred to as "Uncontrolled Copy".

OBSOLETE COPY

Old version of the Master Copy of the document, which is not in use but kept for knowledge preservation, shall be referred to as "Obsolete Copy".

0.4 PROFILE OF SHILPA PHARMA LIFESCIENCES LIMITED

Shilpa Pharma Lifesciences Limited (SPL), a subsidiary of Shilpa Medicare Limited, established in 1987, produces and exports consistently high-quality active pharmaceutical ingredients, fine chemicals, intermediates, herbal products, and specialty chemical products using sophisticated technology, meticulously following international specifications and good environment, health, and safety practices. Currently SPL is one of the leaders in the oncology market and offer a complete range of products in this segment spanning across APIs, Formulations and are striving to put in our efforts in field of novel drug delivery systems and biotech products along with widening our focus to other therapy areas. SPL provides high-quality, affordable medicines trusted by healthcare professionals and patients in over 100 countries worldwide.

SPL is committed to integrate relevant SDGs & PSCI Principles in the business processes within the context of our Vision "Innovating for Affordable Healthcare" by formulating and implementing this Social Accountability Policy adopting a systematic approach to contribute for the Social Pillars of Sustainability as described in the manual.

SPL recognizes its commitment to the community in which it operates through its Corporate Social Responsibility initiatives. We reach out to underserved communities and work towards making a meaningful difference to them. SPL's CSR programs are focused on
education, health, environment, and women empowerment.

OUR VISION

Innovate for providing affordable healthcare.

Beyond any discrimination or boundaries, so as to bring a pleasant difference to patient's lives.

OUR MISSION

Making the medicines affordable by inclusive participation of the stakeholders, with minimum impact on environment, social accountability & exceed customer expectations.

OUR VALUES

Assuring compliance by continuously improving the systems by adhering to Environment, Health, safety & Social accountability Practices.

0.5 NORMATIVE ELEMENTS & INTERPRETATION

SPL shall comply with applicable national, local, and other laws, industry standards, other requirements to which SPL subscribes and SA 8000 requirements.

SPL shall also respect the ILO conventions as per the policy of the Government of India and the respective State Governments.

List of key national and local regulations on Social Aspects are as follows:

a) Factories Act, 1948
b) Labour Welfare Fund Act, 1987
c) Factories & Establishments (National, Festival & Other Holidays), Act 1974
d) Payment of Wages Act, 1936
e) Employment Exchange (Compulsory Notification of Vacancies) Act 1959
f) Contract Labour Act (Regulation & Abolition) Act, 1970
g) Employees State Insurance Act 1948
h) Employees Provident Fund & Miscellaneous Provisions Act 1952
i) Apprenticeship Act 1961:
j) Payment of Bonus Act 1965
k) Payment of Gratuity Act 1972
l) Minimum Wages Act 1948
m) Child Labour Act 2016
n) Maternity Benefit Amendment Act 2017

List of key ILO Conventions on Social Aspects are as follows:

a) ILO Convention 1 (Hours of Work - Industry) and Recommendation 116 (Reduction of Hours of Work)
b) ILO Conventions 29 (Forced Labour) and 105 (Abolition of Forced Labour)
c) ILO Convention 87 (Freedom of Association)
d) ILO Convention 98 (Right to Organise and Collective Bargaining)
e) ILO Conventions 100 (Equal Remuneration) & 111 (Discrimination Employment)
f) ILO Convention 102 (Social Security - Minimum Standards)
g) ILO Convention 131 (Minimum Wage Fixing)
h) ILO Convention 135 (Workers' Representatives)
i) ILO Convention 138 and Recommendation 146 (Minimum Age)
j) ILO Convention 155 and Recommendation 164 (Occupational Safety and Health)
k) ILO Convention 159 (Vocational Rehabilitation/Employment-Disabled Persons)

l) ILO Convention 169 (Indigenous and Tribal Peoples)
m) ILO Convention 177 (Homework)
n) ILO Conventions 181 (Private Employment Agencies)
o) ILO Convention 182 (Worst Forms of Child Labour)
p) ILO Convention 183 (Maternity Protection)
q) ILO Code of Practice on HIVIAIDS and the World of Work
r) Universal Declaration of Human Rights
s) The International Covenant on Economic, Social and Cultural Rights
t) The International Covenant on Civil and Political Rights
u) The UN Convention on the Rights of the Child
v) The UN Convention on Elimination of All Forms of Discrimination against Women.
w) The UN Convention on the Elimination of All Forms of Racial Discrimination
x) UN Guiding Principles on Business and Human Rights

0.6 Terms & Definitions

Attendance: Physical presence of the employee or Contract Personnel concerned at the place or places where he or she is required to work or report for duty remain on duty/work after making or getting the attendance marked.

Child: Any person under 15 years of age, unless the minimum age for work or mandatory schooling is higher by local law, in which case the stipulated higher age apples in that locality.

Child Labour: Any work performed by a child younger than the age(s) specified in the above definition of a child.

Collective Bargaining Agreement: A contract specifying the terms and conditions for work, negotiated between an organisation (e.g., employer) or group of employers and one or more worker organisation(s).

Corrective Action: Action to eliminate the cause(s) and root cause(s) of a *detected* non-conformance. Corrective action is taken to prevent recurrence.

Preventive Action: Action to eliminate the cause(s) and root cause(s) of a *potential* non-conformance. Preventive action is taken to prevent occurrence.

Forced or Compulsory Labour: All work or service that a person has not offered to do voluntarily and is made to do under the threat of punishment or retaliation or that is demanded as a means of repayment of debt.

Home Worker: A person who is contracted by the organisation or by its supplier, sub supplier or subcontractor, but does not work on their premises.

Human Trafficking: The recruitment, transfer, harbouring or receipt of persons, by means of the use of threat, force, deception, or other forms of coercion, for the purpose of exploitation.

Interested Parties: An individual or group concerned with or affected by the social performance and/or activities of the organisation.

Living Wage: The remuneration received for a standard work week by a worker in a place sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard of living include food, water, housing, education, health care, transport, clothing, and other essential needs including provision for unexpected events.

Management Representative: A member of the management appointed by the Top Management of SPL to establish and implement the requirements of the standard and report the performance to the top management.

Muster Roll: Includes any Register or Registers or other records maintained by SPL and the suppliers / sub-contractors for the purpose of keeping a list of employees employed by SPL and the Contract personnel deployed in the company for the purpose of making attendance of said employees and contract personnel.

Non-conformance: Non-compliance with a requirement.

Notice: Official communication in writing given or exhibited on the "Notice Board" or any other place specified by the Management for the purpose disseminating information.

Notice Board: Designated location specially maintained in a conspicuous place at or near the entrance to the work area, canteen and/or administrative office for the purpose of displaying notices required to be posted or affixed.

Personnel: All individuals employed or contracted by an organisation, including but not limited to directors, executives, managers, supervisors, workers, and contract workers such as security guards, canteen workers, dormitory workers, and cleaning workers.

Worker: All non-management personnel.

Private Employment Agency: Any entity, independent of the public authorities, which provides one or agency: more of the following labour market services: Matching offers of and applications for employment, without the agency becoming a party to the employment relationship(s) which may occur; Employing workers with a view to making them available to a third party entity, which assigns their tasks and supervises the execution of these tasks.

Remediation of Child Labourers: All support and actions necessary to ensure the safety health education and development of children who have been subjected to child labour, as defined above, and whose work has been terminated.

Risk Assessment: A process to identify the health, safety and labour policies and practices of an organisation and to prioritise associated risks.

Worker Representative(s): One or more worker representative(s) freely elected by workers to facilitate communication with the management representative(s) and senior management on matters related to social concerns.

Social performance: An organisation's achievement of full and sustained compliance withSA8000 requirement while continually improving.

Stakeholder engagement: The participation of interested parties, including but not limited to the organisation, trade unions, workers, worker organisations, suppliers, contractors, buyers, consumers, investors, NGOs, media, and local and national government officials.

Standard Workday/Shift: 8½ Hours with a tolerance of 15 minutes including rest/lunch period of 30 minutes.

Supplier/Contractor: Any entity or individual(s) in the supply chain that directly provides the organisation with goods or services integral to, utilised in or to produce the organisation's goods or services.

Sub-supplier/Sub-contractor: Any entity or individual(s) in the supply chain that provides the supplier with goods and/or services integral to, utilised in or to produce the supplier's or the organisation's goods or services.

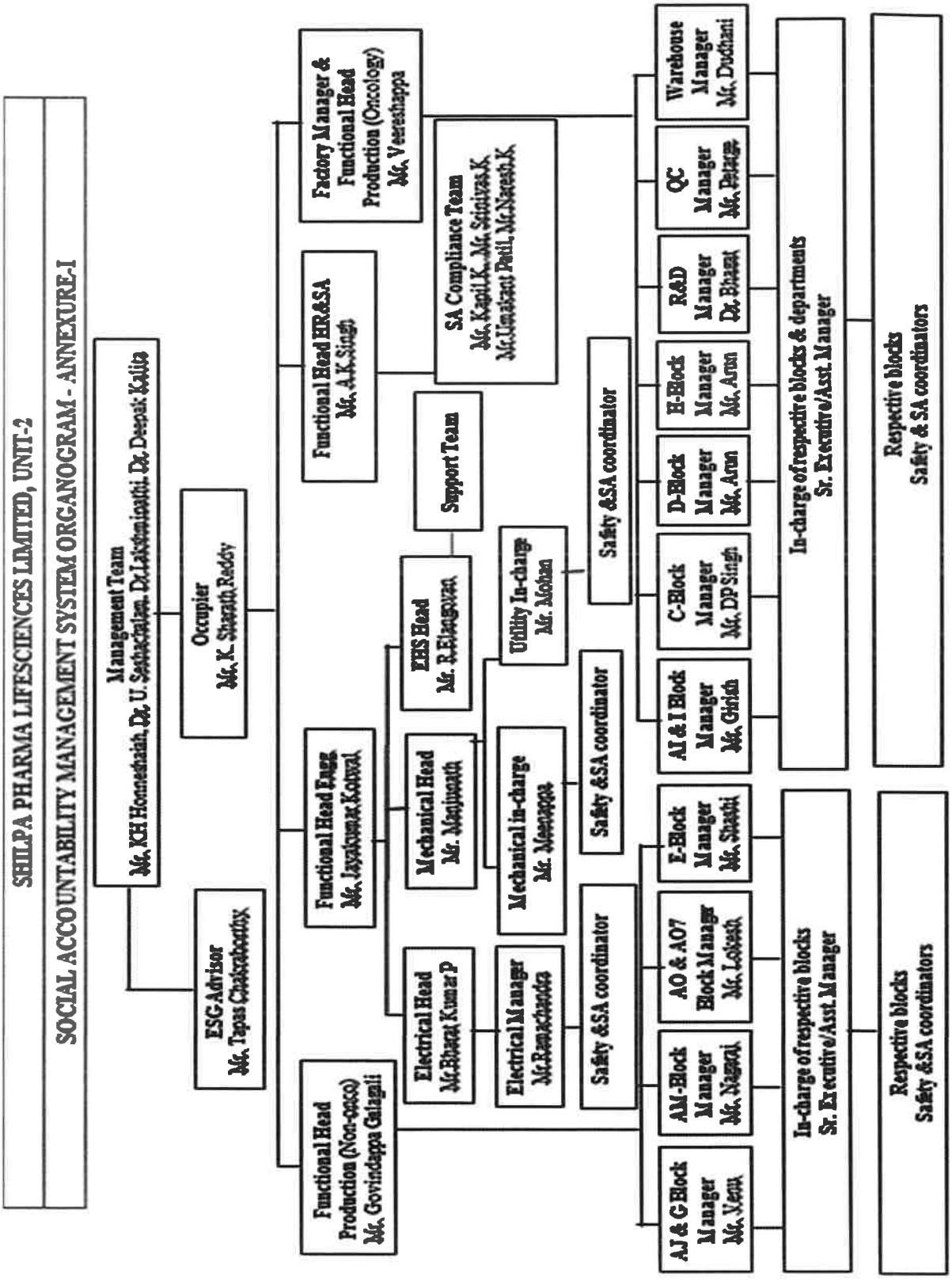
Worker organisation: An autonomous voluntary association of workers organised for the purpose of furthering and defending the rights and interests of workers.

Work Premises/Workplace: Includes premises and precincts of the factory / establishment/ departments / plants / go-downs / sheds procurement centres and offices including ancillary departments owned, hired and/or managed by the Company and includes place or places where any employee is required to be present and/or work whether within or outside the factory premises.

Young worker: Any worker under the age of 18 but over the age of a child, as defined above.

0.7 ORGANOGRAM FOR SOCIAL ACCOUNTABILITY MANAGEMENT SYSTEM:

Annexure 1 - Organogram for Social Accountability Management System



0.8 SCOPE:

The scope of the Social Accountability Management System of SPL covers meeting the requirements of SA 8000:2014 with respect to its activities related to:

"Manufacture and Supply of Active Pharmaceuticals Ingredients (APIs) and Intermediates."

This scope is applicable for SPL's manufacturing sites located at the following addresses:

Shilpa Pharma Lifesciences Limited
Unit 1, Plot No: 1A to 5B, Deosugur Industrial Area
Deosugur, Raichur 584170, Karnataka, INDIA.

Shilpa Pharma Lifesciences Limited
Unit 2, Plot Nos: 33, 33A & 40-47, Raichur Industrial Growth Centre
Wadloor Road, Chicksugur Pots, Raichur 584134, Karnataka, INDIA

0.9 SOCIAL ACCOUNTABILITY POLICY

Shilpa Pharma Lifesciences Limited, a subsidiary of Shilpa Medicare Limited, established in 1987, produces and exports consistently high-quality active pharmaceutical ingredients, fine chemicals, intermediates, herbal products, and specialty chemical products using sophisticated technology, meticulously following international specifications and good environment, health, and safety practices. Currently SPL is one of the leaders in the oncology market and offer a complete range of products in this segment spanning across APIs, Formulations and are striving to put in our efforts in field of novel drug delivery systems and biotech products along with widening our focus to other therapy areas. SPL provides high-quality, affordable medicines trusted by healthcare professionals and patients in over 100 countries worldwide.

SPL is committed to integrate relevant UNGC, SDG & PSCI Principles in the business processes within the context of its Vision "Innovating for Affordable Healthcare" by formulating a Social Accountability Policy and implementing same adopting a systematic approach to adopt a proactive and risk-based approach towards social accountability management through:

1. Complying with the applicable national, local, other subscribed statutory social obligations related to labour, human rights, and ethics,

2. Ensuring no engagement of or support to use of child labour, forced or compulsory labour,

3. Preventing ill health and injury to personnel at workplace,

4. Respecting freedom of association, right to collective bargaining and preventing discrimination,

5. Respecting all personnel with dignity, implementing ethical work practices, engaging with stakeholders, and ensuring minimum wages to the personnel,

6. Setting social objectives to improve working standards of employees and continual improvement of social performance.

We believe that implementation of this policy in our facilities and supply chain will support in meeting expectations of our stakeholders and business.

We engage and work with our supply chain partners to understand each other's expectations on social aspects and adopt good practices.

This policy applies to all SPL sites. It is made available to relevant stakeholders on request and periodically reviewed, as necessary.

Mr. K Sharath Reddy
Technical-Director

SOCIAL ACCOUNTABILITY MANAGEMENT SYSTEM PROCEDURES

1. CODE OF CONDUCT POLICY:-

1. APPLICABILITY:

This Code of Conduct is applicable to all employees (whether permanent, temporary or on contract, direct or through contractor, retainer or full-me consultant), and members of the Board of Directors of the Company ("Personnel"). Unless the context requires otherwise, the term "Shilpa Medicare Ltd.," in this Code includes Shilpa Pharma Lifesciences Ltd., and its subsidiaries, affiliates and business units within and outside India, except any publicly held companies in any jurisdiction on and subsidiaries and affiliates of those publicly held companies. Shilpa Pharma Lifesciences also expects that its business partners including suppliers, service providers, agents, channel partners (dealers, distributors and others) to adhere to the principles of the code.

Shilpa Pharma Lifesciences Ltd., Code is designed to prevent, detect, and address any alleged on of misconduct and to provide guidance to Personnel in recognizing and dealing with important ethical and legal issues and to foster a culture of honesty and accountability within the organization on. All Personnel must conduct themselves according to this Code and seek to avoid improper behavior.

This Code is not intended to cover every legal or ethical issue that may arise in the course of the business. If you have any questions or concerns regarding this Code or its applicable on yourself in any circumstance, you should contact the Human Resources Head of Company.

This Code is, at places, more restrictive than the applicable laws and regulations, and Personnel are required to abide by the Code even when it imposes requirements that go beyond legal obligations. If employees are uncertain of the applicable legal requirements or if they believe that they are subject to conflicting legal obligations, they must bring the matter to attention of the Human Resources Head of Company.

2. GENERAL STATEMENT OF COMPANY POLICY

Shilpa Pharma Lifesciences Ltd., is committed to developing and commercializing high quality pharmaceutical products that meet the needs of patients and health care providers, as well as providing value to our stockholders and employees. We are also committed to integrity and the pursuit of excellence in all that we do. We will fulfill these commitments while upholding a high level of ethical conduct and meeting our responsibilities as good corporate citizens at all times.

This Code of Conduct (the "Code") is one element of Shilpa Pharma Lifesciences Ltd.,' efforts to ensure lawful and ethical conduct by the company and its subsidiaries and their employees, officers and directors. It is part of a larger process that includes compliance by all employees, officers and directors with all corporate policies and procedures, open communication throughout the company, and the use and expectation of the highest integrity and good judgment. Although laws and customs will vary in different locations where we may operate, our basic ethical responsibilities are global.

3. OVERVIEW OF THE CODE OF CONDUCT:

The Code of Conduct applies to all employees, officers and directors of Shilpa Pharma Lifesciences Ltd., and its subsidiaries and references herein to "employees" are intended to cover all employees and officers of the company. Under the Code, each employee and director individually must:-

1 Act with honesty and integrity at all times as a representative of the company;

2 Become familiar with, and conduct company business in compliance with, applicable laws, rules and regulations;

3 Understand and comply with the company's standards of business conduct and underlying policies and procedures;

4 Adhere to company standards for protecting the safety and health of our employees, our customers, as well as our communities;

5 Treat patients, customers, partners and suppliers in an honest and fair manner, with integrity;

6 Be able to identify and appropriately handle actual or apparent conflicts of interest and avoid situations where personal interests are, or appear to be, in conflict with company interests;

7 Safeguard and properly use company proprietary information, assets and resources, as well as those of our customers, vendors and collaboration partners, which are entrusted to us;

8 Maintain confidentiality of the company's non-public information;

9 Protect the company's assets and ensure their efficient use; and

10 Take the initiative to promptly report any violation or possible violation of this Code in accordance with the reporting procedures set forth in this Code.

This Code provides general principles and information to employees and directors on their basic ethical and legal responsibilities. This Code is not intended to address every situation or set forth every rule, procedure or policy of Shilpa Pharma Lifesciences Ltd., and it is not a substitute for the responsibility of each employee and director to exercise good judgment and common sense. If employees have questions about how to apply the company's business standards, policies or procedures, they should seek clarification from their supervisors or, if necessary, from the company's Human Resources Department. If a director has a question about the company's standards, policies or procedures, he/she should contact the Human Resources Head of Company or, if the question concerns the company's compliance policies, this compliance officer of Company.

A. HONEST AND ETHICAL CONDUCT AND FAIR DEALING:

Employees and directors should endeavor to deal honestly, ethically and fairly with Shilpa Pharma Lifesciences Ltd., all employees, partners, customers, suppliers, agents, independent contractors, consultants and shareholders and competitors in compliance with all applicable laws, rules and regulations. Shilpa Pharma Lifesciences Ltd., all employees and directors is prohibited from or must not take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other unfair-dealing practice. We pursue to outpace our competition fairly, honestly and ethically. We pursue competition advantages through snootier performance, never through unethical or illegal business practices. Stealing other companies' proprietary information, possessing trade secret information that was obtained without the owner's consent, or inducing such

disclosures by past or present employees of other companies is prohibited.

B. COMPLIANCE WITH THE LAW, RULES AND REGULATIONS:

Compliance with applicable laws, rules and regulations is an overriding principle of Shilpa Pharma Lifesciences Ltd., standards of conduct. To maintain the Company's reputation, compliance with our quality standards and safety requirements is essential. In the context of ethics, quality requires that our products and services reflect our ethical obligations. All operations and process must be conducted in accordance with all applicable laws and regulations. It is the company's policy that the company and each employee and director conduct business in accordance with applicable federal, state and local laws, rules and regulations, and those of other countries in which the company does business. Employees and directors should understand the laws that apply to the performance of their jobs, and ensure that company operations with which they are involved are conducted in conformity with those laws. Violations of the law can seriously damage the company's reputation, subject the company to liability and/or adverse governmental proceedings, and in some cases, subject individual employees and directors to personal liability. Employees and directors may not instructor request, either directly or indirectly, other employees or directors to violate the law. Each employee and director must be alert and sensitive to situations that could result in illegal, unethical or improper action. Questions concerning any legal responsibility or interpretation of legal requirements should be referred to the General Counsel. Obeying the law, in spirit, is the foundation on which the Company's ethical standards are built. In conducting the business of the Company, all employees shall comply with applicable laws, rules and regulations in India and in any other jurisdiction in which the Company does business. Although not all Personnel is expected to know the details of these laws, it is important to have sufficient knowledge about the applicable local, state and national laws to determine when to seek advice from supervisors, managers or other appropriate personnel of the Company.

C. CONFIDENTIAL INFORMATION:

Shilpa Pharma Lifesciences Ltd., believes in and respects personal privacy and dignity. Shilpa Pharma Lifesciences Ltd., collects and retains personal information. All Employees must maintain the confidentiality of information entrusted to them by Shilpa Pharma Lifesciences Ltd., or other companies with which we have business

relationships, including our suppliers, customers and partners, except when disclosure is legally mandated or covered by an appropriate confidentialityagreement.

Unauthorized disclosure of confidential information is prohibited. Confidential and proprietary information generated and gathered in our business is a valuable Company asset. Protecting this information is vital to our continued growth and ability to compete. All confidential and proprietary information should be maintained in strict confidence, except when disclosure is authorized by the Company. All Personnel is required to use Confidential Information of Shilpa Pharma Lifesciences Ltd., for business purposes only and must always keep such information in strict confidence. This responsibility extends to Confidential Information of third parties that the Company has received under confidential disclosure agreements. Employees must also abide by any lawful obligations that they have to their former employers. These obligations may include restrictions on the use and disclosure of confidential information and restrictions on the solicitation of former colleagues to work at Shilpa Pharma Lifesciences Ltd., Any employee who believes he or she has obligations to former employers in addition to general ongoing confidentiality obligations should discuss the matter with the company's Human Resources Head of Company, and should provide the General Advice with a copy of any agreements the employee has signed with former employers covering matters such as intellectual property, noncompetition and no solicitation.

D. INSIDER TRADING:

From time to time employees and directors may have or receive information about Shilpa Pharma Lifesciences or other companies that has not been disclosed publicly ("inside information"). Inside information that is likely to be considered important by investors is material. Employees or directors who have material inside information about the company must refrain from trading in the company's stock, advising anyone else to do so or communicating the information to anyone outside the company until the information is disseminated to the public. The prohibition on insider trading also apply to the securities of companies with which Shilpa Pharma Lifesciences Ltd., does business and as to which employees and directors may have important information that has not been publicly disclosed. Regardless of whether they have material inside information, employees and directors are not permitted to engage in speculative transactions in the company's securities, including short sales, transactions in put or

call options, hedging transactions and other inherently speculative transactions.

All employees and directors should be familiar with the company's insider trading policy. Violation of Shilpa Pharma Lifesciences Ltd., insider trading policy may result in civil liability and criminal penalties, as well as disciplinary action by the company. Questions about the company's policy should be directed to the Head of Human resource.

E. EMPLOYMENT PRACTICES AND NON-DISCRIMINATION:

1. **Treatment of employee:** Shilpa Pharma Lifesciences Ltd., regards the diversity of its Personnel as an important asset. The Company is firmly committed to provide equal opportunity in all aspects of employment. The diversity and talent of Shilpa Pharma Lifesciences Ltd., all employees represent a highly valuable company asset. Consistent with our respect for individual employees, Shilpa Pharma Lifesciences Ltd., is committed to providing a work environment free from discrimination based on race, color, religion, national origin, sex, age, disability, sexual orientation, marital status or any other unlawful factor. This means that we comply with applicable employment laws, including laws against discrimination, in all aspects of employment, including recruiting, hiring, compensation, promotion and termination. It also means that Shilpa Pharma Lifesciences Ltd., does not permit conduct that creates an intimidating or offensive work environment as defined under employment law. Such conduct may include, but is not limited to, racist, sexist, or ethnic comments or jokes; sexual advances or inappropriate physical contact; or sexually-oriented gestures, pictures, jokes or statements and will not tolerate any illegal discrimination or harassment of any kind including but not limited to derogatory comments based on racial or ethnic characteristics and unwelcome sexual advances.

a) **Sexual harassment:** Any unwelcome sexual advance, request for sexual favor or other verbal, non-verbal or physical conduct of a sexual nature that creates a threatening, unfriendly or offensive work environment will be considered as a sexual harassment. Any Personnel engaging in sexual harassment will be subject to disciplinary action up to and including termination of employment and/or liable to indemnify the Company for the loss incurred by the Company. Shilpa Pharma encourages Personnel to share relevant information about actions that may either violate or have the potential to violate this Code, with the concerned superior(s) or

report the same as per the provisions of the 'Policy on Prevention, Prohibition and Redressal of Sexual Harassment.' Superiors need to be alert to any potential cases of threatening or harassment, and ensure that this situation is terminated as soon as possible.

b) **Health and Safety.** Shilpa Pharma Lifesciences Ltd., is committed to providing its employees with a safe and healthy work environment. To support that commitment, employees must abide by all safety rules and practices and assume responsibility for taking the necessary precautions to protect themselves and their co-workers. Employees are also responsible for immediately reporting accidents, injuries and unsafe practices or conditions, and for taking appropriate, timely action to correct unsafe conditions. To help ensure a safe work environment, Shilpa Pharma Lifesciences Ltd., prohibits threatening, reckless or violent behavior by employees, possession of weapons on company property or while conducting company business and willful destruction of property. Shilpa Pharma Lifesciences Ltd. is also committed to a drug-free workplace. The misuse of drugs or alcohol, both legal and illegal, while on company premises or business interferes with a safe, healthy and productive work environment and is prohibited. Specifically, Shilpa Pharma Lifesciences Ltd., prohibits the use, sale, purchase, transfer or possession of illegal drugs (or any offer to do so), or the abuse of legal drugs or alcohol, on its premises, in its vehicles and while conducting company business.

F. PRODUCT QUALITY:COMPLIANCE:

The safety and quality of Shilpa Pharma Lifesciences Ltd., products and services are essential to customers & indirectly physicians and their patients and are key to our mission and values. The company maintains quality and regulatory compliance systems that conform to our internal requirements and comply with applicable laws. These systems are and will be described in quality policies, standard operating procedures and training programs adopted from time to time by the company. They incorporate a management review process that includes quality audits and system effectiveness reviews. Employees should become familiar with these systems and work with their supervisors to obtain all necessary training. Management will consider disciplinary actions, up to and including immediate dismissal, for violations of the company's quality system policies and procedures. Each employee is responsible for

the quality of his or her work, for implementing the relevant provisions of the quality system and for complying with Shilpa Pharma Lifesciences Ltd., policies and procedures. Any violations of the law or non-conformances with company procedures must be reported promptly to a supervisor, the Chief Regulatory Officer or the General Counsel.

Shilpa Pharma Lifesciences Ltd., quality practices encompass regulatory submissions, manufacturing, advertising, labeling, promotional materials and activities, and other product and service requirements. The practices, policies and procedures are designed to ensure compliance with applicable laws and regulations. The company also establishes: design control procedures to ensure that products and manufacturing processes conform to applicable regulations, a supplier quality assurance program to ensure that purchased products and services conform to specifications and regulatory requirements; and procedures to isolate and control nonconforming products, to investigate the causes of nonconformance, and to implement corrective action to prevent a recurrence.

An employee who violates Shilpa Pharma Lifesciences Ltd.,' quality policies, practices and procedures may be personally liable for intentional violations of regulatory and legal requirements. Deliberate deception or fraud is not tolerated by the company. Employees in a supervisory capacity may be liable for violations committed by employees under their supervision. Employees are expected to exert due diligence in preventing and detecting violations of laws and regulations. Any questions concerning potential violations may be referred to a member of the Quality or Regulatory departments.

G. SALES AND MARKETING PRACTICES:

Shilpa Pharma Lifesciences Ltd., products must be marketed and sold fairly and honestly, solely on the basis of their quality, capabilities, price, service level and other genuine attributes. The company intends to succeed in the marketplace through superior performance, not by unethical or manipulative practices. Each employee and director must treat customers and vendors honestly and fairly. Employees should not make false or misleading remarks to customers or suppliers about other customers/suppliers or about competitors of the company, their products or their services. Each employee and director must avoid deprecation and criticism of competitors, their products or services, but employees and directors may state truthful descriptions of specifications and shortcomings of such products or services.

H. ADVERTISING, SALES AND PACKAGING:

Each employee, in performing his or her duties, is responsible for truthfully conveying product attributes. An employee must not misstate facts or create misleading impressions in any labeling, advertising, packaging, literature or public statements. Employees also must not promote a product for a use other than that specified in the official product label. Omissions of important facts or wrongful emphasis of material may be misleading; the total impression of the message must be balanced. Many laws, regulations, guidelines policies and procedures are applicable to the sale and marketing of our products, including regulations of the FDA guidelines, among others. Shilpa Pharma Lifesciences provides specific training in these matters to the sales and marketing organization and others in the company involved in these activities. Management will consider disciplinary actions, up to and including immediate dismissal, for violations of these laws, regulations, policies and procedures.

I. GIFTS, GRATUITIES, BRIBES AND KICKBACKS AND ANTI-MONEY LAUNDERING:

Shilpa Pharma Lifesciences is committed to doing business with integrity. We will abide by all applicable anti-bribery laws and the local laws in every country in which we undertake business. Company does not tolerate corruption or bribery under any circumstances and will not deviate from regulations to expedite approvals and thus gain advantage over competitors. Offering gifts, gratuities or entertainment that are not reasonable complements to a business relationship, but that are primarily intended to obtain sales or otherwise win favour or influence, must be avoided with all parties with whom the company does business. Reasonable non-cash gifts, gratuities and entertainment of modest value are generally permissible business courtesies when dealing with non-government customers. Such business courtesies should be reasonably related to a legitimate purpose and otherwise in compliance with Shilpa Pharma Lifesciences' policies and procedures. Gifts must be reported in the manner prescribed by the Finance and Corporate Compliance Departments. No employee must give, offer, promise to offer, or authorize the offer, directly or indirectly (proxy bribing), anything of value (such as money, shares, goods or service), any type of gratuity, kickback, bribe, payoff or advantage (whether in cash or any other form) to

government officials, customers, potential customers, foreign officials including officials of any public international organizations which could be regarded as influencing any business decision or to obtain improper advantage. Shilpa Pharma Lifesciences Ltd., is committed to comply with all laws that prohibit money laundering or financing for illegal or illegitimate purposes. "Money laundering," is the process by which persons or groups try to conceal the proceeds of illegal activities or try to make the sources of their illegal funds look legitimate.

J. CONFLICT OF INTEREST; CORPORATE OPPORTUNITIES:

Each employee's primary employment responsibility is to Shilpa Pharma Lifesciences Ltd. Any outside activity, such as a second job or self-employment, should be kept totally separate from activities with Shilpa Pharma Lifesciences. An employee may not use company time, name, influence, assets, facilities, materials or services of other employees for outside activities, unless specifically authorized by the company. A conflict of interest occurs when a personal interest interferes, or appears to interfere, with the interests of the Company. A conflict of interest can arise whenever Personnel take action and have an interest that prevents them from performing the Company duties and responsibilities honestly, objectively and effectively. All Personnel must act in the best interests of the Company and must refrain from engaging in any activity or having a personal interest that presents a conflict of interest.

Disclosure: It is the responsibility of each employee and director to disclose any transaction or relationship that reasonably could be expected to give rise to a conflict of interest to the company's Head of Human resource of company or, if the employee is an executive officer, to the Board of Directors, who will be responsible for determining whether the transaction or relationship constitutes a conflict of interest. Some loans are expressly prohibited by law and applicable law requires that our Board of Directors approve all loans and guarantees to employees. As a result, all loans and guarantees by Shilpa Pharma Lifesciences must be approved in advance by the Board of Directors or the Audit Committee.

In addition, annual disclosures of affiliations and potential conflicts of interest are to be furnished in writing by executive officers, directors and other designated employees of the company. This disclosure regarding potential conflicts of senior management personnel will be submitted for review by the Audit Committee of the Shilpa Pharma Lifesciences Ltd., Board of Directors.

Corporate Opportunities: Employees and directors must not take for themselves personally or for family members or other businesses any opportunities that are discovered through the use of Shilpa Pharma Lifesciences Ltd., property, information or position; use any Shilpa Pharma Lifesciences Ltd., property, information or position for personal gain; or compete with the company. Each employee and director owes a duty to the company to advance its legitimate interests whenever the opportunity to do so arises.

K. RELATED PARTY TRANSACTIONS:

The Company recognizes that Related Party Transactions in accordance with the Related Party Transactions Policy of the Company can present potential or actual conflicts of interest and create the appearance that Company decisions are based on considerations other than the best interests of the Company. A transaction involving both Shilpa Pharma Lifesciences Ltd., and one of its directors, officers or significant stockholders which presents an actual or potential conflict of interest with the person's duties to Shilpa Pharma Lifesciences Ltd., is considered a "related party transaction." The Board of Directors has adopted a policy with respect to the disclosure to and review of related party transactions by the Audit Committee. A copy of the company's Related Party Transaction policy is provided to each director and officer and is available upon request from the company.

L. ACCURATE RETENTION OF BUSINESS RECORDS:

Each employee and director must record information completely, accurately, honestly and in a timely manner. Employees and directors should use good judgment and common sense when preparing any company document and ensure that the document objectively and accurately reflects the facts of the situation it addresses. Accurate information is essential to Shilpa Pharma Lifesciences Ltd., ability to meet its legal and regulatory obligations.

Documents that require signatures, such as production or quality assurance documents or expenditure authorizations, must be actually signed by the person whose name appears on the document. This requirement applies to electronic as well as handwritten signatures.

All company books, records and accounts must be maintained in accordance with all applicable regulations and standards and accurately reflect the true nature of the

transactions they record. Financial records must accurately reflect transactions and conform to generally accepted accounting principles. No entry may be made on the company's books or records that intentionally hides or disguises the true nature of any transaction. No accounts, assets or funds may be established that are not disclosed or recorded in the company's accounting records.

Laboratory notebooks must be used and maintained by employees in accordance with the company's laboratory notebook policies and procedures implemented by the Vice President, Intellectual Property. Keeping lab records properly is essential for the preservation of Shilpa Pharma Lifesciences Ltd., proprietary assets.

M. WHISTLE BLOWER POLICY:

The "Whistleblower Policy" of Shilpa Pharma encourages Directors and employees (hereinafter referred to as 'employees') to bring to the Company's attention, instances of unethical behavior, actual or suspected incidents of fraud or violation of the Shilpa Pharma Code, that could adversely impact the Company's operations, business performance and / or reputation. The Company will investigate such reported incidents in an impartial manner and take appropriate action to ensure that the requisite standards of professional and ethical conduct are always upheld.

N. DEALING WITH MEDIA:

To facilitate achievement of our business plans, it is necessary to communicate our plans and achievements in the most effective manner through media to our Internal & External Stakeholders including customers, employees, and to the community at large in which Shilpa Pharma operates.

O. RESPONDING TO GOVERNMENT REQUESTS:

It is Shilpa Pharma policy to cooperate with all reasonable requests concerning company operations from federal, state, municipal and foreign government agencies, such as the Food and Drug Administration, the Drug Enforcement Administration, the Securities and Exchange Commission and the Department of Justice. However, employees should consult with the Legal Department or Regulatory Affairs, as appropriate, before responding to these requests, submitting to an interview, or allowing government officials to have access to company facilities and documents or to take photographs or conduct interviews. If an employee is unclear about his or her

area's procedures for responding to such requests, he or she should notify Regulatory Affairs or the company's Legal Department, and waits for instructions before proceeding.

P. PROHIBITION AGAINST COMPANY POLITICAL CONTRIBUTIONS:

Unless any applicable law requires otherwise, the Company funds or assets shall not be used for making political contributions of any kind, in India without the approval of the Board of Directors of the Company and in any other country without any such approval required, if any, in accordance with the applicable laws of the respective jurisdiction. This prohibition covers not only direct contributions, but indirect support of candidates or political parties; e.g., the purchase of tickets for special dinners or other fund-raising events, the loan of Personnel to political parties or committees, and the furnishing of transportation or duplicating services.

Q. COPYRIGHTED WORKS:

Copyright laws protect the original expression in, among other things, written materials, works of art and music, and prohibit their unauthorized duplication, distribution, display and performance. This means that we may not reproduce, distribute or alter copyrighted materials from books, trade journals, computers, software or magazines, or play discs or videotapes, without permission of the copyright owner or its authorized agents such as the Copyright Clearance Center.

Software used in connection with Shilpa Pharma Lifesciences Ltd.' business must be properly licensed and used only in accordance with that license. Using unlicensed software could constitute copyright infringement. If employees have questions about copyright laws, they should contact the Vice President, Intellectual Property.

R. ACCOUNTABILITY FOR ADHERENCE TO THE CODE:

All Personnel is responsible for adherence to this Code. Shilpa Pharma will promptly investigate all alleged violations and potential violations of this Code, or of any related Shilpa Pharma standard, policy or procedure. Any allegations will be treated confidentially, to the extent consistent with Shilpa Pharma's interests and its legal obligations. All Personnel are expected to cooperate with an investigation of an alleged violation of the Code. If Shilpa Pharma determines that corrective action is necessary to fix a problem and avoid the likelihood of its recurrence, Shilpa Pharma will promptly decide what steps to take, including legal proceedings when appropriate. To the extent legally permissible under applicable law, appropriate

disciplinary action will be taken, in relation to this Code or any related Shilpa Pharma standard, policy or procedure. All Personnel must certify, in writing or electronically, that they have received, read, understood and shall abide by this Code.

S. WAIVERS UNDER THE CODE:

To the maximum extent permitted by applicable laws of any jurisdiction, some of the policies contained in this Code must be strictly adhered to and no exceptions can be allowed, in other cases exceptions may be possible. Any Director who seeks an exception to any of these policies must contact the Chairman of the Company. Any employee who seeks an exception to any of these policies must contact the Human Resources Head. Any waiver of this Code or any change to this Code may be made only by the Board of Directors or such designated authorities of the Company.

T. RESPONSIBILITY TO ASK QUESTIONS:

Every employee has the responsibility to ask questions, seek guidance and express concerns regarding compliance with the Code. If you encounter a situation or are considering a course of action and its appropriateness is unclear, your most immediate resource for any matter related to the Code is your supervisor. He or she may have the information you need or may be able to refer the question to another appropriate source. There may, however, be times when you prefer not to go to your supervisor. In these instances, you should feel free to discuss your concern with Human Resources. If a concern relates to a specific issue discussed in this Code, you may direct your question to the individuals identified in the applicable provision of the Code.

U. PROCEDURES FOR REPORTING POSSIBLE VIOLATIONS

If you wish to report potential misconduct by another person or a possible violation of the Code or other company policies, you may report the misconduct or possible violation in accordance with the Company's Open Door Policy for Reporting Suspected Violations and Complaints. Specifically, the information may be reported to a supervisor, Human Resources. Suspected violations may also be reported anonymously on the company's Compliance Hotline at 08532 - 238704, through the company's anonymous Compliance internet reporting System at https://www.vbshilpa.com/by e-mail at info@vbshilpa.comor by mail to the

appropriate individual or department. Supervisors must promptly report any complaints or observations of Code violations to the Human Resources or Chair of the Audit Committee. If you make a report to your supervisor, and you believe your supervisor has not taken appropriate action, you should contact the Human resource or Chair of the Audit Committee directly.

V. DISSEMINATION AND AMENDMENT:

Shilpa Pharma reserves the right to amend, alter or terminate this Code at any time for any reason. This document is not an employment contract between Shilpa Pharma and any of its employees and does not alter Shilpa Pharma at-will employment policy.

02. RECRUITMENT PROCEDURE OF NEW EMPLOYEES:-

1.0 **Purpose**:

To describe the procedure for systematic recruitment of new employees.

2.0 **Scope**:

This SOP is applicable to all departments at M/s. Shilpa Pharma Lifesciences Limited.

3.0 **Definitions / Abbreviations**:

PA: Personnel and administration.

HOD: Head of the department.

4.0 **Accountability:**

Personnel directly associated with system

5.0 **Responsibility**:

Head of Personnel & Administration department / Designee is responsible for implement this procedure during requirement of new employees.

6.0 **Procedure**:

6.1. **RECRUITMENT:**

6.1.1. Based on manpower requirement, head of the department of PA shall initiate the process of recruitment in consultation with functional head, head operation and concerned department heads.

6.1.2. Minimum qualification of candidates shall be follows as per requirement (Not limited to).

6.1.3. Head of the department PA shall collect applications matching candidate profiles through internal data bank / consultants / external advertisements and forward to respective department head for short listing.

6.1.4. Short listed candidates shall be interviewed by concerned department head and head PA/ Designee.

6.1.5. At the time of interview, record the interview evaluation details of the candidates in the format FM-PA-031 and send to the management for final approval.

6.1.6. After final approval of the management, head PA/designee shall send offer letter to the selected candidate with list of required documents for joining.

6.1.7. For completing the joining and induction procedures, follow the current version of SOP/PA/GEN/009.

6.1.8. All the formats shall be kept in the personal file of employee and these documents are not returned to Quality Assurance Department and preserved with head PA/ Designee.

6.1.9. If candidate rejected during interview or final approval of management or any other reasons, the records /formats associated with the rejected candidate shall be preserved in separately.

03. HUMAN RIGHTS POLICY.

1. SCOPE:

Applicable to all employees (part time or otherwise) of Shilpa Pharma Lisfesciences Limited & its subsidiaries, including business partners, contractual employees, trainees, volunteers, consultants, and members of Board of Directors.

2. OBJECTIVE & PREAMBLE:

Shilpa Pharma Lifesciences Limited is committed to uphold and respect in elevation standards of human rights of our employees, trainees, vendors, suppliers, members of the Board of Directors and business associates.

3. POLICY DETAILS:

Shilpa Pharma Lifesciences Limited & its subsidiaries recognize, respect, and promote human rights by treating everyone with dignity. This policy is Imbibes the spirit of human rights in our operations and value chain. We are also guided by the ten principles of the UN Global Compact covering human rights, labor, the environment, and anti-corruption. Our commitment to human rights arises from our Values, which are the basis of our code of conduct. The Company strives to create a work environment that is conducive to safeguarding human rights. We expect all our employees, trainees, vendors, suppliers, and business partners to abide by our Values.

Vision & Values:-

Vision: Our vision is to enhance global healthcare through innovative and affordable products for patients, partners, and healthcare systems across the globe.

Values: Every individual covered in this policy shall be responsible for achieving their goals efficiently and effectively while being aligned to the overall business goals and values of the Company. The Company advocates and practices five values listed herein, with a Zero Tolerance approach to violations.

1. Integrity & Ethical behavior
2. Performance driven work culture
3. Value creation through innovation & differentiation
4. Quality through compliance & best practices
5. Collaboration, teamwork & mutual respect

Our Code of Conduct confirms our commitment to abide by all applicable laws relating to wage, benefit, safety, and human rights principles as mentioned below:

4. CHILD LABOR AND FORCED/COMPULSORY LABOR:

a) Shilpa Pharma Lifesciences Limited does not use any form of forced, compulsory, trafficked, child or involuntary labor.

5. Diversity, Equal Opportunity, and Non-Discrimination:

a) Shilpa Pharma Lifesciences Limited is committed to promoting equitable, equality, diversity and mutual trust in the workplace and providing equal opportunity for all individuals regardless of race, color, religion, age, gender, sexual orientation, nationality, disability, political opinion, and other factors as may be covered in labor laws.

b) Shilpa Pharma Lifesciences Limited has incorporated merit-based processes in hiring, recruitment, development, compensation, and promotions solely based on qualifications, performance, skills, and experience.

c) We follow a transparent and merit-based process for recruitment, development, and compensation.

d) Shilpa Pharma Lifesciences Limited employees are free to join or refrain from joining employee collectives without fear, retaliation, or harassment.

6. Environment, Health and Safety:

a) Shilpa Pharma Lifesciences Limited is committed towards providing a safe, healthy, and clean working Environment including appointment of relevant committees mandated by laws or otherwise.

b) Shilpa Pharma Lifesciences Limited encourages the development and diffusion of environmentally friendly practices.

7. Wage, Working Hours and Benefits:

a) Shilpa Pharma Lifesciences Limited endeavors to promote work-life balance and remains in compliance with all applicable laws pertaining to wage, work hours, over time and other benefits.

8. Data Privacy:

a) At Shilpa Pharma Lifesciences Limited, we respect the privacy of all individuals and confidentiality of any personal data that the Company holds about them is adequately protected.

9. Disciplinary Practices:

a) Shilpa Pharma Lifesciences Limited complies with laws and regulations that govern the pharmaceutical industry. Shilpa Pharma Lifesciences Limited therefore expects every individual to comply with the applicable laws, notifications from authorities, and company policies at work or otherwise. Non-Compliance shall attract disciplinary action as per our Code of Conduct and standing orders.

10. Corporate Social Responsibility:

a) As per CSR policy at Shilpa, Shilpa Pharma Lifesciences Limited is committed to demonstrate good corporate citizenship, by not only complying with all relevant laws and regulations, but also actively assisting with the improvement of the quality of life of people in the communities in which it operates.

11. Management Systems:

a) Shilpa Pharma Lifesciences Limited encourages individuals, including business partners, to speak up without hesitation or fear if they believe in good faith that the Shilpa Pharma Lifesciences Limited policies including code of conduct, regulations, or any laws are being breached, or an individual or group is acting in a manner that would adversely impact the interest of Shilpa Pharma Lifesciences Limited and or its employees. As enshrined in Shilpa Pharma Lifesciences Limited Whistleblower & Integrity Policy, any individual can raise concern against suspected unethical/non-compliant activities through multiple channels, including writing to a dedicated email ID as mentioned in our Code of Conduct.

b) Shilpa Pharma Lifesciences Limited commits to work against corruption in all its forms, including extortion and bribery.

c) We carry out annual review of all relevant policies to identify any amendments to be made to the policies for ensuring all aspects relating to human rights are covered.

The Head of HR is authorized to amend this policy from time to time as relevant.

04. ANTI-BRIBERY AND CORRUPTION POLICY:-

1. INTRODUCTION:

Shilpa Pharma Lifesciences Ltd., is committed to conducting business in an ethical and honest manner and is committed to implementing and enforcing systems that ensure bribery is prevented. SPL has zero-tolerance for bribery and corrupt activities. We are committed to acting professionally, fairly, and with integrity in all business dealings and relationships, wherever we operate. If any employee breaches this policy, they will face disciplinary action and could face dismissal for gross misconduct. This policy applies to all Shilpa Pharma Lifesciences Ltd directors, officers, and employees engaged in business transactions, at any level, on behalf of Shilpa Pharma Lifesciences Limited or any of its fully owned or controlled subsidiaries and no matter where they are located.

2. POLICY STATEMENT:

This policy sets out the anti-corruption policy of Shilpa Pharma Lifesciences Ltd., with respect to the conduct of Company personnel in their business dealings for or on behalf of the Company anywhere in the world. It is the Company's policy to conduct its business in a manner designed to maintain a culture of honesty and opposition to fraud and corruption. The Company will adhere to ethical practices in its business and not attempt to improperly influence others (directly or indirectly) by paying or accepting bribes or kickbacks in any form. The Company will comply with all applicable laws, rules and regulations of any country in which it does or intends to do business, including the Foreign Corrupt Practices Act. This policy is a supplement to the Company's Code of Conduct (the "Code") and should be read in conjunction with the Code as well as the Company's compliance policies on promotional activities and interactions with healthcare professionals.

Comply with local laws and international anti-corruption conventions and shall not engage in, or cause Shilpa to engage in, any form of corrupt practices. Not make any illegal contribution, directly or indirectly, to any third parties or public officials. Establish processes to prevent corruption, for example, by implementing an anticorruption policy and by providing relevant training to their staff. Avoid all direct potential conflict of interest while engaged with Shilpa. Be aware that no Shilpa employee may offer or provide, directly or indirectly, any undue advantage to the

Business Partner in exchange for personal gain of any kind. Be aware that Shilpa will not accept any benefit intended for a Shilpa employee to facilitate the Business Partner's business with Shilpa. This policy does not prohibit the giving or accepting of normal and appropriate gestures of hospitality and goodwill (whether given to/received from third parties) so long as the giving or receiving of reasonable gifts and appropriate hospitality is for legitimate purposes such as building relationships and maintaining Shilpa Pharma Lifesciences Limited image or reputation.

3. **PRINCIPLES AND RULES:**

   Principles and Rules Associates must not bribe and they must not use intermediaries, such as agents, consultants, advisers, distributors or any other business partners to commit acts of bribery. Shilpa Pharma does not distinguish between public officials and private persons so far as bribery is concerned: bribery is not tolerated, regardless of the status of the recipient. Always ask yourself before offering, giving, or promising anything of value to any person if what you are considering could be viewed as having an illegitimate purpose. If the answer is yes, you must not proceed. If you are in any doubt, consult a legal or compliance representative before proceeding.

4. **DEFINITIONS:** Bribery means offering, giving or promising (or authorizing someone to offer, give, or promise) an improper benefit, directly or indirectly, with the intention of influencing or rewarding the behavior of someone to obtain or retain a commercial advantage. Bribery can take a variety of forms – offering or giving money or anything else of value. In fact, even common business practices or social activities, such as the provision of gifts and hospitality, can constitute bribes in some circumstances. Situations when Associates receive, agree to receive, request or accept a financial benefit or anything else of value are regulated by the Conflicts of Interest Policy.

5. **RECORD-KEEPING:**

   Shilpa Pharma will keep detailed and accurate financial records and will have appropriate internal controls in place to act as evidence for all payments made. We will declare and keep a written record of the amount and reason for hospitality or gifts accepted and given, and understand that gifts and acts of hospitality are subject to managerial review.

6. HOW TO RAISE A CONCERN:

If you suspect that, there is an instance of bribery or corrupt activities occurring in relation to Shilpa Pharma, you are encouraged to raise your concerns at as early a stage as possible. If you are uncertain about whether a certain action or behavior can be considered bribery or corruption, you should speak to your line manager. Shilpa Pharma will familiarize all employees with its whistleblowing procedures so employees can vocalize their concerns swiftly and confidentially.

05. CHILD LABOUR AND HUMAN TRAFFICKING POLICY:-

We as a "Shilpa Pharma Lifesciences Ltd" understand that our biggest exposure to Modern Slavery is in our product supply chain. All pharmaceutical products or components which are used in humans must comply with Good Manufacturing Practice (GMP) rules. To be GMP compliant, manufacturers must follow detailed rules and guidance regarding the quality of products they produce, their facilities and their staff. All manufacturing sites are subject to periodic inspections based on a risk assessment by applicable government regulators to check they are GMP compliant. It is intended that all potential new suppliers and manufacturers shall be subject to additional due diligence checks in the form of ethical/compliance audits conducted by or on our behalf. No contract will be awarded to a supplier who is unable to comply with the Modern Slavery Act 2015. Any member of our supply chain found to be indulging in irresponsible, unfair and unethical business practices should be condemned and appropriate action shall be taken.

1.OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING:-

Shilpa Pharma Lifesciences ltd., support the Modern Slavery Act 2015 in all parts of its business services. We have a zero-tolerance approach to any form of Child labour and human trafficking. We are committed to ensuring that modern slavery and human trafficking do not take place within our business or supply chain.

Policy Statement:- Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners.

We at Shilpa Pharma Lifesciences Ltd., do not employ any child labour/forced labour, who is less than 18 year of age in our organizations for any of the activities.

1 Child labour/Forced labour are neither employed nor supported.

2 Support our staff to be aware of the risks of human trafficking and modern slavery and to act appropriately when any such risk is detected.

3 Conduct due diligence on business partners within our supplier chain.

4 Adopt a proactive approach to reporting suspicions of hidden worker exploitation to the appropriate authorities.

5 Encourage workers to report cases of third party labour exploitation, provide the means to do so and investigate and act on reports appropriately

6 Positively encourage and support employees and contractors to report such exploitation which may be occurring within their communities. Points of reference include Line Managers, the Head of Human resource and avenues outlined in the Shilpa Pharma Whistle blowing Policy.

7 Shilpa Pharma accepts that job finding fees are a business cost and will not allow these to be paid by job Applicants.

8 As appropriate, designate managers to attend training on the prevention of labour exploitation who will have responsibility for developing and operating company procedures.

9 Expects our business partners and associates to have and uphold similar standards and abide by country governing laws in countries where in they operate. If violation of these Principles become known to Shilpa Pharma and not be remediated, Shilpa Pharma will take serious action, including discontinuation of business relationship.

06. HOLIDAY POLICY:-

1. OBJECTIVE

To describe the guidelines for National & Festival holidays.

2. SCOPE

The scope of the policy extends to all activities at SPL.

3.POLICY

Establish the National/Festival Holiday based on the National & State regulation and the local tradition.

4. RESPONSIBILITY

Head HR is responsible to implement the requirements as applicable to the employees.

SPL. Head Procurement is responsible to ensure the compliance of the requirements by Supplier, Sub-Supplier and Sub-contractors.

5. PROCEDURE

1. The Employees & workers are entitled for 11 holidays, which includes National/ Festival Holidays. The break-up will be communicated at the beginning of every calendar year and also updated in Kagami Attendance software.

2. National/ Festival holiday dates varies year on year based on the festival dates is communicated in the holiday calendar.

National Holidays (Republic Day, Independence Day & Gandhi Jayanthi.)

Festival Holidays (Makar Sankranti, Ugadi, May Day, Ramjan, Ganesh Chaturthi, Dussehra, Kannada Rajyothsava & Deepawali)

3. On the day of elections i.e, State Assembly/Lok Sabha/Gram Panchayat, paid holiday will be given to promote voting turnout..

4. Holiday list displayed in notice board as well as in Kagami Software for awareness of Employee & Workers.

RECORDS

The Records are maintained in Kagami Software

07. LEAVE POLICY:-

1. OBJECTIVE

To describe the provisions for leaves available as per the company policy.

2. SCOPE

The scope of the policy extends to all activities at SPL.

3. POLICY

The establish Leave Policy based on the National & State regulations.

4. RESPONSIBILITY

Head HR is responsible to implement the requirements as applicable to the employees of SPL.
Head Procurement is responsible to ensure the compliance of the requirements by Supplier,

5. PROCEDURE

All employees and workers are entitled the followings:-

S No	Type of Leave	Yearly
1	Casual Leaves	05
2	Sick Leaves	05
3	Earned Leave	15
4	Maternity Leaves	12 Weeks

1. Employees Leave Records are maintained through Kagami Software.
2. All employees' leaves are updated in Kagami Software on 1st Jan of every Year.
3. New Joinees Employees are entitled for prorate Leave from their DOJ
4. Employee has to apply his leaves through Kagami attendance portal
5. CL Should apply one day before or same day of the leave
6. SL & EL must be applied in advance, in case of any emergency 07 days grace period. If any deviation to this will be considered for loss of pay.
7. Leave approval authority is having with respective HOD and payroll executive
8. CL Will lapsed within a year EL & SL will carry forward for next year
9. Maternity leaves are applicable only for Fe-male employees.
   These leaves can be availed six weeks pre & six weeks post to her delivery.

6. Leave Without Pay (LWP)

1. Employee is not having any leaves in his leave accounts and however opts to go on leave, his/ her leave will be treated as LWP.
2. If any employee is not applied his leave in kagami portal within stipulated time it will consider as LWP.
3. If employee leaves are rejected by his/her HOD, Payroll executive will consider it's as LWP.
4. Employee going leave on last days of months, he should apply his leave before proceeding his leave otherwise software will auto locked after 2nd day next month and employees will unable to apply his leaves for the same and it will be treated as a LWP.

7. Leave Records

1. All Leave records of employees are maintained through Kagami Software and employee can check his leave balance through it.

2. For any queries contact our HR department. For any queries/clarifications on leaves and attendance, kindly write to hrd_eou@shilpapharma.com

08. COMPENSATORY OFF / OVER TIME POLICY

1. OBJECTIVE

To defines the process to be followed for availing a compensatory off against additional hours worked by an employee of SPL.

2. SCOPE

The scope of the policy extends to all personnel of SPL,

3. POLICY

To compensate the personnel for work carried out of the working hours and on rest day or declared holiday to meet the process exigency.

4. RESPONSIBILITY

Head HR is responsible to implement the requirements as applicable to the employees of SPL.

5. PROCEDURE

1. Compensatory off will generated through Kagami software those who comes under the compensatory parameter (i.e. From Jr. Executive cadre to Deputy Manager)
2. Employee below Jr. Executive are entitled for over time and the same is paid in monthly salary.
3. HOD will approving Authority for Compensatory Off.
4. Compensatory off usage duration is 90 Days
5. If employees fail usage of his compensatory off within 90 days it will lapse

6. General Guidelines for Company Employees:-

a) Compensatory off generation parameter as below mentioned:

Extra Hours Worked	C-Off Granted	Applicability
> 3.5 hrs to 4 hours	0.5 day	Jr. Executive to Deputy Manager
≥ 6.5 Hrs to 8 hours	01 day	Jr. Executive to Deputy Manager

b) If Weekly off and Festival/National holiday is on the same date, then employee will liable to get 01 Compensatory off

c) If Festival/National holiday, weekly off is on the same date and due to some exigencies of work, employee has worked on that date employee will be entitled for 02 Compensatory off.

RECORDS

The records are maintained in Kagami Software

09. POLICY ON PREVENTION OF SEXUAL HARASSMENT AT WORKPLACE (POSH POLICY):-

1.1 OBJECTIVE:

To describe company's policy on prevention, prohibition & redressal of sexual harassment at workplace and promote a healthy working environment and enable employees to work without apprehension of prejudice, gender bias and sexual harassment and provide the right to be treated with dignity, respect and equality. We are committed to provide a safe and conducive work environment free of sexual harassment. This Policy has been formed to prohibit, prevent or deter the commission of acts of sexual harassment at workplace and' to provide the procedure for the redressal of complaints pertaining to sexual harassment. To describe the company's policy on prevention, prohibition & redressal of sexual harassment at work place

1.2 APPLICABILITY:

This Policy extends to all employees of our company. Where sexual harassment occurs to any of our employee as a result of an act by a third party or outsider while on official duty, we will take all necessary and reasonable steps as per the applicable rules and regulations. This Policy shall be applicable to any allegation of Sexual Harassment made by an employee at our premises including any place visited by employee arising out of or during the course of employment and/ or transportation provided by us.

1.3 BACKGROUND:

We are an equal employment opportunity company and is committed to creating a healthy working environment that enables its employees to work without fear of prejudice, gender bias and sexual harassment. We also believe that all employees have the right to be treated with dignity. Sexual harassment at the workplace or at any other place visited by employees in the course of work is a grave offence and is unacceptable and will not be tolerated under any circumstance. Our quest for competitive excellence consists of its commitment to lawful and ethical conduct and adhering to our core values i.e. Team, Trust and Action for people.

In our company women are respected, protected and have the right to work free from sexual harassment. We are committed to providing for all women an environment which is free from sexual harassment, intimidation and exploitation at the place of work every woman shall have a right to be free from Sexual Harassment and the Right to Work in an environment free from any form of Sexual Harassment at our manufacturing unit and appropriates steps are being taken to prevent sexual harassment and for the preservation and enforcement of the right to gender equality of the working women. We have a 'zero-tolerance' approach to any instance of Sexual Harassment. Everyone has a responsibility to maintain an environment free from harassment of whatsoever nature.

Our employees are required to comply with all laws and regulations for bidding any dis crimination with respect to age, race, gender, ethnic origin, nationality, religion, health, disability, marital status, sexual preference, political or philosophical opinions, trade- union membership or other characteristics protected by applicable law. We do not tolerate any form of harassment, sexual, physical or psychological, coercion or bullying. If employees observe or experience any form of abuse, they can report it to their HR Department. No adverse action can be undertaken against employees making such a good faith report."

In addition to this policy applicable upon all employees working anywhere in any part of our company , the present policy i.e. Policy on Prevention of Sexual Harassment of Women at our company has been framed in consonance of the guidelines laid by the Hon'ble Supreme Court of India in "Vishaka and others V/s State of Rajasthan" in the year 1997 as well as on the recently laid down statute "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 ("the Act")".

1.4 DEFINITIONS:

SEXUAL HARASSMENT means any one or more of the following unwelcome acts or behavior:

- Physical contact and advances; or
- A demand or request for sexual favours; or
- Making sexually coloured remarks; or
- Showing pornography; or any other unwelcome physical, verbal or non-verbal conduct of sexual nature.
  Further, the following circumstances may amount to sexual harassment if it occurs or is present in relation to any other act of Sexual Harassment:
- Implied or explicit promise of preferential treatment in her employment, for example promotions or beneficial evaluation of a person towards her contribution to us; or
- Implied or explicit threat of detrimental treatment in her employment other present or future employment status; or

- Conduct that interferes with her work or creates an intimidating or hostile work environment; or
- Humiliating treatment likely to affect health or safety.

WORKPLACE

Includes any private sector organization or a private venture, undertaking, enterprise, institution, establishment, society, trust, non-governmental organization, unit or service provider carrying on commercial,

Professional, vocational, educational, entertainment, industrial, health services or financial activities including production, supply, sale, distribution or service. It also includes any place visited by the employee arising out of or during the course of

employment including use of transportation provided by us for under taking such journey

AGGRIEVED WOMAN means any female employee of our company or any woman who alleges to have been subjected to any act of Sexual Harassment at the Workplace as defined above.

EMPLOYEE means an employee of our company, whether permanent or temporary, probationary, part-time working as a consultant or on a voluntary basis or engaged through an agent or contractor.

RESPONDENT means the person against whom the allegation of Sexual Harassment has been made by the Aggrieved Woman.

Internal Complaints Committee (ICC): A committee at workplace for redressal of sexual harassment complaint. Member details of the Internal Complaints Committee (ICC) as per Annexure 1.

Management Committee: The Management Committee comprising of Head Human Resources & Site Head of the Company who will act and implement the recommendations of the ICC.

1.5 Preventive Steps

Consistent with the existing law the company shall take all reasonable steps to ensure prevention of sexual harassment at work. Such steps shall include:

Publish the POSH Policy on sexual harassment on Notice Board for the information of all persons employed by or in any way acting in connection with the work and/or functioning of the company.

Constitute an Internal Complaints Committee (ICC) at workplace to consider and redress complaints on Sexual Harassment.

Names and contact numbers of the ICC Members shall be prominently displayed in all the offices and mentioned in the Annexure 1.

Conduct training on the POSH Act and Policy for employees .

Any & all complaints or allegations of sexual harassment shall be investigated promptly.

Appropriate corrective action shall be implemented based upon the recommendations of ICC.

1.6 CONSTITUTION OF INTERNAL COMPLAINTS COMMITTEE:

An Internal Complaints Committee ("Internal Committee") shall be appointed by us to deal with all the cases of alleged Sexual Harassment and shall comprise of the following:

- Chairperson:
- At any point of time the chairperson appointed should fulfil the following criteria:
- Should be an Employee.
- Should be a senior level woman committed to prevent Sexual Harassment

In the event a senior level woman is not available with the company, then the chair

person should be appointed from an affiliate organization of us.

1.7 ADDITIONAL MEMBERS:

Such members should be employees of our company who are committed to prevent Sexual Harassment, or who have had experience in social work. The number of such members should be at least 2 (two).

1.8 THIRD PARTY MEMBERS:

- Such members should be from a non-governmental organization or have experience evidencing their commitment to the cause of preventing Sexual Harassment. There should be at least one third party member.
- At least one-half of the total members so nominated shall be women.

1.9 Reporting a Complaint

Any women (Complainant) employee, who feels subjected/ alleges to any act of sexual harassment, should:

a) Tell the person the behaviour is unwelcome and ask to stop or;
b) Asks for the behaviour to be dealt with Informal and/or use the Formal Procedure as detailed below.
c) Keep a record of incidents (date, time, locations, possible witnesses, what happened, your response) to help you remember details in case of complaint.

Informal Procedure

a) She may approach someone whom she feels confident and comfortable to approach such as own Manager, or the Manager of the person responsible for the behaviour or Human Resources.
b) The person approached will endeavour to assist the women employee of the behaviour to resolve the matter by means of informal meetings and discussions.
c) All persons involved in seeking resolution of the unwelcome behaviour will respect the dignity and confidentiality of the persons involved.
d) The informal resolution to be notified to the ICC at workplace through an email/ letter.

Formal Procedure

a) If an issue cannot be immediately resolved, the women should immediately report the matter to ICC at the workplace.

b) The person shall report the matter by writing along with supporting documents, the names and addresses of the witnesses to ICC through email/letters. This email/letter will be forwarded to the ICC members at workplace.

c) The ICC will follow the enquiry process and will maintain a register to endorse the complaint received by it and keep the contents confidential, except to use the same for investigation.

d) In case of any complaint against an ICC member, then the women (complainant) may directly write to the Management Committee (Head HR & Site Head) and the ICC will be reconstituted by replacing the concerned member.

1.10 WHO CAN MAKE A COMPLAINT OF SEXUAL HARASSMENT?

- Any aggrieved woman may make, in writing a complaint of Sexual Harassment at the workplace to the Internal Committee, within a period of three months from the date of the incident and in case of a series of incidents, within a period of three months from the date of last incident.

- Where the aggrieved women is unable to make a complaint on account of her physical incapacity, a complaint may be filed by (a) her relative or friend, or (b) her co-worker, or (c) an officer of the National or State Commission for Women, or (d) any person who has knowledge of the incident, with the written consent of the aggrieved women.

- Where the aggrieved women is unable to make a complaint on account of her mental incapacity, a complaint may be filed by (a) her relative or friend, or (b) a special educator, or (c) a qualified psychiatrist or psychologist, (ct) the guardian, or (e) any person who has knowledge of the incident jointly with any of the persons mentioned in of this clause.

- Where the aggrieved woman, for any other reason, is unable to make a complaint, a complaint may be filed by any person who has knowledge of the incident, with the written consent of the aggrieved women.

- The ICC may, for the reasons to be recorded in writing, extend the time limit not exceeding three months, if it is satisfied that there were unavoidable circumstances which prevented the woman from filing a complaint within the said period. Such complaint shall contain all the material and relevant details concerning the alleged Sexual Harassment including the name of the contravener. The information disclosed by such Aggrieved Woman should be treated as confidential information by the members of the Internal Committee.

- Should the Aggrieved Woman feel that she cannot disclose her identity for any particular reason; the Aggrieved Woman shall provide a copy of such written complaint in a drop box provided by the Internal Committee in the premises of company. Such complaint should contain all the relevant information and may omit to mention the name of the Aggrieved Woman, and other details that might disclose the id entity of the Aggrieved Woman.

- If the Aggrieved Woman would like to initiate action under the Indian Penal Code, 1860 ("IPC"), she may inform the management of Company of the same, and the

management will provide necessary assistance to the Aggrieved Woman to file the complaint in relation to the offence under the IPC.

a. **CONCILIATION:**

The Internal Committee may, before initiating an inquiry, at the request of the Aggrieved Woman take steps to settle the matter between her and the Respondent through conciliation. However, no monetary settlement shall be made the basis of the conciliation. Where a settlement has been arrived at as mentioned above, the Internal Committee shall record the settlement so arrived at and forward the same to the management to take action as specified in the recommendation and shall provide copies of settlement to the Aggrieved Woman and the Respondent.

b. **INQUIRY IN TO THE COMPLAINT:**

- The aggrieved woman shall submit to the internal committee, six copies of the complaint along with supportive documents and the name & address of the witnesses. The internal committee shall, within a period of seven days for the date of receipt of the same, send one copy to the respondent
- The respondent shall file his replay to the complaint along with his list of documents & and the name and address of the witnesses, within a period not exceeding ten working days from the date of receipt of the documents.
- The Internal Committee shall proceed to make an inquiry in to the complaint in accordance with the principle s of natural justice and further during the course of inquiry provide an opportunity of being heard to the Aggrieved Woman and the Respondent and the relevant witnesses provided by the Aggrieved Woman and the Respondent.
- The parties shall not be allowed to bring in any legal practitioner to represent them in their case at any stage of the proceedings before the Intern al Committee. The investigation process shall be completed with a period of ninety days from date of commencement of the inquiry.

c. **INQUIRY REPORT:**

- On the completion of an inquiry, the Internal Committee will provide a report or its findings to the management within a period of ten days from the date of completion of the inquiry and such report will be made available to the concerned parties.
- In the event that the Internal Committee a arrives at the conclusion that:
- There is no case for Sexual Harassment, then the complaint may be dropped by the Internal Committee, and the Internal Committee shall notify the management of company of the same.
- Where the Internal Committee arrives at the conclusion that the allegation against the Respondent has been proved, it shall recommend to the management to take appropriate action, including a written apology, warning, reprimand or censure, withholding of promotion, with holding of pay rise or increments, terminating the

Respondent from service or that the Respondent undergoes a counselling session or carry out community service.

- The management shall act upon the recommendation of the Internal Committee within sixty days of its receipt by them.
- If the allegation is proved to be false or malicious, action may be recommended against the Aggrieved Woman as deemed fit by the Internal Committee. However, the mere inability to substantiate a complaint or provide adequate proof does not constitute grounds for taking action against the Aggrieved Woman. Action can be taken against witnesses who give false evidence or produce any forged or misleading document, as recommended by the internal Committee.

d. OTHER PROVISIONS:

CONFIDENTIALITY: Notwithstanding anything contained in the Right to information Act, 2005, contents of the complaint, the identity and addresses or the Aggrieved Woman, Respondent and witnesses, any information relating to conciliation and inquiry proceedings, recommendations of the internal Committee and the action taken by company shall not be published, communicated or made known to the public, press and proceedings media in any manner.

e. **PROTECTION AGAINST RETALIATION:** Regardless of the outcome of the complaint made in good faith, the employee lodging the complaint and any person providing information or any witness, will be protected from any form of retaliation. While dealing with complaints of sexual harassment, the internal Committee shall ensure that the Aggrieved Woman or the witness arc not victimized or discriminated against by the accused. Any un warranted pressures, retaliatory or any other type of unethical behaviour from the accused against the Aggrieved Woman while the investigation is in progress should be reported by the Aggrieved Woman to the Internal Committee as soon as possible. Disciplinary action will be taken by us against any such complaints which are found genuine.

f. **DOCUMENTATION:** The Internal Committee shall keep complete and accurate documentation of the complaint, its investigation and the resolution thereof'. The incident would be documented in both the Aggrieved Woman's and the accused's files with the full report of the Internal Committee.

g. **DISSEMINATION OF THE POLICY:** Access to a copy of this Policy shall be given to all Employees and to all new recruits and they shall abide by the Policy.

h. MODIFICATIONS TO THE POLICY:

Our company reserves the right to alter, add to, vary or substitute any of these provisions of the Policy at any time.

If any of the provisions contained herein become invalid, illegal or unenforceable in any respect, the validity, legality and enforceability of the remaining provision shall not in any way be affected or impaired.

1.18 CURRENT INTERNAL COMMITTEE

The Internal Committee for the period commencing fromfollowing:

Name & Contact Details to be mentioned to comprises the

(a) Chairperson

(b) Additional Members

(c) Third Party Members.

Annexure

SHILPA PHARMA LIFESCIENCES LIMITED	
ANNEXURE-1	
LIST OF INTERNAL COMPLAINTS POSH COMMITTEE MEMBERS	Page 1 of 1

Financial Year	2023-24

Name	Department	Contact Nos	Role
Bharti Prafulla Deshmukh	R & D	7337672111	Chairperson
Arvind Kumar Singh	HR	9611168367	Member
Jaya Kumar Kotwal	Engineering	7899740069	Member
Saraswathi kilkile	Third Party Member	9620696271	Member

10. CHILD LABOUR REMEDIATION PROCEDURE:-

1.OBJECTIVE

To establish procedure for Remediation of Child Labour and in case use of Child Labour is detected at SPL's premises and its Suppliers/Sub-suppliers/Sub-contractors' premises.

2.SCOPE

The scope of the policy extends to all activities at premises of SPL.

3.POLICY

The purpose of this procedure is to promote "No Use of Child Labour Policy" and to provide remediation in case use of Child Labour is observed. The procedure is communicated to the suppliers and sub-contractors making them accountable for control on their suppliers (sub-suppliers).

4. RESPONSIBILITY

Head HR is responsible to implement "No Use of Child Labour Policy' and implement remedial action whenever Child Labour is employed in SPL.

Head Procurement is responsible for communicating the "No Use of Child Labour Policy" to the Suppliers and Sub-Contractors, and for the implementation of the remedial actions, whenever necessary.

5. PROCEDURE

A Child Labour is one whose age is less than 15 years. A Young Worker is one whose age is between 15 and 18 years.

1. While on boarding of on-roll employee/contract employee, HR Assistant & above will check Date of Birth Certificate / Aadhar card & PAN Card and to ensure that age of employee/ worker is not less than 18 yrs.
2. After confirmation of his/her age, HR person will move for further proceeding.
3. Displaying the awareness board as "Child labours are prohibited" in front of main gate.
4. Inform to suppliers by procurement team through mail child labours are strictly prohibited.
5. Security guards ensure that no child labour (less than 18 yrs. age) of suppliers should enter in Factory Premises.
6. In case any child labour is found in plant, the child labour remediation plan as per Annexure -I will be initiated.

7. HR Assistant will round the plant on daily basis to verify the presence of any child labour.

6. Child Labour Remediation Plan.

In case Child Labour **(up to 15 years ages)** is found in SPL's premises, the child will be placed under remediation plan as under:

a) Remove the Child Worker from the Workplace.

b) Maintain record of the Details of the Child Labour Employed such as Name, Age at time of detection of the deviation, Parents Name and Address, Last Salary Drawn by the Child Labour.

c) Ensure that the Child is Enrolled in nearby Government School and bear all the expenses for education till the child becomes adult i.e., 18 years that includes School Fees, Uniform, Transportation, Food.

d) Every Month, pay the family of the Child the last drawn salary till the child becomes adult. Alternately, employment to an Aduit in place of the Child, to prevent loss of revenue to the family could be done.

e) Maintain record of the Expenses for Education and the salary amount paid to the family to demonstrate the implementation of the remediation plant.

f) Ensure that the amount is transferred through NEFT to Bank Account of the family of the Child. If the Child's family does not have a bank account, the company will ensure Bank Account is opened for transfer of the monthly pay to the child's family.

g) The child under remediation plan will get the adequate medical treatment free of cost as and when required.

RECORDS

Daily Dash Board

11. FORCED LABOUR CONTROL PROCEDURE:-

1. OBJECTIVE

To establish procedure to prevent Forced Labour at the premises of SPL and its Suppliers/Sub-Contractors

2.SCOPE

The scope of the policy extends to all activities undertaken at the premises of SPL.

3.POLICY

The purpose of this procedure is to prevent Forced Labour in any form. The procedure is communicated to the suppliers and sub-contractors making them accountable for control on their suppliers (sub-suppliers).

4. RESPONSIBILITY

Head HR is responsible to prevent Forced Labour in any form during employment.
Head Procurement is responsible to ensure Forced Labour in any form is not practiced by Suppliers and Sub-Contractors.

5. PROCEDURE

Head HR Ensures:

1. Head HR will provide the Work order/agreement for required manpower approval copy to respective contractors.
2. As per the work order/agreement the contractor will arrange the manpower.
3. Executive- HR/ Assistant Manager-HR & respective Department Head will conduct the formal interview of contract workers.
4. Contract supervisor will collect the candidate details like Name, date of birth certificate, Permanent address, Aadhar card, Pan Card, Bank account details & educational credentials.
5. If candidate is fit for the work, Executive- HR/ Assistant Manager-HR will process further proceeding.
6. After verifying all the documents by HR Assistant/ Executive-HR will process for biometric registration.
7. After biometric registration, HR will sent the contract worker to EHS department for EHS training.
8. On leaving of the contractor worker from the site their bio metric punching will be stopped.
9. The payment dues in lieu of working days/leaves shall be credited to the contract worker who has left the work.

RECORDS

1. Agreement/Work Order
2. Attendance registers of the contractors
3. Daily dash board

12. ATTENDANCE PROCEDURE:-

1. OBJECTIVE

To monitor employee's attendance on daily basis for providing attendance data to HR and Finance for payroll processing and monitoring the hours of work for compliance to Indian Labour Laws and to SA 8000 standard requirements related to Remuneration and Working Hours.

2. SCOPE

The scope of the policy extends to all activities at SPL premises.

3. POLICY

Ensure the attendance of the employees is captured to monitor working hours, monitor Overtime, monitor weekly off, to compute remuneration and prevent forced labour. The procedure is communicated to the suppliers and sub-contractors making them accountable for control on their suppliers (sub-suppliers).

4. RESPONSIBILITY

Head HR is responsible to implement the requirements as applicable to the employees of SPL.
Head Procurement is responsible to ensure the compliance of the requirements by Suppliers and Sub-contractors.

5. PROCEDURE

The process of recording attendance is stated below:

1. After completion of joining formalities of new joiner's biometric registration has given to new joiners in Kagami Software.
2. Employee's in time & out time has been recorded in Kagami software.
3. HR Assistant/ Executive-HR will register the employee details in Kagami software and will share default link to employee personal e- mail ID.
4. As per the software link employee can access his attendance portal through his ID number & default password.
5. Through dashboard, employee will Check/ apply his leaves, attendance etc
6. If employee deputed to work in other place or else meeting, conferences, he has to apply on-duty through mobile app i.e. Shilpa Care for that period.
7. The mobile app will download through Google play store in the name of Shilpa care.
8. If any problem occurs while punching or portal issue he has to inform to payroll executive and above.

6. GENERAL GUIDANCE

1. Holidays calendar will updated every year & displayed in Kagami dash board including the Festival & National Holidays.
2. Every employee is entitled for Leaves i.s CL, SL & EL as per his entitlement.
3. On-Duty Approval authority is having respective department HOD's
4. 10 Minutes Grace period for in time record for every shift otherwise it will consider as late coming.
5. In complete month if employee comes late more than three day's payroll executive will educate the employee.

7. LEAVE APPLICATION

1. When an employee plans / avails leave, he/she needs to apply through online leave request. Once approved by the respective HOD, then recorded online.

2. In the event of availing a leave which is unplanned in nature (Sick leave), the employee needs to get the leave regularized by rising online leave request upon resuming duties and HOD will approve.

RECORDS

The attendance are maintained in Kagami Software

13. EMPLOYEE PERSONAL RECORD PROCEDURE:-

1. OBJECTIVE

To maintain and securely keep a stock of the career information pertaining to the employee in the form of personal record.

2.SCOPE

The scope of the policy extends to all employees of SPL .

3.POLICY

Ensure the correct information related to the personnel is retained to demonstrate the suitability of the personnel for the organisation and not to retain any original personnel document as part of employment. The procedure is communicated to the suppliers and sub-contractors making them accountable for control on their suppliers (sub-suppliers).

4. RESPONSIBILITY

Business Unit HR's is responsible to implement the requirements as applicable to the employees of SPL. Head Procurement is responsible to ensure the compliance of the requirements by Suppliers and Sub-contractors.

5. PROCEDURE

Business Unit HR's has maintain an individual file of each employee's at the time of joining the company. The file contains following relevant details of the employee:

a) Employee's detailed resume along with employment application form & recruitment evaluation form.
b) Offer of Appointment.
c) Joining report.
d) Personal data form.
e) Declaration form
f) Medical reports.
g) Photocopies copies of qualification.
h) Experience details including past service certificate & relieving letters.
i) Passport size photographs.
j) Background verification form.
k) Non-disclosure agreements
l) PF/ ESI/ nomination forms.
m) Medical Insurance form if applicable.
n) Check list for employees at the time of joining
o) Employment service agreement
p) Letters related to Confirmation, Increment, and Promotion etc.
q) Memos issued if any.
r) Relieving, Service certificate, ID Card and Full & Final Settlement letters.

RECORDS

All employees Personal file maintained and keep in Record room.

14. WORKDAY TIMING PROCEDURE:-

1. OBJECTIVE

To detail the Workdays and Timing for the various process areas at SPL.

2. SCOPE

The scope of the policy extends to all activities at SPL.

3. POLICY

The Workdays and Timing to comply with the Regulation applicable to the state and to prevent undue stress to the personnel.

4. RESPONSIBILITY

Head HR is responsible to implement the requirements as applicable to the employees.

SPL. Head Procurement/Labour contractors are responsible to ensure the compliance of the requirements by Sub-contractors.

5. PROCEDURE

The following are the workday and timing for the Unit.

Unit	Location	Workdays & Timing	Weekly Offs
Unit 1 & II	Raichur	General Shift MON to SAT 9.00 AM to 5.30 PM	SUN
Unit 1 & 2	Raichur	Shift Timings A Shift: 6.00 AM to 2.00 PM B Shift: 2.00 PM to 10.00 PM C Shift: 10.00 PM to 6.00 AM	Staggered Off

The Workdays and Timings of the supplier is reviewed by the Head Procurement as part of Annual Supplier Evaluation process to ensure compliance to the Factories Act and the Factories Rules. The workdays and timings requirements are communicated to the suppliers as part of the purchase order. Office timings are displayed in in front of security office & the timings are uploaded in kagami software.

RECORDS

The Attendance Records are maintained in Kagami Software.

15. GRIEVANCE REDRESSAL PROCEDURE:-

1.0 Purpose:

To establish a procedure to address employees' grievance in a fair and transparent manner. This procedure will also provide a means of communication between supervisors and employees and to establish principles of administration to ensure a prompt, orderly, and fair response to employees' grievance.

2.0 Scope:

The procedure applies to all the employees of Shilpa Pharma Life Sciences Ltd.

3.0 Definitions/ Abbreviations:

3.1 **Grievance:** Perceived injustice evoking an individual's or a group's sense of entitlement, which may be based on law, contract, explicit or implicit promises, customary practice, or general notions of fairness of aggrieved communities.

4.0 Responsibility:

4.1 Head of Department & Employee: - Be Aware about the procedure and follow

4.2 HR Department: Create awareness, support implementation and report compliance with this procedure.

5.0 Accountability:

HR Head is accountable for guiding and supporting relevant roles to meet the Grievance Management.

6.0 Procedure:

6.1 **Nature of Grievances:**

6.1.1 Complaints/grievances affecting one or more individual employees in respect of their leave, working conditions, health and safety, and inter-department support are covered under this procedure.

6.1.2 Complaints/Grievances related to Compensation, Increments, Transfer and Promotions are not covered under this procedure. These are addressed through respective policies.

6.2 **Grievance Handling Process:**

6.2.1 The grievance procedure is unbiased, non-retaliatory, and available to personnel and interested parties to report their

complaints/grievances concerning the workplace and/or non-conformances of the implemented system.

6.2.2 Every employee has the right to raise a grievance, and have their privacy and dignity respected. Employees need to follow the below mentioned steps to get proper feedback/ solutions to the grievance expressed

6.2.2.1 **Grievances related to workplace, work condition affecting a team of people.**

This kind of grievance can be brought to the notice through various forums like:

- Safety coordinators meeting
- Departmental meetings
- Safety Committee Meeting

6.2.2.2 **Specific grievance, which is related to individual employee affecting his/her work:-**

For this kind of grievance, following steps need to be followed:

6.2.2.2.1 Inform immediate supervisor/department head about your grievance in detail and wait for feedback from him/her. The Supervisor / Department Head will respond to the issue within 2 working days, with a possible date of resolution.

6.2.2.2.2 The employee approach to HR Department /HR Representative in case he/she is not satisfied with the reply from the Supervisor / Department Head after the necessary time lapse. The employee shall communicate relevant details of his/her grievance to the HR Department. The HR Representative will respond to the issue within 2 working days, with a possible date of resolution.

6.2.2.2.3 The employee can approach the Site Head, in case he/she is not satisfied with the feedback or suggestions from his/her Department Head / HR Department or has not been responded to within the timeline.

6.3 **Grievance Redressal:**

6.3.1 Site Head forms the Grievance Redressal Committee (GRC) by nominating competent members as per Annexure-1. The tenure of GRC is two financial years. All grievances received from (Employees, Workers, Contractors, Others) will be reviewed by GRC in consultation with concerned department heads for necessary redressal of grievances. Feedback/action on the grievances expressed shall be provided to the concerned person as an update.

6.3.2 The complaint/grievance can be dropped in the suggestion box kept at (locations). On receipt of complaint/grievance, the organization records, investigates, follows up on and communicates the outcome of complaints/grievances concerning the workplace and/or non-conformances to this procedure. These results are available to all personnel and, upon request, to interested parties. The summary of complaints/grievances is captured in Format Annexure 2, which is reviewed monthly.

6.4 **Complaint handling and Redressal:** The complaints are handled in the following manner & prevent adverse consequences to the complainant in discrimination and harassment cases the following mechanism is in place.

This procedure aim to protect the complainants rights ensure their safety and well-being and provide a fair and impartial process for addressing the complaint

6.4.1 **Confidentiality**: The Company maintains strict confidentiality throughout the investigation and resolution process will protect the complainant's privacy and prevent potential retaliation. This includes keeping the details of the complaint. The identity of the

complainant, and any related information confidential, to the extent possible and as allowed by law.

6.4.2 Non-Retaliation: The Company Implements a clear and strict non-retaliation Processes that prohibits any form of retaliation against the complainant for coming forward with a complaint. This will be communicated to all employees and enforced rigorously to prevent adverse consequences to the complainant.

6.4.3 Supportive Measures: Providing supportive measures to the complainant like counseling, temporary job transfer, or adjustments to work arrangements, to ensure their well-being and safety during the investigation and resolution process.

6.4.4 Fair and Impartial Investigation: Conducting a thorough, fair, and impartial investigation into the complaint, with due process and unbiased treatment of all parties involved. This includes providing the complainant and the accused with an opportunity to present their evidence and witnesses, and ensuring that the investigation is conducted by impartial personnel.

6.4.5 Timely Resolution: Ensuring that the complaint is resolved in a timely manner to minimize the stress and impact on the complainant to avoid additional stress and potential harm to the complainant.

6.4.6 Remedial Actions: Implementing appropriate remedial actions if the complaint is substantiated, such as disciplinary actions against the harasser, corrective measures to prevent future occurrences, and providing appropriate restitution to the complainant.

6.4.7 Legal Protections: Complying with all applicable laws and regulations related to discrimination and harassment, and providing legal protections to the complainant against any further adverse consequences, including potential legal remedies and access to legal counsel.

6.4.8 Education and Training: Providing education and training programs to all employees to raise awareness about discrimination and harassment, their negative impact, and the importance of prevention and reporting to create a culture of respect and

inclusivity in the workplace and empower employees to come forward with complaints without fear of adverse consequences.

7.0 Related Documents:

7.1 List of Nominated Grievance Redressal Committee Members : Annexure-I

7.2 Summary of Complaints/Grievances redressal : Annexure-II

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Training Module No .:TM/022/24

Human Rights and Legal Awareness Program on Sexual Harassment of Women at work place

Prepared by:
Date: 11/11/24

Reviewed by:
Date: 11/11/24

Approved By:
Date: 12/11/24

- Human rights are the basic rights and freedoms that belong to every person in the world.

- They are based on important principles like dignity, fairness, respect and equality.

- Your human rights are protected by the law. Your employer follow these rights at workplace.

Shilpa Pharma Lifesciences (SPL) is committed to integrate relevant UNGC, SDG & PSCI Principles in the business processes within the context of its Vision "Innovating for Affordable Healthcare" by adopting a systematic proactive and risk-based approach towards Labour & Human Rights management by:

- Complying with the applicable national, local, other subscribed statutory social obligations related to labour, human rights and ethics,
- Ensuring no engagement of or support to use of child labour, forced or compulsory labour,
- Preventing ill health and injury to personnel at workplace,
- Respecting freedom of association, right to collective bargaining and preventing discrimination,
- Respecting all personnel with dignity, implementing ethical work practices, engaging with stakeholders and ensuring minimum wages to the personnel,
- Setting social objectives in order to improve working standards of employees and continual improvement of social performance.

We believe that implementation of this policy in our unit will support in meeting expectations of our stakeholders and business.

01 CHILD LABOUR

SPL does not engage or support Child Labour and does not tolerate Child labour engagement by the Suppliers / Contractors / Sub-suppliers / Sub-contractors.

The age of the personnel is assessed based on the Certificate submitted and ensured that persons below 18 years are not employed/engaged in the company.

If on verification, the personal particulars such as age, educational qualifications, experiences, caste community where reservation is claimed, etc, are found to be incorrect at any time subsequently, the concerned personnel is liable to be discharged from service.

02 FORCED OR COMPULSORY LABOUR

SPL prohibits any form of Forced Bonded Labour or Compulsory Labour that Includes human trafficking, holding of original identity papers. Personnel are free to leave the premises after their standard workday / shift. The personnel are allotted work based on their skill and ability and are not forced to work.

As a policy, deposits are not taken from the personnel upon commencing employment. Benefits to the personnel are given as per the employment letter and does not tolerate any form of withholding personnel's salary, property or documents in order to force personnel to continue working.

The policy on Forced or Compulsory Labour is implemented for all personnel including the workers deployed by sub-contractors.

03 HEALTH AND SAFETY

SPL provides a safe and healthy workplace environment and takes effective steps to prevent potential health and safety incidents and occupational injury or illness arising out of, associated with or occurring in the course of work.

EHS policy and procedures are implemented to minimize or eliminate, to the extent it is reasonably practicable, the causes of all hazards in the workplace.

SPL assesses the workplace hazards and risks to ensure that all reasonable steps are taken to remove or reduce any risks to health and safety. SPL provides personnel with appropriate personal protective equipment and safety training, as needed.

04 FREEDOM OF ASSOCIATION & RIGHT TO COLLECTIVE BARGAINING

SPL provides the worker with the right to collective bargaining or elect their representatives for the purpose of collective bargaining with the management.

SPL does not interfere or restrict, discriminate, or retaliate against worker exercising their right of representation.

SPL does not interfere in any way with the establishment, functioning or administration of worker organisation(s) or collective bargaining arrangement.

SPL respects the right of all personnel to form and join trade unions of their choice and to bargain collectively.

SPL ensures that representatives of worker and any personnel engaged in organising workers are not subjected to discrimination, harassment, intimidation or retaliation.

05 DISCRIMINATION

SPL ensures that discrimination is not practiced in the organisation based on race, national or territorial or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age or any other condition.

SPL does not allow any behaviour that is threatening, abusive, exploitative or sexually coercive, including gestures, language and physical contact, in the workplace.

SPL ensures that:

- All personnel have the same opportunity to apply for and considered for the same job.
- All personnel are treated fairly regarding benefits and canteen cafeteria privileges.

06 DISCIPLINARY PRACTICE

SPL treats all personnel with dignity and respect, does not engage in or tolerate the use in corporal punishment, mental or physical coercion or verbal abuse of personnel, harsh or inhumane treatment.

Example of acts, which is treated as misconduct at SPL:

a) Wilful disobedience, whether alone or in combination with others, to any lawful and reasonable order of a superior.
b) Theft, fraud or dishonesty in connection with employer's business or property.
c) Wilful damage to or loss of employer's goods or property.
d) Taking or giving bribes or any illegal gratification.
e) Habitual absence without leave or habitual late attendance.
g) Habitual breach of any law applicable lo the establishment.
h) Riotous or disorderly behaviors during working hours at the establishment or any act subversive of discipline, etc.

07 WORKING HOURS

SPL abides by the work week stipulated by the laws, collective bargaining agreement and industry standard as applicable.

SPL's working hours are as follows:

General shift: 9.00 am to 5.30 pm, MON-SAT, Sunday weekly off.

A shift: 6.00 am to 02.00 pm, 6 working days, 7th day weekly off.

B shift: 02.00 pm to 10.00 pm, 6 working days, 7th day weekly off.

C shift: 10.00 pm to 06.00 am, 6 working days, 7th day weekly off.

08 REMUNERATION

SPL recognises and respects the right of personnel to the legal minimum wage and ensure that wages for a normal work week, not including overtime, always meets at least the legal or industry minimum standard as applicable.

SPL communicates the wages of the personnel and benefits composition through pay slip for each pay period. In case of Suppliers / Sub-Suppliers / Sub-Contractors, it could be in the form of Wages Register/ Pay Slip as per their practice.

Wages for SPL employees are distributed through online transfer to the personnel's Bank Account.

Wages for SPL's Suppliers / Sub-suppliers / Sub-contractors are distributed through online transfer to the personnel's Bank Account and as agreed as part of the Purchase Order/ Contract and is monitored. It is ensured that all wages and benefits are distributed in month or earlier working day and paid in the form of Bank Transfer only.

- We do not tolerate violations of human rights committed by our employees, affiliates, or any third parties acting on our behalf or related to any aspect of one of our operations.
- We do not tolerate the use of child labour, prison labour, or any form of forced labour, slavery or servitude.
- We believe in fair employment practices and in a workplace in which all individuals are treated with dignity and respect. We do not tolerate discrimination against individuals on the basis of race, colour, gender, religion, political opinion, ethnicity, age, nationality or social origin, sexual orientation, or union membership.
- We aim to pay all employees and contractors fairly. We will enforce working hours to the best of our ability aligned with ILO standards, and provide fairly compensated overtime and pay for periodic holidays and time off.

- We respect the freedom of expression and right to associate of our employees and contractors, including their right to establish and to join organizations of their own choosing to bargain collectively and advance their occupational interests without our previous authorization or unreasonable interference.
- We do not tolerate threats, intimidation, or attacks against human rights defenders.
- In our relationships with host governments, contractors and third-party service providers, we do our utmost to avoid being complicit in adverse human rights impacts, including benefitting from the human rights violations caused by others.
- We monitor and try to continuously improve our human rights performance.

Legal Awareness Program on Sexual Harassment of Women at work place

(Prevention, Prohibition and Redressal) Act, 2013
for Employers/Institutions/Organisations/
Internal Complaints Committee/Local Complaints Committee
By
Karnataka State Commission for Women
(Government of Karnataka)

Introduction to POSH Act 2013

What is the POSH Act?

* An Act to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected there with or incidental thereto.

* WHEREAS sexual harassment results in violation of the fundamental rights of a woman to equality under articles 14 and 15 of the Constitution of India and her right to life and to live with dignity under article 21 of the Constitution and right to practice any profession or to carry on any occupation, trade or business with includes a right to a safe environment free from sexual harassment.

* WHEREAS the protection against sexual harassment and the right to work with dignity are universally recognised human rights by international conventions and instruments such as Convention on the Elimination of all Forms of Discrimination against Women, which has been ratified on the 25th June, 1993 by the Government of India.

* AND WHEREAS it is expedient to make provisions for giving effect to the said Convention for protection of women against sexual harassment at workplace.

Background Story

Bhanwari Devi Case

* In 1992, a rural level change agent, Bhanwari Devi, was engaged by the state of Rajasthan as a Sathin to work towards the prevention of the practice of child marriages.

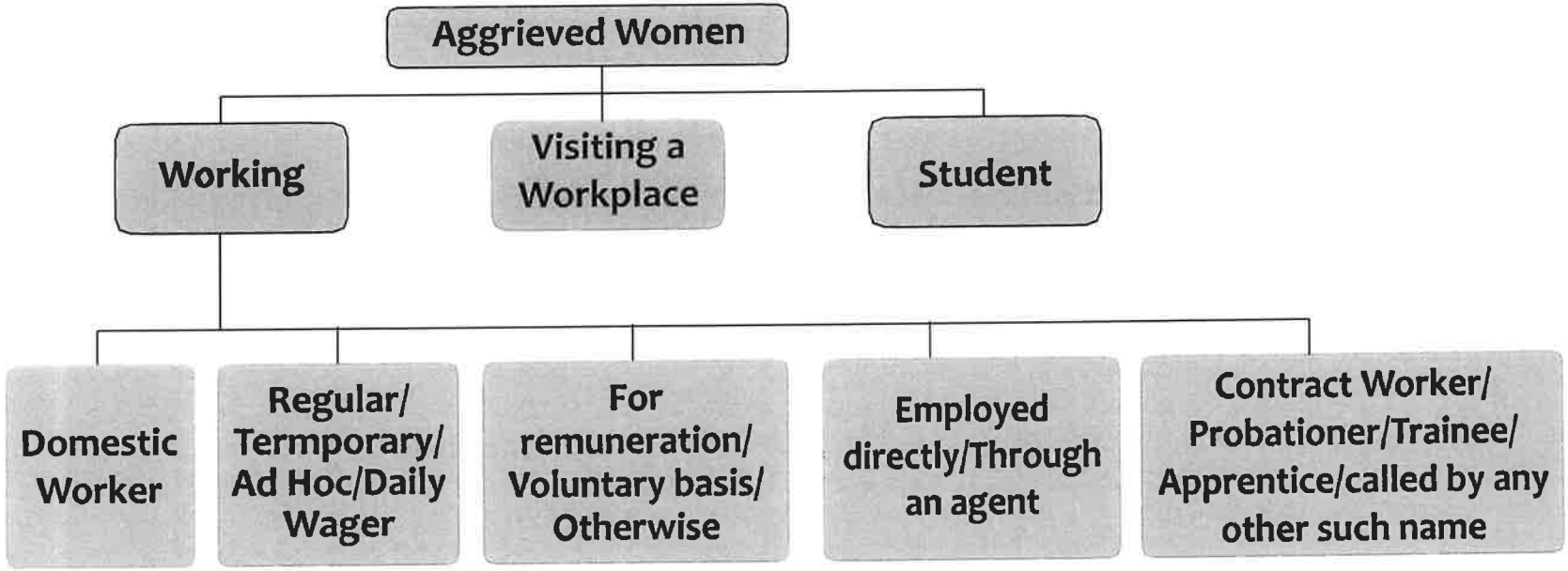
* In India, for the first time in 1997, a petition was filed the Supreme Court to enforce the fundamental rights of working women, after the brutal gang rape of Bhanwari Devi a social worker from Rajasthan.

* As an outcome of the landmark judgement of the Vishaka and others v's State of Rajasthan the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, was enacted where in it was made mandatory for every employer to provide a mechanism to redress grievances pertaining to workplace sexual harassment and enforce the right to gender equality of working women. The Act is also unique for its wide ambit as it is applicable to the organized sector as well as the unorganized/sector.

*The Bhanwari Devi case revealed the ever-present sexual harm to which millions of working women are exposed.

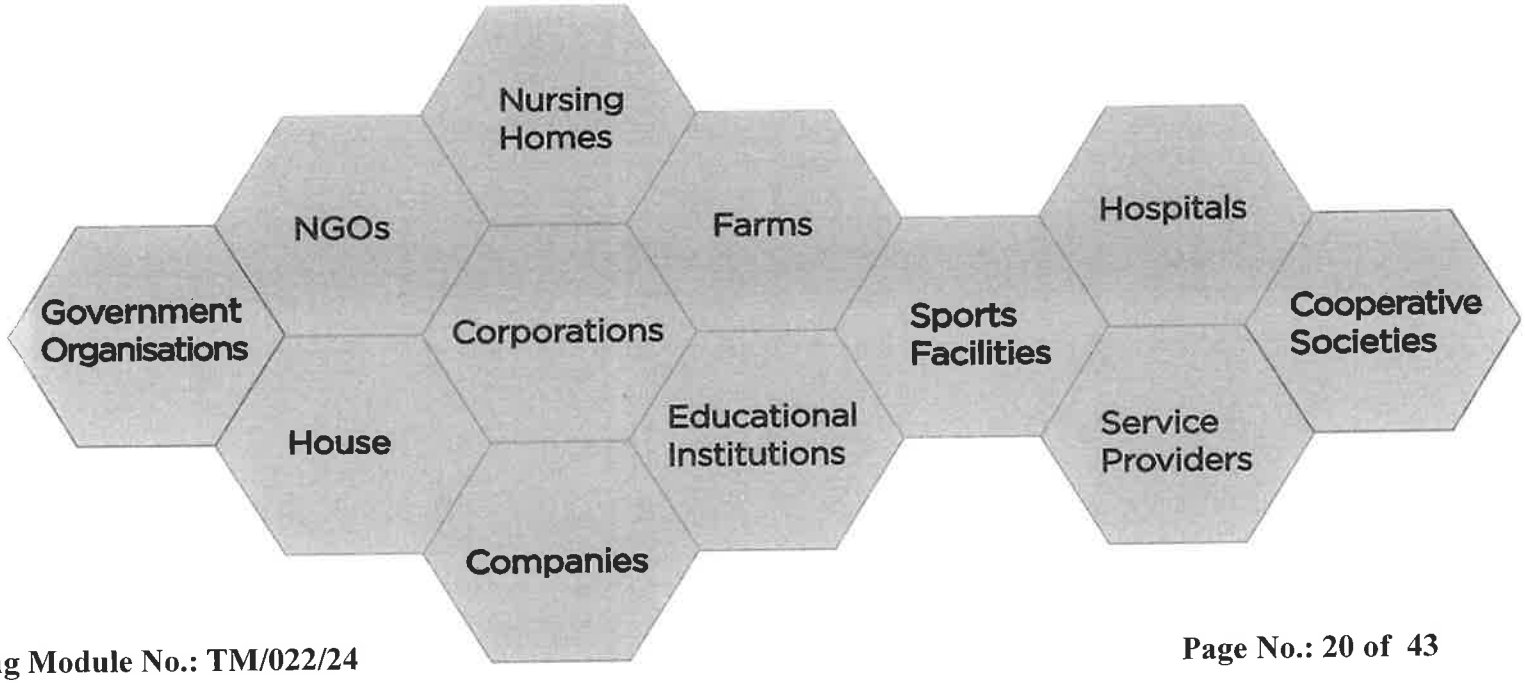
WHO IS AN AGGRIEVED WOMAN?

* The Act recognizes the right of every woman to a safe and secure workplace environment irrespective of her age or employment/work status. Hence, the right of all women working or visiting any workplace whether in the capacity of regular, temporary, adhoc, or daily wages basis is protected under the Act.



WHAT IS A WORKPLACE?

* A workplace is defined as "any place visited by the employee arising out of or during the course of employment, including transportation provided by the employer for undertaking such a journey. As per this definition, a workplace covers both the organised and un-organised sectors.



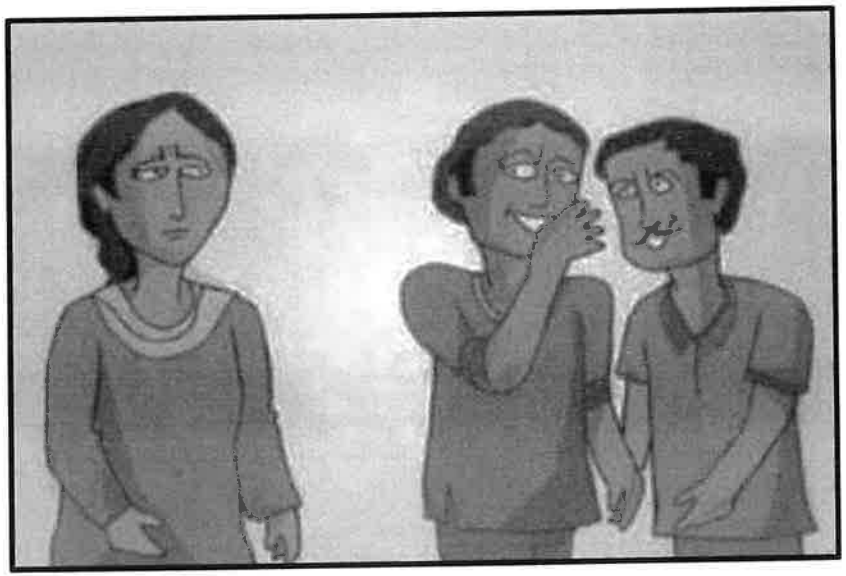
WHAT IS SEXUAL HARASSMENT AT THE WORKPLACE?

* Sexual Harassment" includes anyone or more of the following unwelcome acts or behaviour (whether directly or by implication), namely:

1. Physical contact or advances.
2. A demand or request for sexual favours
3. Making sexually coloured remarks.
4. Showing pornography.
5. Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature.

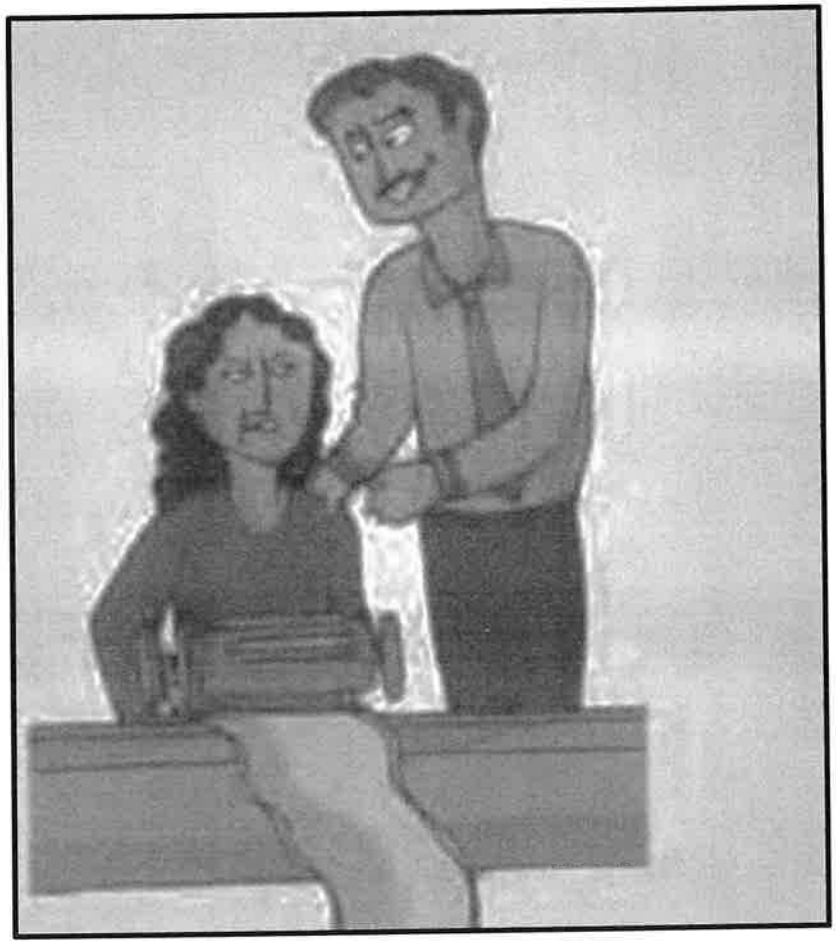
EXAMPLES OF BEHAVIOURS AND SCENARIOS THAT CONSTITUE SEXUAL HARASSMENT

1. Making sexually suggestive remarks or innuendos.
2. Serious or repeated offensive remarks, such as teasing related to a person's body or appearance.
3. Offensive comments or jokes.
4. Inappropriate questions, suggestions or remarks about a person's sex life.
5. Displaying sexist or other offensive pictures, posters, mms, sms, whatsapp, or e-mails etc.



SCENARIO Example 1

Jayanthi works in a garment factory in Bangalore.
Varghese, Jayanthi's supervisor, often tries to touch her on one or the other pretext. For example, he adjusts her dupatta while she is sewing at her workstation on the pretext of covering her back. Jayanthi is very uncomfortable with his behaviour. Her colleagues at the workplace ridicule Jayanthi and mock her for the 'special treatment' by her supervisor. They often gossip about her and Varghese.



What is a Hostile Workplace Environment Sexual Harassment?

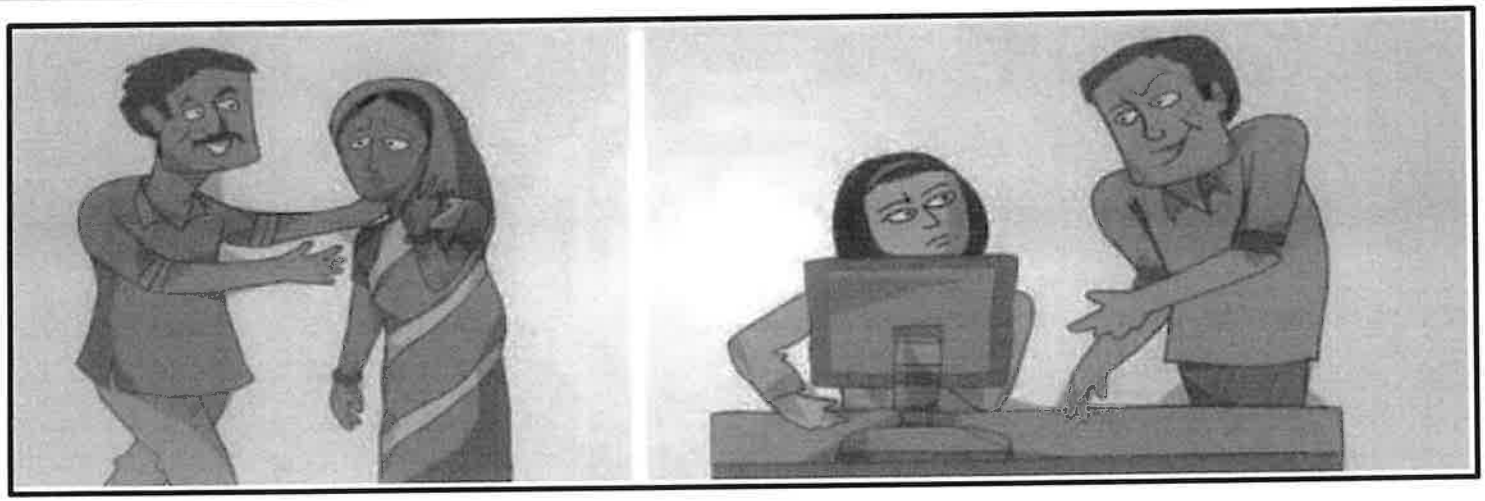
In the above example, the physical touching by Varghese is unwelcome and sexual in nature. The gossip, which is based on Varghese's behaviour towards Jayanthi at the workplace, is creating a hostile work environment for Jayanthi.

SCENARIO Example 2

Sumedha is a Captain with the Indian Army. She has refused an offer made by a Senior Officer for a relationship. Sumedha has kept quiet about this experience, but thanks to the rumour-mongering by the Senior Officer, she has acquired a reputation of being a woman of 'easy virtue'. Now she is being subjected to repeated advances by three of her senior officer colleagues. When she turns around and protests, she is singled out for additional physical training.

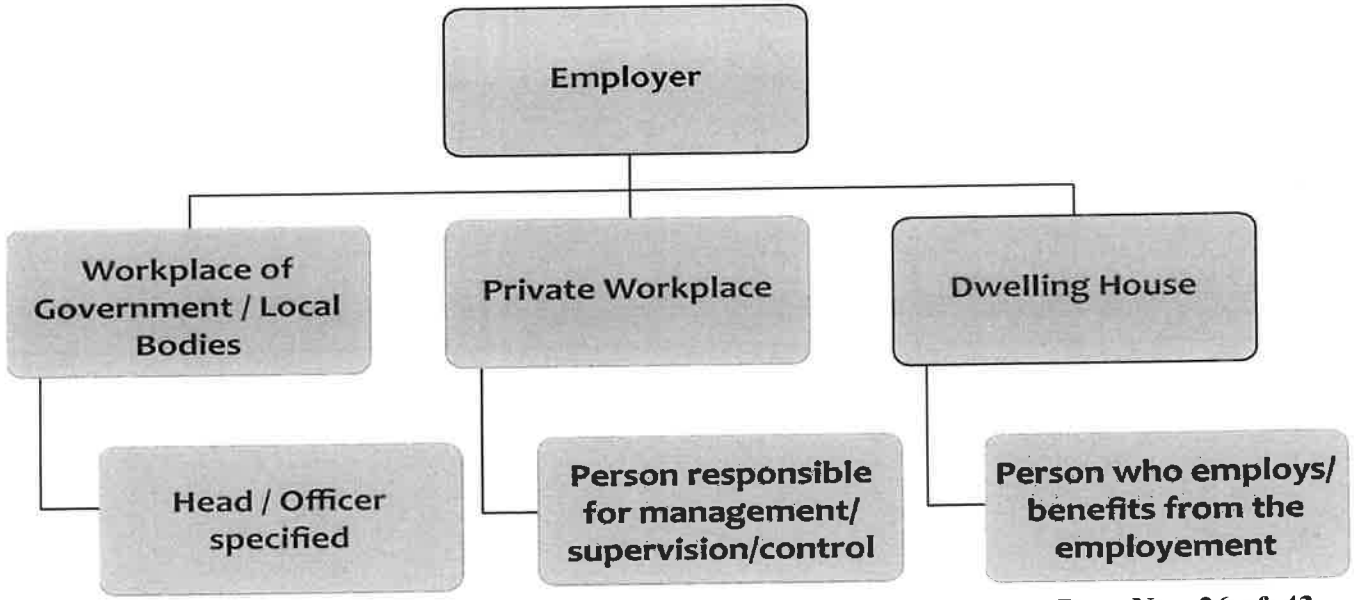
What is a Hostile Workplace Environment Sexual Harassment?

In the above example, Sumedha's refusal to the sexual advances of her Senior Officer, leads to her being subjected to rumours, gossip, character assassination, unwelcome sexual advances by other officers, and arbitrary disciplinary action. This constitutes Hostile Work Environment form of workplace Sexual Harassment.



Prevention and Prohibition

This section describes those who are both responsible and accountable to prevent workplace sexual harassment in compliance with the Act. It also highlights the role of workplaces in prohibiting workplace sexual harassment through an effectively communicated policy.



WHO IS AN APPROPROATE GOVERNMENT?

As per the Act, Appropriate Government means:

i. In relation to a workplace which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly.

a.By the Central Government or the Union Territory administration, the Central Government.

b. By the State Government, the State Government.

ii. In relation to any workplace not covered under sub-clause (i) and falling within its territory, the State Government.

WHO IS ADISTRICT OFFICER (DO)?

State Governments will notify a District Magistrate/Additional District Magistrate/ Collector/Deputy Collector as a District Officer at the local level. The District Officer will be responsible for carrying out the powers and functions under the Act at the district levels (including every block, taluka, tehsil, ward, and municipality).

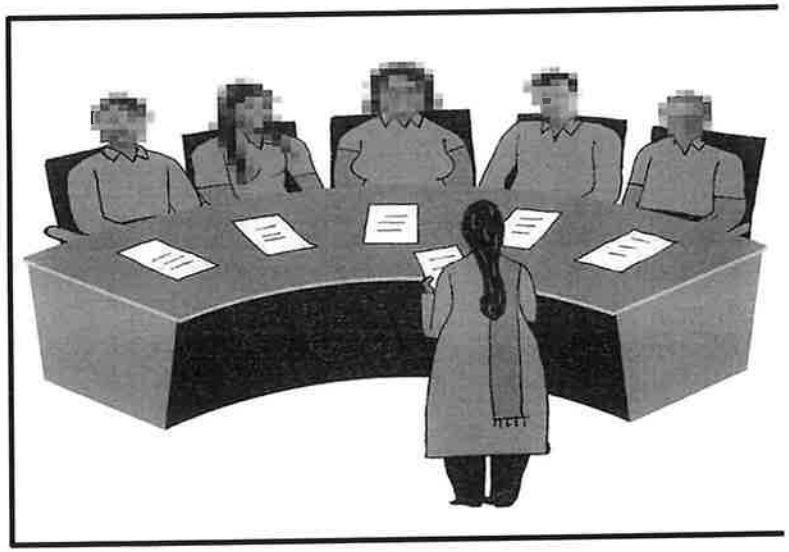
RESPONSIBILITIES OF THE AFOREMENTIONED AUTHORITIES

Under the law the employer/DO is obliged to create a workplace free of sexual harassment. It is the responsibility of the Employer/District Officer in general to:

1. Create and communicate a detailed policy.
2. Ensure awareness and orientation on the issue.
3. Constitute Complaints Committee/s in every workplace and district so that every working woman is provided with a mechanism for redress of her complaint(s).
4. Ensure Complaints Committees are trained in both skill and capacity.
5. Prepare an annual report and report to the respective state government.
6. District Officer will also appoint a nodal officer to receive complaints at the local level.

Complaints Committee/s

1. The Act provides for two kinds of complaints mechanisms: Internal Complaints Committee (ICC) and Local Complaints Committee (LCC). All Complaints Committees must have 50 percent representation of women. ICC or LCC members will hold their position not exceeding three years from the date of their nomination or appointment. Internal Complaints Committee (ICC).



1) Internal Complaints Committee (ICC

Every employer is obliged to constitute an ICC through a written order. The ICC will be composed of the following members:

No	Member	Eligibility
1.	Chairperson	Women working at senior level as employee; if not available nominated from other office/units/ department/ workplace of the same employer
2.	2 Members (minimum)	From amongst employees committed to the cause of women/ having legal knowledge/experience in social work
3.	Member	From amongst NGO/associations committed to the cause of women or a person familiar with the issue of Sexual Harassment

Local Complaints Committee (LCC)

The District Officer will constitute an LCC in every district so as to enable women in the unorganised sector or small establishments to work in an environment free of sexual harassment. The LCC will receive complaints:

No	Member	Eligibility
1.	Chairperson	Nominated from amongst the eminent women in the field of social work and committed to the cause of women
2.	Member	Nominated from amongst the women working in the block, taluka or tehsil or ward or municipality in the district
3.	2 Members	Nominated from amongst such NGO/associations/persons committed to the cause of women or familiar with the issues relating to sexual harassment, provided that: • *At least one must be a woman* • *At least one must have a background of law or legal knowledge*
4.	Ex Officio member	The concerned officer dealing with social welfare or women and child development in the district

External Members on the Complaints Committee/s

The Act refers to external members, which generally means persons who have expertise with the issue of sexual harassment.
External third party/ members on the Complaints Committee/s (from civil society or legal background) should possess the following attributes:

1. Demonstrated knowledge, skill and capacity in dealing with workplace sexual harassment issues/complaints.
2. Sound grasp and practice of the legal aspects/implications.

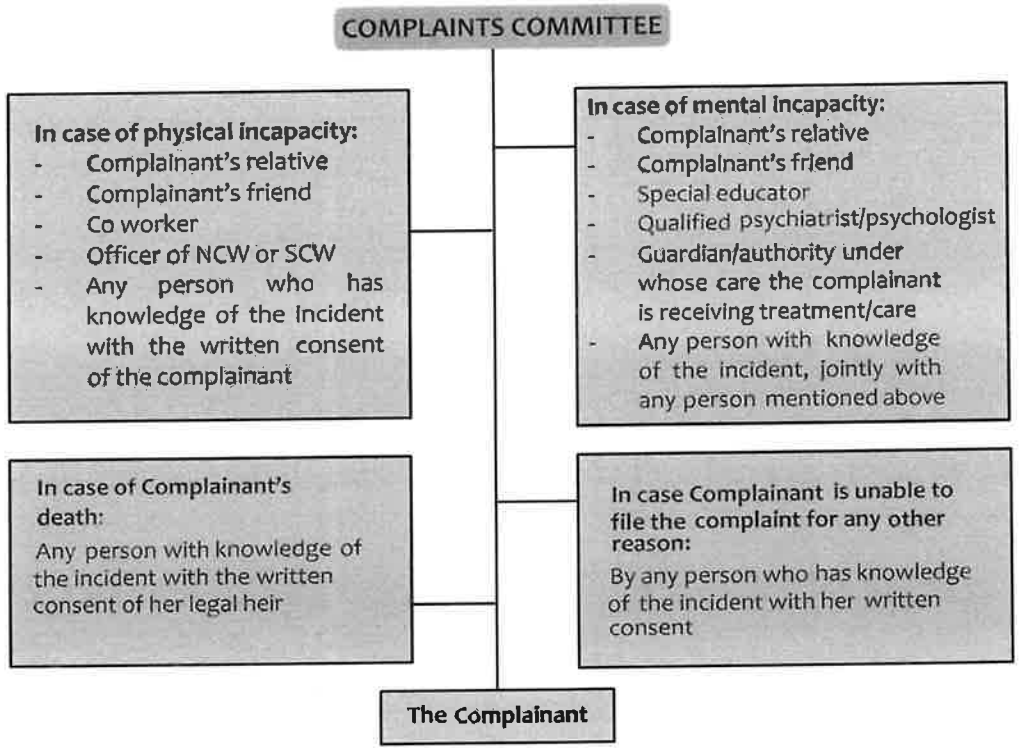
Criteria for the External Member

A 'person familiar with issues relating to women' would mean such persons who have expertise in issues related to sexual harassment and may include any of the following:

- At least 5 years of experience as a social worker, working towards women's empowerment and in particular, addressing workplace sexual harassment.
- Familiarity with labour, service, civil or criminal law.

Redress

WHO CAN COMPLAIN AND WHERE?



WHAT CAN AN EMPLOYEE/WORKER EXPECT?

When it comes to redress for workplace sexual harassment, employee/ worker has a right to expect -a trained, skilled and competent Complaints Committee, a time bound process, information confidentiality, assurance of non-retaliation, counselling or other enabling support where needed and assistance if the complainant opts for criminal proceedings.

KEY RESPONSIBILITIES

1. Be thoroughly prepared.
2. Know the Act, Policy and/or relevant Service Rules.
3. Gather and record all relevant information.
4. Determine the main issues in the complaint.
5. Prepare relevant interview questions.
6. Conduct necessary interviews.
7. Ensure parties are made aware of the process and their rights/responsibilities within it.
8. Analyse information gathered.

DO'S AND DON'TS FOR COMPLAINTS COMMITEE

DO'S

1. Create an enabling meeting environment.
2. Use body language that communicates complete attention to the parties.
3. Treat the complainant with respect.
4. Discard pre-determined ideas.
5. Determine the harm.

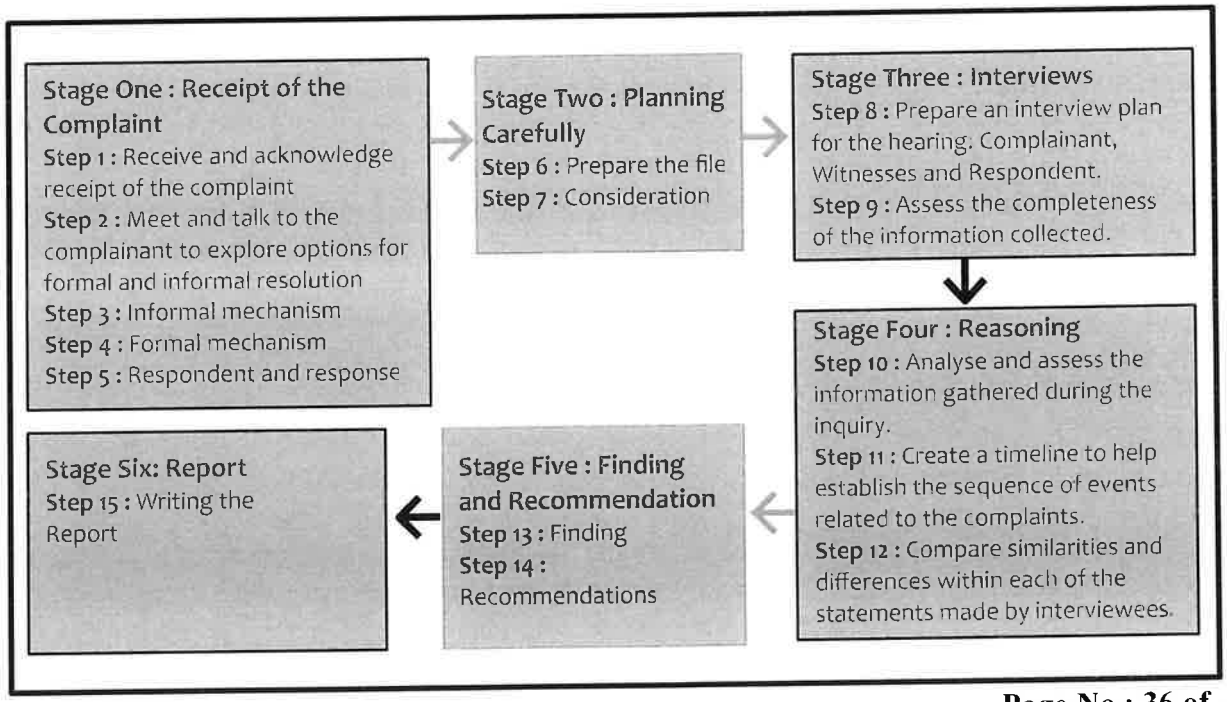
&

DON'TS

1. Get aggressive.
2. Insist on a graphic description of the sexual harassment.
3. Interrupt.
4. Discuss the complaint in the presence of the complainant or the respondent

THE SEXUAL HARASSMENT COMPLAINT PROCESS

The Complaints Committee/s needs to have information on the six stages (including fifteen steps), detailed below, for addressing a complaint of workplace sexual harassment.



At AGlance

Complaints Committee's Checklist

* Review the written complaints and response to complaints
* Review the applicable policy, the Act/Rules, Vishaka Guidelines and other relevant laws
* Develop a plan and Meet with the complainant
* Meet with the respondent and Meet with the witnesses
* Record statements and have them dated and signed
* Review and adapt the plan, as needed
* Proceed with further interviews, as needed
* Analyze all the facts to develop reasoning
* Arrive at the findings
* Give recommendations
* Prepare the report
* Submit the file to the organization or District Officer for implementation of the recommendations and for safe keeping

Timelines as per the Act

Submission of Complaint	Within 3 months of the last incident
Notice to the Respondent	Within 7 days of receiving copy of the complaint
Completion of Inquiry	Within 90 days
Submission of Report by ICC/LCC to employer/DO	Within 10 days of completion of the inquiry
Implementation of Recommendations	Within 60 days
Appeal	Within 90 days of the recommendations

Confidentiality

The Act prohibits the publication or making known the contents of a complaint and the inquiry proceedings. Any breach of confidentiality will result in specific consequences.

The Act prohibits the disclosure of:

* Contents of the complaint.
* Identity and address of complainant, respondent and witnesses; Information pertaining to conciliatory/inquiry proceedings or recommendations of the ICC/LCC.
* Action taken by the employer/DO.

Accountability: Any person entrusted with the duty to handle or deal with the complaint, inquiry or any recommendations or action taken under the provisions of this Act.

Consequences: As per the Service Rules or Rs.5,000/ to be collected by the employer.

Exception: Dissemination of information regarding the justice secured without disclosure of name, address, identity and particulars of complainant or witnesses.

Monitoring

The Act authorizes Appropriate Government to monitor the implementation of the Act. As per the Act, Appropriate Government means:

i. In relation to a workplace which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly-

a. By the Central Government or the Union Territory administration, the Central Government.

b. By the State Government, the State Government.

ii. In relation to any workplace not covered under sub-clause

(i) and falling within its territory, the State Government.

Thus to monitor the Act, the Appropriate Government has the authority to undertake any of the following measures

Inspection

In relation to workplace sexual harassment, when it is in the public interest or in the interest of women employees, every employer/District Officer can be ordered by the Appropriate Government i.e. State and Central Government.

Annual Report

The Appropriate Government is entrusted with the monitoring of the implementation of this Act and for maintaining the data on the number of cases filed and disposed of under it. In particular, the Act mandates submission of an Annual Report by the ICC/LCC to the employer/District Officer.

The District Officer will forward a brief report on the annual reports to the appropriate State Government. Such reports must include the following information:

a. No. of complaints received.
b. No. of complaints disposed of.
c. No. of cases pending for more than 90 days.
d. No. of workshops/awareness programmes carried out.
e. Nature of action taken by the employer/DO.

Penalties

An employer can be subjected to a penalty of up to INR 50,000 for:

- Failure to constitute Internal Complaints Committee
- Failure to act upon recommendations of the Complaints Committee; or
- Failure to file an annual report to the District Officer where required; or
- Contravening or attempting to contravene or abetting contravention of the Act or Rules.

Where an employer repeats a breach under the Act, they shall be subject to:

- Twice the punishment or higher punishment if prescribed under any other law for the same offence.
- Cancellation/Withdrawal/Non-renewal of registration/license required for carrying on business or activities.

THANK YOU

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

RefdocNo.:TM-022-24

Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
1	Bolla Surendra Reddy . [2236]	Production	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
2	Murali Krishna Pinakana [1275]	IT	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
3	PRASHANT MARUTI WALUNJKAR - [7912]	Production	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
4	GOLLA MADHU . [4725]	Personnel & Administration	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
5	Narasimahlu Gadwal [1257]	Warehouse	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
6	YERRAGUDI VENKATESH - [6329]	Personnel & Administration	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
7	Challa Rambabu [3832]	Production	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

RefdocNo.:TM-022-24

Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
8	Lakshmi Kanth . [1360]	Quality control	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
9	Rajashekhar . [3776]	Production	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
10	Masuldar Abdul Zaber shaik [3476]	Production	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
11	Thondamalla Venkata Praveen Kumar [3100]	Production	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
12	Alkesh Kashte . [3938]	IT	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
13	Suresh Kumar Reddy Patchaela [1569]	Quality control	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
14	SATHYANARAYANA N - [7771]	Quality Assurance	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
15	SUNIL KUMAR YADAV - [7413]	Production	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
16	Narasimha Murthy Venkata Nanduri [1937]	Production	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
17	NASIRAHMAD MAKANDAR - [7720]	Production	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
18	Chanukya S [1978]	Quality control	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
19	Mujahid Hussain [1716]	Quality Assurance	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
20	G.Nagarjuna . [1604]	Production	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
21	Boya Mallikarjuna [2836]	Production	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
22	Shivaraj Jojan [1406]	Quality control	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
23	NAGARAJ GANGANNAVAR - [7260]	EHS	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
24	Rajshekhar Bhimasha Gaikwad [3421]	Production	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
25	Nagaraju Eeda [2078]	Quality control	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
26	Pavan Nagendra Narapu [2081]	Microbiology	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
27	RAKESH KUMAR P - [6631]	Quality control	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
28	M Ramu . [1958]	Production	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
29	S SUMAN . [5503]	EHS	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
30	SHARANAYYA . [5049]	Microbiology	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
31	Anjaliya Babu Dandu [1135]	Production	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
32	SACHIN CHANDRASHEKHAR NATU - [7931]	Quality control	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
33	N Prasad Achanta [1299]	Quality Assurance	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
34	Rakesh Kumar K [3090]	Engineering	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
35	Yashwanth Pasupula [3324]	Production	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
36	Amare Gouda . [1392]	Production	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
37	SHIVANAND RAMESH KOLLI - [7431]	Quality Assurance	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
38	VENKAT PRASAD G - [7441]	Production	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
39	GOWRU VISWANATHA REDDY . [4728]	Quality Assurance	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
40	VENKATESWARLU THOTA [4409]	Quality Assurance	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
41	NITIN DILIP GAIKWAD . [5675]	Microbiology	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
42	Jindoba Kashinath Waghmode [2006]	Production	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
43	MILIND MANIK SARPE - [7446]	Production	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
44	SANTOSH KUMAR MAHARANA - [7695]	Production	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
45	Avinash Digambar Bhalerao [3573]	Production	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
46	Santhosh Raju Posani [3612]	Quality control	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
47	Srinivasa Rao Kodali [1318]	Engineering	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
48	VAIBHAV SANJAY KOTHARE . [5928]	Production	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
49	Alure Vasant [2025]	Production	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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50	ATAR SINGH - [7420]	Production	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
51	Gunti Venkateswarlu [2900]	Production	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
52	Samir Kisan Ghuge . [4359]	Production	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
53	Suresh Goud Shagala [1486]	Quality control	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
54	Balaveeraiah Valadasu [1495]	Production	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
55	NAGARAJU P [4453]	Production	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
56	OJA SUBRAMANYAM - [6670]	Quality control	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
57	APPIKATLA SAI KUMAR - [6542]	Production	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
58	TEJAS ANANDA KAMBLE - [7740]	Quality control	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
59	Somanath Reddy Gaddam [2193]	Quality control	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
60	PANKAJ SHAMUVEL PANDIT - [7732]	Production	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
61	Attunuru Prasad Reddy [2952]	Production	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
62	VIJAY DATTATRAY BHANDALKAR - [7288]	Production	00	12-Nov-2024	12-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
63	VIKAS ASHOK DHANWAT - [7607]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
64	PERUMALA SATISH KUMAR . . [4666]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
65	ANIL SHANKAR RATHOD - [7590]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
66	Ganga Sagar Gaur . [4005]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
67	RAMAWTAR RATHOUR - [7803]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
68	Kadathala Sravan Goud . [3822]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
69	AMOL TUKARAM DHANWATE - [7361]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
70	Abinash Parida [7388]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
71	Virendra B Kalshetti [4412]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
72	OMKARESWARARAO PASUMARTHI [4454]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
73	SAGAR LAXMAN GAVALI - [7565]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
74	Rajagopal Onteru [2113]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
75	Subba Rao Venkata Mothukuru [1201]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
76	Vaibhav Vilas Deshpande [3406]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
77	Shrishail Shivasharanappa Bambase [2214]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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78	SURYA PRAKASH MAURYA - [6683]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
79	Gurunath Lomada [1389]	Quality control	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
80	KUKNOOR HANMANTHU . [5858]	Quality control	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
81	Puramshetti Srinivas [2908]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
82	AMIT ASHOK MALI . [5880]	Quality control	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
83	SAURAV SANJAY SURWADE - [7761]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
84	Pavan Bijji [2033]	Quality control	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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85	PARASHURAMA - [6286]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
86	Biswaranjan Padhy [7387]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
87	G Pratap Reddy [3785]	Quality control	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
88	Prasanna Ravindra Dhanshetti [1496]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
89	YOGESH ATMARAM METE - [7762]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
90	NILESH BABUSAHEB GAWADE - [7671]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
91	S Jayadev Gorantla [1206]	Quality control	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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92	AVINASH APPA TAKALE - [7817]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
93	Umesh Jalkote [1304]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
94	RAMANJANEYULU DASA [4476]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
95	Raja Babu Kaveti [1719]	Quality Assurance	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
96	Veereshappa . [1045]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
97	BADESAB HUSEN SHAIKH [7188]	EHS	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
98	Ediga Khajan Goud [1627]	Quality control	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
99	Awnesh Kumar Goswami [1366]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
100	SURENDER RAMACHANDRUNI [4926]	Personnel & Administration	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
101	LOKESH SHIVANAND ATHANI [7594]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
102	Ramachandrudu Boya [3278]	Quality Assurance	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
103	Nagababu Chennu [1200]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
104	VIJAY KUMAR N . [5208]	EHS	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
105	Satish Babu Kota [1489]	Quality Assurance	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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106	Bajeswara Rao Gottipati [3192]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
107	Govinda Peddrai [1379]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
108	Vivekanand Hosur [1916]	Quality control	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
109	Kapil Khandelwal [1311]	Personnel & Administration	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
110	Avularaju Pokala [2307]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
111	PADAMATI SIVA NAGA RAJU - [7036]	Quality Assurance	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
112	Saravanan N [1219]	Quality Assurance	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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113	Venkatesh Regula [3614]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
114	Nishant Kumar [2408]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
115	Jampali Raghavender [2895]	Quality control	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
116	T D Anil Kumar [2844]	Quality control	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
117	Ramakrishna K . S . [3920]	Warehouse	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
118	MAHESH SIDDAPPA JATTI - [7426]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
119	G Subramanyam Reddy [2796]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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120	RAJ KUMAR VISHWAKARMA - [7282]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
121	Tirupathi Goud [2398]	Quality Assurance	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
122	MAHADEV - [7540]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
123	ASHOK BALASAHEB BAGAL - [7862]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
124	Venkata Subba Reddy Dhani Reddy [1262]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
125	ATUL DWIVEDI - [7373]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
126	MAHESH BASAPPA HATTALI . [5379]	Quality control	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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127	KAVALI NARSIMLU - [7706]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
128	SANTOSH D PHATANGARE - [7514]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
129	MOHAMMED NASEER HUSSAIN - [7659]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
130	Kasi Sandeep Burugupalli [3017]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
131	Satish Kashinath Dumne [3480]	Microbiology	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
132	Bheemrayudu Konkal [2356]	Quality control	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
133	BYRAKONDA HARIKRISHNA - [7311]	Production	00	12-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
134	Aravind Giddalur [2995]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
135	Mulaparthi Samraj [2601]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
136	MAHADEV RAMESH - [7459]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
137	Venkata Gouri Janakiram Arepu [3749]	Quality Assurance	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
138	CHAPALI NARSIMULU - [7234]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
139	Sankar K [2212]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
140	SANTOSH K . [7049]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
141	BANDAMEEDI RAMESH . [6196]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
142	Fayaz Ahmad Shaik [3019]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
143	KUMMARI RAMESH - [7273]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
144	Jalandar Pasula [1610]	Quality control	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
145	MANOJ KUMAR - [7283]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
146	GANESH VITTHAL JADHAV - [7606]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
147	Shivyogi Shankar Kognure [1413]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
148	Srinivas Reddy Narava [2837]	Quality control	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
149	Durga Sandeep Korasika . [4199]	Quality Assurance	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
150	Umakanth Patil [1423]	Personnel & Administration	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
151	Jagannadham Immadi [3060]	Quality Assurance	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
152	SHUBHAM KORALE - [7529]	Quality Assurance	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
153	Naresh K [1386]	Personnel & Administration	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
154	NABILAL - [7731]	Quality Assurance	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
155	S SATISH - [7569]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
156	Srinivas . . [4240]	Personnel & Administration	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
157	Baswraj Kalyani Gundure . [4324]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
158	VSV Prasad Akula [2922]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
159	Ananda K [3799]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
160	Govindappa Galagali . [3940]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
161	Praveen Kumar Gadwal [1308]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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162	R.ELANGOVAN - [6808]	EHS	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
163	Praveen Kumar Mannur [1140]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
164	Chinna Masum Kasanna Gari [1784]	Quality control	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
165	Nageswara Rao Gudavalli [1372]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
166	GOLLA PANDUKUMAR . [6069]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
167	PONNALA RAJU - [7602]	Quality Assurance	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
168	Girish Mohan Bhandare . [3978]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
169	Devendra Pratap Singh [1209]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
170	Arun Kumar Gunjanur [1307]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
171	Nagesh Nallagorla . [1588]	Microbiology	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
172	Anantha Sena Reddy Gaunolla [1395]	Quality Assurance	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
173	Sunil Kumar Patra [2963]	Quality control	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
174	Raja Kumar Anipe [1798]	Quality control	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
175	Shankar Meedigada [2334]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
176	GANESH KUMAR GUPTA . . [4818]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
177	MANGESH BANDUJI UKE . . [4677]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
178	SALUNKE AKSHAY - [7464]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
179	VIVEK KUMAR - [7478]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
180	M RAMAKRISHNA - [7628]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
181	Suman Midde [1347]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
182	PARAMESHWAR . . [5155]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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183	Devidas Dattatray Gund . [4173]	Quality control	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
184	Nitin Tukaram Ghadge [3484]	Microbiology	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
185	Rajesh Bari [1595]	Quality Assurance	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
186	Prasadu Nakka [2343]	Quality control	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
187	SRIHARI CHOUDHURY - [7722]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
188	Tanaji Sudhakar Somvanshi [4341]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
189	Edukondalu Pagolu [2849]	Production	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
190	Anwar Basha Katika [1625]	Quality Assurance	00	12-Nov-2024	14-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
191	JEETENDRA SINGH - [7670]	Production	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
192	SHIVNARAYAN PRAJAPATI - [7487]	Production	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
193	Madarvali Syed [2412]	Production	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
194	RAJENDRA POPAT BALE - [7608]	Production	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
195	SAGAR M . [4606]	Production	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
196	D BALAKRISHNA . [5687]	Production	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
197	VINUKONDA SRIRAMULU - [6763]	Production	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
198	DEEPAK GOVINDRAO NATKARE . . [4799]	Production	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
199	Vijay Kumar Kuruva [1147]	Production	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
200	Kallipati Nagabhushanam . [3853]	Quality control	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
201	SHINGADE BHAUSAHEB RATAN - [7893]	Production	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
202	Venkata Reddy Padala [1756]	Quality Assurance	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
203	ANISH CHANDRAN - [6960]	Warehouse	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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204	Mohammed Gouse S S [3520]	Electrical	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
205	Yuvaraj . [3725]	Production	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
206	RAMAVATH VENKATESU NAIK . [5592]	Production	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
207	S.Nandakishore . [1162]	Engineering	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
208	RAGHUPATHI ACHARI - [6222]	Production	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
209	Sandeep Kulkarni [1234]	Quality control	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
210	Naresh Bhandarigal [2695]	Engineering	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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211	Deva Kumar Ambigar [2040]	Quality control	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
212	BHEEMAIAH - [7507]	Engineering	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
213	Yogesh Patil [1697]	Engineering	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
214	Maganti Venkata Harideep [2016]	Electrical	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
215	AVINASH ANNASO BHUJAWADKAR - [7660]	Production	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
216	Mahesh Narasu Bhandari [2059]	Engineering	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
217	Bala Krishna Reddy Vaka [2459]	Quality Assurance	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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218	S P Prabhakar Siddeshwar Kumbhar [1482]	Production	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
219	Boyini Parushuram [2911]	Production	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
220	Narasimhulu Jamjala [3784]	EHS	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
221	Naga Sai Kollipara [2637]	Production	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
222	S MAHESH . [6033]	Production	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
223	Govindarajulu Mendi Srinivasulu [1070]	Production	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
224	Meenappa Madiga [1793]	Engineering	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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225	B. Linga Reddy - [1563]	Warehouse	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
226	Nageshwar Rao Padamati [1364]	Production	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
227	BOOSUPALLI SANJEEVA REDDY - [6961]	Quality control	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
228	Sharanappa Nammakam [1243]	Warehouse	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
229	Venkateshwarulu C [1190]	Production	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
230	Meer Masood Ali [1184]	Production	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
231	DIVI VENUGOPAL . . [4866]	Production	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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232	Suresh Akkena [1394]	EHS	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
233	Basavaraj . [3499]	Microbiology	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
234	SHARANA BASAVA R - [6603]	Engineering	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
235	JOSHI ASHWIN SHRINIVAS - [6285]	Microbiology	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
236	Pulla Reddy Gowreddy [1846]	Quality control	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
237	RAJPUT PRUTHVISINHA - [7723]	Microbiology	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
238	Ashok kumar . [5659]	SAP	00	15-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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239	Ashok Ellendula [3321]	Quality Assurance	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
240	Lingaraju Cholappa Bettapnor [2362]	Production	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
241	Suresh Shivamurthi [1418]	Production	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
242	Santhosh Mirji [2027]	Engineering	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
243	THAMATAM SANTI . . [4901]	Production	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
244	ANIL MARUTI JANKAR - [7872]	Production	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
245	SUKADEV MOHNTY . [5491]	Production	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
246	MALLIKARJUNA GOWDA G M - [7519]	Production	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
247	VELPULA MALLESWARA RAO - [7615]	Production	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
248	Amarsing Kisansing Rajput [3523]	Production	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
249	AJIT CHANDRAKANT BORUTE . [6040]	Production	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
250	Purnaprajna Kulkarni [3323]	Quality control	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
251	Brahmaiah Mandadapu [2409]	Production	00	12-Nov-2024	15-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
252	Basavaraja S D [3488]	Quality control	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
253	SOMANATH ANNAYYA HIREMATH - [7835]	Production	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
254	S. Kiran Kumar . [5350]	Production	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
255	Balachandar B [3481]	Production	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
256	SURENDRA BABU GOLLA [5596]	Quality control	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
257	CHEVITOLLA PEDDA RAMESH - [6163]	Production	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
258	Sudhir Patange [3152]	Engineering	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
259	Parmanand Ramanna Patil [1071]	Production	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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260	Ranga Rao Baggu [1962]	Production	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
261	Rudramuni Hiremath. [1609]	Microbiology	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
262	ROSHAN CHANDRABHAN BASSI - [7610]	Production	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
263	Srinivasa Rao Muvvala [2884]	Production	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
264	MAHESH VASANTRAO SONAWANE - [7639]	Quality Assurance	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
265	Maruthirao Jangiti [1169]	Quality Assurance	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
266	Srinivasulu Reddy Konda [2789]	EHS	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
267	Arvind Chandrakant Balkundi [2271]	Quality control	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
268	SHABBIR HADI - [7605]	Quality control	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
269	RUSHIKESH BALASAHEB MALI - [6793]	Quality control	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
270	Krishna . [1157]	Quality control	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
271	AMARRAYYA . . [4788]	Engineering	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
272	KESANA SIVANAGARAJU - [7796]	Production	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
273	Devaraja . [1913]	Warehouse	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
274	Arun Kumar [1210]	Production	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
275	Srinivas Avula [1310]	Production	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
276	SUDARSHAN DATTRAO GIRI . [6096]	Quality control	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
277	MULAKA MADHU - [4980.]	Engineering	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
278	SAGAR BALU BAGAV . [5376]	Quality control	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
279	Venkaiah Yadava Golla [1900]	Electrical	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
280	Ramachandra Rao Paidi [1171]	Electrical	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
281	Shivakumar Shivappa [1902]	Electrical	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
282	Vitthal Abaso Babar [1411]	Production	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
283	Sharan Prasad Hampayya swamy Shivaling [1497]	Microbiology	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
284	PRITHIVIRAJ POPAT RANANAVARE - [7277]	Production	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
285	CHANNESHAPPA H . . [4824]	Production	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
286	ATISH SHARMA - [7777]	Production	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
287	UPPARA VEERENDRA . [6060]	Production	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
288	Bheemsingh Rathod [2404]	Quality control	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
289	Venkata Prasad Kondapalli [2134]	Production	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
290	Rajeev Perimi [2787]	Production	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
291	CHILUKU HARIKRISHNA - [7293]	Quality control	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
292	RITESH SALUNKE - [7504]	Production	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
293	MALAKARI CHOUGULE [7393]	Quality control	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
294	PRASHANT VIJAYKUMAR KAMATHI - [7366]	Production	00	12-Nov-2024	16-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
295	MOKIND GIJE - [7505]	Production	00	12-Nov-2024	17-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
296	Venkata Rao Saana [1974]	Production	00	12-Nov-2024	17-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
297	Kovelakuntla Venkateswarlu [2194]	Production	00	12-Nov-2024	17-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
298	Vijaya Bhaskar K . [5030]	Production	00	12-Nov-2024	17-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
299	DAGGUPATI VENKATARAMANA - [6322]	Production	00	12-Nov-2024	17-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
300	Vidyadhar Chiuveri [2502]	Production	00	12-Nov-2024	17-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
301	Irfan Mahammad [2793]	Quality control	00	12-Nov-2024	17-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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302	RAHIL RAJUSHA FAKIR - [7906]	Production	00	12-Nov-2024	17-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
303	SHIVANSH SINGH [7784]	Microbiology	00	12-Nov-2024	17-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
304	Omprakash . [2199]	Quality control	00	12-Nov-2024	17-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
305	Hari Om Kumar [1842]	Production	00	12-Nov-2024	17-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
306	Ramesh Babu Ykkaluri [2075]	Production	00	12-Nov-2024	17-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
307	Praveen Chintalapati [1199]	Production	00	12-Nov-2024	17-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
308	Ramakrishna Kalipindi [1218]	EHS	00	12-Nov-2024	17-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
309	BAPALA MANOJ KUMAR - [7450]	Production	00	12-Nov-2024	17-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
310	SAMBHAJI BANDU RAJEJADHAV - [7760]	Production	00	12-Nov-2024	17-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
311	MOHAMMAD AZAM SIDDIQUI - [7873]	Production	00	12-Nov-2024	17-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
312	SIKANDAR - [7802]	Production	00	12-Nov-2024	17-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
313	MULLA KHALEELAHMED - [7907]	Production	00	12-Nov-2024	17-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
314	PRATAP . [5050]	Microbiology	00	12-Nov-2024	17-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
315	BASAVARAJ KUMBAR - [7718]	Engineering	00	12-Nov-2024	17-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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316	Prashant Kalyani Gundure [3644]	Production	00	12-Nov-2024	17-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
317	SHRIKRUSHNA SUBHASH TELORE - [7110]	Production	00	12-Nov-2024	17-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
318	Srihari Rao Emani [2085]	Production	00	12-Nov-2024	18-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
319	SHREYAS SHRIKANTRAO DESHMUKH - [7753]	Production	00	12-Nov-2024	18-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
320	CHAITANYA RAVINDRA WALIMBE - [7832]	Production	00	12-Nov-2024	18-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
321	Anil Gangadhar Bollineni [1321]	Production	00	12-Nov-2024	18-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
322	RAVSAHEB RAYKAR - [7447]	Production	00	12-Nov-2024	18-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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323	Manjeet Singh - [7310]	Analytical research and Development (AR&D)	00	12-Nov-2024	18-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
324	Balaji Kisanrao Kadam - [1221]	Analytical research and Development (AR&D)	00	12-Nov-2024	18-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
325	Mandla Panduranga Naidu [1160]	Quality Assurance	00	12-Nov-2024	18-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
326	V V Chinna Bheema Raju [1296]	Quality Assurance	00	12-Nov-2024	18-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
327	Rakesh . [2136]	Production	00	12-Nov-2024	18-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
328	T BALAJI SAVANTH . [6585]	Production	00	12-Nov-2024	18-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
329	Manjunatha D.N . . [4332]	Engineering	00	12-Nov-2024	18-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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330	A Ranganath . [3085]	Electrical	00	12-Nov-2024	18-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
331	Chandra Shekar . [3084]	Electrical	00	12-Nov-2024	18-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
332	Bharath Kumar Pisay [1618]	Electrical	00	12-Nov-2024	18-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
333	Pavan . [1657]	Electrical	00	12-Nov-2024	18-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
334	Badrinath . [4344]	Production	00	12-Nov-2024	18-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
335	Devaraja . [1248]	Quality control	00	12-Nov-2024	18-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
336	BIRENDRA KUMAR RANA . [4716]	Quality control	00	12-Nov-2024	18-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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337	SATHISH KUMARESAN - [7925]	Production	00	12-Nov-2024	18-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
338	YOGESH RAJENDRA JAGTAP - [7454]	Production	00	12-Nov-2024	18-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
339	AVADHUT ASHOK KULKARNI . [5694]	Production	00	12-Nov-2024	18-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
340	CHEKUBOYINA SURYAVAMSI GOKUL - [6157]	Quality control	00	12-Nov-2024	18-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
341	NARYAN VITTHAL BODAKHE - [7763]	Production	00	12-Nov-2024	19-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
342	AMRUTHALURI SURESH BABU - [7665]	Production	00	12-Nov-2024	19-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
343	SURAJ ANANDA DADMODE - [6355]	Microbiology	00	12-Nov-2024	19-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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344	SURAJ MARUTI GAVADE - [7509]	Production	00	12-Nov-2024	19-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
345	SHIVANAND - [7844]	Warehouse	00	12-Nov-2024	19-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
346	Basavaraj Basavalingaiah [1959]	Electrical	00	12-Nov-2024	19-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
347	SANDRALA PRASAD - [6427]	Production	00	12-Nov-2024	19-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
348	DIGVIJAY RAGHUNATH GHODAKE - [7631]	Analytical research and Development (AR&D)	00	12-Nov-2024	19-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
349	Sharanabasava Revannasid Kulkarni [2546]	Engineering	00	12-Nov-2024	19-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
350	SHANI P T . [7539]	Production	00	12-Nov-2024	19-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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351	SUNIL GHANSIRAM WARKAR - [7701]	Analytical research and Development (AR&D)	00	12-Nov-2024	19-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
352	PEGGI RAJU . [6331]	Quality control	00	12-Nov-2024	19-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
353	B MOHAN KUMAR . . [4664]	Electrical	00	12-Nov-2024	19-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
354	K KARTHIK - [7635]	Quality control	00	12-Nov-2024	19-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
355	Madhav Vinayak Kumbhar - [5184.]	Quality control	00	12-Nov-2024	19-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
356	Yallaling Pujari N [4078]	Quality control	00	12-Nov-2024	19-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
357	Raghavendra Rao K . [5029]	Warehouse	00	12-Nov-2024	19-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

RefdocNo.:TM-022-24

Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
358	SWAPNIL SHIVAJI KANDEKAR - [7824]	Production	00	12-Nov-2024	19-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
359	PAVAN SARJERAO GURAV - [7545]	Production	00	12-Nov-2024	19-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
360	MAHESH MANIK VANVE . . [5301]	Production	00	12-Nov-2024	20-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
361	AMIT ANNAPPA ATHANI - [6254]	Quality control	00	12-Nov-2024	20-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
362	KOTKAR PRAVIN RAMESH - [7764]	Production	00	12-Nov-2024	20-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
363	B.Siva Kumar [2636]	Production	00	12-Nov-2024	20-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
364	GOOTLO PAVAN KUMAR . . [4649]	Production	00	18-Nov-2024	20-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

RefdocNo.:TM-022-24

Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
365	M.Veerendra Kumar [1161]	Production	00	12-Nov-2024	20-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
366	VENKATESHWAR RAO P . [5293]	Quality Assurance	00	12-Nov-2024	20-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
367	Mallikarjuna Rao Bathula [2615]	Microbiology	00	12-Nov-2024	20-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
368	Rajshekar Reddy Kanala [1205]	Production	00	12-Nov-2024	20-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
369	Devi Krishna Gujjula [2229]	Production	00	12-Nov-2024	20-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
370	Sasidhar Avula [1198]	Production	00	12-Nov-2024	20-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
371	Suresh . [3086]	Electrical	00	12-Nov-2024	20-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

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Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
372	Ashok . [3087]	Electrical	00	12-Nov-2024	20-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
373	A VEERESHA - [7466]	Production	00	12-Nov-2024	20-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
374	Mallesu Dalavai [2127]	Production	00	12-Nov-2024	20-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
375	PRASHANT - [7911]	Production	00	12-Nov-2024	20-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
376	Arun Kumar Singh [1355]	Production	00	12-Nov-2024	20-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
377	POOJARI VINODKUMAR - [7948]	Production	00	15-Nov-2024	20-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
378	Mahesh Narasimhulu [1479]	Electrical	00	12-Nov-2024	20-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

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Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
379	MD JAVEED - [7791]	Electrical	00	12-Nov-2024	20-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
380	Nunna Guru Brahmam [2552]	Production	00	12-Nov-2024	20-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
381	PINJARI SAIFULLA . [5549]	Production	00	12-Nov-2024	20-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
382	RAHUL JADHAV - [7524]	Production	00	12-Nov-2024	21-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
383	MANVENDRA SINGH - [7322]	Production	00	12-Nov-2024	21-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
384	BASANA GOUDA C . [5314]	Engineering	00	12-Nov-2024	21-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
385	Bobbili Kasi Naidu . [1407]	SAP	00	15-Nov-2024	21-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

RefdocNo.:TM-022-24

Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
386	Chandra Sekhar Kummari [2972]	Quality control	00	12-Nov-2024	21-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
387	Sandeep Gaddyappa Vadigeri [1251]	Engineering	00	12-Nov-2024	21-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
388	Gouse Mohinuddin [1903]	Electrical	00	12-Nov-2024	21-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
389	VIJAY DNYANDEO KOTHAWALE - [7894]	Production	00	12-Nov-2024	21-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
390	B KIRAN KUMAR REDDY - [7499]	Production	00	12-Nov-2024	22-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
391	NITINKUMAR VIRBHADRAPPA NASALE - [7286]	Production	00	12-Nov-2024	22-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
392	MANNU KUMAR KUSHWAHA - [7694]	Production	00	12-Nov-2024	22-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

RefdocNo.:TM-022-24

Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
393	VISHAL KUMAR - [7343]	Production	00	12-Nov-2024	22-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
394	Anilkumar Polisetty . [3996]	Production	00	12-Nov-2024	22-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
395	TUSAR KUMAR MOHAPATRA . [5954]	Quality control	00	12-Nov-2024	22-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
396	MAINGADDA SHIVAKUMAR . [6275]	Production	00	12-Nov-2024	22-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
397	PRAVEEN MALLIKARJUN HADIMANI - [7673]	Warehouse	00	12-Nov-2024	22-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
398	HANUMANTHA J GOWDA - [6284]	Warehouse	00	12-Nov-2024	22-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
399	Eswar Rao Banisetti [1945]	Production	00	12-Nov-2024	22-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

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Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
400	Ravinder Reddy G [1583]	Microbiology	00	12-Nov-2024	22-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
401	PRATAP SUBHASH BHOSALE - [7460]	Production	00	12-Nov-2024	22-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
402	Bijay Ketan Mangaraj [1168]	Quality control	00	12-Nov-2024	22-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
403	DIPAK NAVNATH TONDE - [7427]	Production	00	12-Nov-2024	23-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
404	Santosh Kumar . [3917]	Production	00	12-Nov-2024	23-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
405	Manjunatha . [2893]	Engineering	00	12-Nov-2024	23-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
406	Siddhartha Reddy Pamuri [1247]	Production	00	12-Nov-2024	23-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

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Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
407	SAMEER M - [2834]	Warehouse	00	12-Nov-2024	23-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
408	Balaji Vamanrao Handge . [4000]	Production	00	12-Nov-2024	23-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
409	S.A.Mahesh Kumar [1894]	Electrical	00	12-Nov-2024	23-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
410	Leela Mohan Burra [3382]	Quality control	00	12-Nov-2024	23-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
411	AKKULA PRATHAP GOWD . [5217]	Microbiology	00	12-Nov-2024	23-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
412	PRASAD PRAKASH SURYAWANSHI - [7656]	Quality control	00	12-Nov-2024	23-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
413	VEEREJU CHITTIBABU - [7664]	Production	00	12-Nov-2024	23-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

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Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
414	Naveen Samgapu [2919]	Production	00	12-Nov-2024	24-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
415	AKSHAY MALLU BODHALE - [7371]	Production	00	12-Nov-2024	24-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
416	BEERAPPA GAWADE . [5438]	Production	00	12-Nov-2024	24-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
417	Sudhakar Chindukuri [1483]	Production	00	12-Nov-2024	24-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
418	Jindappa K [1193]	Production	00	12-Nov-2024	24-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
419	PATIL SAGAR DHANRAJ - [7825]	Production	00	12-Nov-2024	24-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
420	KONKAL ANJANEYULU - [7542]	Production	00	12-Nov-2024	25-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

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Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
421	PATIL TUSHAR BHASKAR - [7765]	Production	00	12-Nov-2024	25-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
422	Anupam Kapoor [1222]	Production	00	12-Nov-2024	25-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
423	KEDARNATH BASAVARAJ - [7520]	Microbiology	00	12-Nov-2024	25-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
424	GYANESHWAR MANIKRAO SHEP . . [4826]	Quality control	00	12-Nov-2024	25-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
425	Deepak Kumar - [1649]	SAP	00	15-Nov-2024	25-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
426	Santosh . [3239]	Microbiology	00	12-Nov-2024	25-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
427	NAGARAJU GAMIDI . [5528]	Production	00	12-Nov-2024	25-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

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Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
428	MUDRAGADA SRINU - [6596]	Microbiology	00	12-Nov-2024	25-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
429	B E SATISH KUMAR - [7309]	Microbiology	00	12-Nov-2024	25-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
430	SAGAR DADASAHEB KUMATKAR - [7895]	Production	00	12-Nov-2024	25-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
431	SACHIN SHIVAJI SHENDAGE - [7533]	Production	00	12-Nov-2024	26-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
432	Bharmanna Shivaraya Petarge [1186]	Quality control	00	12-Nov-2024	26-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
433	Uday Kumar Tallapally [1196]	Production	00	12-Nov-2024	26-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
434	CHANDRASHEKAR SHANTAMALLAPPA DUDHANI . [6645]	Warehouse	00	12-Nov-2024	26-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

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Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
435	Sivaprasad Reddy Munagala [2138]	Quality control	00	12-Nov-2024	26-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
436	Arvind Kumar Singh [2766]	Personnel & Administration	00	12-Nov-2024	27-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
437	Channa Reddy [1069]	Warehouse	00	12-Nov-2024	27-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
438	GALLA VENKATA SUBBA RAO - [6669]	Quality Assurance	00	12-Nov-2024	27-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
439	Krishna . [1404]	Engineering	00	12-Nov-2024	27-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
440	Amar Sarode [2142]	Engineering	00	12-Nov-2024	28-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
441	SURAJKUMAR ABASO MANE - [7741]	Quality control	00	12-Nov-2024	28-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

RefdocNo.:TM-022-24

Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
442	RAHUL A . [4667]	IT	00	12-Nov-2024	28-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
443	MANIDEEP BH - [6501]	Quality control	00	12-Nov-2024	28-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
444	KASHINATH SHASHIKANT KASTURE - [7336]	Quality control	00	12-Nov-2024	28-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
445	Theja P . [4985]	Quality control	00	12-Nov-2024	29-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
446	V.N.PRASAD ANDE . [1581.]	Quality control	00	12-Nov-2024	02-Dec-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
447	UMESHA . [4609]	Production	00	12-Nov-2024	02-Dec-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
448	KAUTIK MUKTAJI JADHAV . [5910]	Production	00	27-Nov-2024	04-Dec-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	06-Dec-2024

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

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Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
449	SALUNKHE NAMDEO SHIVAJI - [7168]	Warehouse	00	12-Nov-2024	06-Dec-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
450	JAYAKUMAR KOTWAL . . [4847]	Engineering	00	12-Nov-2024	09-Dec-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
451	LAV KUMAR - [6595]	IT	00	12-Nov-2024	17-Dec-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

SHILPA PHARMA LIFESCIENCES LIMITED.

JULY-MONTH CONSOLIDATED LHRE-DASHBOARD-2025

Confidential & Restricted Circulation

Unit: SHILPA PHARMA LIFESCIENCES LTD. **Date:- 01.07.2025 To 31.07.2025**

Reporting Period: Monthly (Every Month)

From: Unit HR Lead (To be emailed Monthly on or before 10.00 Hrs.)

To: Factory Manager (CC: M/s. K H Honneshaiah, Sharath Reddy)

Sno	LHR & Ethics Parameters	Unit	Target	Actual
1	Any incident of child labour, forced labour at workplace	Number	0	Nil
2	Any violation of minimum wages	Number	0	Nil
3	Any Overtime	Number	0	Yes
4	Any whistleblower incident	Number	0	Nil
5	Any harassment incident	Number	0	Nil
6	Any corruption case	Number	0	Nil
7	Any bribery case	Number	0	Nil
8	Any money laundering incident	Number	0	Nil
9	Any OHS incident	Number	0	2
10	Any notice issued by regulatory authority	Number	0	Nil
11	Any induction training conducted	Number	As per plan	5

S No	Important Points Requiring Immediate Attention, if any:	Category	Corrective Action Plan
1	Few employees are done over time duties in the month of July-2025 Beacause of Festivals holidays	Working Hours	Recognized and rewarded departments that manage production without exceeding overtime limits.
2	05-Induction Training	Training	Induction training provided to new joinees with following topics 1.Introduction of the company 2. HR Policies Procedures & Code of conduct 3.Leaves and it's Procedures, facilities etc

Notes:

a) **Abbreviations:** LHRE: Labour, Human Rights & Ethics, TBD: To Be Decided

b) **Child:** Any person under 15 years of age, unless the minimum age for work or mandatory schooling is higher by local law, in which case the stipulated higher age applies in that locality.

c) **Child labour:** Any work performed by a child younger than the age(s) specified in the above definition of a child, except as provided for by ILO Recommendation 146.

d) **Forced or compulsory labour:** All work or service that a person has not offered to do voluntarily and is made to do under the threat of punishment or retaliation or that is demanded as a means of repayment of debt.

e) **Young worker:** Any worker under the age of 18 but over the age of a child, as defined above.

Prepared By Sign Date:- 31/07/25

Reviewed By Sign Date:- 31/07/25

Approved By Sign Date:- 31/07/25

SHILPA PHARMA LIFESCIENCES LIMITED.

JUNE-MONTH CONSOLIDATED LHRE-DASHBOARD-2025

Confidential & Restricted Circulation

Unit: SHILPA PHARMA LIFESCIENCES LTD. **Date:- 01.06.2025 To 30.06.2025**

Reporting Period: Monthly (Every Month)

From: Unit HR Lead (To be emailed Monthly on or before 10.00 Hrs.)

To: Factory Manager (CC: M/s. K H Honneshaiah, Sharath Reddy)

Sno	LHR & Ethics Parameters	Unit	Target	Actual
1	Any incident of child labour, forced labour at workplace	Number	0	Nil
2	Any violation of minimum wages	Number	0	Nil
3	Any Overtime	Number	0	Yes
4	Any whistleblower incident	Number	0	Nil
5	Any harassment incident	Number	0	Nil
6	Any corruption case	Number	0	Nil
7	Any bribery case	Number	0	Nil
8	Any money laundering incident	Number	0	Nil
9	Any OHS incident	Number	0	Nil
10	Any notice issued by regulatory authority	Number	0	1
11	Any induction training conducted	Number	As per plan	Nil
				16

S No	Important Points Requiring Immediate Attention, if any:	Category	Corrective Action Plan
1	Few employees are done over time duties in the month of June-2025 Beacause of Festivals holidays	Working Hours	Provided training to supervisors and line managers on workforce planning & legal compliance.
2	16-Induction Training	Training	Induction training provided to new joinees with following topics 1.Introduction of the company 2. HR Policies Procedures & Code of conduct 3 Leaves and it's Procedures, facilities etc

Notes:

a) **Abbreviations:** LHRE: Labour, Human Rights & Ethics, TBD: To Be Decided

b) **Child:** Any person under 15 years of age, unless the minimum age for work or mandatory schooling is higher by local law, in which case the stipulated higher age applies in that locality.

c) **Child labour:** Any work performed by a child younger than the age(s) specified in the above definition of a child, except as provided for by ILO Recommendation 146.

d) **Forced or compulsory labour:** All work or service that a person has not offered to do voluntarily and is made to do under the threat of punishment or retaliation or that is demanded as a means of repayment of debt.

e) **Young worker:** Any worker under the age of 18 but over the age of a child, as defined above.

Prepared By Sign Date: 30/06/25

Reviewed By Sign Date:- 30/06/25

Approved By Sign Date:- 30/06/25

SHILPA PHARMA LIFESCIENCES LIMITED.

MAY-MONTH CONSOLIDATED LHRE-DASHBOARD-2025

Confidential & Restricted Circulation

Unit: SHILPA PHARMA LIFESCIENCES LTD. **Date:-** 01.05.2025 To 31.05.2025

Reporting Period: Monthly (Every Month)

From: Unit HR Lead (To be emailed Monthly on or before 10.00 Hrs.)

To: Factory Manager (CC: M/s. K H Honneshaiah, Sharath Reddy)

Sno	LHR & Ethics Parameters	Unit	Target	Actual
1	Any incident of child labour, forced labour at workplace	Number	0	Nil
2	Any violation of minimum wages	Number	0	Nil
3	Any Overtime	Number	0	Yes
4	Any whistleblower incident	Number	0	Nil
5	Any harassment incident	Number	0	Nil
6	Any corruption case	Number	0	Nil
7	Any bribery case	Number	0	Nil
8	Any money laundering incident	Number	0	Nil
9	Any OHS incident	Number	0	Nil
10	Any notice issued by regulatory authority	Number	0	1
11	Any induction training conducted	Number	As per plan	Nil
				13

S No	Important Points Requiring Immediate Attention, if any:	Category	Corrective Action Plan
1	Few employees are done over time duties in the month of May-2025 Beacause of Festivals holidays	Working Hours	Recruited additional contract/temporary staff in advance to cover high-demand periods.
2	13-Induction Training	Training	Induction training provided to new joinees with following topics 1.Introduction of the company 2. HR Policies Procedures & Code of conduct 3.Leaves and it's Procedures facilities etc

Notes:

a) **Abbreviations:** LHRE: Labour, Human Rights & Ethics, TBD: To Be Decided

b) **Child:** Any person under 15 years of age, unless the minimum age for work or mandatory schooling is higher by local law, in which case the stipulated higher age applies in that locality.

c) **Child labour:** Any work performed by a child younger than the age(s) specified in the above definition of a child, except as provided for by ILO Recommendation 146.

d) **Forced or compulsory labour:** All work or service that a person has not offered to do voluntarily and is made to do under the threat of punishment or retaliation or that is demanded as a means of repayment of debt.

e) **Young worker:** Any worker under the age of 18 but over the age of a child, as defined above.

Prepared By Sign 31/05/25 **Date:-** 31/05/25

Reviewed By Sign 31/05/25 **Date:-**

Approved By Sign 31/05/25 **Date:-**

SHILPA PHARMA LIFESCIENCES LIMITED.

APRIL-MONTH CONSOLIDATED LHRE-DASHBOARD-2025

Confidential & Restricted Circulation

Unit: SHILPA PHARMA LIFESCIENCES LTD. **Date:- 01.04.2025 To 30.04.2025**

Reporting Period: Monthly (Every Month)

From: Unit HR Lead (To be emailed Monthly on or before 10.00 Hrs.)

To: Factory Manager (CC: M/s. K H Honneshaiah, Sharath Reddy)

Sno	LHR & Ethics Parameters	Unit	Target	Actual
1	Any incident of child labour, forced labour at workplace	Number	0	Nil
2	Any violation of minimum wages	Number	0	Nil
3	Any Overtime	Number	0	Yes
4	Any whistleblower incident	Number	0	Nil
5	Any harassment incident	Number	0	Nil
6	Any corruption case	Number	0	Nil
7	Any bribery case	Number	0	Nil
8	Any money laundering incident	Number	0	Nil
9	Any OHS incident	Number	0	1
10	Any notice issued by regulatory authority	Number	0	Nil
11	Any induction training conducted	Number	As per plan	8

S No	Important Points Requiring Immediate Attention, if any:	Category	Corrective Action Plan
1	Few employees are done over time duties in the month of April-2025 Beacause of Festivals holidays	Working Hours	As per factorty act1948 over time hours canot exceed 50 hours in a quarter. In a month 16.5 hours of individual employee henceforth all should aware of the same respective department HOD'S keep noted and follow the same
2	08-Induction Training	Training	Induction training provided to new joinees with following topics 1.Introduction of the company 2. HR Policies Procedures & Code of conduct 3.Leaves and it's Procedures, facilities etc

Notes:

a) **Abbreviations:** LHRE: Labour, Human Rights & Ethics, TBD: To Be Decided

b) **Child:** Any person under 15 years of age, unless the minimum age for work or mandatory schooling is higher by local law, in which case the stipulated higher age applies in that locality.

c) **Child labour:** Any work performed by a child younger than the age(s) specified in the above definition of a child, except as provided for by ILO Recommendation 146.

d) **Forced or compulsory labour:** All work or service that a person has not offered to do voluntarily and is made to do under the threat of punishment or retaliation or that is demanded as a means of repayment of debt.

e) **Young worker:** Any worker under the age of 18 but over the age of a child, as defined above.

Prepared By Sign Date:- 30/04/25

Reviewed By Sign Date:- 30/04/25

Approved By Sign Date:- 30/04/25

Dear Srinivas,
Not received

Regards,
Venkatesh.

From: HR EOU <hrd_eou@shilpapharma.com>
Sent: Friday, August 01, 2025 12:50 PM
To: Venkatesh Reddy <venkatesh@vbshilpa.com>
Cc: ak.singh@shilpapharma.com,kapil.k@shilpapharma.com, sharath@shilpapharma.com, KHHonneshaiah@shilpapharma.com, veereshappa@shilpapharma.com
Subject: Complaint Received Regarding Code of Conduct, Whistleblower, Bribes etc

Dear Venkatesh Sir,
As per the HR Policies of Shilpa Pharma Life Sciences Ltd., employees may raise complaints related to misconduct, violation of the Code of Conduct (such as sexual harassment, health & safety concerns, gifts, gratuities, bribes), or violation of the Whistle Blower Policy through the designated email ID: **info@vbshilpa.com**.

You are the representative person for the above email ID.
Kindly confirm whether any such complaints were received during the period **1st July 2025 to 31St July 2025**, and revert to us at the earliest.

Regards,
Srinivas
SPL-EOU

This message (including any attachments) is intended for the addressee only and may contain confidential or privileged information. Any unauthorized retention, use, copy or circulation is expressly prohibited. If you are not the intended recipient, please notify the sender immediately by replying to this email and then delete it from your system. Shilpa Medicare Ltd. shall not be deemed as giving or endorsing any personal views or non-authorized content from the sender and shall further not be held responsible for any viruses in or tampering of this e-mail.
This message (including any attachments) is intended for the addressee only and may contain confidential or privileged information. Any unauthorized retention, use, copy or circulation is expressly prohibited. If you are not the intended recipient, please notify the sender immediately by replying to this email and then delete it from your system. Shilpa Medicare Ltd. shall not be deemed as giving or endorsing any personal views or non-authorized content from the sender and shall further not be held responsible for any viruses in or tampering of this e-mail

Dear Srinivas,
Not received any such complaints at **info@vbshilpa.com**.

Regards,
Venkatesh.

From: HR EOU <hrd_eou@shilpapharma.com>
Sent: Wednesday, July 02, 2025 12:30 PM
To: Venkatesh Reddy <venkatesh@vbshilpa.com>
Cc: ak.singh@shilpapharma.com,kapil.k@shilpapharma.com, sharath@shilpapharma.com, KHHonneshaiah@shilpapharma.com, veereshappa@shilpapharma.com
Subject: Complaint Received Regarding Code of Conduct, Whistleblower, Bribes etc

Dear Sir,
As per the HR Policies of Shilpa Pharma Life Sciences Ltd., employees may raise complaints related to misconduct, violation of the Code of Conduct (such as sexual harassment, health & safety concerns, gifts, gratuities, bribes), or violation of the Whistle Blower Policy through the designated email ID: **info@vbshilpa.com**.
You are the representative person for the above email ID.
Kindly confirm whether any such complaints were received during the period **1st June 2025 to 30th June 2025**, and revert to us at the earliest.
Regards,
Srinivas
SPL-EOU
This message (including any attachments) is intended for the addressee only and may contain confidential or privileged information. Any unauthorized retention, use, copy or circulation is expressly prohibited. If you are not the intended recipient, please notify the sender immediately by replying to this email and then delete it from your system. Shilpa Medicare Ltd. shall not be deemed as giving or endorsing any personal views or non-authorized content from the sender and shall further not be held responsible for any viruses in or tampering of this e-mail.
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Dear Team,
This is to inform you that we have not received any such complaints at **info@vbshilpa.com**.

Regards,
Venkatesh.

From: HR EOU <hrd_eou@shilpapharma.com>
Sent: Monday, June 02, 2025 12:30 PM
To: Venkatesh Reddy <venkatesh@vbshilpa.com>
Cc: ak.singh@shilpapharma.com,kapil.k@shilpapharma.com, sharath@shilpapharma.com, KHHonneshaiah@shilpapharma.com, veereshappa@shilpapharma.com
Subject: Complaint Received Regarding Code of Conduct, Whistleblower, Bribes etc

Dear Sir,
As per our HR Policies of Shilpa Pharma Life Sciences Ltd. Anyone can raise complaint related misconduct, violation of code of conduct like sexual harassment, health safety, gift, gratuities, bribes & violation of whistle blower policy through addressing email of **info@vbshilpa.com**

You are the representative person of above **E-mail ID**

Do you have received any complaint related this in between **1st May-2025 - 31st MAY-2025.**

Kindy check and revert us.

Regards,
Srinivas
SPL-EOU
This message (including any attachments) is intended for the addressee only and may contain confidential or privileged information. Any unauthorized retention, use, copy or circulation is expressly prohibited. If you are not the intended recipient, please notify the sender immediately by replying to this email and then delete it from your system. Shilpa Medicare Ltd. shall not be deemed as giving or endorsing any personal views or non-authorized content from the sender and shall further not be held responsible for any viruses in or tampering of this e-mail.
This message (including any attachments) is intended for the addressee only and may contain confidential or privileged information. Any unauthorized retention, use, copy or circulation is expressly prohibited. If you are not the intended recipient, please notify the sender immediately by replying to this email and then delete it from your system. Shilpa Medicare Ltd. shall not be deemed as giving or endorsing any personal views or non-authorized content from the sender and shall further not be held responsible for any viruses in or tampering of this e-mail

Dear team,

We have not received such complaints to info@vbshilpa.com

From: HR EOU <hrd_eou@shilpapharma.com>
Sent: Thursday, May 01, 2025 12:06 PM
To: Venkatesh Reddy <venkatesh@vbshilpa.com>
Cc: ak.singh@shilpapharma.com,kapil.k@shilpapharma.com, sharath@shilpapharma.com KHHonneshaiah@shilpapharma.com, veereshappa@shilpapharma.com
Subject: Complaint Received Regarding Code of Conduct, Whistleblower, Bribes etc

Dear Sir,
As per our HR Policies of Shilpa Pharma Life Sciences Ltd. Anyone can raise complaint related misconduct, violation of code of conduct like sexual harassment, health safety, gift, gratuities, bribes & violation of whistle blower policy through addressing email of **info@vbshilpa.com**

You are the representative person of above **E-mail ID**

Do you have received any complaint related this in between **1st April-2025 - 30th April -2025.**

Kindy check and revert us.

Regards,
Srinivas
SPL-EOU
This message (including any attachments) is intended for the addressee only and may contain confidential or privileged information. Any unauthorized retention, use, copy or circulation is expressly prohibited. If you are not the intended recipient, please notify the sender immediately by replying to this email and then delete it from your system. Shilpa Medicare Ltd. shall not be deemed as giving or endorsing any personal views or non-authorized content from the sender and shall further not be held responsible for any viruses in or tampering of this e-mail.
This message (including any attachments) is intended for the addressee only and may contain confidential or privileged information. Any unauthorized retention, use, copy or circulation is expressly prohibited. If you are not the intended recipient, please notify the sender immediately by replying to this email and then delete it from your system. Shilpa Medicare Ltd. shall not be deemed as giving or endorsing any personal views or non-authorized content from the sender and shall further not be held responsible for any viruses in or tampering of this e-mail.

Shilpa Pharma Lifesciences Limited
(Unit-2: 100% Export Oriented Unit)
Plot No: 33, 33A & 40-47, Raichur Industrial Growth Centre,
Chicksugur-584 134, Raichur District, Karnataka State, India.
CIN No. U24100KA2020PLC134081

Confidentiality and Non-Solicitation Agreement

This is an Agreement between **Mr. /~~Ms.~~ Gujjula Venkateswarlu**, (Emp Code: **8609**). ("You") and **M/s. Shilpa Pharma Lifesciences Ltd.**, ("Company"). This Agreement is executed on **10.07.2025**.

In consideration of the employment opportunity provided by **M/s. Shilpa Pharma Lifesciences Ltd**. You,intending to be legally bound, agree to the following:

1. This Agreement is pertaining to the subject matter of covenants not to solicit or confidentiality as described in this Agreement.
2. All Your obligations under this Agreement shall be effective from the date of joining with Company.
3. **Term of Agreement**. This Agreement is effective on the Effective Date, and shall remain in effect throughout the term of your employment with the Company and for period of Three (03) years thereafter. However, clause 5, 6, 7, 8 and 13 of this Agreement shall continue to be valid, even after three (3) years from the execution of this Agreement.
4. **Non-solicitation.** During the term of your employment, and for a period of Three (03) years immediately thereafter, You agree not to solicit any employee or independent contractor of the Company on behalf of any other business enterprise, nor shall you induce any employee or independent contractor associated with the Company to terminate or breach an employment, contractual or other relationship with the Company.
5. **Soliciting Customers After Termination of Agreement**. For a period of Three (03) years following the termination of your employment and your relationship with the Company, You shall not, directly or indirectly, disclose to any person, firm or corporation the names or addresses of any of the customers or clients of the Company or any other information pertaining to them. Neither shall you call on, solicit, take away, or attempt to call on, solicit, or take away any customer of the Company on whom you have called or with whom you became acquainted during the term of your employment, as the direct or indirect result of your employment with the Company.

Corporate & Admin Office : "Shilpa House", #12-6-214/A-1, Hyderabad Road, Raichur-584 135, Karnataka, India
Tel: +91-8532-238704, Fax: +91-8532-238876, Email: info@vbshilpa.com, Web: www.vbshilpa.com

6. Confidentiality

You acknowledge that the Company possesses and will continue to acquire and possess information that has been created, discovered, developed by or on behalf of Company or otherwise become known to the Company from third parties on confidential basis (including without limitation information created, discovered, developed or otherwise made known by You during the period of or arising out of his engagement with the Company) or in which property rights have been assigned or otherwise conveyed to the Company. You acknowledge such information has commercial value in the business in which the Company is engaged, and it gives the Company an opportunity to obtain an advantage over its competitors. All such information is hereinafter referred to as "Confidential Information." By way of illustration, but not limitation, Confidential Information includes the Company's lists of customers, potential customers, and sources of customers; lists of corporate partners; mailing lists; the terms of any agreements that the Company may have with customers, corporate partners, lenders, vendors, employees, consultants, other entities in the same business as or a similar business to that of the Company, and other parties; the identity and location of the Company's business contacts; the Company's patent applications, computer programs (whether in object code, source code or otherwise), flow charts, standard operating procedures (SOPs), working instruction (WIs), user guides, manuals, program documentation, laboratory notebooks; and trade secrets, processes, formulas, data, know-how, improvements, discoveries, developments, designs, inventions, techniques, marketing plans, strategies, forecasts, new products, unpublished financial statements, budgets, projections, licenses, prices, costs, sales and supplier lists, whether or not labeled and identified as confidential or proprietary.

A. Unless You shall first secure the Company's written consent, you shall not disclose to any third party at any time either during or after termination of this Agreement any Confidential Information of which you become informed, whether or not developed by You. Except to perform under this Agreement, You shall not use or copy the Confidential Information.

B. You shall not use Confidential Information for Your own benefit or for the benefit of any third party. You shall use best efforts and utmost diligence to protect the Confidential Information from misuse, misappropriation, theft, loss or unauthorized disclosure.

C. Upon termination of this Agreement or at any time upon request of the Company, You shall promptly deliver to the Company all physical embodiments of Confidential Information, including without limitation all lists (whether of customers, business contacts, or otherwise), agreements, notes, letters, notebooks, reports, standard operating procedures (SOPs), working instruction (WIs), user guides, manuals, compilations, accounts, drawings, blueprints, and all other materials of a secret or confidential nature relating to the Company's business which are in the possession or under the control of You, whether recorded on paper, film, videotape, audiotape, computer disk or other media. You shall deliver to the Company both the original and all copies (including electronic copies) of such materials, retaining no original or copy or part thereof for himself.

D. The provisions of clause 6 shall survive any termination or expiry of this Agreement and any renewal thereof and shall be binding upon You for perpetuity.

7. **Ownership of Inventions:**

A. You shall disclose promptly to the Company any and all inventions, discoveries, developments and improvements (whether patentable or not) collectively, ("Inventions") that are conceived by You during the period of engagement with the Company (whether or not during normal working hours or on the premises of the Company) and hereby assigns all right, title and interest in the Inventions to the Company. Whenever requested to do so by the Company, You shall execute any and all applications, assignments or other instruments or documents, which

the Company shall deem necessary or desirable to obtain patent or copyright protection or otherwise to protect the Company's interest in the Inventions, and

Shall otherwise cooperate with the Company, at the Company's expense, in obtaining patent or other proprietary protection for the Inventions. You hereby irrevocably appoint the Company as attorney-in-fact to execute and deliver any such instruments and documents on the behalf in the event that you should fail or refuse to do so within a reasonable period of time following the Company's request.

B. You shall not file any patent applications which disclose or describe Inventions, Confidential Information, or any work done by him for the Company. If you or on your behalf files such an application, You hereby grants the Company irrevocable world-wide, exclusive, perpetual royalty-free licenses to such Inventions, Confidential Information, or any work done by him for the Company with the right to sublicense such rights to Third Parties, in addition to any other remedies in equity or law that Company pursues provided that the preceding shall be without prejudice to any rights and remedies that the Company may have in equity or in law and without prejudice tothe Company's right of ownership in respect of any Invention or Confidential Information or any work done by You for the Company.

C. The provisions of clause 7 shall survive any termination or expiry of this Agreement and any renewal thereof and shall be binding upon you for perpetuity.

8. **Injunctive Relief**. You hereby acknowledge (1) that the Company will suffer irreparable harm if you breach your obligations under this Agreement; and (2) that monetary damages will be inadequate to compensate the Company for such a breach. Therefore, if you breach any of such provisions, then the Company shall be entitled to injunctive relief, in addition to any other remedies at law or equity, to enforce such provisions.

9. **Severable Provisions**. The provisions of this Agreement are severable, and if any one or more provisions may be determined to be illegal or otherwise unenforceable, in whole or

in part, the remaining provisions and any partially unenforceable provisions to the extent enforceable shall nevertheless be binding and enforceable.

10. **Modifications**. This Agreement may be modified only by a writing executed by both you and the Company.

11. **Prior Understandings**. This Agreement contains the entire agreement between the parties with respect to the subject matter of this Agreement. The Agreement supersedes all prior understanding, agreements, or representations.

12. **Waiver**. Any waiver of a default under this Agreement must be made in writing and shall not be a waiver of any other default concerning the same or any other provision of this Agreement. No delay or omission in the exercise of any right or remedy shall impair such right or remedy or be constructed as a waiver. A consent to or approval of any act shall not be deemed to waive or render unnecessary consent to or approval of any other or subsequent act.

13. **Jurisdiction and Venue**. This Agreement is to be construed pursuant to the laws of India. You agree to submit to the jurisdiction and venue of any court of Raichur, without regard to conflict of law's provisions, for any claim arising out of this Agreement.

Date: 10/07/25

for **Shilpa Pharma Lifesciences Ltd**

Authorized Signatory

By your signature below you acknowledge that you have read and understand the foregoing Agreement, that you agree to comply with all of the terms of the Agreement, and that you have received a copy of the Agreement.

Date: 10/07/25

Employee Signature

Name: G. Venkateswarlu

MINUTES OF THE FIRST RISK MANAGEMENT COMMITTEE MEETING SHILPA MEDICARE LIMITED FOR THE FINANCIAL YEAR 2024-25

DETAILS OF THE MEETING:

NAME OF THE COMPANY	SHILPA MEDICARE LIMITED
REGISTERED OFFICE	12-6-214/A-1, SHILPA HOUSE HYDERABAD ROAD, RAICHUR 584135
VENUE OF MEETING	12-6-214/A-1, SHILPA HOUSE HYDERABAD ROAD, RAICHUR 584135
TYPE OF MEETING	RISK MANAGEMENT COMMITTEE MEETING
DATE OF MEETING	11 SEPTEMBER 2024
DAY OF MEETING	WEDNESDAY
START TIME	2.00 PM
END TIME	3.30 PM

DIRECTORS PRESENT THROUGH PHYSICAL/AUDIO OR VIDEO CONFERENCE:

Sl. No	Name	Designation	Physical/OAVM
1	Mr. Vishnukant C Bhutada	Chairman	OAVM
2	Mr. Arvind Vasudeva	Member	OAVM
3	Mr. Kamal Kishore Sharma	Member	OAVM
4	Mr. Sharath Reddy Kalakota	Member	OAVM

ALSO PRESENT: PHYSICAL/AUDIO (OR) VISUAL MEANS

Sl. No	Name	Designation	Physical/ OAVM
1	Mr. Madhav Bhutada	Managing Director, Shilpa Biocare Private Limited	OAVM
2	Mr. Keshav Bhutada	Executive Director, Shilpa Pharma Lifesciences Limited	OVAM
3	Mr. Alpesh Dalal	Chief Financial Officer	Physical
4	Ms. Ritu Tiwary	Company Secretary	OAVM
5	Mr.Vishwaprasad Varanasi	Head Global , IPM	OVAM
6	Mr. Amruth Lahoti	GM- Purchase & QC	OVAM
7	Mr. Santosh Mahil	CEO, Shilpa Pharma Lifesciences Limited	OVAM
8	Ms. Anushiya Bhandari	Assistant Company Secretary	Physical

Members present unanimously elected Mr. Vishnukant C Bhutada as the Chairman of the meeting to conduct the proceedings thereon.

CHAIRMAN'S INITIALS

1. **Took note of attendance of members and grant leave of absence, if any:**

   All the members were present at the meeting; no leave of absence was required to be granted.

2. **Took note of the Minutes of the previous Committee Meeting held on 13 March 2024:**

   Minutes of the previous meeting held on 13 March 2024 were placed before the Committee. The same were taken on record.

3. **Took note on the Operational Risks, ESG, R&D And Regulatory Associated with the API Business:**

   Mr. Sharath Reddy Kalakota – Whole Time Director along with his team appraised the committee on the Operational risk, risk pertaining to Environmental, Social & Governance, Research & Development and Regulatory Risk associated with API Business and process of handling the same.

   The highlights of the presentation made by Mr. Sharath Reddy Kalakota were as follows:

- The Company follows the well accepted process to Identify the Hazards & assessment of the Risk – EAIA, HIRA, Hazop & are continually updated
- SPL has implemented the Process Safety Management System & Industrial Hygiene Protocol to reduce the process safety and occupational exposure related risks
- SPL has Certified Occupational Health & Safety Management System – ISO 45001:2018, Environmental Management System – ISO 14001:2015, Energy Management System – ISO 50001:2018 Social Accountability Management System SA8000:2014, apart from the Quality Management System ISO 9001:2015.
- The Company has won the 1st Place in Safety Competition Conducted by Karnataka Safety Institute (Inspector of Factories & Boilers, Industrial Safety & Health, in Hubli-Gulbarga Region of Karnataka)
- The Company has done quantitative Risk assessment of both the sites & the recommendations implemented.
- The company has done the Risk assessment critical processes Like Hydrogenation, handling of the toxic gases evolving from the processes and Control measures are put into place like alarms, sensors etc.
- The Business Continuity Plan (BCP) is reviewed annually as part of management reviews to assess Business Interruption scenarios in detail & arrived at the conclusion of the findings in BCP

   The Committee deliberated and took note of the same.

CHAIRMAN'S INITIALS

4. **Took note on the Intellectual Property (IP) Risks Associated with the API & Formulation Business:**

In line with Risk Management Policy of the Company, Mr. Vishwaprasad Varanasi – Head Global IPM appraised the Committee on the risk associated with Intellectual Properties of the Company. He also briefed the process of identifying, analyzing and responding to risk factors.

The highlights of the presentation made by Mr. Vishwaprasad Varanasi were as follows:

- Identifying Risks
- Analyzing Risk
- Responding to Risk
- Due diligence
- Strategization
- Safeguarding
- Competitive Intelligence
- Surprises / Inevitable circumstances / Mitigations
- Patent filings of some important product franchise
- Future Challenges & Risk Mitigation

The Committee reviewed and took note of the same.

5. **Took note on the Geopolitical Risk Associated with the Company:**

In furtherance to the discussion held in the previous meeting, the Geopolitical Risk Associated with the Company and measures for mitigation including processes and systems for internal control was placed before the Committee by Mr. Santosh Mahil – CEO Shilpa Pharma Lifesciences Limited.

The following were the highlights of the presentation made by Mr. Santosh Mahil – CEO:-

- Total API & FDF Sales in Risk Prone Nations
- Breakup - API & Formulation Sales in Risk Prone Nations
- API Business - Sales Region Wise was presented
- Formulation Business Sales - Region Wise

The Committee took note of the same.

CHAIRMAN'S INITIALS

6. **Took note on the Supplier Risk Associated with the Company:**

In line with the Risk Management policy of the Company, Mr. Amruth Lahoti - General Manager – Purchase & QC appraised the Committee on Supplier risk faced by the Company and also briefed the measures for risk mitigation including processes and systems for internal control.

The following were the highlights of the presentation made by Mr. Amruth Lahoti -

- Oncology: Vendor-wise purchase analysis and linked revenue
- Oncology: Country-wise purchases.
- NON -Oncology: Vendor-wise purchase analysis and linked revenue
- NON-Oncology: Country-wise purchases
- The API Universe- Onco and non-oncology
- Country –wise purchases: API segment

The Committee reviewed and took note of the same.

7. **Any other business with the permission of the chair:**

There being no other business to be transacted, the meeting concluded with vote of thanks to the chair.

Date:
Place: Raichur

CHAIRMAN

CHAIRMAN'S INITIALS

SHILPA PHARMA LIFESCIENCES LIMITED.

JULY-MONTH CONSOLIDATED LHRE-DASHBOARD-2025

Confidential & Restricted Circulation

Unit: SHILPA PHARMA LIFESCIENCES LTD. **Date:- 01.07.2025 To 31.07.2025**

Reporting Period: Monthly (Every Month)

From: Unit HR Lead (To be emailed Monthly on or before 10.00 Hrs.)

To: Factory Manager (CC: M/s. K H Honneshaiah, Sharath Reddy)

Sno	LHR & Ethics Parameters	Unit	Target	Actual
1	Any incident of child labour, forced labour at workplace	Number	0	Nil
2	Any violation of minimum wages	Number	0	Nil
3	Any Overtime	Number	0	Yes
4	Any whistleblower incident	Number	0	Nil
5	Any harassment incident	Number	0	Nil
6	Any corruption case	Number	0	Nil
7	Any bribery case	Number	0	Nil
8	Any money laundering incident	Number	0	Nil
9	Any OHS incident	Number	0	2
10	Any notice issued by regulatory authority	Number	0	Nil
11	Any induction training conducted	Number	As per plan	5

S No	Important Points Requiring Immediate Attention, if any:	Category	Corrective Action Plan
1	Few employees are done over time duties in the month of July-2025 Beacause of Festivals holidays	Working Hours	Recognized and rewarded departments that manage production without exceeding overtime limits.
2	05-Induction Training	Training	Induction training provided to new joinees with following topics 1.Introduction of the company 2. HR Policies Procedures & Code of conduct 3.Leaves and it's Procedures, facilities etc

Notes:

a) **Abbreviations:** LHRE: Labour, Human Rights & Ethics, TBD: To Be Decided

b) **Child:** Any person under 15 years of age, unless the minimum age for work or mandatory schooling is higher by local law, in which case the stipulated higher age applies in that locality.

c) **Child labour:** Any work performed by a child younger than the age(s) specified in the above definition of a child, except as provided for by ILO Recommendation 146.

d) **Forced or compulsory labour:** All work or service that a person has not offered to do voluntarily and is made to do under the threat of punishment or retaliation or that is demanded as a means of repayment of debt.

e) **Young worker:** Any worker under the age of 18 but over the age of a child, as defined above.

Prepared By Sign Date:- 31/07/25

Reviewed By Sign Date:- 31/07/25

Approved By Sign Date:- 31/07/25

SHILPA PHARMA LIFESCIENCES LIMITED.

JUNE-MONTH CONSOLIDATED LHRE-DASHBOARD-2025

Confidential & Restricted Circulation

Unit: SHILPA PHARMA LIFESCIENCES LTD. **Date:- 01.06.2025 To 30.06.2025**

Reporting Period: Monthly (Every Month)

From: Unit HR Lead (To be emailed Monthly on or before 10.00 Hrs.)

To: Factory Manager (CC: M/s. K H Honneshaiah, Sharath Reddy)

Sno	LHR & Ethics Parameters	Unit	Target	Actual
1	Any incident of child labour, forced labour at workplace	Number	0	Nil
2	Any violation of minimum wages	Number	0	Nil
3	Any Overtime	Number	0	Yes
4	Any whistleblower incident	Number	0	Nil
5	Any harassment incident	Number	0	Nil
6	Any corruption case	Number	0	Nil
7	Any bribery case	Number	0	Nil
8	Any money laundering incident	Number	0	Nil
9	Any OHS incident	Number	0	Nil
10	Any notice issued by regulatory authority	Number	0	1
11	Any induction training conducted	Number	As per plan	Nil
				16

S No	Important Points Requiring Immediate Attention, if any:	Category	Corrective Action Plan
1	Few employees are done over time duties in the month of June-2025 Beacause of Festivals holidays	Working Hours	Provided training to supervisors and line managers on workforce planning & legal compliance.
2	16-Induction Training	Training	Induction training provided to new joinees with following topics 1.Introduction of the company 2. HR Policies Procedures & Code of conduct 3 Leaves and it's Procedures, facilities etc

Notes:

a) **Abbreviations:** LHRE: Labour, Human Rights & Ethics, TBD: To Be Decided

b) **Child:** Any person under 15 years of age, unless the minimum age for work or mandatory schooling is higher by local law, in which case the stipulated higher age applies in that locality.

c) **Child labour:** Any work performed by a child younger than the age(s) specified in the above definition of a child, except as provided for by ILO Recommendation 146.

d) **Forced or compulsory labour:** All work or service that a person has not offered to do voluntarily and is made to do under the threat of punishment or retaliation or that is demanded as a means of repayment of debt.

e) **Young worker:** Any worker under the age of 18 but over the age of a child, as defined above.

Prepared By Sign Date: 30/06/25

Reviewed By Sign Date:- 30/06/25

Approved By Sign Date:- 30/06/25

SHILPA PHARMA LIFESCIENCES LIMITED.

MAY-MONTH CONSOLIDATED LHRE-DASHBOARD-2025

Confidential & Restricted Circulation

Unit: SHILPA PHARMA LIFESCIENCES LTD. **Date:-** 01.05.2025 To 31.05.2025

Reporting Period: Monthly (Every Month)

From: Unit HR Lead (To be emailed Monthly on or before 10.00 Hrs.)

To: Factory Manager (CC: M/s. K H Honneshaiah, Sharath Reddy)

Sno	LHR & Ethics Parameters	Unit	Target	Actual
1	Any incident of child labour, forced labour at workplace	Number	0	Nil
2	Any violation of minimum wages	Number	0	Nil
3	Any Overtime	Number	0	Yes
4	Any whistleblower incident	Number	0	Nil
5	Any harassment incident	Number	0	Nil
6	Any corruption case	Number	0	Nil
7	Any bribery case	Number	0	Nil
8	Any money laundering incident	Number	0	Nil
9	Any OHS incident	Number	0	Nil
10	Any notice issued by regulatory authority	Number	0	1
11	Any induction training conducted	Number	As per plan	Nil
				13

S No	Important Points Requiring Immediate Attention, if any:	Category	Corrective Action Plan
1	Few employees are done over time duties in the month of May-2025 Beacause of Festivals holidays	Working Hours	Recruited additional contract/temporary staff in advance to cover high-demand periods.
2	13-Induction Training	Training	Induction training provided to new joinees with following topics 1.Introduction of the company 2. HR Policies Procedures & Code of conduct 3.Leaves and it's Procedures facilities etc

Notes:

a) **Abbreviations:** LHRE: Labour, Human Rights & Ethics, TBD: To Be Decided

b) **Child:** Any person under 15 years of age, unless the minimum age for work or mandatory schooling is higher by local law, in which case the stipulated higher age applies in that locality.

c) **Child labour:** Any work performed by a child younger than the age(s) specified in the above definition of a child, except as provided for by ILO Recommendation 146.

d) **Forced or compulsory labour:** All work or service that a person has not offered to do voluntarily and is made to do under the threat of punishment or retaliation or that is demanded as a means of repayment of debt.

e) **Young worker:** Any worker under the age of 18 but over the age of a child, as defined above.

Prepared By Sign 31/05/25 **Date:-** 31/05/25

Reviewed By Sign 31/05/25 **Date:-**

Approved By Sign 31/05/25 **Date:-**

SHILPA PHARMA LIFESCIENCES LIMITED.

APRIL-MONTH CONSOLIDATED LHRE-DASHBOARD-2025

Confidential & Restricted Circulation

Unit: SHILPA PHARMA LIFESCIENCES LTD. **Date:- 01.04.2025 To 30.04.2025**

Reporting Period: Monthly (Every Month)

From: Unit HR Lead (To be emailed Monthly on or before 10.00 Hrs.)

To: Factory Manager (CC: M/s. K H Honneshaiah, Sharath Reddy)

Sno	LHR & Ethics Parameters	Unit	Target	Actual
1	Any incident of child labour, forced labour at workplace	Number	0	Nil
2	Any violation of minimum wages	Number	0	Nil
3	Any Overtime	Number	0	Yes
4	Any whistleblower incident	Number	0	Nil
5	Any harassment incident	Number	0	Nil
6	Any corruption case	Number	0	Nil
7	Any bribery case	Number	0	Nil
8	Any money laundering incident	Number	0	Nil
9	Any OHS incident	Number	0	1
10	Any notice issued by regulatory authority	Number	0	Nil
11	Any induction training conducted	Number	As per plan	8

S No	Important Points Requiring Immediate Attention, if any:	Category	Corrective Action Plan
1	Few employees are done over time duties in the month of April-2025 Beacause of Festivals holidays	Working Hours	As per factorty act1948 over time hours canot exceed 50 hours in a quarter. In a month 16.5 hours of individual employee henceforth all should aware of the same respective department HOD'S keep noted and follow the same
2	08-Induction Training	Training	Induction training provided to new joinees with following topics 1.Introduction of the company 2. HR Policies Procedures & Code of conduct 3.Leaves and it's Procedures, facilities etc

Notes:

a) **Abbreviations:** LHRE: Labour, Human Rights & Ethics, TBD: To Be Decided

b) **Child:** Any person under 15 years of age, unless the minimum age for work or mandatory schooling is higher by local law, in which case the stipulated higher age applies in that locality.

c) **Child labour:** Any work performed by a child younger than the age(s) specified in the above definition of a child, except as provided for by ILO Recommendation 146.

d) **Forced or compulsory labour:** All work or service that a person has not offered to do voluntarily and is made to do under the threat of punishment or retaliation or that is demanded as a means of repayment of debt.

e) **Young worker:** Any worker under the age of 18 but over the age of a child, as defined above.

Prepared By Sign Date:- 30/04/25

Reviewed By Sign Date:- 30/04/25

Approved By Sign Date:- 30/04/25

Dear Srinivas,
Not received

Regards,
Venkatesh.

From: HR EOU <hrd_eou@shilpapharma.com>
Sent: Friday, August 01, 2025 12:50 PM
To: Venkatesh Reddy <venkatesh@vbshilpa.com>
Cc: ak.singh@shilpapharma.com,kapil.k@shilpapharma.com, sharath@shilpapharma.com, KHHonneshaiah@shilpapharma.com, veereshappa@shilpapharma.com
Subject: Complaint Received Regarding Code of Conduct, Whistleblower, Bribes etc

Dear Venkatesh Sir,
As per the HR Policies of Shilpa Pharma Life Sciences Ltd., employees may raise complaints related to misconduct, violation of the Code of Conduct (such as sexual harassment, health & safety concerns, gifts, gratuities, bribes), or violation of the Whistle Blower Policy through the designated email ID: **info@vbshilpa.com**.

You are the representative person for the above email ID.
Kindly confirm whether any such complaints were received during the period **1st July 2025 to 31St July 2025**, and revert to us at the earliest.

Regards,
Srinivas
SPL-EOU

This message (including any attachments) is intended for the addressee only and may contain confidential or privileged information. Any unauthorized retention, use, copy or circulation is expressly prohibited. If you are not the intended recipient, please notify the sender immediately by replying to this email and then delete it from your system. Shilpa Medicare Ltd. shall not be deemed as giving or endorsing any personal views or non-authorized content from the sender and shall further not be held responsible for any viruses in or tampering of this e-mail.
This message (including any attachments) is intended for the addressee only and may contain confidential or privileged information. Any unauthorized retention, use, copy or circulation is expressly prohibited. If you are not the intended recipient, please notify the sender immediately by replying to this email and then delete it from your system. Shilpa Medicare Ltd. shall not be deemed as giving or endorsing any personal views or non-authorized content from the sender and shall further not be held responsible for any viruses in or tampering of this e-mail

Dear Srinivas,
Not received any such complaints at **info@vbshilpa.com**.

Regards,
Venkatesh.

From: HR EOU <hrd_eou@shilpapharma.com>
Sent: Wednesday, July 02, 2025 12:30 PM
To: Venkatesh Reddy <venkatesh@vbshilpa.com>
Cc: ak.singh@shilpapharma.com,kapil.k@shilpapharma.com, sharath@shilpapharma.com, KHHonneshaiah@shilpapharma.com, veereshappa@shilpapharma.com
Subject: Complaint Received Regarding Code of Conduct, Whistleblower, Bribes etc

Dear Sir,
As per the HR Policies of Shilpa Pharma Life Sciences Ltd., employees may raise complaints related to misconduct, violation of the Code of Conduct (such as sexual harassment, health & safety concerns, gifts, gratuities, bribes), or violation of the Whistle Blower Policy through the designated email ID: **info@vbshilpa.com**.
You are the representative person for the above email ID.
Kindly confirm whether any such complaints were received during the period **1st June 2025 to 30th June 2025**, and revert to us at the earliest.
Regards,
Srinivas
SPL-EOU
This message (including any attachments) is intended for the addressee only and may contain confidential or privileged information. Any unauthorized retention, use, copy or circulation is expressly prohibited. If you are not the intended recipient, please notify the sender immediately by replying to this email and then delete it from your system. Shilpa Medicare Ltd. shall not be deemed as giving or endorsing any personal views or non-authorized content from the sender and shall further not be held responsible for any viruses in or tampering of this e-mail.
This message (including any attachments) is intended for the addressee only and may contain confidential or privileged information. Any unauthorized retention, use, copy or circulation is expressly prohibited. If you are not the intended recipient, please notify the sender immediately by replying to this email and then delete it from your system. Shilpa Medicare Ltd. shall not be deemed as giving or endorsing any personal views or non-authorized content from the sender and shall further not be held responsible for any viruses in or tampering of this e-mail

Dear Team,
This is to inform you that we have not received any such complaints at **info@vbshilpa.com**.

Regards,
Venkatesh.

From: HR EOU <hrd_eou@shilpapharma.com>
Sent: Monday, June 02, 2025 12:30 PM
To: Venkatesh Reddy <venkatesh@vbshilpa.com>
Cc: ak.singh@shilpapharma.com,kapil.k@shilpapharma.com, sharath@shilpapharma.com, KHHonneshaiah@shilpapharma.com, veereshappa@shilpapharma.com
Subject: Complaint Received Regarding Code of Conduct, Whistleblower, Bribes etc

Dear Sir,
As per our HR Policies of Shilpa Pharma Life Sciences Ltd. Anyone can raise complaint related misconduct, violation of code of conduct like sexual harassment, health safety, gift, gratuities, bribes & violation of whistle blower policy through addressing email of **info@vbshilpa.com**

You are the representative person of above **E-mail ID**

Do you have received any complaint related this in between **1st May-2025 - 31st MAY-2025.**

Kindy check and revert us.

Regards,
Srinivas
SPL-EOU
This message (including any attachments) is intended for the addressee only and may contain confidential or privileged information. Any unauthorized retention, use, copy or circulation is expressly prohibited. If you are not the intended recipient, please notify the sender immediately by replying to this email and then delete it from your system. Shilpa Medicare Ltd. shall not be deemed as giving or endorsing any personal views or non-authorized content from the sender and shall further not be held responsible for any viruses in or tampering of this e-mail.
This message (including any attachments) is intended for the addressee only and may contain confidential or privileged information. Any unauthorized retention, use, copy or circulation is expressly prohibited. If you are not the intended recipient, please notify the sender immediately by replying to this email and then delete it from your system. Shilpa Medicare Ltd. shall not be deemed as giving or endorsing any personal views or non-authorized content from the sender and shall further not be held responsible for any viruses in or tampering of this e-mail

Dear team,

We have not received such complaints to info@vbshilpa.com

From: HR EOU <hrd_eou@shilpapharma.com>
Sent: Thursday, May 01, 2025 12:06 PM
To: Venkatesh Reddy <venkatesh@vbshilpa.com>
Cc: ak.singh@shilpapharma.com,kapil.k@shilpapharma.com, sharath@shilpapharma.com KHHonneshaiah@shilpapharma.com, veereshappa@shilpapharma.com
Subject: Complaint Received Regarding Code of Conduct, Whistleblower, Bribes etc

Dear Sir,
As per our HR Policies of Shilpa Pharma Life Sciences Ltd. Anyone can raise complaint related misconduct, violation of code of conduct like sexual harassment, health safety, gift, gratuities, bribes & violation of whistle blower policy through addressing email of **info@vbshilpa.com**

You are the representative person of above **E-mail ID**

Do you have received any complaint related this in between **1st April-2025 - 30th April -2025.**

Kindy check and revert us.

Regards,
Srinivas
SPL-EOU
This message (including any attachments) is intended for the addressee only and may contain confidential or privileged information. Any unauthorized retention, use, copy or circulation is expressly prohibited. If you are not the intended recipient, please notify the sender immediately by replying to this email and then delete it from your system. Shilpa Medicare Ltd. shall not be deemed as giving or endorsing any personal views or non-authorized content from the sender and shall further not be held responsible for any viruses in or tampering of this e-mail.
This message (including any attachments) is intended for the addressee only and may contain confidential or privileged information. Any unauthorized retention, use, copy or circulation is expressly prohibited. If you are not the intended recipient, please notify the sender immediately by replying to this email and then delete it from your system. Shilpa Medicare Ltd. shall not be deemed as giving or endorsing any personal views or non-authorized content from the sender and shall further not be held responsible for any viruses in or tampering of this e-mail.

SHILPA PHARMA LIFESCIENCES LTD

Review Frequency: Monthly | Review Date:18.08.2025

Labour & Human Rights Objectives and KPIs

KPI No	SA Policy / Process Ref (KRA for)	Objectives linked to (KRA)	Objectives (KPI)	Units	KPI-Target	FY23-24	FY24-25	Remarks	GRI standard Reference	Mapping to UNGC Principles	Mapping to UNSDGs
1	As per procedure of Medical examination of emoloyee SOP/U-2/PA/GEN/001/09	Working conditions	Health care coverage: No of employees tested/ Total no of employees	%	100%	100%	100%	All employees are required to undergo pre-employment medical examination before joining the organization. All employees also undergo a periodical medical examination once every year as per the prescribed norms. **The Health Register is enclosed as Annexure No. 7 for reference. The Standard Operating Procedure (SOP) for medical examination of employees is also attached. Refer Page No: 629 To 735 of 870**	GRI No 403	Principle 1 Principle 2	1, 3, 4, 5, 8, 9, 10
2	Leave Policy SPL/SA/PM/008/00	Working conditions	Paid Leave entitlement -	No of Days	25	25	25	As per Statutory Requirements and the organization's Leave Policy (enclosed), leave provisions are being followed for all employees. **The detailed Leave Policy is attached for reference. Refer Page No: 736 To 737 of 870**	-	Principle 1 Principle 2	1, 3. 4, 5, 8, 9, 10
3	Training SOP - Job Description SOP/U-2/PA/GEN/005/19	Working conditions	No of Roles with Job Descriptions of the total Employees	%	100%	100%	100%	Job Descriptions (JDs) have been defined for all roles across the organization. **The JD & Training of Employees SOP is enclosed as Annexure No. 8 for reference. Refer Page No: 738 To 776 of 870**	-	Principle 1 Principle 2	1, 3, 4, 5, 8, 9, 10
4	Social Accountability Management systems,- Collective bargaining	Social Dialogue	% of employees covered by employee representative and/or by collective agreement	%	100%	100%	100%	The employee agreement is enclosed as **Annexure No. 9. Refer Page No: 777 To 780 of 870**	GRI No 402-1	Principle 3	1. 3, 4, 5, 8, 9, 10
5	Social Accountability Management systems,- Collective bargaining	Social Dialogue	% on employees and their representatives informed in advance about any significant operational changes that may substantially affect them.	%	100%	100%	100%	Health & Safety Committee, Social Performance Team, and Canteen Committee have adequate worker representation as per statutory requirements.All related communications are displayed on the notice boards and duly communicated to employees. **Relevant documents are enclosed as Annexure No. 10. Refer Page No: 781 To 781 of 870**	GRI No 402-1	Principle 3	1, 3, 4. 5, 8. 9, 10
6	Training SOP SOP/U-2/PA/GEN/005/19	Career Management & Training	% of employees Trained	%	100%	100%	100%	A detailed summary of training hours per employee has been compiled and maintained. The document is enclosed as **Annexure No. 11. Refer Page No: 782 To 809 of 870**	GRI No 404	Principle 1 Principle 2	1, 3, 4, 5, 8. 9. 10
7	Training SOP SOP/U-2/PA/GEN/005/19	Career Management & Training	Average training hours per employee per year-22-23 & 24-25	Training hours / employee / year	48	32.6	35.7	A Summary of Training Hours per Employee has been prepared and maintained. **The summary is enclosed as Annexure No. 11. Refer Page No: 782 To 809 of 870**	GRI No 404	Principle 1 Principle 2	1, 3, 4, 5, 8, 9, 10

KPI No	SA Policy / Process Ref (KRA for)	Objectives linked to (KRA)	Objectives (KPI)	Units	KPI-Target	FY23-24	FY24-25	Remarks	GRI standard Reference	Mapping to UNGC Principles	Mapping to UNSDGs
8	As per Child Labour & Forced Labour Control policy	Child, Forced labour	No of Child Labour / Forced labour employed	Nos	0	0	0	On roll employees: 740 Contract Employees: 350 Age proof has been verified for all employees, and no child labour is employed.**Please refer Annexure No. 2 – LHRE Monthly Consolidated Dashboard.** **Refer Page No: 602 To 605 of 870**	GRI No 408-1, 409-1	Principle 4 Principle 5	1, 3, 4, 5, 8, 9, 10
9	As Social Accountability Management System Manual	Diversity, Equity, Inclusion, Non-discrimination & Non-harassment	No of cases on discrimination & harassment reported	Nos	0	0	0	No such cases have been found/identified during the review.**Please refer Annexure No. 6 of LHRE Monthly Consolidated Report – S.No.05.** **Refer Page No: 619 To 626 of 870**	GRI No 406	Principle 6	1, 3, 4, 5, 8, 9, 10
10	As Social Accountability Management System Manual	Diversity, Equality, Inclusion, Non-discrimination & Non-harassment	% of women employed in the whole organization	%	3	0.2%	0.2%	The Social Accountability Management System (SAMS) Manual covers the following key aspects: Diversity & Equality Non-Discrimination & Non-Harassment Code of Conduct **The manual is enclosed as Annexure No. 12.** **Refer Page No: 810 To 850 of 870**	GRI No 402, 403, 404, 405, 406, 407, 408. 409. 410. 413	Principle 6	1, 3. 4, 5, 8, 9, 10
11	As Social Accountability Management System Manual	Diversity, Equity, Inclusion, Non-discrimination & Non-harassment	% of women in top executive positions (excluding boards of directors)	%	4	0.4%	0.4%	0.4% Female employees are in Executive positions	GRI No 402, 403, 404, 405, 406, 407, 408, 409, 410, 413	Principle 6	1, 3, 4, 5, 8, 9, 10
12	As Social Accountability Management System Manual	Diversity, Equity, Inclusion, Non-discrimination & Non-harassment	% of women within the organization's board	%	1	20%	20%	List Of Directors attached as **Annexure -13** **Refer Page No: 851 To 851 of 870**	GRI No 402, 403, 404, 405, 406, 407, 408. 409, 410, 413	Principle 6	1, 3, 4, 5, 8, 9, 10
13	As Social Accountability Management System Manual	Diversity, Equity, Inclusion, Non-discrimination & Non-harassment	Average unadjusted gender pay gap	Rs	---	1,78,862 Rs Pm	1,78,862 Rs Pm	**Details of median remuneration and salary/wages paid are enclosed as Annexure No. 14.** Analysis indicates that female employees receive higher wages compared to male employees; therefore, no gender pay gap exists in the organization. **Refer Page No: 852 To 852 of 870**	GRI No 402. 403, 404, 405, 406, 407, 408, 409, 410, 413	Principle 6	1, 3, 4, 5, 8, 9, 10
14	As Social Accountability Management System Manual	Diversity, Equity, Inclusion, Non-discrimination & Non-harassment	% of employees/workers from minority/vulnerable groups employed in relation to the whole organization	%	---	31%	28%	Individuals living in poverty or those facing economic hardships are considered vulnerable, as they often lack adequate access to resources, education, and opportunities.	GRI No 402, 403, 404, 405, 406, 407, 408, 409, 410, 413	Principle 6	1, 3, 4, 5, 8, 9, 10
15	Supply Chain Management System	External stakeholders human rights	No of external stakeholders human rights concerns	Nos	0	0	0	forms have been duly filled and maintained. **The completed assessment records are enclosed as Annexure No. 15.** **Refer Page No: 853 To 867 of 870**	GRI No 406	Principle 1 Principle 2	1, 3, 4, 5, 8. 9. 10
16	Greievience redressal Procedure	Labour & Human Rights	Grievances resolution: No of Grievances received	Nos	0	0	0	The Grievance Register is maintained and enclosed as **Annexure No. 16.** **Refer Page No: 868 To 870**	GRI No 406	Principle 1 Principle 2	1, 3, 4, 5, 8, 9, 10
17	Greievience redressal Procedure	Labour & Human Rights	Grievances resolution: % Pending actions on the grievance resolution (pending more than a month)	Nos	0	0	0	**Same as above** – details of the **Grievance Register** are already enclosed as **Annexure No. 16**. **Refer Page No: 868 To 870**	GRI No 406	Principle 1 Principle 2	1, 3, 4, 5, 8, 9, 10

Prepared By Date: 18/05/25

Reviewed By Date: 18.05.25

Approved By Date: 18/05/25

SHILPA PHARMA LIFE SCIENCES LTD (UNIT-2) 100 % -EOU
Plot No:- 33A-& 40-47, Industrial Growth Center Wadloor Road Chicksugur, Raichur Karnataka - 584134

HEALTH REGISTER FORM-16

S.NO	Department	Staff No.	Name of Worker	Sex	Age (At Last Birth Day)	Date of employment on present work	Date of leaving or transfer to other work with resons for discharge or transfer	Nature of Job or Occupation	Raw matwrials products or by product likely to be exposed to	Dates of Medical examination and the Results thereof		Sigins and symptoms observed during examination	Nature of Tests and Results		If declered unfit for work state period of suspesnsion with reason in detail	Weather certificate of unfitness issued to the worker	Recertified fit to resume duty on	Signiture of the certifying surgeon with date
										Date	Result of fit or Unfit		Name of tests	Result				
1	Administration	1013	Sharath Reddy Kalkota	Male	57	01-06-91	Nil	Director	.....	23-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
2	Engineering - Civil	1017	Govindas	Male	57	01-02-94	Nil	Senior Supervisor	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
3	CR&D	1019	Basawaraj Cette	Male	55	10-04-94	Nil	Senior Operator	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
4	Excise Department	1041	Prabhakar Deshpande	Male	51	01-10-96	Nil	Assistant general manager	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
5	Production Documentation	1045	Veereshappa	Male	53	02-02-98	Nil	Associate Vice President	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
6	Warehouse	1069	Channa Reddy	Male	47	04-05-01	Nil	Senior Incharge	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
7	Production - H-Block	1070	Govindarajulu Mendi Srinivasulu	Male	51	21-06-01	Nil	Senior Shift Incharge	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
8	Production - G-Block	1071	Parmanand Ramanna Patil	Male	53	30-06-01	Nil	Senior Shift Incharge	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
9	Production - G-Block	1114	G Thimmareddy	Male	43	01-06-04	Nil	Senior Operator	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	

Dr. RAJA VOJJALA
MBBS,ML(Path)ARNH(CLI)
Physician Industrial Medicine

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HEALTH REGISTER FORM-16

S.NO	Department	Staff No.	Name of Worker	Sex	Age (At Last Birth Day)	Date of employment on present work	Date of leaving or transfer to other work with resons for discharge or transfer	Nature of Job or Occupation	Raw matwrials products or by product likely to be exposed to	Dates of Medical examination and the Results thereof		Sigins and symptoms observed during examination	Nature of Tests and Results		If declered unfit for work state period of suspesnsion with reason in detail	Weather certificate of unfitness issued to the worker	Recertified fit to resume duty on	Signiture of the certifying surgeon with date
										Date	Result of fit or Unfit		Name of tests	Result				
10	Production - AJ-Block	1115	Nagaraj S	Male	41	01-06-04	Nil	Senior Operator	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
11	Production - E-Block	1116	Anjeneya	Male	46	01-06-04	Nil	Operator	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
12	Engineering - Civil	1128	Eranna Swamy	Male	45	19-02-06	Nil	Senior Superviosr	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
13	Production - AJ-Block	1135	Anjaliya Babu Dandu	Male	42	22-08-06	Nil	Shift Incharge	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
14	Sap Production Documentation	1140	Praveen Kumar Mannur	Male	38	01-09-07	Nil	Senior Chemist	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
15	Production –I-Block	1147	Vijay Kumar Kuruva	Male	38	17-12-07	Nil	Senior Shift Incharge	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
16	Regulatory Affairs	1148	Seshachalam Unnam	Male	58	03-01-08	Nil	Senior Vice President	.....	20-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
17	Engineering Mechanical	1150	Krishna Telugu	Male	50	16-03-08	Nil	Senior Operator	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
18	Engineering - Mechanical	1155	Khaja Sab	Male	46	25-06-08	Nil	Senior Operator	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	

Dr. RAJA VOJJALA
MBBS,MD(PM&R),DNB(CLI)
Physician Industrial Medicine

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										Date	Result of fit or Unfit		Name of tests	Result				
19	Quality Control	1157	Krishna	Male	41	09-09-08	Nil	Senior Chemist	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
20	Quality Assurance	1160	Mandla Panduranga Naidu	Male	49	15-10-08	Nil	Senior General Manager	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
21	Sap Production Documentation	1161	Mveerendra Kumar	Male	43	03-11-08	Nil	Senior Shift Incharge	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
22	Engineering - Mechanical	1162	S Nandakishore	Male	52	05-11-08	Nil	Deputy Manager	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
23	Quality Control	1168	Bijay Ketan Mangaraj	Male	51	05-01-09	Nil	Associate Vice President	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
24	Quality Assurance	1169	Maruthirao Jangiti	Male	47	24-01-09	Nil	Deputy Manager	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
25	Engineering - Electrical	1171	Ramachandra Rao Pardi	Male	52	06-03-09	Nil	Deputy Manager	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
26	Engineering - Mechanical	1173	Gangamma Nagallapur	Male	42	13-03-09	Nil	Senior Operator	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
27	Engineering - Mechanical	1178	Abdul Azeem	Male	44	22-05-09	Nil	Senior Operator	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	

Dr. RAJA VOJJALA
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										Date	Result of fit or Unfit		Name of tests	Result				
28	AR&D	1182	Naidu Narasapa Kanakanala	Male	49	03-06-09	Nil	Assistant Manager	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
29	CR&D	1183	Nranjeeth	Male	39	08-06-09	Nil	Deputy Manager	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
30	Production - G-Block	1184	Meer Masood Ali	Male	38	12-06-09	Nil	Chemist	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
31	AR&D	1185	Gopal Mallesha Boblade	Male	48	15-06-09	Nil	General Manager	.....	23-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
32	Quality Control	1186	Bharmanna Shivaraya Petarge	Male	43	16-06-09	Nil	Assistant general manager	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
33	Production - AJ-Block	1190	Venkateshwarulu C	Male	38	20-07-09	Nil	Senior Chemist	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
34	Engineereing - Mechanical	1192	Suresh	Male	38	23-07-09	Nil	Senior Operator	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
35	Production - G-block	1193	Jindappa K	Male	40	28-07-09	Nil	shift Incharge	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
36	Production - E-Block	1196	Uday Kumar Tallapally	Male	39	01-08-09	Nil	Senior Chemist	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	

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										Date	Result of fit or Unfit		Name of tests	Result				
37	Production -E-Block	1198	Sasidhar Avula	Male	46	08-08-09	Nil	Manager	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
38	Production - C-Block	1199	Praveen Chintalapati	Male	39	13-09-09	Nil	Executive	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
39	Production - E-Block	1200	Nagababu Chennu	Male	38	16-09-09	Nil	Assistant Manager	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
40	Production - H-Block	1201	Subba Rao Venkata Mothukuru	Male	41	26-10-09	Nil	Senior Executive	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
41	Production - AO-Block	1205	Rajshekar Reddy Kanala	Male	38	15-12-09	Nil	Senior Executive	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
42	Quality Control	1206	S Jayadev Gorantla	Male	39	15-12-09	Nil	Senior Chemist	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
43	CR&D	1207	Chandresh Kumar Tripathi	Male	41	21-12-09	Nil	Manager	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
44	Production -C-Block	1209	Devendra Pratap Singh	Male	52	05-01-10	Nil	Deputy General Manager	.....	23-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
45	Production -C-Block	1210	Arun Kumar	Male	39	12-01-10	Nil	Deputy Manager	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	

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										Date	Result of fit or Unfit		Name of tests	Result				
46	EHS	1218	Ramakrishna Kalipindi	Male	40	13-04-10	Nil	shift incharge	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
47	Quality Assurance	1219	Saravanan n	Male	46	17-04-10	Nil	Assistant general manager	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
48	AR&D	1221	Balaji Kisanrao Kadam	Male	39	06-05-10	Nil	Deputy Manager	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
49	Sap Production Documentation	1222	Anupam Kapoor	Male	53	14-05-10	Nil	Senior Manager	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
50	Production-H-Block	1223	S Prabhu Patel	Male	35	18-05-10	Nil	Helper	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
51	Production - E-Block	1224	Marlingappa	Male	53	18-05-10	Nil	Helper	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
52	CR&D	1230	Vijaya Kumar H P	Male	37	21-06-10	Nil	Senior Chemist	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
53	Quality Control	1234	Sandeep Kulkarni	Male	37	16-08-10	Nil	Senior Chemist	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
54	CR&D	1237	P Satish	Male	37	19-08-10	Nil	Senior Executive	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	

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S.NO	Department	Staff No.	Name of Worker	Sex	Age (At Last Birth Day)	Date of employment on present work	Date of leaving or transfer to other work with resons for discharge or transfer	Nature of Job or Occupation	Raw matwrials products or by product likely to be exposed to	Dates of Medical examination and the Results thereof		Sigins and symptoms observed during examination	Nature of Tests and Results		If declered unfit for work state period of suspesnsion with reason in detail	Weather certificate of unfitness issued to the worker	Recertified fit to resume duty on	Signiture of the certifying surgeon with date
										Date	Result of fit or Unfit		Name of tests	Result				
55	AR&D	1238	Chandra Prakash Singh	Male	50	24-08-10	Nil	Assistant General Manager	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
56	Warehouse	1243	Sharanappa Nammakam	Male	40	20-10-10	Nil	Senior Assistant	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
57	Production - AJ-Block	1247	Siddhartha Reddy Pamuri	Male	42	15-11-10	Nil	Senior Executive	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
58	Quality Control	1248	Devaraja	Male	43	15-11-10	Nil	Senior Manager	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
59	Engineering - Mechanical	1251	Sandeep Gaddyappa Vadigeri	Male	37	15-12-10	Nil	Deputy Manager	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
60	Warehouse	1257	Narasimahlu Gadwal	Male	40	13-01-11	Nil	Senior Assistant	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
61	CR&D	1259	Bhagat Raj Pipal	Male	56	10-02-11	Nil	Associate Vice President	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
62	CR&D	1260	Byuvateja	Male	40	28-02-11	Nil	Deputy Manager	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
63	Production - C-Block	1261	Gangadhar Ganekal	Male	32	02-03-11	Nil	Helper	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	

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MBBS,MD(Path)AFIH(CLI)
Physician Industrial Medicine
Regd. No: 13057

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										Date	Result of fit or Unfit		Name of tests	Result				
64	Production - E-Block	1262	Venkata Subba Reddy Dhani reddy	Male	37	08-03-11	Nil	Senior Executive	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
65	CR&D	1265	U Sreedhar Babu	Male	40	14-03-11	Nil	Deputy Manager	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
66	Information Technology	1275	Murali Krishna Pinakana	Male	48	27-05-11	Nil	Engineer	.....	25-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
67	Administration	1276	Ganesh	Male	37	01-06-11	Nil	Office Assistant	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
68	Warehouse	1277	Ahmad Pasha	Male	50	01-06-11	Nil	Assistant	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
69	Projects	1280	Ramprakash Sulakhe	Male	44	23-06-11	Nil	Senior Executive	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
70	Quality Assurance	1296	Chinna Bheemaraju	Male	39	03-08-11	Nil	Assistant Manager	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
71	Quality Assurance	1299	N Prasad Achanta	Male	41	16-08-11	Nil	Senior Manager	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
72	Production - AI-Block	1304	Umesh Jalkote	Male	36	01-10-11	Nil	Senior Chemist	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	

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										Date	Result of fit or Unfit		Name of tests	Result				
73	Production - C-Block	1307	Arun Kumar Gunjanur	Male	38	21-10-11	Nil	Senior Chemist	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
74	Production - H-Block	1308	Praveen Kumar Gadwal	Male	38	21-10-11	Nil	Senior Chemist	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
75	Production - E-Block	1310	Srinivas Avula	Male	34	29-10-11	Nil	Executive	.....	28-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
76	HR	1311	Kapil Khandelwal	Male	39	31-10-11	Nil	Deputy Manager	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
77	Engineering - Mechanical	1318	Srinivasa Rao Kodali	Male	48	15-12-11	Nil	Assistant Manager	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
78	Production - AJ-Block	1321	Anil Gangadhar Bollineni	Male	37	03-04-12	Nil	Senior Executive	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
79	Engineering - Mechanical	1343	Mohammed Mustafa	Male	33	23-07-12	Nil	Junior Fitter	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
80	Production - H-Block	1347	Suman Midde	Male	40	06-08-12	Nil	Senior Executive	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
81	CR&D	1349	Ramesh Babu	Male	40	13-08-12	Nil	Assistant Manager	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	

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										Date	Result of fit or Unfit		Name of tests	Result				
82	Production -H-Block	1355	Arun Kumar Singh	Male	47	14-09-12	Nil	Senior Manager	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
83	Excise Department	1357	Venkatesh Hallibenchi	Male	41	26-09-12	Nil	Executive	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
84	Quality Control	1360	Lakshmi Kanth	Male	40	17-10-12	Nil	Chemist	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
85	Production - C-Block	1364	Nageshwar Rao Padamati	Male	36	15-11-12	Nil	Senior Executive	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
86	Production Documentation	1366	Awnesh Kumar Goswami	Male	42	20-11-12	Nil	Deputy Manager	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
87	Production - AI-Block	1372	Nageswara Rao Gudavalli	Male	41	10-12-12	Nil	Assistant Manager	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
88	Production Documentation	1379	Govinda Peddrai	Male	35	21-01-13	Nil	Computer Operator	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
89	CR&D	1384	Ashok Kumar Addanki	Male	43	11-02-13	Nil	Deputy Manager	.....	23-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
90	HR	1386	Naresh K	Male	40	25-02-13	Nil	Senior Assistant	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	

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										Date	Result of fit or Unfit		Name of tests	Result				
91	Quality Control	1389	Gurunath Lomada	Male	36	14-03-13	Nil	Senior Executive	.....	23-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
92	Production Documentation	1392	Amare Gouda	Male	39	01-04-13	Nil	Document Assistant	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
93	EHS	1394	Suresh Akkena	Male	41	15-04-13	Nil	Executive	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
94	Quality Assurance	1395	Anantha Sena Reddy Gaunolla	Male	41	15-04-13	Nil	Senior Executive	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
95	Engineering - Mechanical	1404	Krishna	Male	36	17-06-13	Nil	Senior Executive	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
96	Quality Control	1406	Shivaraj Jojan	Male	37	22-06-13	Nil	Senior Executive	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
97	CR&D	1409	MD Azhar Hussain	Male	37	08-07-13	Nil	Assistant	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
98	Production - G-Block	1411	Vitthal Abaso Babar	Male	39	15-07-13	Nil	Executive	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
99	Production - D-Block	1413	Shivyogi Shankar Kognure	Male	37	22-07-13	Nil	Senior Executive	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	

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										Date	Result of fit or Unfit		Name of tests	Result				
100	Production - G-Block	1418	Suresh Shivamurthi	Male	36	01-08-13	Nil	Senior Chemist	.....	21-11-24	Fit	Nil	Pulse, BP, Vision, Colour blindness, CVS, RS, PA, CNS, HB, TC, DLC, AC, VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc) Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
101	HR	1423	Umakanth Patil	Male	35	26-08-13	Nil	Senior Executive	.....	22-11-24	Fit	Nil	Pulse, BP, Vision, Colour blindness, CVS, RS, PA, CNS, HB, TC, DLC, AC, VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc) Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
102	CR&D	1430	Ank Durga Reddy Guntaka	Male	41	12-09-13	Nil	Manager	.....	22-11-24	Fit	Nil	Pulse, BP, Vision, Colour blindness, CVS, RS, PA, CNS, HB, TC, DLC, AC, VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc) Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
103	CR&D	1441	Srinivasakumar Pratipati	Male	39	28-10-13	Nil	Manager	.....	22-11-24	Fit	Nil	Pulse, BP, Vision, Colour blindness, CVS, RS, PA, CNS, HB, TC, DLC, AC, VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc) Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
104	CR&D	1478	Rajavardhan Goud	Male	39	04-11-13	Nil	Senior Executive	.....	23-11-24	Fit	Nil	Pulse, BP, Vision, Colour blindness, CVS, RS, PA, CNS, HB, TC, DLC, AC, VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc) Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
105	Engineering - Electrical	1479	Mahesh Narasimhulu	Male	31	06-11-13	Nil	Electrician	.....	22-11-24	Fit	Nil	Pulse, BP, Vision, Colour blindness, CVS, RS, PA, CNS, HB, TC, DLC, AC, VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc) Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
106	Production - AI-Block	1482	S P Prabhakar Siddeshwar Kumbhar	Male	40	19-11-13	Nil	Senior Executive	.....	22-11-24	Fit	Nil	Pulse, BP, Vision, Colour blindness, CVS, RS, PA, CNS, HB, TC, DLC, AC, VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc) Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
107	Production - AI-Block	1483	Sudhakar Chindukuri	Male	39	20-11-13	Nil	Senior Executive	.....	21-11-24	Fit	Nil	Pulse, BP, Vision, Colour blindness, CVS, RS, PA, CNS, HB, TC, DLC, AC, VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc) Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
108	Quality Control	1486	Suresh Goud Shagala	Male	40	28-11-13	Nil	Senior Executive	.....	26-11-24	Fit	Nil	Pulse, BP, Vision, Colour blindness, CVS, RS, PA, CNS, HB, TC, DLC, AC, VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc) Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	

Dr. RAJA VOJJALA
MBBS,MD(Path)AFIH(CLI)
Physician Industrial Medicine
Regd. No: 13057

SHILPA PHARMA LIFE SCIENCES LTD (UNIT-2) 100 % -EOU

Plot No:- 33A-& 40-47, Industrial Growth Center Wadloor Road Chicksugur, Raichur Karnataka - 584134

HEALTH REGISTER FORM-16

S.NO	Department	Staff No.	Name of Worker	Sex	Age (At Last Birth Day)	Date of employment on present work	Date of leaving or transfer to other work with resons for discharge or transfer	Nature of Job or Occupation	Raw matwrials products or by product likely to be exposed to	Dates of Medical examination and the Results thereof		Sigins and symptoms observed during examination	Nature of Tests and Results		If declered unfit for work state period of suspesnsion with reason in detail	Weather certificate of unfitness issued to the worker	Recertified fit to resume duty on	Signiture of the certifying surgeon with date
										Date	Result of fit or Unfit		Name of tests	Result				
109	Quality Assurance	1489	Satish Babu Kota	Male	44	12-12-13	Nil	Assistant Manager	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
110	Production - G-Block	1495	Balaveeraiah Valadasu	Male	49	10-01-14	Nil	shift incharge	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
111	Production - C-Block	1496	Prasanna Ravindra Dhanshetti	Male	47	20-01-14	Nil	Assistant Manager	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
112	Quality Control	1497	Sharan Prasad Hampayyaswa Shivaling	Male	46	27-01-14	Nil	Manager	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
113	Warehouse	1563	Linga Reddy Banavasi	Male	38	04-07-14	Nil	Senior Assistant	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
114	Quality Control	1569	Suresh Kumar Reddy Patcharla	Male	37	14-07-14	Nil	Senior Executive	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
115	Quality Control	1581	VN Prasad Ande	Male	54	06-08-14	Nil	Assistant General Manager	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
116	Quality Control	1583	Ravinder Reddy G	Male	38	21-08-14	Nil	Executive	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
117	Quality Control	1588	Nagesh Nallagorla	Male	37	30-08-14	Nil	Senior Executive	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	

Dr. RAJA VOJJALA
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Physician Industrial Medicine
Regd. No: 13057

SHILPA PHARMA LIFE SCIENCES LTD (UNIT-2) 100 % -EOU
Plot No:- 33A-& 40-47, Industrial Growth Center Wadloor Road Chicksugur, Raichur Karnataka - 584134

HEALTH REGISTER FORM-16

S.NO	Department	Staff No.	Name of Worker	Sex	Age (At Last Birth Day)	Date of employment on present work	Date of leaving or transfer to other work with resons for discharge or transfer	Nature of Job or Occupation	Raw matwrials products or by product likely to be exposed to	Dates of Medical examination and the Results thereof		Sigins and symptoms observed during examination	Nature of Tests and Results		If declered unfit for work state period of suspesnsion with reason in detail	Weather certificate of unfitness issued to the worker	Recertified fit to resume duty on	Signiture of the certifying surgeon with date
										Date	Result of fit or Unfit		Name of tests	Result				
118	Quality Assurance	1595	Rajesh Bari	Male	39	15-09-14	Nil	Assistant Manager	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
119	Production - D-Block	1604	G Nagarjuna	Male	39	09-10-14	Nil	Deputy Manager	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
120	Quality Control	1609	Rudramuni Hiremath	Male	37	10-10-14	Nil	Assistant Manager	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
121	Quality Control	1610	Jalandar Pasula	Male	40	11-10-14	Nil	Senior Executive	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
122	Engineering - Electrical	1618	Bharath Kumar Pisay	Male	37	07-11-14	Nil	Manager	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
123	CR&D-T.T	1621	Girisha Meenekere	Male	44	10-11-14	Nil	General Manager	.....	23-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
124	Quality Assurance	1625	Anwar Basha Katika	Male	40	24-11-14	Nil	Senior Executive	.....	23-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
125	Quality Control	1627	Ediga Khajan Goud	Male	34	24-11-14	Nil	Executive	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
126	Engineering - Electrical	1657	Pavan	Male	37	21-01-15	Nil	Executive	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	

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Plot No:- 33A-& 40-47, Industrial Growth Center Wadloor Road Chicksugur, Raichur Karnataka - 584134

HEALTH REGISTER FORM-16

S.NO	Department	Staff No.	Name of Worker	Sex	Age (At Last Birth Day)	Date of employment on present work	Date of leaving or transfer to other work with resons for discharge or transfer	Nature of Job or Occupation	Raw matwrials products or by product likely to be exposed to	Dates of Medical examination and the Results thereof		Sigins and symptoms observed during examination	Nature of Tests and Results		If declered unfit for work state period of suspesnsion with reason in detail	Weather certificate of unfitness issued to the worker	Recertified fit to resume duty on	Signiture of the certifying surgeon with date
										Date	Result of fit or Unfit		Name of tests	Result				
127	CR&D	1678	Karunakar Chidella	Male	42	16-03-15	Nil	Senior Manager	.....	23-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
128	CR&D-T.T	1679	Mnaresh Kumar	Male	38	16-03-15	Nil	Executive	.....	23-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
129	CR&D	1684	Dharmendra Gowda	Male	42	30-03-15	Nil	Assistant Manager	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
130	Engineering - Mechanical	1697	Yogesh Patil	Male	35	13-04-15	Nil	Executive	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
131	Quality Assurance	1716	Mujahid Hussain	Male	35	23-04-15	Nil	Executive	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
132	Quality Assurance	1719	Raja Babu Kaveti	Male	47	28-04-15	Nil	Manager	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
133	Regulatory Affairs	1731	Purna Chandra Rao Bellamkonda	Male	42	14-05-15	Nil	Assistant general manager	.....	21-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
134	CR&D-T.T	1732	Mnarasimha Rao	Male	41	15-05-15	Nil	Deputy Manager	.....	22-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	
135	Quality Assurance	1756	Venkata Reddy Padala	Male	40	18-06-15	Nil	Senior Executive	.....	23-11-24	Fit	Nil	Pulse, BP,Vision,Colour blindness,CVS,RS,PA,CNS,HB,TC,DLC,AC,VDRL, Urine test (Physical / Chemical Examonation /Albumin, Sugar & Bile salt etc)Random Blood Sugar, Sputum for acid bacillus (AFB for tuberculosis), ECG , Chest X-Ray	Fit	NA	NA	NA	

Dr. RAJA VOJJALA
MBBS,MD(Path)AFIH(CLI)
Physician Industrial Medicine
Regd. No: 13057

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT–2)	
STANDARD OPERATING PROCEDURE	
Document No. : SOP/U-2/PA/GEN/001/11	Issue date : 10/05/24 Effective date : 18/05/24
Supersedes. : SOP/U-2/PA/GEN/001/10	Next Review : APR-2026 Page 1 of 5
TITLE: PROCEDURE TO MEDICAL EXAMINATION OF EMPLOYEES	

1.0 **Purpose:**

To describe a procedure for medical examination of employees.

2.0 **Scope:**

This SOP applicable to all employees working at Shilpa Pharma Lifesciences Limited (Unit-2).

3.0 **Definitions/Abbreviations:**

3.1 **Definitions**: Nil

3.2 **Abbreviations**:

PA : Personnel and Administration

GEN : General

SOP : Standard operating procedure

U-2 : Unit-2

CVS : Cardio Vascular System

RS : Respiratory system

PA : Per Abdomen

CNS : Central Nervous System

TC : Total Leucocytes Count

DLC : Differential Leucocytes Count

AEC : Absolute Eosinophil Count

ECG : Electro Cardio Gram

VDRL : Venereal disease research laboratory

	Prepared by	Reviewed by	Approved by
Name	R Surender	Kapil Khandelwal	N.Prasad Achanta
Designation	Asst. Manager-PA	Asst. Manager -PA	Manager-QA
Sign & Date	08/05/24	08/05/24	09/05/24

4.0 **Responsibility:**

The responsibility of medical check-up for all employees lies with Head of PA.

5.0 **Accountability:**

5.1 Head PA/Designee shall be accountable for medical examination.

6.0 **Procedure:**

6.1 All new employees are directed to undergo pre-employment medical check-up. As per Annexure-I.

6.2 The medical reports of the employee shall be verified by Head–PA/designee and enter the details in the format for verification of the medical reports for new employees FM-PA-051"and employees those are certified to be medically fit, shall be recruited for employment.

6.3 The employees shall undergo for medical checkups within one month of their joining, in exceptional situations.

6.4 Personnel working in the factory shall be undergone medical examination once in a year (±1 month) as per the tests specified in Annexure-I.

6.5 Personnel with open lesions, contagious diseases like skin diseases, Tuberculosis, Severe cold etc. shall not be allowed to work in production/processing/testing areas. Such personnel may be transferred to other areas where product handling is not required.

6.6 Staffs are trained to identify symptoms related to infectious in their workers so that they can be prevented from working.

6.7 All employees in production/processing/testing areas shall inform respective in-charges in case of illness, especially when contagious diseases like skin diseases, Tuberculosis, Severe cold etc.

6.8 Any personnel found to have or suspected to have any contagious disease, shall be sent for thorough medical check-up and shall be allowed to work in the manufacturing area, only on receipt of fitness certificate from an authorized medical officer.

	Prepared by	Reviewed by	Approved by
Name	R Surender	Kapil Khandelwal	N.Prasad Achanta
Designation	Asst. Manager-PA	Asst. Manager -PA	Manager-QA
Sign & Date	02/05/24	02/05/24	04/05/24

6.9 The employee shall submit medical fitness certificate if remains absent for more than 10 days due to sickness/illness.

6.10 The medical check-up shall include complete blood analysis by clinical laboratory, presence of skin diseases and vision test etc. as per Annexure-I.

6.11 Personnel and administration department along with safety & engineering department shall identify the employees who working in high noise area (Like Boiler area, utility,etc.) and list the employees in the Annexure-II.

6.12 The list of employees mentioned in the Annexure-II (Employees working under high noise area) shall undergo Audiometric test as additional test.

6.13 An authorized medical officer shall verify all the above reports and any employee found to be sick shall not be allowed for duty.

6.14 Any occurrence of ill-health as well as 'vision' problem shall be informed to the concerned immediate In-charge.

6.15 The new employees after completion of the year shall undergo medical check-up as per the annual schedule, exclusion permitted up to 6 months for new employees.

6.16 All the employees shall undergo medical check-up tests as required.

6.17 Annual Schedule for Medical checkup of employees shall be prepared by P&A department in month of December for the next year. Monthly addendum shall be prepared for the New joiners and Annual schedule to be updated for left employees as "Employee left the organization" with sign and Date.

7.0 **Related Documents:**

7.1	List of tests	: Annexure-I
7.2	List of employees working in high noise area	: Annexure-II
7.3	Annual Schedule for Medical checkup of employees	: Annexure-III
7.4	Verification of the medical reports for new employees	: FM-PA-051-03

	Prepared by	Reviewed by	Approved by
Name	R Surender	Kapil Khandelwal	N.Prasad Achanta
Designation	Asst. Manager-PA	Asst. Manager -PA	Manager-QA
Sign & Date	08/05/24	08/5/24	09/05/24

8.0 **Distribution record**

Sl No.	Department /Block	No. of copies	Remarks
1.0	PA	01	---
2.0	QA	01	---

9.0 **Revision Record:**

S. No	Revision Status	Details of Revision	Effective Date	Remarks
1	06	1.Accountablility section has been included as per SOP on SOP. 2.Format for verification of the medical reports for new employees "FM-PA-051"has been introduced(CRAF/PA/170/U-2	03.08.17	----
2	07	1.periodical review and Audiometric test incorporated in Annexure-1. 2.Format for verification of medical reports for new employees (FM-PA-051) has been revised (CRAF/PA/205/19/U-2)	17.07.19	----
3	08	1.procedure elaborated for the personnel working in High noise area. 2.List of employees working in high noise area, Annexure-II has been incorporated. 3.Annual Schedule for Medical checkup of employees, Annexure-III has been incorporated.(CRAF/PA/293/19/U-2)	14.11.19	----
4	09	1. Periodical review. 2. Distribution record (Section 8) table modified as inline with SOP Procedure for preparation of standard operating procedure (SOP/QA/GEN/001/12).	18.10.21	----------

	Prepared by	Reviewed by	Approved by
Name	R Surender	Kapil Khandelwal	N.Prasad Achanta
Designation	Asst. Manager-PA	Asst. Manager -PA	Manager-QA
Sign & Date	08/05/24	08/5/24	09/05/24

S. No	Revision Status	Details of Revision	Effective Date	Remarks
		3. Revision history (Section 9) modified to keep only last five revision history as inline with SOP Procedure for preparation of standard operating procedure (SOP/QA/GEN/001/12). 4. Editorial changes and typographical errors corrected in section 1.0, 3.0 and 6.7. (Reference CRAF No. CRAF/PA/244/21/U-2)		
5	10	Company name changed from Shilpa Medicare Limited Unit-2 to Shilpa Pharma Lifesciences Limited Unit-2. Shilpa Medicare Limited Logo removed from header of SOP, formats and annexures (Reference CRAF No. CRAF/PA/085/22/U-2)	05.05.22	-----
6	11	Periodical review (Reference CRAF No. CRAF/PA/059/24/U-2)	18/05/24	------

	Prepared by	Reviewed by	Approved by
Name	R Surender	Kapil Khandelwal	N.Prasad Achanta
Designation	Asst. Manager-PA	Asst. Manager -PA	Manager-QA
Sign & Date	08/05/24	08/5/24	09/05/24

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT–2)	
ANNEXURE – I LIST OF TESTS	
Doc. Ref. No.: SOP/U-2/PA/GEN/001	Effective date: 18/05/24
	Page 1 of 1

S.No	Test Name
01	Pulse
02	Blood Pressure
03	Per Abdomen
04	Hemoglobin%
05	Vision
06	Central Nervous System
07	Respiratory system
08	Cardio Vascular System
09	Electro Cardio Gram
10	Chest X- ray
11	Venereal disease and reactive
12	Total Leucocytes Count
13	Differential Leucocytes Count
14	Absolute Eosinophil Count
15	Urine [Physical/Chemical examination/Albumin, Sugar &Bile salt etc.,]
16	Random blood sugar
17	Sputum for acid fast bacillus (AFB for tuberculosis)
18	Color Blindness

	Prepared by	Reviewed by	Approved by
Name	R. Surender	Reviewed by	N.Prasad Achanta
Designation	Asst. Manager	Kapil Khandelwal	Manager-QA
Sign & Date	08/05/24	08/5/24	09/05/24

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT–2)	
VERIFICATION OF THE MEDICAL REPORTS FOR NEW EMPLOYEES	
Doc. Ref. No.: SOP/U-2/PA/GEN/001	Effective date: 18/05/24
Form No.:FM-PA-051-03	Page 1 of 1

Employee Name: Employee ID:

Department :

S.No	Test Name	Submitted (Yes/No)	Remarks
01	Pulse		
02	Blood Pressure		
03	Per Abdomen		
04	Hemoglobin%		
05	Vision		
06	Central Nervous System		
07	Respiratory system		
08	Cardio Vascular System		
09	Electro Cardio Gram		
10	Chest X- ray		
11	Venereal disease and reactive		
12	Total Leucocytes Count		
13	Differential Leucocytes Count		
14	Absolute Eosinophil Count		
15	Urine [Physical/Chemical examination/Albumin, Sugar &Bile salt etc.,]		
16	Random blood sugar		
17	Sputum for acid fast bacillus (AFB for tuberculosis)		
18	Color Blindness		

Medical reports verified by:

Name :

Designation :

Sign and date:

	Prepared by	Reviewed by	Approved by
Name	R. Surender	Kapil Khandelwal	N.Prasad Achanta
Designation	Asst. Manager	Asst. Manager -PA	Manager-QA
Sign & Date	08/05/24	08/5/24	09/05/24

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT–2)	
ANNEXURE – II LIST OF EMPLOYEES WORKING IN HIGH NOISE AREA	
Doc. Ref. No.: SOP/U-2/PA/GEN/001	Effective date: 18/05/24 Page 1 of 1

S.No	High noise area (Department)	Name of employee	Employee ID

	Prepared by	Reviewed by	Approved by
Name	R. Surender	Kapil Khandelwal	N.Prasad Achanta
Designation	Asst. Manager	Asst. Manager -PA	Manager-QA
Sign & Date	08/05/24	08/5/24	09/05/24

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT–2)	
ANNEXURE-III ANNUAL SCHEDULE FOR MEDICAL CHECKUP OF EMPLOYEES	
Doc. Ref. No: SOP/U-2/PA/GEN/001	Effective date: 18/05/24 Page No: 01 of 01

ANNUAL SCHEDULE FOR MEDICAL CHECKUP OF EMPLOYEES FOR THE YEAR

S. No	Department	Name of the employee	Employee ID	Date of Joining	Previously Medical Checkup done on	Medical Checkup due on	Medical Checkup done on	Remarks

	Prepared by	Reviewed by	Approved by
Name	R Surender	Kapil Khandelwal	N.Prasad Achanta
Designation	Asst.Manager-PA	Asst. Manager -PA	Manager-QA
Sign & Date	08/05/24	08/5/24	09/05/24

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
1.	Engineering	Zindappa	1012	1/3/1991	13/12/2023	Nov-24		
2.	Administration	Sarath Reddy	1013	1/6/1991	14/12/2023	Nov-24		
3.	Engineering	Govindas	1017	1/2/1994	14/12/2023	Nov-24		
4.	CR&D	Basawaraj Cette	1019	10/4/1994	11/12/2023	Nov-24		
5.	Excise Department	Prabhakar Deshpande	1041	1/10/1996	11/12/2023	Nov-24		
6.	Production Documentation	Veereshappa	1045	2/2/1998	12/12/2023	Nov-24		
7.	Engineering	Razak	1064	1/7/2000	11/12/2023	Nov-24		
8.	Warehouse	Channa Reddy	1069	4/5/2001	12/12/2023	Nov-24		
9.	Production-H-Block	Govindarajulu MendiSrinivasulu	1070	21/6/2001	12/12/2023	Nov-24		
10.	Production G-Block	Parmanand Ramanna Patil	1071	30/6/2001	13/12/2023	Nov-24		
11.	Production G-Block	G Thimmareddy	1114	1/6/2004	11/12/2023	Nov-24		
12.	Production-AJ-Block	Nagaraj S	1115	1/6/2004	14/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
13.	Production-E-Block	Anjeneya	1116	1/6/2004	11/12/2023	Nov-24		
14.	Warehouse	Mahantesh Angadi	1122	4/4/2005	12/12/2023	Nov-24		
15.	Engineering	Eranna Swamy	1128	19/2/2006	12/12/2023	Nov-24		
16.	Production-AJ-Block	Anjaliya Babu Dandu	1135	22/8/2006	12/12/2023	Nov-24		
17.	SAP Production Document	Praveen Kumar Mannur	1140	1/9/2007	11/12/2023	Nov-24		
18.	Production-I-Block	Vijay Kumar Kuruva	1147	17/12/2007	11/12/2023	Nov-24		
19.	Regulatory Affairs	Seshachalam Unnam	1148	3/1/2008	11/12/2023	Nov-24		
20.	Engineering	Krishna Telugu	1150	16/3/2008	13/12/2023	Nov-24		
21.	Engineering	Khaja Sab	1155	25/6/2008	11/12/2023	Nov-24		
22.	Quality Control	Krishna	1157	9/9/2008	11/12/2023	Nov-24		
23.	Quality Assurance	Mandla Panduranga Naidu	1160	15/10/2008	14/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
24.	SAP Production Documentation	M Veerendra Kumar	1161	3/11/2008	13/12/2023	Nov-24		
25.	Engineering	S Nandakishore	1162	5/11/2008	11/12/2023	Nov-24		
26.	Quality Control	Bijay Ketan Mangaraj	1168	5/1/2009	12/12/2023	Nov-24		
27.	Quality Control	Maruthirao Jangiti	1169	24/1/2009	12/12/2023	Nov-24		
28.	Engineering	Ramachandra Rao Paidi	1171	6/3/2009	11/12/2023	Nov-24		
29.	Engineering	Ganganna Nagallapur	1173	13/3/2009	12/12/2023	Nov-24		
30.	Engineering	Abdul Azeem	1178	22/5/2009	12/12/2023	Nov-24		
31.	AR&D	Naidu Narasapa Kanakanala	1182	3/6/2009	11/12/2023	Nov-24		
32.	CR&D	N Ranjeeth	1183	8/6/2009	11/12/2023	Nov-24		
33.	Production G-Block	Meer Masood Ali	1184	12/6/2009	12/12/2023	Nov-24		
34.	AR&D	Gopal Mallesha Boblade	1185	15/6/2009	13/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
35.	Quality Control	Bharmanna Shivaraya Petarge	1186	16/6/2009	13/12/2023	Nov-24		
36.	Production-AJ-Block	Venkateshwarulu C	1190	20/7/2009	12/12/2023	Nov-24		
37.	Engineering	Suresh	1192	23/7/2009	14/12/2023	Nov-24		
38.	Production G-Block	Jindappa K	1193	28/7/2009	12/12/2023	Nov-24		
39.	Production-E-Block	Uday Kumar Tallapally	1196	1/8/2009	13/12/2023	Nov-24		
40.	Production-E-Block	Sasidhar Avula	1198	8/8/2009	13/12/2023	Nov-24		
41.	Production-C-Block	Praveen Chintalapati	1199	13/9/2009	14/12/2023	Nov-24		
42.	Production-E-Block	Nagababu Chennu	1200	16/9/2009	13/12/2023	Nov-24		
43.	Production-H-Block	Subba Rao Venkata Mothukuru	1201	26/10/2009	11/12/2023	Nov-24		
44.	Production-AO-Block	Rajshekar Reddy Kanala	1205	15/12/2009	11/12/2023	Nov-24		
45.	Quality Control	S Jayadev Gorantla	1206	15/12/2009	11/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
46.	CR&D	Chandresh Kumar Tripathi	1207	21/12/2009	11/12/2023	Nov-24		
47.	Production-C-Block	Devendra Pratap Singh	1209	5/1/2010	12/12/2023	Nov-24		
48.	Production-C-Block	Arun Kumar	1210	12/1/2010	12/12/2023	Nov-24		
49.	Environment Health And Safety	Ramakrishna Kalipindi	1218	13/4/2010	11/12/2023	Nov-24		
50.	Quality Assurance	Saravanan N	1219	17/4/2010	14/12/2023	Nov-24		
51.	AR&D	Balaji Kisanrao Kadam	1221	6/5/2010	13/12/2023	Nov-24		
52.	SAP Production Documentation	Anupam Kapoor	1222	14/5/2010	13/12/2023	Nov-24		
53.	Production-H-Block	S Prabhu Patel	1223	18/5/2010	12/12/2023	Nov-24		
54.	Production-E-Block	Marlingappa	1224	18/5/2010	12/12/2023	Nov-24		
55.	CR&D	Vijaya Kumar H P	1230	21/6/2010	12/12/2023	Nov-24		
56.	Quality Control	Sandeep Kulkarni	1234	16/8/2010	13/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
57.	CR&D	P Satish	1237	19/8/2010	11/12/2023	Nov-24		
58.	AR&D	Chandra Prakash Singh	1238	24/8/2010	13/12/2023	Nov-24		
59.	Warehouse	Sharanappa Nammakam	1243	20/10/2010	13/12/2023	Nov-24		
60.	Production-AJ-Block	Siddhartha Reddy Pamuri	1247	15/11/2010	14/12/2023	Nov-24		
61.	Quality Control	Devaraja	1248	15/11/2010	12/12/2023	Nov-24		
62.	Engineering	Sandeep Gaddyappa Vadigeri	1251	15/12/2010	11/12/2023	Nov-24		
63.	Warehouse	Narasimahlu Gadwal	1257	13/1/2011	12/12/2023	Nov-24		
64.	CR&D	Bhagat Raj Pipal	1259	10/2/2011	12/12/2023	Nov-24		
65.	CR&D	BYuvateja	1260	28/2/2011	12/12/2023	Nov-24		
66.	Production-C-Block	Gangadhar Ganekal	1261	2/3/2011	11/12/2023	Nov-24		
67.	Production-E-Block	Venkata Subba Reddy Dhani Reddy	1262	8/3/2011	12/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
68.	CR&D	USreedhar Babu	1265	14/3/2011	12/12/2023	Nov-24		
69.	Information Technology	Murali Krishna Pinakana	1275	27/5/2011	11/12/2023	Nov-24		
70.	Administration	Ganesh	1276	1/6/2011	13/12/2023	Nov-24		
71.	Warehouse	Ahmad Pasha	1277	1/6/2011	13/12/2023	Nov-24		
72.	Engineering	Ramprakash Sulakhe	1280	23/6/2011	13/12/2023	Nov-24		
73.	Quality Assurance	Chinna Bheemaraju Vidapanuru Virupanna Gari	1296	3/8/2011	13/12/2023	Nov-24		
74.	Quality Assurance	N Prasad Achanta	1299	16/8/2011	16/12/2023	Nov-24		
75.	Production-AI-Block	Umesh Jalkote	1304	1/10/2011	11/12/2023	Nov-24		
76.	Production-C-Block	Arun Kumar Gunjanur	1307	21/10/2011	13/12/2023	Nov-24		
77.	Production-H-Block	Praveen Kumar Gadwal	1308	21/10/2011	11/12/2023	Nov-24		
78.	Production-E-Block	Srinivas Avula	1310	29/10/2011	14/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
79.	Personal Administration	Kapil Khandelwal	1311	31/10/2011	13/12/2023	Nov-24		
80.	Engineering	Srinivasa Rao Kodali	1318	15/12/2011	12/12/2023	Nov-24		
81.	Production-AJ-Block	Anil Gangadhar Bollineni	1321	3/4/2012	13/12/2023	Nov-24		
82.	Engineering	Sharna Gouda	1341	6/7/2012	16/12/2023	Nov-24		
83.	Engineering	Mohammed Mustafa	1343	23/7/2012	12/12/2023	Nov-24		
84.	Production-H-Block	Suman Midde	1347	6/8/2012	11/12/2023	Nov-24		
85.	CR&D	Ramesh Babu	1349	13/8/2012	11/12/2023	Nov-24		
86.	Production-H-Block	Arun Kumar Singh	1355	14/9/2012	11/12/2023	Nov-24		
87.	Excise Department	Venkatesh Hallibenchi	1357	26/9/2012	11/12/2023	Nov-24		
88.	Quality Control	Lakshmi Kanth	1360	17/10/2012	16/12/2023	Nov-24		
89.	Production-C-Block	Nageshwar Rao Padamati	1364	15/11/2012	12/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
90.	Production Documentation	Awnesh Kumar Goswami	1366	20/11/2012	12/12/2023	Nov-24		
91.	Production-AI-Block	Nageswara Rao Gudavalli	1372	10/12/2012	12/12/2023	Nov-24		
92.	Production-E-Block	Krishna Reddy Paluvae	1378	18/1/2013	14/12/2023	Nov-24		
93.	Production Documentation	Govinda Peddrai	1379	21/1/2013	11/12/2023	Nov-24		
94.	CR&D	Ashok Kumar Addanki	1384	11/2/2013	12/12/2023	Nov-24		
95.	Personal Administration	Naresh K	1386	25/2/2013	13/12/2023	Nov-24		
96.	Quality Control	Gurunath Lomada	1389	14/3/2013	12/12/2023	Nov-24		
97.	Production Documentation	Amare Gouda	1392	1/4/2013	11/12/2023	Nov-24		
98.	Environment Health And Safety	Suresh Akkena	1394	15/4/2013	11/12/2023	Nov-24		
99.	Quality Control	Anantha Sena Reddy Gaunolla	1395	15/4/2013	13/12/2023	Nov-24		
100.	Engineering	Krishna	1404	17/6/2013	11/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
101.	Quality Control	Shivaraj Jojan	1406	22/6/2013	16/12/2023	Nov-24		
102.	Production G-Block	J Raghunandan Goud	1408	6/7/2013	11/12/2023	Nov-24		
103.	CR&D	MdAzhar Hussain	1409	8/7/2013	12/12/2023	Nov-24		
104.	Production G-Block	Vitthal Abaso Babar	1411	15/7/2013	13/12/2023	Nov-24		
105.	Production-D-Block	Shivyogi Shankar Kognure	1413	22/7/2013	13/12/2023	Nov-24		
106.	Production G-Block	Suresh Shivamurthi	1418	1/8/2013	13/12/2023	Nov-24		
107.	Personal Administration	Umakanth Patil	1423	26/8/2013	13/12/2023	Nov-24		
108.	CR&D	Ank Durga Reddy Guntaka	1430	12/9/2013	13/12/2023	Nov-24		
109.	Quality Control	Vasu Madivada	1434	30/9/2013	12/12/2023	Nov-24		
110.	CR&D	Srinivasakumar Pratipati	1441	28/10/2013	11/12/2023	Nov-24		
111.	CR&D	Rajavardhan Goud	1478	4/11/2013	13/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
112.	Engineering	Mahesh Narasimhulu	1479	6/11/2013	13/12/2023	Nov-24		
113.	Production-AI-Block	S P Prabhakar Siddeshwar Kumbhar	1482	19/11/2013	14/12/2023	Nov-24		
114.	Production-AJ-Block	Sudhakar Chindukuri	1483	20/11/2013	14/12/2023	Nov-24		
115.	Quality Control	Suresh Goud Shagala	1486	28/11/2013	11/12/2023	Nov-24		
116.	Quality Assurance	Satish Babu Kota	1489	12/12/2013	13/12/2023	Nov-24		
117.	Production-G-Block	Balaveeraiah Valadasu	1495	10/1/2014	13/12/2023	Nov-24		
118.	Production-C-Block	Prasanna Ravindra Dhanshetti	1496	20/1/2014	11/12/2023	Nov-24		
119.	Quality Control	Sharan Prasad Hampayyaswa Shivaling	1497	27/1/2014	12/12/2023	Nov-24		
120.	Warehouse	Linga Reddy Banavasi	1563	4/7/2014	12/12/2023	Nov-24		
121.	Quality Control	Suresh Kumar Reddy Patcharla	1569	14/7/2014	12/12/2023	Nov-24		
122.	Quality Control	AVN Prasad Ande	1581	6/8/2014	11/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
123.	Quality Control	Ravinder Reddy G	1583	21/8/2014	11/12/2023	Nov-24		
124.	Quality Control	Nagesh Nallagorla	1588	30/8/2014	12/12/2023	Nov-24		
125.	Engineering	Narendra Kumar	1593	12/9/2014	16/12/2023	Nov-24		
126.	Quality Control	Rajesh Bari	1595	15/9/2014	12/12/2023	Nov-24		
127.	Production-D-Block	GNagarjuna	1604	9/10/2014	12/12/2023	Nov-24		
128.	Quality Control	Rudramuni Hiremath	1609	10/10/2014	11/12/2023	Nov-24		
129.	Quality Control	Jalandar Pasula	1610	11/10/2014	12/12/2023	Nov-24		
130.	Engineering	Bharath Kumar Pisay	1618	7/11/2014	12/12/2023	Nov-24		
131.	Technology Transfer	Girisha Meenekere	1621	10/11/2014	12/12/2023	Nov-24		
132.	Quality Control	Anwar Basha Katika	1625	24/11/2014	12/12/2023	Nov-24		
133.	Quality Control	Ediga Khajan Goud	1627	24/11/2014	12/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
134.	Engineering	Pavan	1657	21/1/2015	16/12/2023	Nov-24		
135.	CR&D	Karunakar Chidella	1678	16/3/2015	11/12/2023	Nov-24		
136.	Technology Transfer	M Naresh Kumar	1679	16/3/2015	13/12/2023	Nov-24		
137.	CR&D	Dharmendra Gowda	1684	30/3/2015	11/12/2023	Nov-24		
138.	Engineering	Yogesh Patil	1697	13/4/2015	12/12/2023	Nov-24		
139.	Quality Assurance	Mujahid Hussain	1716	23/4/2015	12/12/2023	Nov-24		
140.	Quality Assurance	Raja Babu Kaveti	1719	28/4/2015	12/12/2023	Nov-24		
141.	Regulatory Affairs	Purna Chandra Rao Bellamkonda	1731	14/5/2015	12/12/2023	Nov-24		
142.	Technology Transfer	M Narasimha Rao	1732	15/5/2015	12/12/2023	Nov-24		
143.	Quality Control	Venkata Reddy Padala	1756	18/6/2015	13/12/2023	Nov-24		
144.	Quality Control	Chinna Masum Kasanna Gari	1784	13/7/2015	13/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
145.	Engineering	Baji Shaik	1786	17/7/2015	13/12/2023	Nov-24		
146.	Engineering	Meenappa Madiga	1793	30/7/2015	13/12/2023	Nov-24		
147.	Quality Control	Raja Kumar Anipe	1798	4/8/2015	12/12/2023	Nov-24		
148.	Production-C-Block	Suresh Paleti	1816	4/9/2015	13/12/2023	Nov-24		
149.	Production-E-Block	Hari Om Kumar	1842	29/9/2015	14/12/2023	Nov-24		
150.	Quality Control	Pulla Reddy Gowreddy	1846	1/10/2015	12/12/2023	Nov-24		
151.	Production G-Block	Jameer	1876	1/11/2015	14/12/2023	Nov-24		
152.	Production-C-Block	Fakruddin	1877	1/11/2015	13/12/2023	Nov-24		
153.	Engineering	Azeem Abdula Mohammed	1878	1/11/2015	11/12/2023	Nov-24		
154.	Production-AJ-Block	Veerabhadrayya Swamy	1879	1/11/2015	12/12/2023	Nov-24		
155.	Production-E-Block	Sangamesh Gowda Hosamani	1880	1/11/2015	12/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
156.	Warehouse	Narasimhulu	1881	1/11/2015	13/12/2023	Nov-24		
157.	CR&D	Praveen Kumar	1882	1/11/2015	11/12/2023	Nov-24		
158.	Warehouse	Raju	1883	1/11/2015	13/12/2023	Nov-24		
159.	Warehouse	Hanumantha	1884	1/11/2015	13/12/2023	Nov-24		
160.	Environment Health And Safety	Channabasava	1885	1/11/2015	11/12/2023	Nov-24		
161.	Engineering	Basavaraj H	1886	1/11/2015	12/12/2023	Nov-24		
162.	Engineering	Mohammed Irfan	1887	1/11/2015	11/12/2023	Nov-24		
163.	Engineering	Anis Mangalwade	1888	1/11/2015	11/12/2023	Nov-24		
164.	Engineering	Balesha Mhommed	1889	1/11/2015	12/12/2023	Nov-24		
165.	Engineering	Moinuddin Moin	1890	1/11/2015	13/12/2023	Nov-24		
166.	Engineering	Mahesh	1891	1/11/2015	13/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
167.	Engineering	Ranga Swami	1892	1/11/2015	12/12/2023	Nov-24		
168.	Engineering	Vikas Guttal	1893	1/11/2015	14/12/2023	Nov-24		
169.	Engineering	SAMahesh Kumar	1894	1/11/2015	11/12/2023	Nov-24		
170.	Engineering	P Suguresha	1895	1/11/2015	12/12/2023	Nov-24		
171.	Engineering	Basavaraj Gantevaru	1896	1/11/2015	12/12/2023	Nov-24		
172.	Engineering	Mallesh	1897	1/11/2015	11/12/2023	Nov-24		
173.	Engineering	Bhimappa	1898	1/11/2015	13/12/2023	Nov-24		
174.	Engineering	Sanna Basavaraj Nagallapur	1899	1/11/2015	12/12/2023	Nov-24		
175.	Engineering	Venkaiah Yadava Golla	1900	1/11/2015	14/12/2023	Nov-24		
176.	Engineering	Srinivas Kandula	1901	1/11/2015	13/12/2023	Nov-24		
177.	Engineering	Shivappa	1902	1/11/2015	13/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
178.	Engineering	Gouse Mohinuddin	1903	1/11/2015	12/12/2023	Nov-24		
179.	Engineering	Shalam	1904	1/11/2015	11/12/2023	Nov-24		
180.	Engineering	Narasimhalu	1906	1/11/2015	12/12/2023	Nov-24		
181.	Engineering	Yallappa	1907	1/11/2015	13/12/2023	Nov-24		
182.	Engineering	Gundu Rao Badasheshi	1908	1/11/2015	11/12/2023	Nov-24		
183.	Engineering	Rajashekar Jojode	1909	1/11/2015	11/12/2023	Nov-24		
184.	Engineering	Mohammed Rafi	1910	1/11/2015	14/12/2023	Nov-24		
185.	Engineering	Naveen Kumar Desai	1911	1/11/2015	14/12/2023	Nov-24		
186.	Engineering	Aklak Pasha	1912	1/11/2015	13/12/2023	Nov-24		
187.	Warehouse	Devaraja	1913	1/11/2015	11/12/2023	Nov-24		
188.	Quality Control	Vivekanand Hosur	1916	3/11/2015	12/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
189.	AR&D	Brijesh Patil	1917	5/11/2015	11/12/2023	Nov-24		
190.	Production-AO-Block	Narasimha Murthy Venkata Nanduri	1937	30/11/2015	12/12/2023	Nov-24		
191.	Production-H-Block	Eswar Rao Banisetti	1945	7/12/2015	11/12/2023	Nov-24		
192.	AR&D	Satya Eswararao Uggina	1953	14/12/2015	13/12/2023	Nov-24		
193.	Production-AO-Block	Venkateshwara Rao Parisa	1956	18/12/2015	14/12/2023	Nov-24		
194.	Production-AO-Block	M Ramu	1958	21/12/2015	12/12/2023	Nov-24		
195.	Engineering	Basavaraj basavalingaiah	1959	21/12/2015	12/12/2023	Nov-24		
196.	Production-E-Block	Ranga rao baggu	1962	26/12/2015	12/12/2023	Nov-24		
197.	Production G-Block	Venkatarao saana	1974	18/1/2016	11/12/2023	Nov-24		
198.	Quality Control	Chanukya shaukar	1978	20/1/2016	11/12/2023	Nov-24		
199.	CR&D	Spl Raju	1998	4/2/2016	13/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
200.	Production-AO-Block	Jindoba kashinath waghmode	2006	10/2/2016	12/12/2023	Nov-24		
201.	Engineering	Maganti venkata harideep	2016	18/2/2016	13/12/2023	Nov-24		
202.	Production-AO-Block	Alure vasant	2025	1/3/2016	12/12/2023	Nov-24		
203.	Engineering	Santhosh Mirji	2027	2/3/2016	13/12/2023	Nov-24		
204.	Quality Control	Pavan Bijji	2033	5/3/2016	13/12/2023	Nov-24		
205.	AR&D	Sagar balu chavan	2036	7/3/2016	12/12/2023	Nov-24		
206.	Quality Control	Deva kumar ambigar	2040	14/3/2016	12/12/2023	Nov-24		
207.	Production-AO-Block	Hari maddiralla	2056	6/4/2016	12/12/2023	Nov-24		
208.	Engineering	Mahesh narasu bhandari	2059	9/4/2016	14/12/2023	Nov-24		
209.	Production-E-Block	Ramesh babu ykkaluri	2075	18/4/2016	11/12/2023	Nov-24		
210.	Quality Control	Nagaraju eeda	2078	19/4/2016	12/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
211.	Quality Control	Pavan nagendra narapu	2081	20/4/2016	12/12/2023	Nov-24		
212.	Production-AO-Block	Srihari Rao Emani	2085	21/4/2016	13/12/2023	Nov-24		
213.	Production-AJ-Block	Rajagopal Onteru	2113	9/5/2016	11/12/2023	Nov-24		
214.	Production-AM-Block	Mallesu Dalavai	2127	19/5/2016	13/12/2023	Nov-24		
215.	Production-H-Block	Venkata Prasad Kondapalli	2134	25/5/2016	14/12/2023	Nov-24		
216.	SAP Production Documentation	Rakesh	2136	26/5/2016	11/12/2023	Nov-24		
217.	Quality Control	Sivaprasad Reddy Munagala	2138	26/5/2016	12/12/2023	Nov-24		
218.	Engineering	Amar Sarode	2142	1/6/2016	12/12/2023	Nov-24		
219.	Engineering	Raghavendra C	2143	1/6/2016	11/12/2023	Nov-24		
220.	Production-AO-Block	Shrishail Jyotiba Gade	2166	14/6/2016	14/12/2023	Nov-24		
221.	Quality Control	Somanath Reddy Gaddam	2193	1/7/2016	14/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
222.	Production-AO-Block	Kovelakuntla Venkateswarlu	2194	1/7/2016	14/12/2023	Nov-24		
223.	Quality Control	Omprakash	2199	2/7/2016	11/12/2023	Nov-24		
224.	Production-AI-Block	Sankar Kuruva	2212	9/7/2016	11/12/2023	Nov-24		
225.	Production-AO-Block	Shrishail Shivasharanappa Bambase	2214	11/7/2016	12/12/2023	Nov-24		
226.	Production-E-Block	Devi Krishna Gujjula	2229	20/7/2016	12/12/2023	Nov-24		
227.	Production-I-Block	Ramakrishna Allam	2232	26/7/2016	11/12/2023	Nov-24		
228.	Production-D-Block	Bolla Surendra Reddy	2236	1/8/2016	12/12/2023	Nov-24		
229.	Engineering	Avinash	2238	1/8/2016	11/12/2023	Nov-24		
230.	Production G-Block	Ravinder Reddy Kareddy	2246	3/8/2016	11/12/2023	Nov-24		
231.	Quality Control	Arvind Chandrakant Balkundi	2271	23/8/2016	11/12/2023	Nov-24		
232.	Production-AJ-Block	Avularaju Pokala	2307	9/9/2016	11/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
233.	Production G-Block	Gousoddin Mohmad	2320	16/9/2016	12/12/2023	Nov-24		
234.	Production-C-Block	Shankar Meedigada	2334	26/9/2016	11/12/2023	Nov-24		
235.	Quality Control	Prasadu Nakka	2343	6/10/2016	12/12/2023	Nov-24		
236.	Quality Control	Bheemrayudu Konkal	2356	20/10/2016	12/12/2023	Nov-24		
237.	Production-C-Block	Lingaraju Cholappa Bettapnor	2362	25/10/2016	11/12/2023	Nov-24		
238.	Quality Control	Tirupathi Goud	2398	21/11/2016	12/12/2023	Nov-24		
239.	Quality Control	Bheemsingh	2404	24/11/2016	12/12/2023	Nov-24		
240.	CR&D	Smahesh Kalyan	2406	25/11/2016	11/12/2023	Nov-24		
241.	Production-C-Block	Nishant Kumar	2408	28/11/2016	12/12/2023	Nov-24		
242.	Production-AO-Block	Brahmaiah Mandadapu	2409	28/11/2016	13/12/2023	Nov-24		
243.	Production-C-Block	Madarvali Syed	2412	1/12/2016	12/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
244.	Quality Control	Sandeep Kumar Yasa	2451	19/12/2016	12/12/2023	Nov-24		
245.	Quality Control	Bala Krishna Reddy Vaka	2459	22/12/2016	12/12/2023	Nov-24		
246.	Production-C-Block	Vidyadhar Chiuveri	2502	17/1/2017	12/12/2023	Nov-24		
247.	Production-D-Block	Vishnukanth Manukondu	2520	24/1/2017	14/12/2023	Nov-24		
248.	AR&D	Shivgangappa	2541	17/2/2017	11/12/2023	Nov-24		
249.	Engineering	Sharanabasava Revannasid Kulkarni	2546	21/2/2017	13/12/2023	Nov-24		
250.	Production-I-Block	Nunna Guru Brahmam	2552	23/2/2017	13/12/2023	Nov-24		
251.	Production-AO-Block	Mulaparthi Samraj	2601	22/3/2017	13/12/2023	Nov-24		
252.	Quality Control	Mallikarjuna Rao Bathula	2615	1/4/2017	11/12/2023	Nov-24		
253.	Production-E-Block	BShiva Kumar	2636	28/4/2017	11/12/2023	Nov-24		
254.	Production-I-Block	Naga Sai Kollipara	2637	28/4/2017	13/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
255.	CR&D Enzyme	Chandrasen Babasaheb Chandwad	2691	2/5/2017	14/12/2023	Nov-24		
256.	Engineering	Naresh Bhandarigal	2695	8/5/2017	13/12/2023	Nov-24		
257.	Production-C-Block	M D Baouddin	2711	1/5/2017	12/12/2023	Nov-24		
258.	Production-D-Block	Nabichand	2712	1/5/2017	13/12/2023	Nov-24		
259.	Production-E-Block	Vijay Kumar	2713	1/5/2017	11/12/2023	Nov-24		
260.	Production G-Block	Sharanappa M	2714	1/5/2017	13/12/2023	Nov-24		
261.	Production-I-Block	Mohammed Sadiq	2718	1/5/2017	12/12/2023	Nov-24		
262.	Production-E-Block	Srinivas	2719	1/5/2017	11/12/2023	Nov-24		
263.	Production-AJ-Block	Sharanabasava	2720	1/5/2017	12/12/2023	Nov-24		
264.	Production-E-Block	Shreekantha	2721	1/5/2017	13/12/2023	Nov-24		
265.	Production G-Block	Jindappa	2722	1/5/2017	14/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
266.	Production-D-Block	Moulali	2723	1/5/2017	11/12/2023	Nov-24		
267.	Production-D-Block	Ramanna	2742	1/5/2017	11/12/2023	Nov-24		
268.	Production-AI-Block	Basavaraj Vaddepalli	2743	1/5/2017	11/12/2023	Nov-24		
269.	Engineering	Babu p	2744	1/5/2017	14/12/2023	Nov-24		
270.	Engineering	Siddappa	2745	1/5/2017	14/12/2023	Nov-24		
271.	Personal Administration	Arvind Kumar Singh	2766	29/5/2017	12/12/2023	Nov-24		
272.	Production-AM-Block	Prasad Burri	2780	3/6/2017	12/12/2023	Nov-24		
273.	Production-AJ-Block	Venkata Suresh Babu Yammanuru	2785	5/6/2017	13/12/2023	Nov-24		
274.	Production-AO-Block	Rajeev Perimi	2787	13/6/2017	12/12/2023	Nov-24		
275.	Environment Health And Safety	Srinivasulu Reddy Konda	2789	16/6/2017	13/12/2023	Nov-24		
276.	Quality Control	Irfan Mahammad	2793	20/6/2017	12/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
277.	Production-C-Block	G Subramanyam Reddy	2796	23/6/2017	12/12/2023	Nov-24		
278.	Warehouse	Sameer M	2834	1/7/2017	12/12/2023	Nov-24		
279.	Production Documentation	Boya Mallikarjuna	2836	19/7/2017	11/12/2023	Nov-24		
280.	Quality Control	Srinivas Reddy Narava	2837	20/7/2017	12/12/2023	Nov-24		
281.	Quality Control	T D Anil Kumar	2844	26/7/2017	12/12/2023	Nov-24		
282.	Production G-Block	Edukondalu Pagolu	2849	1/8/2017	12/12/2023	Nov-24		
283.	Production-AJ-Block	Srinivasa Rao Muvvala	2884	4/8/2017	11/12/2023	Nov-24		
284.	Engineering	Manjunatha	2893	9/8/2017	12/12/2023	Nov-24		
285.	Technology Transfer	Venkata Murthy Potla	2894	9/8/2017	14/12/2023	Nov-24		
286.	Quality Control	Jampali Raghavender	2895	9/8/2017	12/12/2023	Nov-24		
287.	Production-AO-Block	Korlapu Apparao	2898	14/8/2017	14/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
288.	Production-D-Block	Gunti Venkateswarlu	2900	14/8/2017	16/12/2023	Nov-24		
289.	Production-D-Block	Puramshetti Srinivas	2908	19/8/2017	14/12/2023	Nov-24		
290.	Production-I-Block	Boyini Parushuram	2911	22/8/2017	12/12/2023	Nov-24		
291.	Production-AM-Block	Naveen Samgapu	2919	30/8/2017	11/12/2023	Nov-24		
292.	Production-AO-Block	Ajay Kumar	2920	1/9/2017	14/12/2023	Nov-24		
293.	Production-H-Block	VSV Prasad Akula	2922	1/9/2017	13/12/2023	Nov-24		
294.	Production-C-Block	Attunuru Prasad Reddy	2952	11/9/2017	13/12/2023	Nov-24		
295.	Production-C-Block	Jakka Sivakrishna	2953	11/9/2017	11/12/2023	Nov-24		
296.	Quality Control	Sunil Kumar Patra	2963	18/9/2017	11/12/2023	Nov-24		
297.	Quality Control	Chandra Sekhar Kummari	2972	25/9/2017	13/12/2023	Nov-24		
298.	Production-H-Block	Aravind Giddalur	2995	21/10/2017	11/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
299.	CR&D Enzyme	Bhosale Anna Lahurav	3005	25/10/2017	13/12/2023	Nov-24		
300.	Production-AO-Block	Ramanjulu Guttapalli	3011	30/10/2017	11/12/2023	Nov-24		
301.	Production-H-Block	Praveen Kumar Bandaru	3016	2/11/2017	12/12/2023	Nov-24		
302.	Production-AM-Block	Kasi Sandeep Burugupalli	3017	2/11/2017	14/12/2023	Nov-24		
303.	Production-AM-Block	Fayaz Ahmad Shaik	3019	3/11/2017	11/12/2023	Nov-24		
304.	Production-C-Block	Mala Kondaiah Tirumalla	3027	6/11/2017	14/12/2023	Nov-24		
305.	Quality Assurance	Jagannadham Immadi	3060	4/12/2017	13/12/2023	Nov-24		
306.	Warehouse	Hanumantharaya	3077	1/11/2017	12/12/2023	Nov-24		
307.	Production-C-Block	Janappa	3078	1/11/2017	11/12/2023	Nov-24		
308.	Production-H-Block	Gururaj	3079	1/11/2017	11/12/2023	Nov-24		
309.	Production-H-Block	Yallappa Chauki	3080	1/11/2017	11/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
310.	Production-I-Block	Panthiki Suresh	3081	1/11/2017	13/12/2023	Nov-24		
311.	Production G-Block	Mallesh	3082	1/11/2017	12/12/2023	Nov-24		
312.	CR&D	Mallayya Swamy	3083	1/11/2017	11/12/2023	Nov-24		
313.	Engineering	Chandra Shekar	3084	1/11/2017	12/12/2023	Nov-24		
314.	Engineering	A Ranganath	3085	1/11/2017	14/12/2023	Nov-24		
315.	Engineering	Suresh	3086	1/11/2017	13/12/2023	Nov-24		
316.	Engineering	Ashok	3087	1/11/2017	11/12/2023	Nov-24		
317.	Engineering	Shankrappa	3088	1/11/2017	13/12/2023	Nov-24		
318.	Engineering	Suresh Kumar N	3089	1/11/2017	12/12/2023	Nov-24		
319.	Engineering	Rakesh Kumar K	3090	1/11/2017	11/12/2023	Nov-24		
320.	Engineering	S Krishna	3091	1/11/2017	12/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
321.	Quality Control	Mohinuddin D	3092	1/11/2017	11/12/2023	Nov-24		
322.	Warehouse	Narasimhalu	3093	1/11/2017	13/12/2023	Nov-24		
323.	Warehouse	Narasimhalu	3094	1/11/2017	13/12/2023	Nov-24		
324.	Warehouse	Bangarappa Gowda	3095	1/11/2017	13/12/2023	Nov-24		
325.	Production-AO-Block	Thondamalla Venkata Praveen Kumar	3100	20/12/2017	12/12/2023	Nov-24		
326.	Production-AO-Block	Durisetti Rambabu	3103	21/12/2017	11/12/2023	Nov-24		
327.	Engineering	Sudhir Patange	3152	19/2/2018	15/12/2023	Nov-24		
328.	Production Documentation	Bajeswara Rao Gottipati	3192	14/3/2018	11/12/2023	Nov-24		
329.	Production-I-Block	Anil Kumar Gupta	3207	4/4/2018	11/12/2023	Nov-24		
330.	CR&D Enzyme	Siddhant Sharanappa Kawade	3235	16/4/2018	13/12/2023	Nov-24		
331.	Quality Control	Santosh	3239	20/4/2018	12/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
332.	Administration	Anirban Das	3241	23/4/2018	14/12/2023	Nov-24		
333.	CR&D	Srikanth Sarma Dhulipala	3245	25/4/2018	12/12/2023	Nov-24		
334.	Quality Assurance	Ramachandrudu Boya	3278	10/5/2018	12/12/2023	Nov-24		
335.	Production-AO-Block	Harun Rasheed Shaik	3291	4/6/2018	16/12/2023	Nov-24		
336.	Quality Control	Ashok Ellendula	3321	11/6/2018	12/12/2023	Nov-24		
337.	Quality Control	Purnaprajna Kulkarni	3323	1/6/2018	11/12/2023	Nov-24		
338.	Production Documentation	Yashwanth Pasupula	3324	1/6/2018	11/12/2023	Nov-24		
339.	Quality Control	Leela Mohan Burra	3382	10/7/2018	11/12/2023	Nov-24		
340.	CR&D	Yedukondalu Kaja	3400	18/7/2018	11/12/2023	Nov-24		
341.	CR&D Polymers	Gopinath Jonnalagadda	3403	19/7/2018	12/12/2023	Nov-24		
342.	Production-AO-Block	Vaibhav Vilas Deshpande	3406	20/7/2018	14/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
343.	Production-H-Block	Rajshekhar Bhimasha Gaikwad	3421	1/8/2018	12/12/2023	Nov-24		
344.	CR&D	Ganesh Andhavarapu	3440	7/8/2018	11/12/2023	Nov-24		
345.	Production-AO-Block	Saidulu Kadakanchi	3465	27/8/2018	11/12/2023	Nov-24		
346.	Production-AO-Block	Pavan Kumar Reddy Sanikommu	3470	30/8/2018	12/12/2023	Nov-24		
347.	Production-AO-Block	Masuldar Abdul Zaber Shaik	3476	4/9/2018	11/12/2023	Nov-24		
348.	Quality Control	Satish Kashinath Dumne	3480	12/9/2018	13/12/2023	Nov-24		
349.	Production-AO-Block	Balachandar B	3481	12/9/2018	13/12/2023	Nov-24		
350.	Quality Control	Nitin Tukaram Ghadge	3484	18/9/2018	13/12/2023	Nov-24		
351.	Production-AO-Block	Prem Kumar Nagula	3485	19/9/2018	12/12/2023	Nov-24		
352.	Quality Control	Basavaraja S D	3488	20/9/2018	12/12/2023	Nov-24		
353.	Quality Control	Basavaraj	3499	26/9/2018	12/12/2023	Nov-24		

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354.	AR&D	Srinivasa Reddy Gudibandi	3502	27/9/2018	11/12/2023	Nov-24		
355.	CR&D Polymers	Amit Babasaheb Kale	3515	15/10/2018	13/12/2023	Nov-24		
356.	Engineering	Mohammed Gouse S S	3520	18/10/2018	13/12/2023	Nov-24		
357.	Production-AO-Block	Mahaboob Subhani Kastala	3521	22/10/2018	11/12/2023	Nov-24		
358.	Production-C-Block	Amarsing Kisansing Rajput	3523	22/10/2018	12/12/2023	Nov-24		
359.	CR&D Polymers	Sakthivel S	3530	24/10/2018	11/12/2023	Nov-24		
360.	Production-C-Block	Avinash Digambar Bhalerao	3573	1/12/2018	11/12/2023	Nov-24		
361.	Quality Control	Nagaraju K	3592	10/12/2018	11/12/2023	Nov-24		
362.	Quality Control	Santhosh Raju Posani	3612	24/12/2018	11/12/2023	Nov-24		
363.	Production Documentation	Venkatesh Regula	3614	27/12/2018	11/12/2023	Nov-24		
364.	Production-AM-Block	Maridayya Palivela	3615	27/12/2018	13/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
365.	Administration	K h Honneshaiah	3642	16/1/2019	14/12/2023	Nov-24		
366.	Production-AI-Block	Prashant Kalyani Gundure	3644	17/1/2019	11/12/2023	Nov-24		
367.	Quality Control	Bathala Purushotham	3719	25/2/2019	11/12/2023	Nov-24		
368.	Production Documentation	Yuvaraj	3725	1/3/2019	11/12/2023	Nov-24		
369.	AR&D	Kanifnath Ashok Mohalkar	3728	1/3/2019	11/12/2023	Nov-24		
370.	AR&D	D jayaprakash Reddy	3742	9/3/2019	11/12/2023	Nov-24		
371.	Quality Control	Venkata Gouri Janakiram Arepu	3749	13/3/2019	12/12/2023	Nov-24		
372.	Quality Control	Praveen Kumar Puli	3760	25/3/2019	12/12/2023	Nov-24		
373.	Production-I-Block	Rajashekhar	3776	8/4/2019	13/12/2023	Nov-24		
374.	Environment Health And Safety	Narasimhulu Jamjala	3784	20/4/2019	12/12/2023	Nov-24		
375.	Quality Control	G Pratap Reddy	3785	22/4/2019	14/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
376.	Production-AO-Block	Ananda K	3799	2/5/2019	12/12/2023	Nov-24		
377.	Production-I-Block	Kadathala Sravan Goud	3822	13/5/2019	11/12/2023	Nov-24		
378.	Engineering	Suresh Reddy	3823	13/5/2019	11/12/2023	Nov-24		
379.	Production-I-Block	Challa Rambabu	3832	18/5/2019	11/12/2023	Nov-24		
380.	CR&D	Patil Sunil Shivaji	3845	27/5/2019	11/12/2023	Nov-24		
381.	Quality Control	Kallipati Nagabhushanam	3853	30/5/2019	13/12/2023	Nov-24		
382.	Production-AO-Block	Gurrala Bhavani Sankar	3885	12/6/2019	14/12/2023	Nov-24		
383.	CR&D CDMO	Ilaiah Mariyada	3896	21/6/2019	12/12/2023	Nov-24		
384.	Production-AI-Block	Santosh Kumar	3917	4/7/2019	11/12/2023	Nov-24		
385.	Warehouse	Ramakrishna K S	3920	4/7/2019	13/12/2023	Nov-24		
386.	Production-AO-Block	Lokeswara Duthala	3929	8/7/2019	12/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
387.	Information Technology	Alkesh Kashte	3938	10/7/2019	14/12/2023	Nov-24		
388.	Production Documentation	Govindappa Galagali	3940	11/7/2019	13/12/2023	Nov-24		
389.	Production-I-Block	Girish Mohan Bhandare	3978	29/7/2019	11/12/2023	Nov-24		
390.	AR&D	Yogesh Ganpat Belkar	3980	29/7/2019	12/12/2023	Nov-24		
391.	Production-C-Block	Anilkumar Polisetty	3996	3/8/2019	11/12/2023	Nov-24		
392.	Production G-Block	Balaji Vamanrao Handge	4000	5/8/2019	13/12/2023	Nov-24		
393.	Production-AO-Block	Ganga Sagar Gaur	4005	7/8/2019	14/12/2023	Nov-24		
394.	AR&D	Venkateswararao Kasani	4045	4/9/2019	13/12/2023	Nov-24		
395.	Quality Control	Yallaling	4078	18/9/2019	12/12/2023	Nov-24		
396.	Quality Control	Devidas Dattatray Gund	4173	4/11/2019	12/12/2023	Nov-24		
397.	Quality Assurance	Durga Sandeep Korasika	4199	19/11/2019	12/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
398.	Production G-Block	Srikanth Miyapuram	4227	5/12/2019	11/12/2023	Nov-24		
399.	Personal Administration	Srinivas	4240	10/12/2019	13/12/2023	Nov-24		
400.	Production-H-Block	Baswraj Kalyani Gundure	4324	24/12/2019	11/12/2023	Nov-24		
401.	Engineering	Manjunatha DN	4332	30/12/2019	12/12/2023	Nov-24		
402.	Quality Control	Chinmaya Martha	4340	3/1/2020	13/12/2023	Nov-24		
403.	Production-AO-Block	Tanaji Sudhakar Somvanshi	4341	3/1/2020	12/12/2023	Nov-24		
404.	Production-AJ-Block	Badrinath	4344	6/1/2020	14/12/2023	Nov-24		
405.	Production-AO-Block	Satish Shivaji Kodag	4352	9/1/2020	12/12/2023	Nov-24		
406.	Production-AO-Block	Samir Kisan Ghuge	4359	17/1/2020	12/12/2023	Nov-24		
407.	Engineering	Prabhu	4367	22/1/2020	14/12/2023	Nov-24		
408.	CR&D Enzyme	Yogesh Subhash Patil	4368	22/1/2020	14/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
409.	CR&D Enzyme	Vinayak Annam	4372	27/1/2020	13/12/2023	Nov-24		
410.	Quality Assurance	Venkateswarlu Thota	4409	10/2/2020	12/12/2023	Nov-24		
411.	Production-AO-Block	Virendra Bhimashankar Kalshetti	4412	10/2/2020	16/12/2023	Nov-24		
412.	Production-AO-Block	Eda Narendra Reddy	4414	10/2/2020	13/12/2023	Nov-24		
413.	Production-E-Block	Sidhaji Ram Mashale	4419	12/2/2020	14/12/2023	Nov-24		
414.	Engineering	Raimansab N Gulagandi	4437	25/2/2020	11/12/2023	Nov-24		
415.	Production-AO-Block	Dattatray Rameshwar	4446	4/3/2020	16/12/2023	Nov-24		
416.	Production-E-Block	P Nagaraju	4453	5/3/2020	12/12/2023	Nov-24		
417.	Production-AO-Block	Pasumarthi Omkareswararao	4454	5/3/2020	13/12/2023	Nov-24		
418.	Production Documentation	Dasa Ramanjaneyulu	4476	12/3/2020	11/12/2023	Nov-24		
419.	CR&D	Doddappa Anekal	4492	23/3/2020	13/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
420.	Production-AO-Block	Yeddula Veeranjaneyulu	4552	9/6/2020	11/12/2023	Nov-24		
421.	Technology Transfer	Sandip Ashokrao Kaware	4600	29/6/2020	12/12/2023	Nov-24		
422.	Production-C-Block	Sagar M	4606	1/7/2020	12/12/2023	Nov-24		
423.	Production-E-Block	Umesha	4609	3/7/2020	13/12/2023	Nov-24		
424.	CR&D CDMO	Anantacharya Rajpurohit	4630	8/7/2020	12/12/2023	Nov-24		
425.	Production-C-Block	Praveen C	4643	15/7/2020	13/12/2023	Nov-24		
426.	Production-AO-Block	Gootlo Pavan Kumar	4649	21/7/2020	12/12/2023	Nov-24		
427.	Engineering	B Mohan Kumar	4664	27/7/2020	11/12/2023	Nov-24		
428.	Production-D-Block	Perumala Satish Kumar	4666	27/7/2020	15/12/2023	Nov-24		
429.	Information Technology	Rahul A	4667	27/7/2020	11/12/2023	Nov-24		
430.	Production-C-Block	Mangesh Banduji Uke	4677	31/7/2020	16/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
431.	Production-C-Block	Rajesh Paswan	4684	1/8/2020	11/12/2023	Nov-24		
432.	Production-C-Block	Manjunath Vitthal Honnungre	4685	3/8/2020	16/12/2023	Nov-24		
433.	CR&D	Raviraj Kolkar	4706	11/8/2020	12/12/2023	Nov-24		
434.	CR&D	Thangella Srinivas	4712	14/8/2020	12/12/2023	Nov-24		
435.	Quality Control	Birendra Kumar Rana	4716	18/8/2020	12/12/2023	Nov-24		
436.	Personal & Administration	Golla Madhu	4725	20/8/2020	11/12/2023	Nov-24		
437.	Quality Assurance	Gowru Viswanatha Reddy	4728	21/8/2020	11/12/2023	Nov-24		
438.	CR&D	Amol Waman Sutar	4749	28/8/2020	16/12/2023	Nov-24		
439.	CR&D	Gandham Siva Kumar	4762	2/9/2020	12/12/2023	Nov-24		
440.	Engineering	Amarrayya	4788	7/9/2020	14/12/2023	Nov-24		
441.	Production-AJ-Block	Deepak Govindrao Natkare	4799	12/9/2020	11/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
442.	CR&D	Sekhar Babu Uppelli	4802	14/9/2020	11/12/2023	Nov-24		
443.	Technology Transfer	Danda Venkata Ravi Kumar	4806	14/9/2020	12/12/2023	Nov-24		
444.	Production-H-Block	Pravin Uddhav Bandal	4810	15/9/2020	12/12/2023	Nov-24		
445.	Production-H-Block	Ganesh Kumar Gupta	4818	21/9/2020	11/12/2023	Nov-24		
446.	Production-AO-Block	Channeshappa H T	4824	22/9/2020	13/12/2023	Nov-24		
447.	Quality Control	Gyaneshwar Manikrao Shep	4826	22/9/2020	14/12/2023	Nov-24		
448.	CR&D	S venkata Nageswara Rao	4834	28/9/2020	13/12/2023	Nov-24		
449.	Production-AI-Block	Navanath Ramchandra Walse	4846	1/10/2020	12/12/2023	Nov-24		
450.	Engineering	Jayakumar Kotwal	4847	1/10/2020	14/12/2023	Nov-24		
451.	Production G-Block	Divi Venugopal	4866	7/10/2020	14/12/2023	Nov-24		
452.	Production-AO-Block	Mohammad Arshad Ayyub	4869	12/10/2020	12/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
453.	CR&D PEPTIDE	Mayur Nilkanth Deshpande	4871	12/10/2020	12/12/2023	Nov-24		
454.	CR&D PEPTIDE	Bharti Prafulla Deshmukh	4882	14/10/2020	14/12/2023	Nov-24		
455.	Engineering	Krovidi Sadananda Rama KR	4883	14/10/2020	12/12/2023	Nov-24		
456.	Production-E-Block	Thamatam Santi	4901	23/10/2020	13/12/2023	Nov-24		
457.	Production-AO-Block	Kurva Venkatesh	4905	28/10/2020	12/12/2023	Nov-24		
458.	Production-I-Block	Deepak	4913	2/11/2020	14/12/2023	Nov-24		
459.	Personal & Administration	Surender Ramachandruni	4926	5/11/2020	14/12/2023	Nov-24		
460.	Production-AO-Block	Payala Brahmanjaneyulu	4936	7/11/2020	11/12/2023	Nov-24		
461.	Production-AO-Block	Madan Dilip Rao Devane	4937	7/11/2020	12/12/2023	Nov-24		
462.	AR&D	Akshay Vilas Bhanage	4953	10/11/2020	12/12/2023	Nov-24		
463.	CR&D	Bandaru Dilip Kumar	4974	20/11/2020	11/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
464.	Engineering	Mulaka Madhu	4980	23/11/2020	12/12/2023	Nov-24		
465.	Quality Control	Theja P	4985	26/11/2020	11/12/2023	Nov-24		
466.	Production-AO-Block	Vishal Madhukar Kamble	5028	1/12/2020	12/12/2023	Nov-24		
467.	Warehouse	Raghavendra Rao K	5029	1/12/2020	16/12/2023	Nov-24		
468.	Production-C-Block	Vijaya Bhaskar K	5030	1/12/2020	11/12/2023	Nov-24		
469.	Production-AO-Block	Shankshank Suresh Banne	5031	1/12/2020	13/12/2023	Nov-24		
470.	AR&D	Gannimani Ramesh	5032	1/12/2020	11/12/2023	Nov-24		
471.	Quality Control	Sharanayya	5049	7/12/2020	16/12/2023	Nov-24		
472.	Quality Control	Pratap	5050	7/12/2020	12/12/2023	Nov-24		
473.	AR&D	Shivanand Mallappa Birajadar	5072	11/12/2020	11/12/2023	Nov-24		
474.	AR&D	Sambhaji Shivaji Koli	5088	17/12/2020	11/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
475.	AR&D	Vaibhav Suryabhan Kakde	5111	21/12/2020	11/12/2023	Nov-24		
476.	Technology Transfer	Sangharakshak Shanideo SU	5114	21/12/2020	14/12/2023	Nov-24		
477.	Production-H-Block	Parameshwar	5155	1/1/2021	12/12/2023	Nov-24		
478.	CR&D PEPTIDE	Vijay Hanumanta Petha	5166	4/1/2021	14/12/2023	Nov-24		
479.	Quality Control	Madhav Vinayak Kumbhar	5184	11/1/2021	12/12/2023	Nov-24		
480.	Environment Health And Safety	Vijay Kumar N	5208	20/1/2021	13/12/2023	Nov-24		
481.	Quality Control	Akkula Prathap Gowd	5217	22/1/2021	13/12/2023	Nov-24		
482.	Production-D-Block	Gunavant Suresh Potadar	5260	1/2/2021	14/12/2023	Nov-24		
483.	CR&D PEPTIDE	Sanjay Pandurang Patil	5264	1/2/2021	16/12/2023	Nov-24		
484.	CR&D PEPTIDE	VSR Krishnababu Kornepati	5268	4/2/2021	12/12/2023	Nov-24		
485.	Quality Assurance	Venkateshwar Rao P	5293	15/2/2021	16/12/2023	Nov-24		

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486.	CR&D PEPTIDE	Narayan Ratan Thombare	5295	15/2/2021	12/12/2023	Nov-24		
487.	Production-E-Block	Mahesh Manik Vanve	5301	16/2/2021	12/12/2023	Nov-24		
488.	Production-AO-Block	Swapnil Sharnappa Chatage	5310	22/2/2021	13/12/2023	Nov-24		
489.	Engineering	Basana Gowda C	5314	22/2/2021	12/12/2023	Nov-24		
490.	Production-H-Block	Abhishek Singh	5321	24/2/2021	11/12/2023	Nov-24		
491.	CR&D PEPTIDE	Swapnil Ramesh Shinde	5336	1/3/2021	11/12/2023	Nov-24		
492.	Engineering	Mohan Mahadev Chauhan	5338	1/3/2021	12/12/2023	Nov-24		
493.	Production-AO-Block	Kiran Kumar S	5350	4/3/2021	12/12/2023	Nov-24		
494.	CR&D	Narayan Tanaji Pawar	5355	8/3/2021	11/12/2023	Nov-24		
495.	Production-AO-Block	Bandu Sunil Nanaware	5369	10/3/2021	11/12/2023	Nov-24		
496.	Quality Control	Sagar Balu Bagav	5376	15/3/2021	11/12/2023	Nov-24		

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497.	AR&D	Swapnil Bhairu Dhole	5377	15/3/2021	12/12/2023	Nov-24		
498.	Quality Control	Mahesh Basappa Hattali	5379	15/3/2021	12/12/2023	Nov-24		
499.	Production-AO-Block	Sudhir Bhanudas Pawar	5402	25/3/2021	12/12/2023	Nov-24		
500.	CR&D	Bathula Sivarami	5406	29/3/2021	13/12/2023	Nov-24		
501.	CR&D PEPTIDE	Abhishek Ramesh Pawar	5430	1/4/2021	14/12/2023	Nov-24		
502.	Technology Transfer	Satyanarayana Danda	5432	1/4/2021	12/12/2023	Nov-24		
503.	Warehouse	Malloji Rajesh	5433	1/4/2021	12/12/2023	Nov-24		
504.	Production-AM-Block	Beerappa Balbhim Gawade	5438	1/4/2021	12/12/2023	Nov-24		
505.	Production-AO-Block	Dudekula Bala Hussainaiah	5487	14/4/2021	13/12/2023	Nov-24		
506.	Production-AM-Block	Kapare Chandrakant Machin	5490	15/4/2021	12/12/2023	Nov-24		
507.	Production-E-Block	Sukadev Mohanty	5491	15/4/2021	12/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
508.	Production-AO-Block	Prakash	5492	15/4/2021	13/12/2023	Nov-24		
509.	CR&D	Mahesh Kumar Allure	5500	19/4/2021	11/12/2023	Nov-24		
510.	Production-AO-Block	Thatrakal Sivaprasad	5501	19/4/2021	11/12/2023	Nov-24		
511.	Environment Health And Safety	S Suman	5503	19/4/2021	12/12/2023	Nov-24		
512.	CR&D	Amar S Garje	5527	3/5/2021	11/12/2023	Nov-24		
513.	Production-AM-Block	Nagaraju Gamidi	5528	3/5/2021	11/12/2023	Nov-24		
514.	Production-AO-Block	Dadaso Lalaso Magar	5532	3/5/2021	11/12/2023	Nov-24		
515.	AR&D	Ajit Arun Chavan	5538	4/5/2021	11/12/2023	Nov-24		
516.	Production-AO-Block	Sushant Pandurag Patil	5548	10/5/2021	14/12/2023	Nov-24		
517.	Production-AO-Block	Pinjari Saifulla	5549	10/5/2021	12/12/2023	Nov-24		
518.	AR&D	Mahesh Hanmant Chavan	5556	11/5/2021	12/12/2023	Nov-24		

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519.	AR&D	Rahul Suresh Kanase	5572	17/5/2021	12/12/2023	Nov-24		
520.	AR&D	Madangari Raju	5573	17/5/2021	13/12/2023	Nov-24		
521.	Production-C-Block	Pathivada Ganapathi	5586	24/5/2021	14/12/2023	Nov-24		
522.	Production-AO-Block	Venkatesu Naik Ramavath	5592	25/5/2021	13/12/2023	Nov-24		
523.	Quality Control	Golla Surendra Babu	5596	27/5/2021	11/12/2023	Nov-24		
524.	Technology Transfer	Gale Revanasiddappa	5603	31/5/2021	14/12/2023	Nov-24		
525.	Production-AO-Block	Pramod Subhash Patil	5607	1/6/2021	13/12/2023	Nov-24		
526.	Technology Transfer	Sharana Reddy	5615	7/6/2021	13/12/2023	Nov-24		
527.	AR&D	Shiva Sharanappa	5622	10/6/2021	12/12/2023	Nov-24		
528.	CR&D PEPTIDE	Gajanan Satappa Mohite	5624	11/6/2021	12/12/2023	Nov-24		
529.	CR&D	Ramesha GV	5632	14/6/2021	11/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
530.	CR&D Enzyme	Amagonda Siddhappa Loni	5641	15/6/2021	13/12/2023	Nov-24		
531.	CR&D	Adinath Jalandar Sutar	5654	21/6/2021	12/12/2023	Nov-24		
532.	CR&D Enzyme	Jotiram Kalyan Gade	5663	22/6/2021	13/12/2023	Nov-24		
533.	AR&D	Akshay Chandrakant Somwan	5669	24/6/2021	12/12/2023	Nov-24		
534.	Quality Control	Nitin Dilip Gaikwad	5675	25/6/2021	11/12/2023	Nov-24		
535.	Production-AO-Block	D Balakrishna	5687	29/6/2021	12/12/2023	Nov-24		
536.	Production-AO-Block	Avadhut Ashok Kulkarni	5694	1/7/2021	15/12/2023	Nov-24		
537.	Technology Transfer	Harshal Vijendra Wagh	5732	13/7/2021	13/12/2023	Nov-24		
538.	Production-D-Block	Chandrarao Lenka	5736	15/7/2021	11/12/2023	Nov-24		
539.	CR&D Enzyme	Prashant Siddeshwar Jadha	5749	20/7/2021	13/12/2023	Nov-24		
540.	CR&D	Rameshbabu Chebrolu	5750	20/7/2021	12/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
541.	Technology Transfer	D Gajendra Babu	5755	22/7/2021	12/12/2023	Nov-24		
542.	Production-AI-Block	Gopichand Bhairu Mohite	5789	2/8/2021	13/12/2023	Nov-24		
543.	Production-E-Block	Yogesh Prakash Deshmukh	5811	9/8/2021	14/12/2023	Nov-24		
544.	AR&D	Abhijeet Irgonda Biradar	5813	9/8/2021	11/12/2023	Nov-24		
545.	Production-AM-Block	Shubham Sunil Mane	5814	9/8/2021	14/12/2023	Nov-24		
546.	CR&D CDMO	Mahanthaswamy Hiremath	5821	16/8/2021	11/12/2023	Nov-24		
547.	Quality Control	Kukunoor Hanmanthu	5858	1/9/2021	11/12/2023	Nov-24		
548.	AR&D	Sarkate Rupesh Ramesh	5860	1/9/2021	11/12/2023	Nov-24		
549.	AR&D	Praveen Kumar N	5863	2/9/2021	12/12/2023	Nov-24		
550.	Quality Control	Amit Ashok Mali	5880	7/9/2021	12/12/2023	Nov-24		
551.	Production-AM-Block	Kautik Muktaji Jadhav	5910	20/9/2021	11/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
552.	Production-C-Block	Kothare Vaibhav Sanjay	5928	24/9/2021	12/12/2023	Nov-24		
553.	CR&D	Kakanuru Amareswara Reddy	5930	24/9/2021	12/12/2023	Nov-24		
554.	CR&D	Sekhar Gajjela	5931	24/9/2021	11/12/2023	Nov-24		
555.	Production-E-Block	Vaibhav Namdev Mandlik	5934	25/9/2021	13/12/2023	Nov-24		
556.	CR&D	Narayana Rao Mekabouyina	5943	29/9/2021	11/12/2023	Nov-24		
557.	Regulatory Affairs	Srinivasarao Abburi	5948	1/10/2021	12/12/2023	Nov-24		
558.	Quality Control	Tusar Kumar Mohapatra	5954	4/10/2021	13/12/2023	Nov-24		
559.	CR&D CDMO	Tokala Venugopal	5960	8/10/2021	11/12/2023	Nov-24		
560.	CR&D CDMO	Kurva Govindu	5974	18/10/2021	11/12/2023	Nov-24		
561.	AR&D	Anabathula Manojkumar	6005	26/10/2021	11/12/2023	Nov-24		
562.	Production-C-Block	S Mahesh	6033	6/11/2021	12/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
563.	Production-C-Block	Ajit Chandrakant Borute	6040	8/11/2021	14/12/2023	Nov-24		
564.	Regulatory Affairs	Anumalasetty Suneel Kumar	6048	10/11/2021	12/12/2023	Nov-24		
565.	CR&D Polymers	Gaya Prasad Shukla	6049	12/11/2021	16/12/2023	Nov-24		
566.	Production-I-Block	Uppara Veerendra	6060	15/11/2021	14/12/2023	Nov-24		
567.	Quality Control	Yogeesh C Jahagirdar	6063	15/11/2021	12/12/2023	Nov-24		
568.	Production-AJ-Block	Golla Pandukumar	6069	17/11/2021	12/12/2023	Nov-24		
569.	Quality Control	Motika Babu	6091	29/11/2021	12/12/2023	Nov-24		
570.	Quality Control	Kabir Shabbir Mujawar	6095	1/12/2021	11/12/2023	Nov-24		
571.	Quality Control	Sudharshan Dattrao Giri	6096	1/12/2021	12/12/2023	Nov-24		
572.	Technology Transfer	Akshay Wadageri	6097	2/12/2021	12/12/2023	Nov-24		
573.	Quality Control	Cheku Boyina Suryavamsi G	6157	20/12/2021	12/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
574.	Production G-Block	Nisarg Sanjay Andhale	6158	20/12/2021	11/12/2023	Nov-24		
575.	Production-D-Block	Vishal Prabhakar Mane	6160	20/12/2021	14/12/2023	Nov-24		
576.	Technology Transfer	Dahale Shekhar Macchindra	6161	21/12/2021	14/12/2023	Nov-24		
577.	Production-E-Block	Chevitolla Pedda Ramesh	6163	23/12/2021	12/12/2023	Nov-24		
578.	Production-E-Block	Akash Dayanand Awale	6190	3/1/2022	14/12/2023	Nov-24		
579.	Production-H-Block	Derangula Srinivasa Rao	6193	4/1/2022	11/12/2023	Nov-24		
580.	Production-H-Block	Bandameedi Ramesh	6196	6/1/2022	13/12/2023	Nov-24		
581.	Production-AJ-Block	Raghupathi Achari	6222	18/1/2022	14/12/2023	Nov-24		
582.	Supply Chain Management	Ashish Kumar Singh	6224	19/1/2022	14/12/2023	Nov-24		
583.	Quality Control	Amit Annappa Athani	6254	1/2/2022	11/12/2023	Nov-24		
584.	Production-AM-Block	Vasu Pujari	6257	1/2/2022	13/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
585.	SAP Production Documentation	Maingadda Shiva Kumar	6275	8/2/2022	13/12/2023	Nov-24		
586.	Production-C-Block	Peetha Nagarjuna	6276	9/2/2022	12/12/2023	Nov-24		
587.	Warehouse	Hanumantha J Gowda	6284	14/2/2022	12/12/2023	Nov-24		
588.	Quality Control	Joshi Ashwin Shrinivas	6285	14/2/2022	11/12/2023	Nov-24		
589.	Production-AO-Block	Parashurama	6286	14/2/2022	13/12/2023	Nov-24		
590.	Production-AO-Block	Ranjeet Pandurang Deokar	6308	24/2/2022	11/12/2023	Nov-24		
591.	Production-I-Block	Daggupati Venkata Ramana	6322	3/3/2022	12/12/2023	Nov-24		
592.	Personal & Administration	Yerragudi Venkatesh	6329	4/3/2022	11/12/2023	Nov-24		
593.	Quality Control	Peggi Raju	6331	7/3/2022	12/12/2023	Nov-24		
594.	CR&D	Aloknath Anil Pokale	6339	10/3/2022	12/12/2023	Nov-24		
595.	Quality Control	Suraj Ananda Dadmode	6355	14/3/2022	14/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
596.	CR&D Polymers	Santosh Ganpati Chaugule	6364	19/3/2022	12/12/2023	Nov-24		
597.	CR&D Polymers	Krushna Kaduba Palodkar	6367	21/3/2022	13/12/2023	Nov-24		
598.	Production-AO-Block	Maddi Sivaram Reddy	6370	23/3/2022	16/12/2023	Nov-24		
599.	CR&D	Lakshmipathi Venu Sanjeev	6390	6/4/2022	13/12/2023	Nov-24		
600.	CR&D CDMO	Bharath N	6400	8/4/2022	16/12/2023	Nov-24		
601.	Production-I-Block	Sondev Maurya	6404	12/4/2022	13/12/2023	Nov-24		
602.	Production-AO-Block	Pratap Dvrnsc	6420	4/5/2022	16/12/2023	Nov-24		
603.	CR&D Polymers	Akshay Babaji Jadhav	6422	5/5/2022	14/12/2023	Nov-24		
604.	CR&D PEPTIDE	Raja Kumar Vithal Barur	6423	5/5/2022	12/12/2023	Nov-24		
605.	Production-AO-Block	Sandrala Prasad	6427	6/5/2022	11/12/2023	Nov-24		
606.	CR&D Enzyme	Sujit Shivaji Pachphule	6428	6/5/2022	13/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
607.	AR&D	Akshay Valmik Pawar	6446	23/5/2022	12/12/2023	Nov-24		
608.	CR&D Polymers	V Ramesh Babu	6456	1/6/2022	13/12/2023	Nov-24		
609.	CR&D CDMO	A Somasekhar	6457	1/6/2022	12/12/2023	Nov-24		
610.	CR&D	Thaveli Ravi Kumar	6458	1/6/2022	12/12/2023	Nov-24		
611.	AR&D	Ganesh Dnyaneshwar Maske	6500	20/6/2022	12/12/2023	Nov-24		
612.	Quality Control	Manideep Bh	6501	20/6/2022	11/12/2023	Nov-24		
613.	Production-D-Block	Jangam Kiran Kumar	6513	1/7/2022	14/12/2023	Nov-24		
614.	CR&D	Singarajanahalli Mundarin Reddy	6533	13/7/2022	11/12/2023	Nov-24		
615.	Production-D-Block	Appikatla Sai Kumar	6542	22/7/2022	14/12/2023	Nov-24		
616.	CR&D Polymers	Vineeth KP	6548	25/7/2022	11/12/2023	Nov-24		
617.	Production-C-Block	Tirumalasetti Harikrishna	6550	25/7/2022	12/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
618.	CR&D Polymers	Shivakumara Lr	6559	1/8/2022	12/12/2023	Nov-24		
619.	Information Technology	Lav Kumar Gupta	6595	22/8/2022	14/12/2023	Nov-24		
620.	Quality Control	Mudragada Srinu	6596	22/8/2022	14/12/2023	Nov-24		
621.	CR&D Polymers	Kameswar Reddy Bireddy	6598	22/8/2022	13/12/2023	Nov-24		
622.	Engineering	Sharana Basava R	6603	25/8/2022	13/12/2023	Nov-24		
623.	Quality Assurance	Siddharam Chandram Tolanu	6616	2/9/2022	12/12/2023	Nov-24		
624.	Quality Control	Mahesh Mallinath Sherikar	6617	2/9/2022	12/12/2023	Nov-24		
625.	CR&D Polymers	Saikat Mukherjee	6620	5/9/2022	12/12/2023	Nov-24		
626.	Quality Control	Rakesh Kumar P	6631	12/9/2022	14/12/2023	Nov-24		
627.	Production-D-Block	T Venkata Narayana	6639	13/9/2022	14/12/2023	Nov-24		
628.	Warehouse	Chandrashekar Shantamalla	6645	16/9/2022	13/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
629.	Production-AO-Block	B Purna Chandra Rakesh	6646	19/9/2022	14/12/2023	Nov-24		
630.	Technology Transfer	MNSLVRVP Gupta	6655	23/9/2022	12/12/2023	Nov-24		
631.	Quality Assurance	Kotrappa D	6661	26/9/2022	13/12/2023	Nov-24		
632.	Production-AO-Block	Sumit Dinkar Sawant	6668	27/9/2022	11/12/2023	Nov-24		
633.	Quality Assurance	Galla Venkata Subba Rao	6669	27/9/2022	12/12/2023	Nov-24		
634.	Quality Control	Oja Subramanyam	6670	27/9/2022	11/12/2023	Nov-24		
635.	Production-H-Block	Surya Prakash Maurya	6683	4/10/2022	16/12/2023	Nov-24		
636.	Production-AO-Block	Dipak Balasaheb Sasane	6694	17/10/2022	12/12/2023	Nov-24		
637.	CR&D	Akash Giramalla Loni	6711	28/10/2022	11/12/2023	Nov-24		
638.	CR&D PEPTIDE	Mali Sudarshan Bharat	6722	2/11/2022	11/12/2023	Nov-24		
639.	Production-I-Block	Vinukonda Sriramulu	6763	14/11/2022	13/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
640.	AR&D	Ummareddy Yugender Reddy	6782	23/11/2022	16/12/2023	Nov-24		
641.	Quality Control	Rushikesh Balasaheb Mali	6793	5/12/2022	13/12/2023	Nov-24		
642.	CR&D Peptide	Abhishek B	6794	5/12/2022	13/12/2023	Nov-24		
643.	Environment Health And Safety	Elangovan	6808	14/12/2022	12/12/2023	Nov-24		
644.	CR&D Polymers	Sreekesh K P	6884	16/1/2023	11/12/2023	Nov-24		
645.	CR&D Enzyme	Akash Sachin Nagame	6887	17/1/2023	13/12/2023	Nov-24		
646.	AR&D	Ashish Arjun Chunge	6906	23/1/2023	12/12/2023	Nov-24		
647.	AR&D	Amar Vijay Kumar	6907	24/1/2023	13/12/2023	Nov-24		
648.	CR&D	Rushiraj Jotiram Mane	6938	7/2/2023	11/12/2023	Nov-24		
649.	CR&D	Anandarao Guraningappa Bi	6939	7/2/2023	11/12/2023	Nov-24		
650.	Warehouse	Anish Chandran	6960	13/2/2023	12/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
651.	Quality Control	Boosupalli Sanjeeva Reddy	6961	16/2/2023	12/12/2023	Nov-24		
652.	CR&D Polymers	Rudhramyna Gnaneshwar	6962	16/2/2023	13/12/2023	Nov-24		
653.	AR&D	Sumit dundappa vajrashett	6983	1/3/2023	12/12/2023	Nov-24		
654.	AR&D	Navnath Sopan Gaolikar	7028	27/3/2023	11/12/2023	Nov-24		
655.	CR&D PEPTIDE	Darshan M	7029	27/3/2023	13/12/2023	Nov-24		
656.	CR&D CDMO	Dipak Kalita	7034	3/4/2023	14/12/2023	Nov-24		
657.	Quality Assurance	Padamati Siva Nagaraju	7036	4/4/2023	12/12/2023	Nov-24		
658.	Production-AO-Block	Santosh K	7049	19/4/2023	12/12/2023	Nov-24		
659.	CR&D Polymers	Kambham Sasidhar Reddy	7060	2/5/2023	13/12/2023	Nov-24		
660.	AR&D	Mandapati Varaprasad Reddy	7067	5/5/2023	13/12/2023	Nov-24		
661.	Technology Transfer	Gollapalli Ravi Kumar	7094	29/5/2023	13/12/2023	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
662.	Production-I-Block	Shrikrushna Subhash Telor	7110	12/6/2023	13/12/2023	Nov-24		
663.	Warehouse	Salunkhe Namdeo Shivaji	7168	21/8/2023	11/12/2023	Nov-24		
664.	Environment Health And Safety	Badesab Husen Shaikh	7188	15/9/2023	13/12/2023	Nov-24		
665.	CR&D Peptide	Pimple Durvas Rameshwar	7190	19/9/2023	12/12/2023	Nov-24		
666.	Production-C-Block	Vikas Gupt	7232	31/10/2023	13/12/2023	Nov-24		
667.	Production-AO-Block	Chapali Narasimulu	7234	2/11/2023	New Joining	Nov-24		
668.	Regulatory Affairs	Polimera Jagadeeshbabu	7251	15/11/2023	New Joining	Nov-24		
669.	Environment Health And Safety	Nagaraj Gangannavar	7260	21/11/2023	New Joining	Nov-24		
670.	Production-AO-Block	Kummari Ramesh	7273	5/12/2023	New Joining	Nov-24		
671.	Production-D-Block	Prithviraj Popat Rananava	7277	11/12/2023	New Joining	Nov-24		
672.	Quality Control	G vineeth Kumar	7281	13/12/2023	New Joining	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
673.	Production-C-Block	Raj Kumar Vishwakarma	7282	13/12/2023	New Joining	Nov-24		
674.	Production-C-Block	Manoj Kumar	7283	13/12/2023	New Joining	Nov-24		
675.	Production-AO-Block	Nitinkumar Virbhadrappa N	7286	14/12/2023	New Joining	Nov-24		
676.	Production-D-Block	Akshay Namdev Atole	7287	14/12/2023	New Joining	Nov-24		
677.	Production-D-Block	Vijay Dattatray Bhandalka	7288	14/12/2023	New Joining	Nov-24		
678.	AR&D	Shinde Mahesh Machindra	7290	18/12/2023	New Joining	Nov-24		
679.	AR&D	Santosh Ashok Jadhav	7291	18/12/2023	New Joining	Nov-24		
680.	Quality Control	Chiluku Harikrishna	7293	18/12/2023	New Joining	Nov-24		
681.	Production-AI-Block	Dapke Shailesh Mohan	7295	18/12/2023	New Joining	Nov-24		
682.	Production-I-Block	Dipak Ramesh Wadkar	7301	22/12/2023	New Joining	Nov-24		
683.	Production G-Block	Prasad Shrikant Patil	7308	25/12/2023	New Joining	Nov-24		

S No	Department	Name of the Employee	EMP Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
684.	Quality Control	B E Satish Kumar	7309	25/12/2023	New Joining	Nov-24		
685.	AR&D	Manjeet Singh	7310	26/12/2023	New Joining	Nov-24		
686.	Production-D-Block	Byrakonda Hari Krishna	7311	27/12/2023	New Joining	Nov-24		
687.	Production-AO-Block	Vaibhav Dattatraya Karand	7312	27/12/2023	New Joining	Nov-24		

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

ANNEXURE-III
ANNUAL SCHEDULE FOR MEDICAL CHECKUP OF EMPLOYEES

Doc. Ref. No.: SOP/U-2/PA/GEN/001/10

Effective Date: 05/02/24

ADDENDUM SCHEDULE FOR MEDICAL CHECKUP OF EMPLOYEES FOR THE MONTH OF JANUARY-2024

S. No	Department	Name of the employee	Emp. Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
1.	Production	Manvendra Singh	7322	02/01/24	New Joinee	Nov-24		
2.	Production	Chintamani Sahu	7327	04/01/24	New Joinee	Nov-24		
3.	Quality Control	Kashinath Shashikant Kasture	7336	09/01/24	New Joinee	Nov-24		
4.	Production	Shaktiman	7342	16/01/24	New Joinee	Nov-24		
5.	Production	Vishal Kumar	7343	16/01/24	New Joinee	Nov-24		
6.	Projects	Ashish Singh	7344	16/01/24	New Joinee	Nov-24		
7.	Production	Chelikani Adarsh	7345	17/01/24	New Joinee	Nov-24		
8.	Production	Dhanwate Amol Tukaram	7361	24/01/24	New Joinee	Nov-24		
9.	Production	Kishor Appasaheb Jadhav	7363	25/01/24	New Joinee	Nov-24		
10.	CR&D-T.T	Shubham B	7365	29/01/24	New Joinee	Nov-24		

	Prepared by	Reviewed by	Approved by
Name	Srinivas	Kapil Khandelwal	N. Prasad Achanta
Designation	Executive - PA	Asst. Manager - PA	Manager - QA
Sign & Date	05/02/24	05/02/24	05/02/24

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

ANNEXURE-III
ANNUAL SCHEDULE FOR MEDICAL CHECKUP OF EMPLOYEES

Doc. Ref. No.: SOP/U-2/PA/GEN/001/10 | Page 2 of 2

ADDENDUM SCHEDULE FOR MEDICAL CHECKUP OF EMPLOYEES FOR THE MONTH OF JANUARY-2024

S. No	Department	Name of the employee	Emp. Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
11.	Production	Prashant Vijaykumar Kamathi	7366	29/01/24	New Joinee	Nov-24		

	Prepared by	Reviewed by	Approved by
Name	Srinivas	Kapil Khandelwal	N. Prasad Achanta
Designation	Executive - PA	Asst. Manager - PA	Manager - QA
Sign & Date	05/02/24	05/02/24	05/02/24

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

ANNEXURE-III
ANNUAL SCHEDULE FOR MEDICAL CHECKUP OF EMPLOYEES

Doc. Ref. No.: SOP/U-2/PA/GEN/001/10

Effective Date:- 06/03/24

ADDENDUM SCHEDULE FOR MEDICAL CHECKUP OF EMPLOYEES FOR THE MONTH OF FEBRUARY-2024

S. No	Department	Name of the employee	Emp. Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
1.	CR&D-Peptide	Abhishek Shivaji Khair	7370	01/02/24	New Joinee	Nov-24		
2.	Production-AM Block	Akshay Mallu Bodhale	7371	01/02/24	New Joinee	Nov-24		
3.	Projects	Mahendra	7372	01/02/24	New Joinee	Nov-24		
4.	Production-D Block	Atul Dwivedi	7373	01/02/24	New Joinee	Nov-24		
5.	Production-AI Block	Gudi Murali	7375	02/02/24	New Joinee	Nov-24		
6.	Production-AO Block	Biswaranjan Padhy	7387	09/02/24	New Joinee	Nov-24		
7.	Production-AO Block	Abinash Pardia	7388	09/02/24	New Joinee	Nov-24		
8.	Quality Control	Malkari Bhimaraya Chougule	7393	12/02/24	New Joinee	Nov-24		
9.	Production-I Block	Akshay Sukhadev Paymode	7394	12/02/24	New Joinee	Nov-24		
10.	Production-E Block	Dattatray Sadashiv Jadhav	7397	14/02/24	New Joinee	Nov-24		

	Prepared by	Reviewed by	Approved by
Name	Srinivas	Arvind Kumar Singh	N. Prasad Achanta
Designation	Executive-PA	DGM-PA	Manager-QA
Sign & Date	06/03/24	06/03/24	06/03/24

ADDENDUM SCHEDULE FOR MEDICAL CHECKUP OF EMPLOYEES FOR THE MONTH OF FEBRUARY-2024

S. No	Department	Name of the employee	Emp. Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
11.	Production-E Block	Nayak Mittu	7398	14/02/24	New Joinee	Nov-24		
12.	Production-H Block	Gaurav Kumar Mall	7399	14/02/24	New Joinee	Nov-24		
13.	Production-C Block	Sunil Kumar Yadav	7413	19/02/24	New Joinee	Nov-24		
14.	Production-C Block	Atar Singh	7420	26/02/24	New Joinee	Nov-24		

	Prepared by	Reviewed by	Approved by
Name	Srinivas	Arvind Kumar Singh	N. Prasad Achanta
Designation	Executive-PA	DGM-PA	Manager-QA
Sign & Date	06/03/24	06/03/24	06/03/24

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

ANNEXURE-III
ANNUAL SCHEDULE FOR MEDICAL CHECKUP OF EMPLOYEES

Doc. Ref. No.: SOP/U-2/PA/GEN/001/10

Effective Date:- 08/04/24

ADDENDUM SCHEDULE FOR MEDICAL CHECKUP OF EMPLOYEES FOR THE MONTH OF MARCH-2024

S. No	Department	Name of the employee	Emp. Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
1.	Quality Assurance	Ratan Ganapati Harer	7423	01.03.24	New Joinee	Nov-24		
2.	Production-AO Block	Mahesh Siddappa Jatti	7426	01.03.24	New Joinee	Nov-24		
3.	Production-AO Block	Deepak Navnath Tonde	7427	01.03.24	New Joinee	Nov-24		
4.	Warehouse	Vishal Balu Tantarpale	7429	04.03.24	New Joinee	Nov-24		
5.	Engineering	Omprakash	7430	04.03.24	New Joinee	Nov-24		
6.	Production-AO Block	Shivanand Ramesh Kolli	7431	04.03.24	New Joinee	Nov-24		
7.	CR&D-Tech Transfer	R Ranjith Kumar	7432	04.03.24	New Joinee	Nov-24		
8.	Engineering	Mohammed Sultan Salahuddin	7435	05.03.24	New Joinee	Nov-24		
9.	Engineering	Mallikarjun	7439	06.03.24	New Joinee	Nov-24		

	Prepared by	Reviewed by	Approved by
Name	Srinivas	Kapil Khandelwal	K.Rajababu
Designation	Executive-PA	Asst.Manager-PA	Manager-QA
Sign & Date	08/04/24	08/04/24	08/04/24

ADDENDUM SCHEDULE FOR MEDICAL CHECKUP OF EMPLOYEES FOR THE MONTH OF MARCH-2024

S. No	Department	Name of the employee	Emp. Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
10.	Production-AO Block	Venkat Prasad G	7441	14.01.24	New Joinee	Nov-24		
11.	CR&D-Polymer	Santosha B R	7442	07.03.24	New Joinee	Nov-24		
12.	Production-AM Block	Miland Ramji Badwik	7445	09.03.24	New Joinee	Nov-24		
13.	Production-G Block	Miland Manik Sarpe	7446	09.03.24	New Joinee	Nov-24		
14.	Production-AJ Block	Ravasaheb Chandrakant Raykar	7447	09.03.24	New Joinee	Nov-24		
15.	Production-AO Block	Maddila Paparao	7449	11.03.24	New Joinee	Nov-24		
16.	Production-AO Block	Bapala Manoj Kumar	7450	11.03.24	New Joinee	Nov-24		
17.	AR&D	Atul Ramesh Shinde	7451	11.03.24	New Joinee	Nov-24		
18.	Production-I Block	Yogesh Rajendra Jagtap	7454	12.03.24	New Joinee	Nov-24		
19.	Production-AO Block	Mahadev Ramesh	7459	15.03.24	New Joinee	Nov-24		

	Prepared by	Reviewed by	Approved by
Name	Srinivas	Kapil Khandelwal	K.Rajababu
Designation	Executive-PA	Asst.Manager-PA	Manager-QA
Sign & Date	08/04/24	08/04/24	08/04/24

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

ANNEXURE-III
ANNUAL SCHEDULE FOR MEDICAL CHECKUP OF EMPLOYEES

Doc. Ref. No.: SOP/U-2/PA/GEN/001/10 | Page 3 of 3

ADDENDUM SCHEDULE FOR MEDICAL CHECKUP OF EMPLOYEES FOR THE MONTH OF MARCH-2024

S. No	Department	Name of the employee	Emp. Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
20.	Production-AO Block	Pratap Subhash Bhosale	7460	15.03.24	New Joinee	Nov-24		
21.	AR&D	Adapa Venkata Siva Surya Prasad	7461	15.03.24	New Joinee	Nov-24		
22.	Production-G Block	Akshay Changdeo Salunke	7464	16.03.24	New Joinee	Nov-24		
23.	Production-AO Block	A Veeresha	7466	18.03.24	New Joinee	Nov-24		
24.	Quality Control	M Arun Kumar	7467	18.03.24	New Joinee	Nov-24		
25.	Production-D Block	Vivek Kumar	7478	26.03.24	New Joinee	Nov-24		
26.	CR&D	Rahul Bhauso Patil	7480	27.03.24	New Joinee	Nov-24		

	Prepared by	Reviewed by	Approved by
Name	Srinivas	Kapil Khandelwal	K.Rajababu
Designation	Executive-PA	Asst.Manager-PA	Manager-QA
Sign & Date	05/04/24	05/04/24	05/04/24

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

ANNEXURE-III
ANNUAL SCHEDULE FOR MEDICAL CHECKUP OF EMPLOYEES

Doc. Ref. No.: SOP/U-2/PA/GEN/001/10

Effective Date:- 06/05/24

ADDENDUM SCHEDULE FOR MEDICAL CHECKUP OF EMPLOYEES FOR THE MONTH OF APRIL-2024

S. No	Department	Name of the employee	Emp. Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
1.	Production-AO Block	Shivnarayan Prajapati	7487	01/04/24	New Joinee	Nov-24		
2.	Production-AO Block	Anil Nana Sathe	7488	01/04/24	New Joinee	Nov-24		
3.	CR&D	Deepak Yadav	7489	01/04/24	New Joinee	Nov-24		
4.	Production-AO Block	B Kiran Kumar Reddy	7499	04/04/24	New Joinee	Nov-24		
5.	CR&D-T.T	Sourabh Surdas Chopade	7500	04/04/24	New Joinee	Nov-24		
6.	AR&D	Sanaboina Satya Prakash	7501	04/04/24	New Joinee	Nov-24		
7.	Production-AO Block	Ritesh Sukhdev Salunke	7504	05/04/24	New Joinee	Nov-24		
8.	Production-AO Block	Gije Mokind Soniba	7505	05/04/24	New Joinee	Nov-24		
9.	Engineering	Bheemaiah Boya	7507	08/04/24	New Joinee	Nov-24		

	Prepared by	Reviewed by	Approved by
Name	Naresh. K	Kapil Khandelwal	N. Prasad Achanta
Designation	Sr.Assistant -PA	Asst.Manager-PA	Manager-QA
Sign & Date	06/05/24	06/05/24	06/05/24

ADDENDUM SCHEDULE FOR MEDICAL CHECKUP OF EMPLOYEES FOR THE MONTH OF APRIL-2024

S. No	Department	Name of the employee	Emp. Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
10.	Production-AO Block	Krishna Vijay Chandgude	7508	08/04/24	New Joinee	Nov-24		
11.	Production-E Block	Suraj Maruti Gawade	7509	08/04/24	New Joinee	Nov-24		
12.	CR&D-T.T	Anil Suresh More	7512	10/04/24	New Joinee	Nov-24		
13.	Production-AM Block	Santosh Dhondibhau Phatangare	7514	10/04/24	New Joinee	Nov-24		
14.	Production-AI Block	Mallikarjuna Gowda GM	7519	12/04/24	New Joinee	Nov-24		
15.	QC-Microbiology	Kedaranath Basavaraj	7520	12/04/24	New Joinee	Nov-24		
16.	CR&D-Peptide	Pankaj Khandu Pawar	7521	12/04/24	New Joinee	Nov-24		
17.	Production-I Block	Rahul	7524	13/04/24	New Joinee	Nov-24		
18.	Production-D Block	Onkareshwar Tanji Jadhav	7528	15/04/24	New Joinee	Nov-24		
19.	Quality Assurance	Shubham Korale	7529	15/04/24	New Joinee	Nov-24		

	Prepared by	Reviewed by	Approved by
Name	Naresh. K	Kapil Khandelwal	N. Prasad Achanta
Designation	Sr.Assistant -PA	Asst.Manager-PA	Manager-QA
Sign & Date	06/05/24	06/05/24	06/05/24

ADDENDUM SCHEDULE FOR MEDICAL CHECKUP OF EMPLOYEES FOR THE MONTH OF APRIL-2024

S. No	Department	Name of the employee	Emp. Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
20.	Production- AM Block	Sachin Shivaji Shendage	7533	16/04/24	New Joinee	Nov-24		
21.	Production-AO Block	Shani P T	7539	22/04/24	New Joinee	Nov-24		
22.	Production-AI Block	Mahadev	7540	22/04/24	New Joinee	Nov-24		
23.	Production-AI Block	Shubham Shaligram Mistari	7541	22/04/24	New Joinee	Nov-24		
24.	Production-AM Block	Konkal Jadhav	7542	22/04/24	New Joinee	Nov-24		
25.	Projects	Syed Samiullah	7544	22/04/24	New Joinee	Nov-24		
26.	Production-G Block	Pavan Sarjerao Gurav	7545	23/04/24	New Joinee	Nov-24		
27.	CR&D-T.T	A Venkata Shiva Reddy	7549	26/04/24	New Joinee	Nov-24		
28.	AR&D	Velugubantla Chinnababu	7550	26/04/24	New Joinee	Nov-24		
29.	CR&D	Praveen Cherukupalli	7551	26/04/24	New Joinee	Nov-24		

	Prepared by	Reviewed by	Approved by
Name	Naresh. K	Kapil Khandelwal	N. Prasad Achanta
Designation	Sr.Assistant -PA	Asst.Manager-PA	Manager-QA
Sign & Date	06/05/24	06/05/24	06/05/24

ADDENDUM SCHEDULE FOR MEDICAL CHECKUP OF EMPLOYEES FOR THE MONTH OF APRIL-2024

S. No	Department	Name of the employee	Emp. Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
30.	Regulatory Affairs	Nunna Rakesh Kumar	7556	29/04/24	New Joinee	Nov-24		

	Prepared by	Reviewed by	Approved by
Name	Naresh. K	Kapil Khandelwal	N. Prasad Achanta
Designation	Sr.Assistant -PA	Asst.Manager-PA	Manager-QA
Sign & Date	06/05/24	06/05/24	06/05/24

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

ANNEXURE-III
ANNUAL SCHEDULE FOR MEDICAL CHECKUP OF EMPLOYEES

Doc. Ref. No.: SOP/U-2/PA/GEN/001/11

Effective Date:- 06/06/24

ADDENDUM SCHEDULE FOR MEDICAL CHECKUP OF EMPLOYEES FOR THE MONTH OF MAY-2024

S. No	Department	Name of the employee	Emp. Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
1.	Production-AO Block	Sagar Laxman Gavali	7565	02/05/24	New Joinee	Nov-24		
2.	Production-AO Block	Guruva Vignesh	7568	02/05/24	New Joinee	Nov-24		
3.	Production-AO Block	S Satish	7569	02/05/24	New Joinee	Nov-24		
4.	CR&D-T.T	Nomula Venkateshwarlu	7570	02/05/24	New Joinee	Nov-24		
5.	CR&D-CDMO	Ashitosh Annaso Patil	7582	08/05/24	New Joinee	Nov-24		
6.	Quality Assurance	Rameshwar CY	7587	10/05/24	New Joinee	Nov-24		
7.	Quality Assurance	Pankaj Satyavijay Gaonkar	7588	10/05/24	New Joinee	Nov-24		
8.	AR&D	Umesh Sidaraya Halli	7589	11/05/24	New Joinee	Nov-24		
9.	Production-AO Block	Anil Shankar Rathod	7590	11/05/24	New Joinee	Nov-24		

	Prepared by	Reviewed by	Approved by
Name	Srinivas	Arvind Kumar Singh	N. Prasad Achanta
Designation	Executive -PA	DGM-PA	Manager-QA
Sign & Date	06/06/24	06/06/24	06/06/24

ADDENDUM SCHEDULE FOR MEDICAL CHECKUP OF EMPLOYEES FOR THE MONTH OF MAY-2024

S. No	Department	Name of the employee	Emp. Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
10.	Production- D Block	Lokesh Shivanand Athani	7594	13/05/24	New Joinee	Nov-24		
11.	CR&D-Peptide	Prabhavale Darshan Suresh	7601	20/05/24	New Joinee	Nov-24		
12.	Quality Assurance	Ponnala Raju	7602	20/05/24	New Joinee	Nov-24		
13.	CR&D-T.T	Basavaraj Dayanand Divate	7603	20/05/24	New Joinee	Nov-24		
14.	Quality Control	Shabbir Hadi	7605	20/05/24	New Joinee	Nov-24		
15.	Production – D Block	Ganesh Viitthal Jadhav	7606	20/05/24	New Joinee	Nov-24		
16.	Production- D Block	Vikas Ashok Dhanwat	7607	20/05/24	New Joinee	Nov-24		
17.	Production- I Block	Rajendra Popat Bale	7608	20/05/24	New Joinee	Nov-24		
18.	Production-AO Block	Roshan Chandrabhan Bassi	7610	20/05/24	New Joinee	Nov-24		
19.	Production-AO Block	Velpula Malleswara Rao	7615	22/05/24	New Joinee	Nov-24		

	Prepared by	Reviewed by	Approved by
Name	Srinivas	Arvind Kumar Singh	N. Prasad Achanta
Designation	Executive -PA	DGM-PA	Manager-QA
Sign & Date	06/06/24	06/06/24	06/06/24

ADDENDUM SCHEDULE FOR MEDICAL CHECKUP OF EMPLOYEES FOR THE MONTH OF MAY-2024

S. No	Department	Name of the employee	Emp. Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
20.	AR&D	Karri Bhaskar Reddy	7616	24/05/24	New Joinee	Nov-24		
21.	CR&D	Dharmendra Kumar Singh	7617	24/05/24	New Joinee	Nov-24		

	Prepared by	Reviewed by	Approved by
Name	Srinivas	Arvind Kumar Singh	N. Prasad Achanta
Designation	Executive -PA	DGM-PA	Manager-QA
Sign & Date	06/06/24	06/06/24	06/06/24

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

ANNEXURE-III
ANNUAL SCHEDULE FOR MEDICAL CHECKUP OF EMPLOYEES

Doc. Ref. No.: SOP/U-2/PA/GEN/001/11

Effective Date:- 05/07/24

ADDENDUM SCHEDULE FOR MEDICAL CHECKUP OF EMPLOYEES FOR THE MONTH OF JUNE-2024

S. No	Department	Name of the employee	Emp. Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
1.	Production - AJ-Block	Muppalla Rama Krishna	7628	01/06/24	New Joinee	Nov-24		
2.	AR&D	Digvijay Raghunath Ghodake	7631	03/06/24	New Joinee	Nov-24		
3.	Quality Control	K Karthik	7635	05/06/24	New Joinee	Nov-24		
4.	Quality Assurance	Dnyaneshwar Baban Pawar	7638	06/06/24	New Joinee	Nov-24		
5.	Quality Assurance	Mahesh Vasantrao Sonawane	7639	06/06/24	New Joinee	Nov-24		
6.	CR&D - CDMO	Kasture Darshan Prafullra	7646	10/06/24	New Joinee	Nov-24		
7.	CR&D-T.T	Vishal Gopalrao More	7647	10/06/24	New Joinee	Nov-24		
8.	CR&D - Peptide	Varsha Yogesh Chavan	7648	10/06/24	New Joinee	Nov-24		
9.	CR&D - Polymers	Chethan GS	7649	10/06/24	New Joinee	Nov-24		
10.	Quality Control	Prasad Prakash Suryawansh	7656	13/06/24	New Joinee	Nov-24		

	Prepared by	Reviewed by	Approved by
Name	Srinivas	Arvind Kumar Singh	N. Prasad Achanta
Designation	Executive -PA	DGM-PA	Manager-QA
Sign & Date	05/07/24	05/07/24	05/07/24

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

ANNEXURE-III
ANNUAL SCHEDULE FOR MEDICAL CHECKUP OF EMPLOYEES

Doc. Ref. No.: SOP/U-2/PA/GEN/001/11 | Page 2 of 2

ADDENDUM SCHEDULE FOR MEDICAL CHECKUP OF EMPLOYEES FOR THE MONTH OF JUNE-2024

S. No	Department	Name of the employee	Emp. Id	Date of joining	Previously medical checkup done on	Medical checkup due on	Medical checkup done on	Remarks
11.	Production I-Block	Mohammed Naseer Hussain	7659	12/06/24	New Joinee	Nov-24		
12.	Production I-Block	Avinash Annaso Bhujawadkar	7660	14/06/24	New Joinee	Nov-24		
13.	Quality Control	Venkatesha U	7661	14/06/24	New Joinee	Nov-24		
14.	Production AO-Block	Veereju Chittibabu	7664	15/06/24	New Joinee	Nov-24		
15.	Production AO-Block	Amruthaluri Suresh Babu	7665	17/06/24	New Joinee	Nov-24		
16.	CR&D-T.T	Aravind Chandra Mohan	7666	17/06/24	New Joinee	Nov-24		
17.	Production C-Block	Jeetendra Singh	7670	20/06/24	New Joinee	Nov-24		
18.	Production C-Block	Gawade Nilesh Bapusaheb	7671	20/06/24	New Joinee	Nov-24		
19.	Warehouse	Praveen Mallikarjun H	7673	20/06/24	New Joinee	Nov-24		
20.	CR&D-T.T	Dhiraj Dhanaji Shinde	7675	24/06/24	New Joinee	Nov-24		

	Prepared by	Reviewed by	Approved by
Name	Srinivas	Arvind Kumar Singh	N. Prasad Achanta
Designation	Executive -PA	DGM-PA	Manager-QA
Sign & Date	05/07/24	05/07/24	05/07/24

PANCHASHEEL
MEDICAL SERVICES PVT. LTD.,
INSTITUTE OF INDUSTRIAL & OCCUPATIONAL HEALTH
401 A & B, Navketan Complex, Clock Tower, Secunderabad-500 003. T.S. INDIA.
Cell: 90001 44488, 99634 17491 | Email: drraaj@hotmail.com | Website: www.panchasheel.co.in

ISO 9001:2015
Certified Company

Confidential

SHILPA PHARMA LIFESCEINCES LTD UNIT-2
Plot No:33,33A & 40-47, Raichur Industrial Growth Centre Chicksugur-584134,Raichur, District, Karnataka State, India
MEDICAL SURVEILLANCE PROFORMA

DATE: 21/11/2024

NAME	:	Mr.S.Nandakishore .	DEPARTMENT	:	Engineering
D.O.B/SEX	:	19/11/1972 / Male	SECTION	:	Mechanical
Lab No / E. Code	:	1743 / 1162	D.O.J	:	05/11/2008
DIET	:	Normal (Mixed)	**BLOOD GROUP**	:	**"O" Positive**
ALLERGY	:	No			

PERSONAL HISTORY

	SMOKING	ALCOHOL	TOBACCO CHEWING	SNUFF
QUANTITY				
DURATION	No	No	No	No
TYPE				

PRESENTING COMPLAINTS	Nil
PAST HISTORY	Nil Particular
FAMILY HISTORY	DM:- No HTN:- No

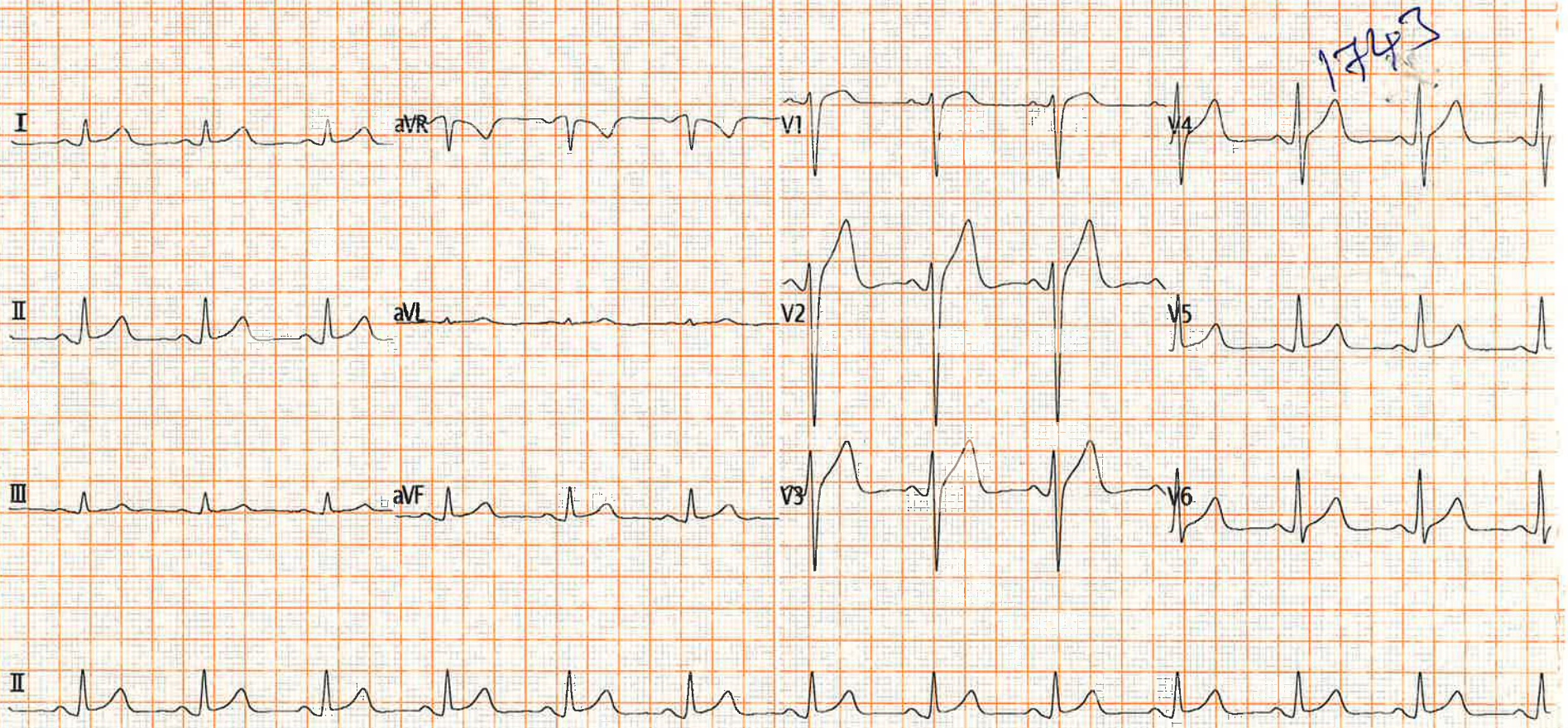
GENERAL PHYSICAL EXAMINATION

DEFECTS/DISABILITY : No

Height	: 171Cms	**Weight**	: 70 Kgs	**Body Mass Index (BMI)**	:	23.93 kg/m^2
Ideal Weight	: 71 Kgs	**Pulse Rate** (Normal : 60-100pm)	: 82per Min	**Blood Pressure (BP)** (Normal : 120/80) mmhg	:	140/89 mmhg
Normal Weight	: 66 - 76 Kgs					

Interpreting Your BODY MASS INDEX

Adults	Women	Men
Under weight	<19.1	<20.7
In normal range	19.1-25.8	20.7-26.4
Marginally over weight	25.8-27.3	26.4-27.8
Over weight	27.3-32.3	27.8-31.1
Very overweight or obese	>32.3	>31.1



Vent. Rate(BPM) : 76

PR Int.(ms) : 129
P/QRS/T Int.(ms) : 97 110 178
QT/QTc Int.(ms) : 377 428
P/QRS/T Axis(Deg.) : 54 56 45
RV1/SV5 Amp.(mV) : 0.16 0.00
RV5/SV1 Amp.(mV) : 0.88 1.17

<ECG Analysis Result>:

800 Normal Sinus Rhythm
*** Normal ECG ***

ST LEVEL(mV)

I	II	III	aVR	aVL	aVF
+0.04	+0.07	+0.02	-0.06	+0.00	+0.05
V1	V2	V3	V4	V5	V6
+0.10	+0.36	+0.26	+0.18	+0.06	+0.11

V2.33 Technician :

Note : Unconfirmed Report Need to Review.

25mm/s AC50 EMG ADS 2024-11-21 12:16:55 < > 174300000000 M -Y / cm/Kg / mmHg

PANCHASHEEL
MEDICAL SERVICES PVT. LTD.,
INSTITUTE OF INDUSTRIAL & OCCUPATIONAL HEALTH

ISO 9001:2015 Certified Company

401 A & B, Navketan Complex, Clock Tower, Secunderabad-500 003. T.S. INDIA.
Cell: 90001 44488, 99634 17491 | Email: drraaj@hotmail.com | Website: www.panchasheel.co.in

E. Code : 1162

VISUAL ACUITY

VISION	DISTANT VISION	NEAR VISION	COLOUR VISION	CORRECTIONS
RIGHT	6/6	N6	Normal	Normal Vision
LEFT	6/6	N6	Normal	

SYSTEMIC EXAMINATION

RESPIRATORY SYSTEM	Respiratory Sounds are Clear.
CARDIO-VASCULAR SYSTEM	S1 S2 Normal.
CENTRAL NERVOUS SYSTEM	Normal.
ELECTRO CARDIOGRAM (ECG)	Within Normal Limits.
CHEST X-RAY IMPRESSION	Normal Chest Radiograph.
ABDOMEN	Liver and Spleen Not Palpable

LAB INVESTIGATION

BLOOD

Test	Result	Normal Range
HB	**14.4**	M14 to 18 gm/dL F 12 to 16 gm/dL
RBC	**5.31**	4.0 - 6.0 mill/cumm
TC	**6760**	4000 - 11000 cells/cumm
DLC (%)	**P-69** **L-20** **E-6** **M-5**	**Neutrophils (or segs): 40 - 70%** **Lymphocytes: 20 - 40%** **Eosinophils: 02 - 06%** **Moncytes: 02 -08%** **Basophils: 0.4% - 1%**
AEC	**405**	40-440 cells/cumm
RBC Smear	Normocytic Normochromic	
WBC Smear	Within Normal Limits	
VDRL	**Non-Reactive**	Non-Reactive
RBS	**86**	70 - 160 mg/dl

URINE

Test	Result	Normal Range
Colour	**Pale Yellow**	White to Yellow
Appearance	**Clear**	Clear
Reaction	**Acidic**	Acidic
Albumin	**Nil**	Nil
Sugar	**Nil**	Nil
Pus cells	**Nil**	1-5/hpf
RBC	**Nil**	Nil
EP CELLS	**Occasional**	1-5/hpf
Others	**Nil**	Nil

SPUTUM FOR AFB: Negative.
(Acid fast bacillus)

ADVICE/REMARKS: Healthy & free from contagious diseases.

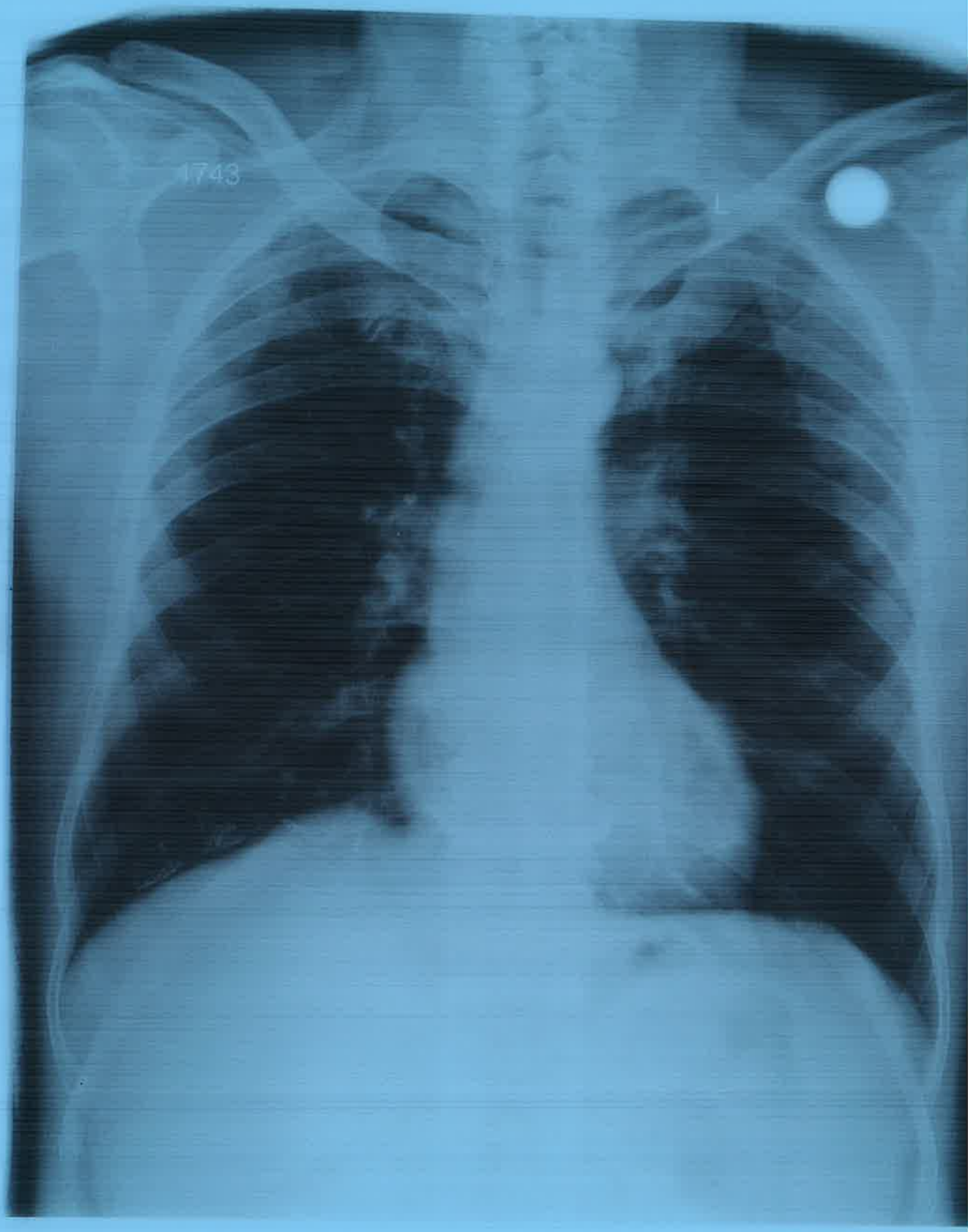
FIT TO WORK

Dr. RAJA VOJJALA
MD(Path)AFIH(CLI)
Physician Industrial Medicine
Regd No 13057

Medical officer

Diagnosis Makes the Difference

"Exclusive NABL Accredited Lab for Industrial & Occupational Health"


1743

OBJECTIVE

To describe the provisions for leaves available as per the company policy.

SCOPE

The scope of the policy extends to all activities at SPL.

POLICY

The establish Leave Policy based on the National & State regulations.

RESPONSIBILITY

Head HR is responsible to implement the requirements as applicable to the employees of SPL.
Head Procurement is responsible to ensure the compliance of the requirements by Supplier,

PROCEDURE

All employees and workers are entitled the followings:-

S No	Type of Leave	Yearly
1	Casual Leaves	05
2	Sick Leaves	05
3	Earned Leave	15
4	Maternity Leaves	12 Weeks

1. Employees Leave Records are maintained through Kagami Software.
2. All employees' leaves are updated in Kagami Software on 1st Jan of every Year.
3. New Joinees Employees are entitled for prorate Leave from their DOJ
4. Employee has to apply his leaves through Kagami attendance portal

	Prepared by	Reviewed by	Approved by
Name	Kapil Khandelwal	Arvind Kumar Singh	K.Sharath Reddy
Designation	Asst Manager – HR	DGM-HR	Technical Director
Sign & Date	01/04/23	01/04/23	01/04/23

5. CL Should apply one day before or same day of the leave
6. SL & EL must be applied in advance, in case of any emergency 07 days grace period. If any deviation to this will be considered for loss of pay.
7. Leave approval authority is having with respective HOD and payroll executive
8. CL Will lapsed within a year EL & SL will carry forward for next year
9. Maternity leaves are applicable only for Fe-male employees.
   These leaves can be availed six weeks pre & six weeks post to her delivery.

Leave Without Pay (LWP)

1. Employee is not having any leaves in his leave accounts and however opts to go on leave, his/ her leave will be treated as LWP.
2. If any employee is not applied his leave in kagami portal within stipulated time it will consider as LWP.
3. If employee leaves are rejected by his/her HOD, Payroll executive will consider it's as LWP.
4. Employee going leave on last days of months, he should apply his leave before proceeding his leave otherwise software will auto locked after 2nd day next month and employees will unable to apply his leaves for the same and it will be treated as a LWP.

Leave Records

1. All Leave records of employees are maintained through Kagami Software and employee can check his leave balance through it.

2. For any queries contact our HR department. For any queries/clarifications on leaves and attendance, kindly write to hrd_eou@shilpapharma.com

RECORDS

The records are maintained through Kagami Software.

CHANGE HISTORY

S No	Revision Status	Details of Revision	Effective date	Remarks
1	00	First Issue (SPL/SA/PM/08/00)	DD.MM.YYYY	---

	Prepared by	Reviewed by	Approved by
Name	Kapil Khandelwal	Arvind Kumar Singh	K.Sharath Reddy
Designation	Asst Manager – HR	DGM-HR	Technical Director
Sign & Date	01/04/23	01/04/23	01/04/23

SHILPA
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LIFESCIENCES
LIMITED
UNIT-2

JOB RESPONSIBILITY

Name of the Employee	SAKALA DILEEP VENKATA SAI KUMAR -
Employee ID	8665
Educational Qualification	B.Sc.
Date of Joining	05-Aug-2025
Designation	Sr. Chemist-PD (Block-AM)
Department	Production
Reporting to whom	NAGARAJU GAMIDI . [5528]

Job Responsibility

•Document No.: SOP/U-2/PA/GEN/005,Form No: FM-PA-010

•Below are Direct associated job responsibilities:

•Responsible to use all safety equipments while performing production activities as per needs & follow up safety rules & implement the same.

•Responsible to follow up the hygiene practice & maintain good housekeeping in manufacturing areas and ensure that the production facilities are clean.

•Responsible for Preparations, execution and reviewing all production batch records, cleaning records, SOPs and formats ensuring that these are completed and signed.

•Responsible for Producing Intermediates, APIs as per approved BPRs.

•Responsible for ensure the all production related deviations are reported to Executive and above for evaluation.

•Responsible for verify the storage, usage of raw materials / packing materials receipt as per approved documents of BPR/BCR/Protocols etc.

•Responsible for verify the status board with equipment log books and labels of production accessories.

•Responsible for execution & supervise the sifting, milling, micronizing, blending, packing, repacking, labeling and remaining all other production activities of various products.

•Responsible for execution & supervise the cleaning activities of all the production equipment's & areas and ensure that the premises & equipment's are maintained in good condition and activities are documented.

•Responsible to ensure & follow up the preventive maintenance schedule of equipment's and general maintenance activities.

•Responsible to follow up and ensure the procedure of operation of equipment's in the manufacturing area.

•Responsible to supervise the operation, cleaning, verifications of electronic weighing balances.

•Responsible to monitor temperature & pressure differentials in manufacturing area.

•Responsible to acknowledge the alarm triggered in respective production area and inform the same to the same to the superior.

•Responsible for receipt and cross check the dispensing activity of raw materials / packing materials / cleaning agents / Intermediates / miscellaneous materials / new consumables items from WH

•Responsible to shift handover and reliving activity during shift change in manufacturing area.

•Responsible for initiating and reviewing of Quality Management System (QMS) documents

•Responsible for handling of process equipments in the manufacturing area as per SOP

•Responsible to report all the production activities to the Executive and above.

•Responsible for any other activity assigned by HOD/designee.

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UNIT-2

JOB RESPONSIBILITY

•Below are Indirect associated job responsibilities:

•Responsible to raise manual indent for raw materials / packing materials / cleaning agents / Intermediates / miscellaneous materials / consumables items to WH in case SAP down / network down.

•Responsible for the waste material sending for disposal to EHS department.

•Responsible to identify and intimating to Head-production/ Designee about unsafe acts in manufacturing area.

•Responsible to identify and intimating to Head-production/ Designee about the unsafe conditions in manufacturing area.

•Responsible to identify and intimating to Head-production/ Designee gaps between the procedures Vs practices with respect to the cGMP.

•Responsible to identify and intimating to Head-production/ Designee gaps between the procedures Vs practices with respect to the safety procedures.

•Responsible for supervision of Engineering personnel performing modification / job works in production manufacturing area.

In absence of SAKALA DILEEP VENKATA SAI KUMAR -[8665],ANKE BHASKER -[8269]/Designee is responsible for day to day activity.

Accepted By: SAKALA DILEEP VENKATA SAI KUMAR -[8665]
Date : 07-Aug-2025

Finalized By : Veereshappa .[1045]
Date : 07-Aug-2025

1.0 **Purpose:**

To establish procedures for identifying, developing, implementing, documenting, and evaluating training programs. This ensures all employees are adequately trained to perform their duties in compliance with regulatory requirements and industry best practices, thereby maintaining high standards of quality and safety.

2.0 **Scope:**

This procedure applies to the training of all employees involved in Quality Management System (QMS), safety, and cGMP-related activities across production, warehouse, Quality control, Quality assurance, Engineering, EHS, microbiology, personnel & administration, and information technology (IT), at M/s. Shilpa Pharma Lifesciences Limited (UNIT-2).

3.0 **Definitions / Abbreviations:**

3.1. **Training Manager Software (TMS):** Is web-based system that organizes and manages organization trainings. Designed TMS will provide online/Ad-hoc training to all employees without missing a single training event.

3.2. **Ad-hoc Training (Unplanned Training):** Any training which is not planned training (SOP, cGMP, STP, Validation, BPR, BCR and software application training). Training given to employees due to introduction of new or Changed /revised procedures, policies/protocols or guidelines followed in their areas of work and is not scheduled in the training curriculum of the employee.

3.3. **DTC:** Departmental Training Coordinator

3.4. **LTC:** Location Training Coordinator.

3.5. **HOD:** Head of the Department

3.6. **cGMP:** Current Good Manufacturing Practice.

3.7. **Quality Management system:** Formalized business practices that define management responsibilities for organizational structure, process, procedures and resources need to fulfill product/ service requirements, customer specifications and continual improvement.

	Prepared by	Reviewed by	Approved by
Name	R Surender	Arvind Kumar Singh	N.Prasad Achanta
Designation	Asst.Manager -P&A	GM - P&A	Manager-QA
Sign & Date	10/07/24	11/07/24	12/07/24

3.8. **Induction Training:** Training given to new employees after joining which shall include an overview of organization policies and procedures, occupational health and safety requirements, quality management system etc.

3.9. **Training Curriculum:** A list of training activities designed for employees and to improve their proficiency in their assigned jobs.

3.10. **Job Specific Training -1:** Training given to new recruits perform the tasks related to their job.

3.11. **Job Specific Training - 2:** Training given to employees on cross functional inter and intradepartmental procedures.

3.12. **Annual/Refresher Training:** Training given to the employees during the calendar year on cGMP, GLP, latest updates in regulatory requirements etc., as continuous improvement of knowledge and professional development.

3.13. **cGMP Training:** Training given to all the employees on the current GMP activities and guidelines.

3.14. **Classroom Training:** Training given to employees who are blocked test of annual/ refresher training in TMS.

3.15. **Web-Based Training (WBT)**: refers to using electronic technologies, primarily the TMS, to deliver educational content and facilitate learning through online trainings

3.16. **External Training:** Training given by external trainer to increase the proficiency and competency of the employees in their area of work.

3.17. **Training Evaluation:** A process of determining transfer of learning, after the program i.e. in short determining the effectiveness of training program by oral or written test etc.

3.18. **Temporary / Casual / contract workers:** Training given by concern department in-charge / HOD in local understandable language.

3.19. **Training Modules:** A collection of procedure, related guidelines and /or activities combined to provide through instructions.

3.20. **Site Administrative Manual (SAM):** Site administrative Manual is prepared by the unit-2 site and should contain specific information about the common queries and

concerns pertaining to various personnel policies, general policies and site administrative manual ensure that site administrative manual is rules and regulation, goals are adhered.

3.21. **BPR:** Batch Production Record

3.22. **BCR:** Batch Cleaning Record

3.23. **STP:** Standard Test Procedure.

3.24. **EHS:** Environmental, Health and Safety.

3.25. **Vendor of Training manager Software (TMS):** TMS vendor name is "Discus IT" and Software name is "Training manager".

4.0 **Responsibility:**

4.1 **Respective department HOD / designee / reporting manager is responsible to:**

4.1.1 Job description of the employees (New joins/existing employees) shall be prepared in TMS/ Manual and finalized.

4.1.2 New employee induction training.

4.1.3 The training need identification chart (FM-PA-008) for all the employees working in the department will be identified.

4.1.4 Preparation of Training schedule and history assessment record for annual / refresher training (FM-PA-042) for each employee.

4.1.5 Training schedule and history assessment record for JST-1 (FM-PA-006) and JST-2 (FM-PA-036) shall be prepared.

4.1.6 Selection of DTC and trainers.

4.1.7 Tracking of overdue trainings and ensure that trainees are attended the trainings as plan.

4.1.8 Ensure that blocked test employee completed his training as per timelines.

4.2 **Personnel and administration (P&A) Head / Designee is responsible to:**

4.2.1 Organize and coordinate induction training of all new employees.

4.2.2 Organize all external training programs and inform individual trainees, with details of topic, faculty, date & time, venue and type of training in coordination with concerned department heads.

4.2.3 Coordinate all site specific training programs, document the training activities and archive them for easy traceable.

4.2.4 Coordinate unplanned training on new and revised procedures, policies, protocols or guidelines impacting the job functions of the employees.

4.2.5 Ensure that all overdue trainings are tracked and controlled by coordination with department in-charges.

4.3 **Quality assurance (QA) – Head / Designee is responsible to:**

4.3.1 Approving of all training related documents like training need identification chart, training schedules, Training modules etc.

4.3.2 Approve of trainer's qualification.

4.4 **User is responsible for:**

4.4.1 Responsible for complete the assigned trainings, to ensure status of pending training in "to do training" screen of training software to complete the training in TMS.

4.4.2 Responsible to attend the manual trainings as when planned and communicated by DTC.

4.4.3 Whenever test is blocked in TMS, user shall inform to DTC and HOD of concerned department.

4.5 **Department Training coordinator (DTC) is responsible for:**

4.5.1 Ensuring the completion of training for department employees.

4.5.2 Planning training sessions in coordination with the location training coordinator (LTC).

4.5.3 Communicating training related information effectively to department personnel.

4.5.4 Ensuring all relevant individuals within the department receive necessary training.

4.5.5 Preparation of JD of employees by coordinate with department HOD.

4.5.6 Ensure that all overdue trainings are tracked and controlled by coordination with all trainees in department.

4.6 **Location training coordinator (LTC) is responsible for:**

4.6.1 Location training coordinator shall be responsible for the creation and inactive of employee profile in the training manager software (TMS).

4.6.2 Responsible for admin role in TMS and uploading of training data in TMS.

4.6.3 Planning of training schedules, assigning of trainings to relevant trainees.

4.6.4 Coordinate with DTCs and HODs to complete the all trainings as per schedule.

4.6.5 Creates and updates training requirements in the TMS.

4.6.6 Ensure that JDs are updated as per requirement.

4.6.7 Inform the individual department DTC, HODs regarding manual training plan.

4.7 **Trainer is responsible for:**

4.7.1 To execute trainings as per schedule or plan.

4.7.2 Ensure that content is reached to trainee.

4.7.3 Training material/PPT and questionnaire shall prepared

4.7.4 Coordinate with DTC / LTC regarding training plan.

4.7.5 Responsible to fill the training attendance record (FM-PA-005) and evaluate the trainees by questionnaire.

4.7.6 Clear the trainee doubts and shall explain the incorrect answers to the trainees.

5.0 **Accountability:** Personnel and administration (P&A) Head /Designee, DTC and LTC is accountable to implant the SOP procedure.

6.0 **Procedure:**

6.1 **General instructions**

6.1.1 All individuals directly involved in the manufacturing, packaging, distribution, testing or release of product, engineering &electrical, warehouse, quality assurance and other related areas shall be adequately trained.

6.1.2 Manual Training shall be conducted by qualified trainer as per 'List trainer (FM-PA-007)'. Manual training attendance shall be recorded in 'Training attendance Record (FM-PA-005)'.

6.1.3 All TMS related operations shall be executed as per SOP of 'Operation of TMS (SOP/U-2/PA/018).

6.1.4 All manual trainings will be conducted in English Language including evaluation & any other format.

6.1.5 Faculty will explain in vernacular language for those who does not understand the English properly, if Faculty does not know the vernacular language he will take the help of participants who understood & make others to understand. Finally, faculty will get convince that contents are reached to all.

6.1.6 Only the trained personnel shall be allowed to carry out their respective activities independently. In exceptional cases such as urgency situations, trainees or employees who are not trained in a specific activity may carry out the task under the close supervision of trained personnel only.

6.1.7 In the TMS application, the document reading time during testing is 15 minutes, and the maximum number of trainings per day is 4.

6.1.8 Employees who are on long leave or absent for more than 30 days shall be re-trained in their job functions. The employee should complete trainings in manual mode as per format of 'On job training for Long period absentees/ Transfer employee/ changes in Job description / additional responsibilities (FM-PA-059) as per section 6.9.7.3 to 6.9.7.8'.

6.1.9 For manual trainings, a trainee who is newly joined or existing shall not attend more than 5 trainings. The duration of manual training can be decided by the trainer based on the document/content.

6.2 **Training need identification chart Preparation procedure:**

6.2.1 Training need identification chart (FM-PA-008) shall prepared for every new and existing employee by concerned section in charge/designee based on employee job description (JD).

6.2.2 The Training need identification chart Reviewed by HOD/Designee of concerned department and approved by QA HOD/Designee.

6.3 **Training Matrix Preparation procedure:**

6.3.1 The intention of Training Matrix to track the all employees are trained as per schedule or planer.

6.3.2 The Training Matrix shall be prepared annually in December for each employee department / Block wise as per format FM-PA-039.

6.3.3 The Training matrix (FM-PA-039) prepared by LTC, based on data from the Annual/Refresher Training and History Assessment Record (FM-PA-042), and the Annual GMP and safety Training schedule (FM-PA-033). The final matrix shall be approved by QA HOD/Designee.

6.3.4 The training matrix (FM-PA-039) shall filled by LTC when the employee complete the training.

6.3.5 If any employee left or any SOP obsolete during calendar year, * mark with a note point shall be written by LTC in training matrix (FM-PA-039) and fill the 'NA' in respective box of training matrix (FM-PA-039).

6.4 **Preparation of PPT (power point presentation) / training module procedure.**

6.4.1 Training module shall be prepared by using Power point presentation (PPT).

6.4.2 The PPT shall be prepared by the trainer of the subject and reviewed by concerned department HOD/Designee. Approved by QA HOD/Designee.

6.4.3 Whenever an approved document or SOP contains multiple pages, a simplified PowerPoint presentation (PPT) based on the SOP content may be prepared to facilitate easier understanding for trainees.

6.4.4 The template given in Annexure-III to be followed for PPT preparation.

6.4.5 The first page of training modules shall include the topic of the training and module number.

6.4.6 The Training module number shall be assigned as TM/XXX/YY Where, TM stands for Training Module, XXX sequential No. start from 001 and YY stands for year.

6.4.7 The approved training module shall be retained by the P&A department for record-keeping purposes. The P&A department shall maintain numbering for sequence to facilitate tracking.

6.4.8 The approved training module shall be used for GMP, safety, SOP training purpose.

6.5 **Evaluation of Training – pass criteria**

6.5.1 **Manual training evaluation by questionnaire:** In manual mode, after completion of training, trainees should obtain 90% or above marks in test. Trainees scoring less than 90% shall undergo retraining and reassessment. If a trainee fails to clear the test after three successive retraining, they shall be referred to the P&A department for further action.

For trainees scoring 90% or above (not 100%), the trainer shall explain the incorrect answers to the trainees. The trainee is required to write down the questions they answered incorrectly along with the correct answers on the back side of the questionnaire.

The training evaluation questionnaire shall be prepared as per the template FM-PA-041 by user department.

6.5.2 **Online evaluation by questionnaire:** In online mode, after reading the SOP/document, trainees should achieve 90% or above marks during test. Trainees scoring less than 90% shall reattempt the test until they achieve 90% or higher in three attempts to clear the test. If three attempts are exhausted without success, access to the test will be blocked, and the trainee will be required to attend class room training.

The system will display questions answered incorrectly to the trainee in pink color and questions answered correctly in green color. If any clarification is needed, the trainee can contact the trainer by telephone or in person for further explanation.

6.5.3 **Oral evaluation:** After completion of manual training, the trainer evaluated the trainees through verbal or group discussions to ensure that the content was understood by all. If the trainer is not satisfied with the training outcomes and believes that the content has not been adequately understood by the trainees, retraining will be conducted. The trainer's comments shall be recorded in the remarks column of the Training record.

6.6 **Job description (JD) preparation procedure**

6.6.1 **For New employee JD preparation procedure:**

6.6.1.1 After the new employee completes their onboarding, the Location Training Coordinator (LTC) shall add them to the TMS for training and update their profile in TMS according to the information provided by the P&A department.

6.6.1.2 After Employee profile creation, LTC shall provide the user ID and initial password to trainee. After first login to TMS, trainee need to set his own password.

6.6.1.3 LTC shall intimate to respective department Head to prepare the JD in TMS / manual.

6.6.1.4 Employee Job description (JD) shall be prepared by respective department Head. During preparation of JD, first point of responsibilities shall be mentioned as "Document No.: SOP/U-2/PA/GEN/005, Form No: FM-PA-010"

6.6.1.5 If TMS is not working/ failure / Head of department is not available in the site, manual Job description of new employee shall be prepared by respective department 2nd line or his designee as per format 'job

description' (FM-PA-010). After resumption of TMS, the manual JD signed format shall be upload to TMS upon creation of employee profile in TMS.

6.6.1.6 After creation of JD in TMS, under supervision of LTC/DTC, employee shall read the JD and has an option to accept or reject. Once accept, the JD further moved to head of department for finalization. If employee rejects the JD, it will send back to head of department for modification.

6.6.1.7 Head of department will finalize the JD once JD accepted by employee.

6.6.2 **For Existing employee JD preparation procedure**

6.6.2.1 If any employee as assigned with new job responsibilities or promoted, the employee Job description (JD) format (FM-PA-010) shall be revised by concern department Head / reporting manager in TMS. Designation shall be updated by LTC (if applicable). Trainee shall accept the JD in TMS.

6.6.2.2 The revised JD will be finalized by concern department Head/Section in charge /designee in TMS.

6.7 **Types of Training:**

6.7.1 Training shall be imparted in eight different ways namely;

- Induction training
- On job training (Job specific training-1 and Job specific training-2)
- Annual/Refresher Training(SOP)
- cGMP training
- Safety training
- Unplanned training/Ad-hoc training (Interim)
- External Agency Training
- Class room training.

Types of trainings as mentioned in below Table,

Sl. No	Type of training	Purpose	Frequency of training
1.	Induction training	Introduce new employees to the company culture, policies, procedures, and their specific job roles	As and when new employee joined
2.	On the Job training JST-1 and JST-2	Based on new employee job profile, relevant topics training need to be executed before taking responsibilities.	After completion of Induction training for new employees
3.	Annual/Refresher Training	Refresh SOP training based on employee job profile and planned schedule.	Every 2 years ±2 months from scheduled month.
4.	cGMP training	Current Good Manufacturing Practices training for manufacturing-related employees.	Yearly once and ±2 month from scheduled month.
5.	Safety training	Current safety practices training for manufacturing and safety-related employees.	Yearly once and ±2 month from scheduled month.
6.	Unplanned training/Ad-hoc training (Interim)	Unplanned trainings shall be executed to relevant personnel as and when required.	Not applicable
7.	External Agency Training	Trainings shall be executed to relevant personnel as and when required.	Not applicable
8.	Class room training	Who have the blocked test in TMS shall be attend for class room training	Not applicable

6.8 **Induction Training:**

6.8.1 Upon completion of the new employee's joining process, induction training shall be conducted by the Personnel and Administration department.

6.8.2 Purpose of induction training is Introduce new employees to the company culture, policies, procedures, and their specific job roles.

6.8.3 The new recruit shall undergo induction training according to the 'Induction Program Schedule' (FM-PA-019) and 'Induction Training for Fresh and Experienced Employees' (FM-PA-034)

6.8.4 Induction training shall be conducted within the first week of employment.

6.8.5 During induction training, data integrity declaration mandatory.

6.8.6 After completion of the Induction training, the employee shall be certified with 'Training Evaluation Certificate'.

6.8.7 Location training coordinator (LTC) update the Induction training details and upload the induction training record in "induction training'' tab in TMS.

6.9 **On job training (Job specific training-1 and Job specific training-2)**

6.9.1 The new employee shall be sent to respective department after completion of induction training.

6.9.2 Until the completion of Job specific training-1 and Job specific training-2, new employee should not sign in any documents except in attendance record & Training records.

6.9.3 For new employee, 'Training need identification chart' (FM-PA-008) should be prepared as mentioned in section 6.2.

6.9.4 The On job training schedule shall be prepared for new employee based on the training need identification chart by the section in charge of respective department in predefined format "Training schedule and history assessment record for Job Specific training-1 (FM-PA-006) & 'Training Schedule and history assessment record for Job specific training-2' (FM-PA-036). Reviewed by HOD/Designee of concerned department. Approved by QA HOD/Designee.

6.9.5 Time Period of on job training (JST-1 and JST-2) for different categories of new employees is described as below,

Designations	Time period for on job training
For Operators/ Trainee / Trainee chemist (other than QC) etc. without experience.	15 to 30 working days
For Operators/ Chemist/ Sr. Chemist / process engineers (other than QC) Experienced employees	10 to 20 working days
For QC-Analyst (Fresher) / Trainee (QC) etc. without experience QC employees	15 to 30 working days.
For QC-Analyst / QC chemist / QC sr. chemist etc. QC Experienced employees	10 to15 working days
For Executive/Shift In-charge/ Sr. Executive/ Supervisors / engineers etc. for all departments	7 to 15 working days
Asst. Manager & above (for all departments) For experienced employees	5 to 10 working days
Asst. Manager & above (for all departments) For non-experienced employees	10 to 30 working days

6.9.6 **Execution of Training Schedule (On job training):**

6.9.6.1 Trainer of respective individual department shall conduct training as per training schedule for job specific training-1.

6.9.6.2 The new employee shall be sent to cross functional department after completion of job specific training-1.

6.9.6.3 The Job Specific Training-2 shall include the trainings of inter and intradepartmental SOPs and procedures to enhance the proficiency and awareness of the employee as per organizational requirement.

6.9.6.4 Trainer of the cross functional department shall conduct training as per training schedule for job specific training-2.

6.9.6.5 The Job Specific Training-1 and Job specific Training-2 shall be assessed through printed Questionnaires/Oral questioning sessions and record the details in the format for 'On job training for new employee',

FM-PA-058. **During on job training, in one day not more than 5 trainings can be conducted**.

6.9.6.6 Upon completion of the training, the actual completed date of training shall be entered by the employee in the box for 'completed on' and remaining columns shall be filled by Trainee in the 'Training schedule and history assessment record for Job Specific training-1', FM-PA-006 & 'Training Schedule and history assessment record for Job specific training-2', FM-PA-036.

6.9.6.7 After completion of all on job trainings as per schedule, concerned department trainer has to certify the trainee. The new employee Training evaluation shall be done by P&A, user department HOD and QA as per FM-PA-058. Further QA shall approve training certification. Final the completed on job training (job specific training-1 and job specific training-2) document shall be handed over to location training coordinator (LTC).

6.9.6.8 LTC shall scan the complete set of documents of on job training (job specific training-1 and job specific training-2) and related documents in chronological order.

6.9.6.9 LTC shall be uploaded the on job training documents in Ad-hoc training section of TMS. During upload of documents, LTC shall be select trainer name as concerned department trainer who has certified the trainee in on job training document.

6.9.6.10 Completed On job training document shall be archived.

6.9.6.11 After completion of Job specific training-1 and Job specific training-2, P&A shall obtain the specimen signature of the new employee in specimen signature card.

6.9.7 **On job training for Transfer employee, Long leave, Changes in job responsibilities or promoted employees Job description (JD) modification or additional job responsibilities and training:**

6.9.7.1 If any employee as assigned with new job responsibilities or promoted, the employee Job description (JD) format (FM-PA-010) shall be prepared by concern department Head/reporting manager/DTC in TMS.

6.9.7.2 Trainings shall be executed (if any changes from previous JD to revised JD except editorial changes) as per revised Job description (FM-PA-010).

6.9.7.3 During preparation of JD, first point of responsibilities shall be mentioned as "Document No.: SOP/U-2/PA/GEN/005, Form No: FM-PA-010"

6.9.7.4 If TMS is not working/ failure / Head of department is not available in the site, manual Job description of new employee shall be prepared by respective department 2nd line or his designee as per format 'job description' (FM-PA-010). After resumption of TMS, the manual JD signed format shall be upload to TMS upon creation of employee profile in TMS.

6.9.7.5 After creation of JD in TMS, under supervision of LTC/DTC, employee shall read the JD and has an option to accept or reject. Once accept, the JD further moved to head of department for finalization. If employee rejects the JD, it will send back to head of department for modification.

6.9.7.6 Head of department will finalize the JD once JD accepted by employee.

6.9.7.7 Training need identification (FM-PA-008) and JST-1 (FM-PA-006) and JST-2 (FM-PA-036) (if applicable) shall be prepared by department section in change and reviewed by head/ designee based on the revised job description.

6.9.7.8 The employees should complete training through 'On job training for long period absentees/ Transfer employee/ changes in Job description / additional responsibilities (FM-PA-059)'.

6.9.7.9 After completion of all on job trainings as per schedule, concerned department trainer has to certify the trainee. Further QA shall approve training certification. Final the completed on job training (job specific training-1 and job specific training-2) document shall be handed over to location training coordinator (LTC).

6.9.7.10 LTC shall scan the complete set of documents of on job training (job specific training-1 and job specific training-2) and related documents in chronological order.

6.9.7.11 LTC shall be uploaded the on job training documents in Ad-hoc training section of TMS. During upload of documents, LTC shall be select trainer name as concerned department trainer who has certified the trainee in on job training document.

6.9.7.12 Completed On job training document shall be archived.

6.10 Annual/Refresher Training:

6.10.1 Training Need Identification chart for Annual/Refresher Training:

6.10.1.1 For existing employees, concern department section in charge/ designee shall prepare training need Identification chart (FM-PA-008) for Annual/refresher training in the month of December for the next upcoming calendar year for each employee as per section 6.2.

6.10.1.2 If any employee already completed the training on particular SOP in current calendar year, then no need for again training in next year Annual/refresher training.

6.10.2 **Preparation of Annual / refresher training schedules and execution :**

6.10.2.1 Training schedule for Annual/ refresher training and history assessment record (FM-PA-042) shall be prepared based on the training need identification chart for existing employees by the section in charge/designee of respective department, reviewed by concerned HOD/Designee and approved by QA HOD/Designee.

6.10.2.2 The Annual/Refresher Trainings shall be scheduled for the year in such a way that each employee shall undergo training in the topics 2 years once whichever relevant to their area of work.

6.10.2.3 In the Annual/Refresher Training and History Assessment Record (FM-PA-042), update the SOP number (without revision number), Title of SOP, Date of Previous Training Completed, and Training Planned Month details. For the Training Planned Month, all departments should follow the same month, and the planned month should be set 1 or 2 months after the particular SOP's next review month. If an SOP revision is due in December, the planned month should remain December.

6.10.2.4 Annual / refreshment Training shall be executed within ±2 months from scheduled month.

6.10.2.5 Based on the training planner (FM-PA-042), Location training coordinator shall map the SOP (annual / refresher) training to the training group in TMS. Note: If training is already completed in a year through unplanned training, then no need to again map training in TMS.

6.10.2.6 Trainee shall clear the test by same training which is generated in my training summary by clicking the test icon in Action column in the TMS software.

6.10.2.7 Upon completion of training, automatically TMS will update the completed training in employee training log in the TMS.

6.11 **cGMP training:**

6.11.1 All personnel working in the manufacturing facilities shall be trained on the current Good manufacturing practices.

6.11.2 P&A department HOD/Designee or LTC shall prepare a module wise schedule in the December for next year for cGMP training in the "Annual cGMP and safety training schedule" Format No: FM-PA-033 in coordination with QA.

6.11.3 Each cGMP module shall be prepared using Power point presentation (As mentioned in section 6.4.

6.11.4 cGMP Training shall be executed within ±2 months from scheduled month and should not cross more than 1 year from previous GMP training of specific topic.

6.11.5 All cGMP trainings shall be imparted by taking manual training sessions.

6.11.6 Web based training (WBT) of GMP trainings is normally be considered for Manager and above.

6.11.7 After completion of the training, LTC shall map GMP and safety training session in TMS for relevant trainees to attempt test by questionnaire.

6.11.8 Trainee shall complete the test in TMS by read the document and attempt the questionnaire in TMS.

6.11.9 If trainee unable to attend the training during scheduled classroom training session, his/her training shall be completed by scheduling additional training session or attempting in WBT sessions.

6.11.10 GMP training topics include but not limited to;

- Introduction to GMP guidelines such as ICH, CFR 21 part 210 & 211, Schedule -M.
- Personnel Hygiene

- Data integrity
- General sanitization
- Good documentation practices, especially online document entries.
- Change control
- Deviations
- Complaints
- Audits
- Utilities
- Label reconciliation
- Prevention of cross contamination

Note: refer Annexure-1 for more training topics.

6.12 **Safety (EHS) training:**

6.12.1 All personnel working in the manufacturing facilities shall be trained on the safety (EHS) trainings.

6.12.2 P&A department shall prepare a module wise schedule in the December for next year in the "Annual GMP and safety training schedule" Format No: FM-PA-033 in coordination with EHS.

6.12.3 Each training module shall be prepared using Power point presentation (As mentioned in section 6.4.

6.12.4 Safety Training shall be executed within ±2 months from scheduled month.

6.12.5 All safety trainings shall be imparted by taking manual training sessions.

6.12.6 Web based training (WBT) of safety trainings is normally be considered for Manager and above.

6.12.7 After completion of the training, LTC shall map safety training session in TMS for relevant trainees to attempt test by questionnaire.

6.12.8 Trainee shall complete the test in TMS by read the document and attempt the questionnaire in TMS.

6.12.9 If trainee unable to attend the training during scheduled classroom training session, his/her training shall be completed by scheduling additional training session or attempting in WBT sessions.

6.12.10 Upon completion of training, automatically TMS will update the completed training in employee training log in the TMS.

6.12.11 Safety training topics include but not limited to;

- Handling of personal protective equipment and safety data sheet.
- Personnel safety and safe handling of equipment
- Firefighting producers, mock drills etc..
- Chemicals handling.
- First aid
- Works permits and confined space entry
- Spill control and response

Note: refer Annexure-1 for more training topics.

6.13 **Unplanned Training /Ad-hoc Training (Interim):**

6.13.1 Unplanned training shall be given to the employees for any of the following reasons.

- Whenever a change is made in the documents like Standard operating procedure, Specification test procedure, Batch process record, validation protocols etc.
- Whenever any changes are made in the operating parameters or conditions.
- Any incident / deviation is recommended for training
- BPR/BCR training when campaign starting / whenever required by concerned HOD
- Changes required due to regulatory requirements.

- When there is an unexpected crisis or emergency at the workplace that requires employees to have immediate training on safety protocols, evacuation procedures, or handling hazardous materials

6.13.2 For any unplanned or ad-hoc training, the user department (originating department) shall provide the target trainee list to the Location Training Coordinator (LTC) via email or oral communication.

6.13.3 Training will be delivered either through Manual training or web-based training (WBT), depending on the training's criticality. This determination will be made by user department HOD, QA/LTC during session creation in the TMS as mentioned below,

6.13.3.1 Decision for criticality of training:

- Training for newly introduced or revised SOPs / documents triggered by CAPA for major deviations, regulatory audits, or major changes in procedures, will be conducted via Manual training for all personnel up to manager level. Managers and above positions will complete training for these SOPs through web-based training.
- The Trainers who are involved in preparing or reviewing documents/SOPs shall be responsible for training the remaining trainers. During the initial training, both trainers and trainees can attend
- The trained trainers will then train the remaining employees.
- Employees who have missed manual training due to extended leave or other reasons will receive additional training sessions or web based trainings to ensure completion of training for all trainees.

6.13.4 Training of those SOPs / documents which are revised for minor changes such as periodic revisions, typo errors, regular practice-related documents, format changes, or editorial adjustments, in that case all the employees shall be undergone these SOPs / documents through web based training / Manual.

6.13.5 After completion of manual training or web based training, based on the training requirement and details given by user department, Location training coordinator (LTC) shall map the training to the training group in TMS in section of SOP profile. SOP Name in TMS, shall be considered as Document name. Revision number shall have mentioned in TMS as per document revision number. In case, if any document (Like protocols etc.) doesn't have revision number, revision number shall be mentioned as "00" in TMS.

6.13.6 Trainee shall clear the test / Read and Acknowledge by same training which is generated in 'my training summary' by clicking the test/ Read and Acknowledge icon in Action column in the TMS software.

6.13.7 Upon completion of training, automatically TMS will update the completed training in employee training log in the TMS.

Note: Incase of TMS breakdown or failure, unplanned trainings shall be conducted and questionnaire (FM-PA-041) shall be issued to trainees (if applicable). Further resumption of TMS, the manual questioner (FM-PA-041) and or related documents shall be uploaded in Ad-hoc training in TMS as per "Procedure for operation of training management software" (SOP/U-2/PA/GEN/018).

6.13.8 In case of any unplanned/Ad-hoc trainings are conducted without mapping in TMS due to urgency or in outside of location, then the details of the participants shall be recorded in the 'Training attendance record (FM-PA-005)' and related documents shall be uploaded in Ad-hoc training in TMS as per "Procedure for operation of training management software" (SOP/U-2/PA/GEN/018).

	Prepared by	Reviewed by	Approved by
Name	R Surender	Arvind Kumar Singh	N.Prasad Achanta
Designation	Asst.Manager -P&A	GM - P&A	Manager-QA
Sign & Date	10/07/24	11/07/24	12/07/24

6.14 **External Training:**

6.14.1 The external trainer shall be identified by Personnel and Administration department in consultation with functional head based on the expertise of the trainer on the topic.

6.14.2 Organization shall depute its employees for various seminars, lectures or demonstrations offered by the trainer which may be external agency, consultants, expert, products promoter etc. based on functional requirement and the training needs identified for the employee.

6.14.3 Training of the employees who attend the external Agencies training/ seminar shall fill the 'Feedback on External Training' form, FM-PA-013 and submit the same to the Personnel and administration department.

6.14.4 Details of the participants in External training shall be recorded in the 'Training attendance record (FM-PA-005)' and related documents shall be uploaded in Ad-hoc training in Training management software as per "Procedure for operation of training management software" (SOP/U-2/PA/GEN/018).

Note: Pass criteria for external training (If questionnaire available) shall be decided based on external trainer topic.

6.15 **Class room training (for Blocked test trainees)):**

6.15.1 Employees who are unable to complete tests in the TMS after three attempts and are thereby blocked in the TMS, shall undergo classroom training within 7 working days of the concerned trainee and trainer. If classroom training is not completed within the specified time frame, the trainer must provide justification in the training attendance sheet after discussing with trainee for the delay in class room training.

6.15.2 The employee with a blocked test must inform their Head of Department (HOD) and Location Training Coordinator (LTC), and refrain from engaging in any activities related to the blocked test document until completion of the

classroom training. This compliance should be ensured by the respective department's HOD/Designee or DTC. LTC or DTC arrange the trainer for blocked test employee.

6.15.3 The employees shall complete training through Training attendance record (FM-PA-005), after completion of training, all related documents to be hand over to location training coordinator (LTC) for upload of documents in TMS as class room training.

6.16 **Retraining:**

6.16.1 Retraining shall be initiated based on recommendation by CAPA, Audit observation, deviation, OOS etc.

6.16.2 Retraining shall be initiated on the basis of performance assessment carried out during the evaluation.

6.16.3 Retraining should be considered, if specific deficiency is identified while performing a task or the identification of deficiency detected during the investigation of process deviation, Out of Specification, customer complaints, product recall etc.

6.16.4 Re-training shall be executed as per Ad-hoc/unplanned training procedure. Re-training allocation for applicable employee shall be carried out by LTC by using re-training tab in TMS as per "Procedure for operation of training management software" (SOP/U-2/PA/GEN/018).

6.17 **Training Records:**

6.17.1 Employee shall sign in the employee training program record acknowledging that he/she has been imparted training.

6.17.2 History of the training shall be generated in TMS through Employee training information for each employee.

6.17.3 In case of TMS breakdown or failures, training shall be accessed through "Summary of Training matrix record" as per format FM-PA-039 and change controls, cleaning validations or process validations etc.

6.17.4 All the training related documents like training Induction, on job training records, unplanned, planned training attendance records, evaluation sheets, certificates etc. will be filed in the chronological order.

6.17.5 Trainer from respective department shall coordinate with QA department for conducting any training and maintaining the record of the same. All the training relevant documents shall be submitted to QA department for archive. The training records shall be maintained for the period of 2 years.

6.17.6 LTC shall download employees completed training data from the previous year from TMS into an Excel sheet every January to verify all employees' training data and archive it for 7 years.

6.18 **Identification of Trainers:**

6.18.1 The trainer shall be selected by the Head of concerned department based on the qualification and work experience in the respective area.

6.18.2 The evaluation of each trainer shall be carried out in the Trainer evaluation and approval form (FM-PA-009) which is filled by user department. The evaluation of the following particulars is required for the person selected as trainer.

6.18.3 Good working knowledge in their area of work, Educational Qualification minimum graduation / diploma in their relevant field, minimum 5 years of work experience in relevant field, understanding the regulations and applicable standards specific to quality system requirement for Drug substances / Drug products, Good communication skills and awareness in English and/or vernacular language.

6.18.4 If the evaluation is found to comply the requirements, the trainer shall be qualified.

6.18.5 The approval shall be done by concerned Head, Head-QA/designee based on the evaluation comments.

6.18.6 A list of qualified trainers shall be prepared by P&A / LTC and approved by QA in the format for 'List of Trainers'(FM-PA-007).

6.18.7 The list of trainers shall be reviewed and updated as and when changes in the list. The revision level will be changed whenever revised the list of trainer format.

6.18.8 After approval of Trainer evaluation and approval form (FM-PA-009), The documents shall be uploaded in employee training profile information in TMS by LTC.

6.19 **Train the trainer**

6.19.1 After approval of document, the personnel who are involved in the document preparation or review shall give training to qualified trainers on approved document.

6.19.2 After completion of trainers training, the trained trainers shall conduct the further trainings to remaining employees. Note: This procedure is applicable for manual trainings only.

6.20 **Temporary/Casual/Contract Helper/Helper:**

6.20.1 Training shall be given as per Annexure-II to the Temporary/ casual/contract Helper/ permanent helper by concerned department Head / designee in local understandable language.

6.20.2 Job description for the temporary/casual/contract Helper shall be prepared by Head/designee for concern department as per the format number FM-PA-045.

6.20.3 Training shall be conducted for Temporary / Casual / Contract workers / helpers and record the same in Temporary / Casual / Contract workers Training attendance record (FM-PA-023).

6.20.4 If any employee as assigned with new job responsibilities or promoted, training will be executed as per revised Job description and Job description for contract helpers format (FM-PA-045).

6.20.5 For existing Temporary/ casual/contract Helper from all departments who are involved in GMP activates like glass ware cleaning, area cleaning etc. concern department head shall prepare training need identification chart as per current format FM-PA-049.

6.20.6 Annual/refresher training Schedule shall be prepared in the month of December for the next upcoming calendar year for each contract/casual Helper as per current format number FM-PA-050.

6.21 **Training for transferred employees:**

6.21.1 Transfer of employees inter/intra department (or) any other unit of Shilpa group to unit-2:

- If employee transferred to unit-2 from any other units, shall complete induction training.
- Job description shall be changed/ prepared by department head/designee or section in charge in mentioned in section 6.6.2.
- Training need identification (FM-PA-008) and JST-1 (FM-PA-006) and JST-2 (FM-PA-036) (if applicable) shall be prepared by department section in charge/ designee based on the job description. Reviewed by concerned HOD /Designee and Approved by QA.
- The employees should complete on job training through FM-PA-059.

6.22 **Handling of overdue trainings in TMS**

6.22.1 If any employee has not completed their trainings by the due date, they are considered to have overdue trainings.

6.22.2 The overdue trainings shall be monitored on a daily basis by LTC, DTC, and the HOD of the concerned department. Concerned department HOD/DTC shall inform the employees to complete the trainings within the due date.

6.22.3 If an employee is on leave during training and does not complete it by the due date for any reason, the pending trainings shall be completed when the employee returns to duty.

6.22.4 Concerned department HOD/DTC is responsible to ensure that all trainings are completed within the due date.

7.0 Related Documents:

7.1	New employee specimen signature list'	: FM-PA-002 (SOP/U-2/PA/GEN/002)
7.2	Training Attendance record	:FM-PA-005
7.3	Training Schedule And History Assessment Record For Job Specific Training-1	:FM-PA-006
7.4	List of Trainers	:FM-PA-007
7.5	Training Need Identification Chart	:FM-PA-008
7.6	Trainer evaluation and approval Form	:FM-PA-009
7.7	Job Description	:FM-PA-010
7.8	Feedback on External Training	:FM-PA-013
7.9	Induction program schedule	:FM-PA-019 (SOP/U-2/PA/GEN/009)
7.10	Temporary/Casual/contract workers Training Attendance Record	:FM-PA-023
7.11	Annual GMP and safety Training schedule	:FM-PA-033
7.12	Induction training for Fresher and experienced Employees	:FM-PA-034
7.13	Training schedule and history assessment record for job specific training-2	:FM-PA-036
7.14	Summary of training Matrix record	:FM-PA-039
7.15	Template for Training evaluation Questionnaire	:FM-PA-041
7.16	Training schedule and history assessment record for Annual/refresher training	:FM-PA-042
7.17	Job description for contract helpers	:FM-PA-045
7.18	Training Need Identification Chart For temporary / casual / contract helpers / workers / operators	:FM-PA-049

7.19 Training Schedule For Annual/ Refresher Training For temporary / casual / contract helpers / workers / operators :FM-PA-050

7.20 On Job training for new employees :FM-PA-058

7.21 On job training for Long period absentees/ Transfer employee/ changes in Job description / additional responsibilities : FM-PA-059

7.22 List of training programs :Annexure - I

7.23 List of Training program for Temporary/Casual/contract workers :Annexure-II

7.24 Template for GMP training modules :Annexure-III

7.25 Procedure for operation of Training Management software : SOP/U-2/PA/GEN/018

7.26 Joining and Induction programme of new employees : SOP/U-2/PA/GEN/009

7.27 Document control : SOP/QA/GEN/002

8.0 Distribution record

Sl No.	Department /Block	No. of copies	Remarks
1.0	Personnel and administration	01	---
2.0	Quality assurance	01	---
3.0	Quality control	01	---
4.0	Production	01	---
5.0	Warehouse	01	---
6.0	Engineering	01	---
7.0	Environment, health and safety	01	---
8.0	Information technology	01	---
9.0	Microbiology	01	----

9.0 **Revision Record**

S.NO	Revision Status	Details of revision	Effective Date	Remarks
1.0	15	1. Section 6.6.2 Job description procedure is modified to have a option on manual Job description in case of TMS not working/ failure / head of department is not available. 2. Incorporated procedure on handling of trainings incase of QMS breakdown / failure at section 6.6.4.2, 6.6.5, 3. Section 6.6.5, Unplanned training reasons included two points additionally. 4. Section 6.6.6.12 to 6.6.6.16, incorporated procedure on mapping of all cGMP trainings in TMS. 5. Training Attendance & Evaluation Record (FM-PA-005-03) modified by incorporating Training location, Trainer EMP code etc. 6. Section 6.6.11.2, a note point incorporated handling of History of the trainings in case of TMS failure. 7. Section 6.6.16 procedure incorporated for changes of job responsibilities or promoted employees Job description (JD) modification and training 8. Related document section modified as inline with current SOP procedure.	18/05/21	------

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Name	R Surender	Arvind Kumar Singh	N.Prasad Achanta
Designation	Asst.Manager -P&A	GM - P&A	Manager-QA
Sign & Date	10/07/24	11/07/24	12/07/24

S.NO	Revision Status	Details of revision	Effective Date	Remarks
		9. Typographical errors corrected in format numbers. (Ref. CRAF No. CRAF/PA/102/21/U-2)		
2.0	16	1. In Section 6.6.2.6 and 6.6.2.7, new sentences incorporated for JD approval process in TMS for better clarity. 2. In Section 6.6.3.4, Period of on job training (JST-1 and JST-2) for different categories of new employees is elaborated for better clarity and inclusion of additional designations. 3. In Section 6.6.6.6, Training module number assigned as TM/XXX/YY instead of TM/XXX. 4. In section 6.6.10.5, the 'Awareness' test pass criteria is changed to '90% and above marks' from '80% and above marks'. 5. List of trainers format (FM-PA-007-01) revised by incorporating effective date and revision level. 6. Induction training for Fresher and experienced Employees (FM-PA-034-05) format revised by incorporating editorial changes/ typo errors. 7. On Job training for new employees (FM-PA-058-01) format revised by incorporating	20/01/22	---

S.NO	Revision Status	Details of revision	Effective Date	Remarks
		editorial changes/ typo errors. 8. On job training for Long period absentees/ Transfer employee (FM-PA-059-00) format is revised by incorporating editorial changes and typo errors. 9. FM-PA-023-00, FM-PA-050-00, FM-PA-049-00 are revised by incorporating employee code recording option. 10. In section 6.6.15, format numbers incorporated for better operational control. 11. In section 6.6.16.3 and 6.6.16.4 additional instructions incorporated for changes in JD or additional responsibilities in JD. 12. In Section 8.0, Distribution record table modified as inline with preparation of standard operating procedure (SOP/QA/GEN/001/12). 13. In section 9.0, Revision history modified as inline with preparation of standard operating procedure (SOP/QA/GEN/001/12). (Ref. CRAF No. CRAF/PA/277/21/U-2)		
3.0	17	In section 6.6.13, train the trainer procedure is incorporated. (Ref. CRAF No. CRAF/PA/30/22/U-2)	08/02/22	--
4.0	18	• Company name changed to Shilpa Pharma Lifesciences Limited from Shilpa Medicare	10/06/22	--

S.NO	Revision Status	Details of revision	Effective Date	Remarks
		Limited. • Logo removed from header of SOP, Annexures, and formats. • In section 3.0, Site administrative Manual definition incorporated. • Section 6.6.2.8 to 6.6.2.11 additional instructions incorporated for Site administration manual. • Section 6.6.3.5 and 6.6.17.6 to 6.6.17.11, upload of on job training documents in TMS instructions incorporated and maximum trainings per day 12 incorporated during on job training. • In section 6.6.5.2, clear instructions given on revision number assign in TMS. • In section 6.6.5.5, TMS trainings per day only 5 instructions incorporated. • In induction format (FM-PA-034), editorial changes, production department SOPs title changed and SOP number SOP/U-2/PD/GEN/026 incorporated as in line with CRAF/PD/083/22/U-2. • In JST-1 and JST-2 format (FM-PA-058 and FM-PA-059) editorial changes made. (Ref. CRAF No. CRAF/PA/085/22/U-2)		

	Prepared by	Reviewed by	Approved by
Name	R Surender	Arvind Kumar Singh	N.Prasad Achanta
Designation	Asst.Manager -P&A	GM - P&A	Manager-QA
Sign & Date	10/07/24	11/07/24	12/07/24

S.NO	Revision Status	Details of revision	Effective Date	Remarks
5.0	19	• At section 6.6.6.12, additional instructions as" GMP Training shall be executed within ±2 months from scheduled month and should not cross more than 2 years from previous GMP training of specific topic" • At section 6.6.4.2, additional instructions as "Annual / refreshment Training shall be executed within ±2 months from scheduled month and should not cross more than 2 years from previous training of specific topic" incorporated. • In section 6.6.11.6, training data downloaded from TMS in January by LTC instruction included. • Training time (from & to) recording provision given in Form No: FM-PA-041, FM-PA-006 and FM-PA-036 for better operational control. (Ref. CRAF No. CRAF/PA/062/23/U-2)	17/04/23	----
6.0	20	1) Purpose of SOP modified in section 1.0. 2) In scope section, information technology (IT) department was included. 3) Training manager software (TMS) vendor Name mentioned as Discus IT in section 3.25. 4) In section 4.0, responsibility of HOD, DTC,	24/07/24	

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Sign & Date	10/07/24	11/07/24	11/07/24

S.NO	Revision Status	Details of revision	Effective Date	Remarks
		and LTC modified for better clarity. Trainer responsibility added. 5) In Procedure section 6.0, general instructions for TMS reading time (minimum 15 min), for day maximum trainings NMT 4 for TMS and NMT 5 for manual trainings for trainee incorporated. 6) In section 6.0, Need chart preparation, Training matrix, Preparation of PPT, evaluation of training and JD preparation procedure elaborated. 7) In section, 6.1.8, Employees who are in long leave / absent more than 30 days, need to retrained on their job functions incorporated 8) Types of training elaborated in section 6.7.1. 9) Different types of trainings explained in table incorporated in section 6.7.1. 10) Training need identification chart', FM-PA-008, Annual/ refresher training and history assessment record (FM-PA-042) and Training schedule and history assessment record for Job Specific training-1 (FM-PA-006) & 'Training Schedule and history assessment record for Job specific training-2' (FM-PA-036) preparation, review and approval responsibility defined.		

S.NO	Revision Status	Details of revision	Effective Date	Remarks
		11) Safety training procedure incorporated in section 6.12. 12) In section 6.11, GMP Training shall be executed within 1 year ±2 months from scheduled month instead of 2 years ±2 months. 13) Training methodology changed to manual and WBT based on criticality in section 6.13. 14) In section 6.14, a Note: Pass criteria for external training (If questionnaire available) shall be decided based on external trainer topic incorporated. 15) In section 6.15, Blocked test handling procedure incorporated. In section 6.23, overdue trainings handling procedure was incorporated. 16) Training Attendance Record (FM-PA-005) editorial changes done. 17) Induction Training for Fresh and Experienced Employees' (FM-PA-034) modified to only introduction of individual departments activities. Questionnaire is removed. 18) Training evaluation form (FM-PA-041) modified to incorporate Questioner filling		

S.NO	Revision Status	Details of revision	Effective Date	Remarks
		time. 19) Training planned month incorporated in training schedule for annual/ refresher training and history assessment record (FM-PA-042 instead of date. 20) Annexure-4 (Site administrative manual) is removed as it part of training module. 21) On job training (JST-1 & JST-2) for New employee (FM-FM-058) time periods modified for better operational control. (Ref. CRAF No. CRAF/PA/076/24/U-2)		

	Prepared by	Reviewed by	Approved by
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Designation	Asst.Manager -P&A	GM - P&A	Manager-QA
Sign & Date	10/07/24	11/07/24	12/07/24

REPRESNTING PARTIES

REPRESENTING EMPLOYER

SHILPA PHARMA LIFESCIENCES LTD.

Unit-I, &II, DEOSUGUR RAICHUR.

Sri.Vishnukanth Bhuthada

Managing Director.

Mr. Mahesh Pattanshetty

Sr.Manager - HR

Mr.Panduranga Rao

General Manager (O)

Mr Basavaraj Gouda

Sr.Manager HR (Corporate)

Mr Dilip Kankani

Asst General Manager(Accounts)

REPRESENTING WORKMAN

SHILPA MEDICARE EMPLOYEE'S

UNION, DEOSUGUR RAICHUR

Mr. M.Sharnagouda

Honorary President.

Mr. Chennareddy.

President.

Mr. Praveen Kumar Reddy

Gen Secretary

Mr. B.Sharanappa

Jt. Secretary

Mr. Ravikumar

Treasurer.

Memorandum of understanding/Agreement on wage revision

The Shilpa Medicare Employees Union of Shilpa Pharma Lifesciences Limited Unit-1, Deosugur & Unit-2, Chicksugur. Tq & District Raichur has proposed a Charter of Demands of Revision of their Salary and Other Benefits for the agreement period of July 1st, 2022 to October 31st, 2026, in the presence of the Management of Shilpa Medicare Limited. Raichur.

PLEDGE

1. All necessary efforts will be made to ensure punctuality to reduce absenteeism at all places, and deploy personnel in a manner to minimize idle hours and improve productivity hours.

2. Raising awareness about safety management through good housekeeping and the mandatory use of safety shoes, helmets, goggles, gloves, and other protective equipment as needed for the job.

3. The present healthy and positive industrial relations environment to be maintained in the company is characterized by teamwork and improved discipline at all levels. Having regard to the above pledges, the terms, and conditions of the settlement are as follows.

Terms & conditions

1. The present demand agreement will remain in force from the date of 01.07.2022 to 31.10.2026.
2. The management has fixed the increment for four years, A list of employees has been attached.
3. The management has agreed to promote the employees who are eligible for promotion. List of the employee has been attached.
4. Employees demanded that the Provident Fund contribution should be 12% of the existing Basic+DA, i.e., 60% of gross salary.
   - **Management has agreed to a 12% PF contribution of Basic+DA on 50% of the gross salary..**
5. Employees demanded service weightage for those who have contributed 20 years of service to the organization.
   - **Management has agreed to the same and an eligible employee list has been attached.**
6. Employees demanded that the employer pay the entire premium for the existing medi-claim policy.
   - **Management has agreed to give 50% of the premium contribution for the mediclaim policy on the following conditions:**
   - Employees with parents will get 50% of the premium contribution for Three Lakh sum assured.
   - Employees whose parents are no more will get 50% of the premium contribution for Two Lakh sum assured.
7. Employees demanded to be paid Gratuity on gross salary.

MANAGING DIRECTOR

- **The management has agreed to consider the gratuity for the employees upon their retirement. It would be calculated at 70% basic+DA on gross salary, and the death gratuity would be calculated on a gross salary basis. The maximum amount of gratuity would be Rs. 20 lakhs, and as and when the act of gratuity is revised, it will apply the same.**

8. Employees demanded to increase the existing OPD amount

- The management has agreed to consider Rs.12000/- per annum as the OPD amount.

9. All Employees are eligible to get 12 National Festival holidays.

10. All employees are eligible to get a yearly total of 14 casual leaves(CL), 11 sick leaves (SL) and earned leaves (EL) which will be calculated as per the Factory Act 1948, section 79.

11. The management has agreed to pay an 8.33% bonus per year on gross salary.

Sri. Vishnukanth Bhuthada
Managing Director.

Mr. Mahesh Pattanshetty
Sr Manager – HR

Mr.Panduranga Rao
General Manager (O)

Mr.Basavaraj Gouda
Sr Manager HR (Corporate)

Mr.Dilip Kankani
Asst General Manager (Accounts)

Mr. M.Sharnagouda
Honorary President.

Mr. Chennareddy.
President.

Mr. Praveen kumar Reddy.
Gen Secretary.

Mr. B.Sharanappa
Jt. Secretary.

Mr. Ravikumar
Treasurer.

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Gen Secretary

Mr. B.Sharanappa

Jt. Secretary

Mr. Ravikumar

Treasurer.

NOTICE BOARD

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

RefdocNo.:TM-020-24

Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
1	Venkateshwarulu C [1190]	Production	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
2	Awnesh Kumar Goswami [1366]	Production	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
3	GOLLA MADHU . [4725]	Personnel & Administration	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
4	SURENDER RAMACHANDRUNI [4926]	Personnel & Administration	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
5	PADAMATI SIVA NAGA RAJU - [7036]	Quality Assurance	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
6	BADESAB HUSEN SHAIKH [7188]	EHS	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
7	Ediga Khajan Goud [1627]	Quality control	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

RefdocNo.:TM-020-24

Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
8	Bolla Surendra Reddy . [2236]	Production	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
9	Rajashekhar . [3776]	Production	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
10	Devendra Pratap Singh [1209]	Production	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
11	Arun Kumar Gunjanur [1307]	Production	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
12	Boya Mallikarjuna [2836]	Production	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
13	Nagababu Chennu [1200]	Production	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
14	Satish Babu Kota [1489]	Quality Assurance	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

Sop Training Log

RefdocNo.:TM-020-24

Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
15	G.Nagarjuna . [1604]	Production	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
16	Murali Krishna Pinakana [1275]	IT	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
17	LOKESH SHIVANAND ATHANI [7594]	Production	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
18	Jampali Raghavender [2895]	Quality control	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
19	Durga Sandeep Korasika . [4199]	Quality Assurance	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
20	VIJAY KUMAR N . [5208]	EHS	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
21	Kapil Khandelwal [1311]	Personnel & Administration	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
22	Ramachandrudu Boya [3278]	Quality Assurance	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
23	Bala Krishna Reddy Vaka [2459]	Quality Assurance	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
24	Bajeswara Rao Gottipati [3192]	Production	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
25	Vivekanand Hosur [1916]	Quality control	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
26	SATHYANARAYANA N - [7771]	Quality Assurance	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
27	Saravanan N [1219]	Quality Assurance	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
28	GOWRU VISWANATHA REDDY . [4728]	Quality Assurance	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
29	Bheemsingh Rathod [2404]	Quality control	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
30	Shivaraj Jojan [1406]	Quality control	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
31	Naresh K [1386]	Personnel & Administration	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
32	Kallipati Nagabhushanam . [3853]	Quality control	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
33	Avularaju Pokala [2307]	Production	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
34	S Jayadev Gorantla [1206]	Quality control	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
35	SACHIN CHANDRASHEKHAR NATU - [7931]	Quality control	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
36	Shivyogi Shankar Kognure [1413]	Production	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
37	RAKESH KUMAR P - [6631]	Quality control	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
38	MALAKARI CHOUGULE [7393]	Quality control	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
39	SHABBIR HADI - [7605]	Quality control	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
40	Nishant Kumar [2408]	Production	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
41	Rakesh Kumar K [3090]	Engineering	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
42	Arvind Chandrakant Balkundi [2271]	Quality control	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
43	Umakanth Patil [1423]	Personnel & Administration	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
44	Lakshmi Kanth . [1360]	Quality control	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
45	NITIN DILIP GAIKWAD . [5675]	Microbiology	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
46	Pavan Nagendra Narapu [2081]	Microbiology	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
47	Mujahid Hussain [1716]	Quality Assurance	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
48	Prasanna Ravindra Dhanshetti [1496]	Production	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
49	Samir Kisan Ghuge . [4359]	Production	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
50	Narasimahlu Gadwal [1257]	Warehouse	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
51	Thondamalla Venkata Praveen Kumar [3100]	Production	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
52	SURAJ ANANDA DADMODE - [6355]	Microbiology	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
53	T D Anil Kumar [2844]	Quality control	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
54	R.ELANGOVAN - [6808]	EHS	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
55	S MAHESH . [6033]	Production	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
56	Ramakrishna K . S . [3920]	Warehouse	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
57	ATAR SINGH - [7420]	Production	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
58	G Subramanyam Reddy [2796]	Production	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
59	PRASHANT MARUTI WALUNJKAR - [7912]	Production	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
60	Naga Sai Kollipara [2637]	Production	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
61	Tirupathi Goud [2398]	Quality Assurance	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
62	Sharan Prasad Hampayya swamy Shivaling [1497]	Microbiology	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
63	Nagesh Nallagorla . [1588]	Microbiology	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

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Completed Training

#	Employee Name	Department	Revision No.	Assign Date	Completion Date	Trainer Name	Score(in %)	Training Mode	Status	Comment	Training Due Date
64	RAJ KUMAR VISHWAKARMA - [7282]	Production	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
65	MAHADEV - [7540]	Production	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
66	MANGESH BANDUJI UKE . . [4677]	Production	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
67	Raghavendra Rao K . [5029]	Warehouse	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
68	ATUL DWIVEDI - [7373]	Production	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
69	Prasadu Nakka [2343]	Quality control	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024
70	MOHAMMED NASEER HUSSAIN - [7659]	Production	00	13-Nov-2024	13-Nov-2024	Self	100.0	Online	Pass	Employee Read and Acknowledged the Test	25-Nov-2024

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

2024-25 year training summary data

SL. No	Employee Name & Code	Number of trainings completed in the year of 2024-2025
1.	A Ranganath . [3085]	60
2.	A VEERESHA - [7466]	186
3.	A VENKATASHIVA REDDY - [7549]	1
4.	AAYUSH NAHAR - [8243]	8
5.	Abdul Azeem [1178]	60
6.	ABHISHEK KUMAR TIWARI - [8035]	1
7.	ABHISHEK MAHADEV CHINWAR - [8324]	3
8.	ABHISHEK SINGH . [5321]	61
9.	Abinash Parida [7388]	187
10.	Ahmad Pasha [1277]	1
11.	AJAY DHANAJI DHEKALE - [8177]	10
12.	AJAY MOHAN YADAV - [8193]	8
13.	AJIT CHANDRAKANT BORUTE . [6040]	150
14.	AKASH BHAGWAT WARE - [7997]	36
15.	AKKULA PRATHAP GOWD . [5217]	188
16.	AKSHAY ANANDA JADHAV - [8189]	11
17.	AKSHAY MALLU BODHALE - [7371]	163
18.	AKSHAY NAMDEV ATOLE - [7287]	67
19.	Akshay Sukhadev Paymode - [7394]	85
20.	Alkesh Kashte . [3938]	65
21.	Alure Vasant [2025]	214
22.	Amar Sarode [2142]	136
23.	Amare Gouda . [1392]	41
24.	AMARRAYYA . . [4788]	83
25.	Amarsing Kisansing Rajput [3523]	162
26.	AMIT ANNAPPA ATHANI - [6254]	198
27.	AMIT ASHOK MALI . [5880]	172
28.	AMIT BHAGWAT SHINDE - [7960]	50
29.	AMOL TUKARAM DHANWATE - [7361]	133
30.	AMRUTHALURI SURESH BABU - [7665]	131
31.	Ananda K [3799]	227
32.	Anantha Sena Reddy Gaunolla [1395]	325
33.	ANGARA CHANDRA SEKHAR - [8029]	6
34.	ANIL - [8220]	8
35.	Anil Gangadhar Bollineni [1321]	141
36.	ANIL MARUTI JANKAR - [7872]	53
37.	ANIL NANA SATHE - [7488]	114
38.	ANIL SHANKAR RATHOD - [7590]	122

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

2024-25 year training summary data

SL. No	Employee Name & Code	Number of trainings completed in the year of 2024-2025
39.	Anilkumar Polisetty . [3996]	171
40.	Anis Mangalwade [1888]	29
41.	ANISH CHANDRAN - [6960]	109
42.	Anjaliya Babu Dandu [1135]	124
43.	ANKE BHASKER - [8269]	6
44.	ANNASO BALU ATPADKAR - [8011]	37
45.	Anupam Kapoor [1222]	69
46.	Anwar Basha Katika [1625]	333
47.	APPIKATLA SAI KUMAR - [6542]	142
48.	Aravind Giddalur [2995]	196
49.	ARUN KUMAR - [7983]	44
50.	Arun Kumar [1210]	183
51.	Arun Kumar Gunjanur [1307]	167
52.	Arun Kumar Singh [1355]	223
53.	Arvind Chandrakant Balkundi [2271]	120
54.	Arvind Kumar Singh [2766]	55
55.	Ashok . [3087]	54
56.	ASHOK BALASAHEB BAGAL - [7862]	38
57.	Ashok Ellendula [3321]	310
58.	Ashok kumar . [5659]	23
59.	ATAR SINGH - [7420]	139
60.	ATISH SHARMA - [7777]	94
61.	Attunuru Prasad Reddy [2952]	183
62.	ATUL DWIVEDI - [7373]	139
63.	AVADHUT ASHOK KULKARNI . [5694]	188
64.	AVINASH ANNASO BHUJAWADKAR - [7660]	104
65.	AVINASH APPA TAKALE - [7817]	41
66.	Avinash Digambar Bhalerao [3573]	172
67.	AVINASH MACHINDRA SHINDE - [7981]	45
68.	Avularaju Pokala [2307]	146
69.	Awnesh Kumar Goswami [1366]	109
70.	Azeem Abdula Mohammed [1878]	2
71.	B E SATISH KUMAR - [7309]	182
72.	B KIRAN KUMAR REDDY - [7499]	163
73.	B MOHAN KUMAR . . [4664]	78
74.	B. Linga Reddy - [1563]	126
75.	B.Siva Kumar [2636]	210
76.	Babu P [2744]	5

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

2024-25 year training summary data

SL. No	Employee Name & Code	Number of trainings completed in the year of 2024-2025
77.	BADESAB HUSEN SHAIKH [7188]	67
78.	Badrinath . [4344]	103
79.	BAGAM BALAIAH - [1709]	1
80.	Bajeswara Rao Gottipati [3192]	53
81.	Baji Shaik [1786]	1
82.	Bala Krishna Reddy Vaka [2459]	326
83.	Balachandar B [3481]	191
84.	Balaji Kisanrao Kadam - [1221]	73
85.	Balaji Vamanrao Handge . [4000]	137
86.	Balaveeraiah Valadasu [1495]	131
87.	Balesha Mhommed [1889]	28
88.	BANDAMEEDI RAMESH . [6196]	172
89.	BANDU SUNIL NANAWARE . [5369]	11
90.	Bangarappa Gowda [3095]	1
91.	BAPALA MANOJ KUMAR - [7450]	185
92.	BASANA GOUDA C . [5314]	205
93.	Basavaraj . [3499]	209
94.	Basavaraj Basavalingaiah [1959]	111
95.	Basavaraj H [1886]	1
96.	BASAVARAJ KUMBAR - [7718]	51
97.	Basavaraja S D [3488]	311
98.	BASAVRAJ SHARANAPPA DEVARAMANI - [8323]	2
99.	Baswraj Kalyani Gundure . [4324]	173
100.	BEERAPPA GAWADE . [5438]	188
101.	BHANUDAS DATTATRYA BARKADE - [7941]	26
102.	Bharath Kumar Pisay [1618]	101
103.	Bharmanna Shivaraya Petarge [1186]	125
104.	BHEEMAIAH - [7507]	57
105.	Bheemrayudu Konkal [2356]	155
106.	Bheemsingh Rathod [2404]	189
107.	Bhimappa . [1898]	1
108.	BHOSALE ABHIJIT BALASAHEB - [8258]	4
109.	Bijay Ketan Mangaraj [1168]	106
110.	BIRENDRA KUMAR RANA . [4716]	183
111.	Biswaranjan Padhy [7387]	188
112.	Bobbili Kasi Naidu . [1407]	30
113.	Bolla Surendra Reddy . [2236]	197

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2024-25 year training summary data

SL. No	Employee Name & Code	Number of trainings completed in the year of 2024-2025
114.	BOOSUPALLI SANJEEVA REDDY - [6961]	202
115.	BORRA NAGAKRISHNA - [8074]	37
116.	Boya Mallikarjuna [2836]	95
117.	Boyini Parushuram [2911]	163
118.	Brahmaiah Mandadapu [2409]	230
119.	BYRAKONDA HARIKRISHNA - [7311]	142
120.	CHAITANYA RAVINDRA WALIMBE - [7832]	73
121.	Challa Rambabu [3832]	195
122.	Chandra Sekhar Kummari [2972]	217
123.	Chandra Shekar . [3084]	68
124.	CHANDRARAO LENKA . [5736]	6
125.	CHANDRASHEKAR SHANTAMALLAPPA DUDHANI . [6645]	136
126.	Channa Reddy [1069]	137
127.	Channabasava . [1885]	2
128.	CHANNESHAPPA H . . [4824]	206
129.	Chanukya S [1978]	198
130.	CHAPALI NARSIMULU - [7234]	140
131.	CHEKUBOYINA SURYAVAMSI GOKUL - [6157]	186
132.	CHELIKANI ADARSH - [7345]	52
133.	CHEVITOLLA PEDDA RAMESH - [6163]	129
134.	CHILUKU HARIKRISHNA - [7293]	174
135.	Chinna Masum Kasanna Gari [1784]	150
136.	CHINTAMANI SAHU - [7327]	2
137.	D BALAKRISHNA . [5687]	201
138.	DAGGUPATI VENKATARAMANA - [6322]	158
139.	DATTATRAY RAMACHANDRA GADEKAR - [8237]	3
140.	DATTATREY RAMESHWAR VARPE [4446]	4
141.	DATTATRYA SADASHIV JADHAV - [7397]	107
142.	DEEPAK GOVINDRAO NATKARE . . [4799]	126
143.	Deepak Kumar - [1649]	14
144.	DERANGULA SRINIVASRAO - [6193]	2
145.	Deva Kumar Ambigar [2040]	205
146.	Devaraja . [1248]	170
147.	Devaraja . [1913]	110
148.	Devendra Pratap Singh [1209]	189
149.	Devi Krishna Gujjula [2229]	191
150.	Devidas Dattatray Gund . [4173]	181

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2024-25 year training summary data

SL. No	Employee Name & Code	Number of trainings completed in the year of 2024-2025
151.	DEVRAJ G E - [8310]	2
152.	DHEERAJ DIPAK KANASE . [7998]	40
153.	DIGVIJAY RAGHUNATH GHODAKE - [7631]	41
154.	DIPAK BALASAHEB SASANE - [6694]	50
155.	DIPAK NAVNATH TONDE - [7427]	184
156.	DIPAK RAMESH WADKAR - [7301]	8
157.	DIVI VENUGOPAL . . [4866]	163
158.	DNYANESHWAR BABAN PAWAR - [7638]	66
159.	DODDI VENKATESH - [8280]	3
160.	Dr. U Seshachalam . [1148]	2
161.	DUDEKULA BALA HUSSAINAIAH . [5487]	41
162.	Durga Sandeep Korasika . [4199]	233
163.	Ediga Khajan Goud [1627]	179
164.	Edukondalu Pagolu [2849]	135
165.	Eswar Rao Banisetti [1945]	224
166.	Fayaz Ahmad Shaik [3019]	194
167.	G Pratap Reddy [3785]	228
168.	G Subramanyam Reddy [2796]	176
169.	G SUDARSHAN - [8249]	5
170.	G.Nagarjuna . [1604]	202
171.	GALLA VENKATA SUBBA RAO - [6669]	167
172.	GANESH KUMAR GUPTA . . [4818]	152
173.	GANESH VITTHAL JADHAV - [7606]	106
174.	Ganga Sagar Gaur . [4005]	143
175.	Ganganna Nagallapur [1173]	58
176.	Girish Mohan Bhandare . [3978]	222
177.	GOLLA MADHU . [4725]	40
178.	GOLLA PANDUKUMAR . [6069]	120
179.	GOOTLO PAVAN KUMAR . . [4649]	175
180.	GOPICHAND BHAIRU MOHITE . [5789]	3
181.	Gouse Mohinuddin [1903]	56
182.	Govinda Peddrai [1379]	45
183.	Govindappa Galagali . [3940]	96
184.	Govindarajulu Mendi Srinivasulu [1070]	166
185.	GOWRU VISWANATHA REDDY . [4728]	191
186.	GUDI MURALI - [7375]	20
187.	Gundu Rao Badasheshi [1908]	28
188.	Gunti Venkateswarlu [2900]	160

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2024-25 year training summary data

SL. No	Employee Name & Code	Number of trainings completed in the year of 2024-2025
189.	Gurrala Bhavani Sankar . . [3885]	136
190.	Gurunath Lomada [1389]	227
191.	Gururaj . [3079]	1
192.	GURUVA VIGNESH - [7568]	19
193.	GYANESHWAR MANIKRAO SHEP . . [4826]	235
194.	HANUMANTHA J GOWDA - [6284]	127
195.	Hanumantharaya . [3077]	1
196.	Hari Om Kumar [1842]	170
197.	Harun Rasheed Shaik [3291]	5
198.	Irfan Mahammad [2793]	182
199.	Jagannadham Immadi [3060]	213
200.	Jalandar Pasula [1610]	238
201.	JALLI PRAVEEN KUMAR - [8046]	2
202.	Jampali Raghavender [2895]	227
203.	JAVED GHUDULAL SAYYAD - [8014]	36
204.	JAYAKUMAR KOTWAL . . [4847]	105
205.	JE Raghunandan Goud [1408]	2
206.	JEETENDRA SINGH - [7670]	81
207.	JEYARAJ - [8273]	4
208.	Jindappa K [1193]	150
209.	Jindoba Kashinath Waghmode [2006]	192
210.	JOSHI ASHWIN SHRINIVAS - [6285]	194
211.	K H Honneshaiah . [3642]	2
212.	K KARTHIK - [7635]	97
213.	K NAGABHUSHANA - [8111]	13
214.	K. Sharath Reddy . [1013]	2
215.	Kadathala Sravan Goud . [3822]	165
216.	Kallipati Nagabhushanam . [3853]	222
217.	KAMBALE VISHWAJEET JAGNNATH - [8167]	18
218.	KAPARE CHANDRAKANT MACHINDRA . [5490]	3
219.	Kapil Khandelwal [1311]	53
220.	KARRA SAI CHARAN - [8110]	12
221.	KASHINATH SHASHIKANT KASTURE - [7336]	141
222.	Kasi Sandeep Burugupalli [3017]	186
223.	KAUTIK MUKTAJI JADHAV . [5910]	149
224.	KAVALI NARSIMLU - [7706]	78
225.	KEDARNATH BASAVARAJ - [7520]	156

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

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SL. No	Employee Name & Code	Number of trainings completed in the year of 2024-2025
226.	KESANA SIVANAGARAJU - [7796]	54
227.	Khaja Sab [1155]	58
228.	KISHOR APPASAHEB JADHAV - [7363]	81
229.	KISHOR BHASKAR GHAYAL - [8292]	2
230.	KONKAL ANJANEYULU - [7542]	105
231.	Korlapu Apparao [2898]	23
232.	KOTKAR PRAVIN RAMESH - [7764]	64
233.	KOTRAPPA D - [6661]	1
234.	Kovelakuntla Venkateswarlu [2194]	209
235.	Krishna . [1157]	107
236.	Krishna . [1404]	204
237.	KRISHNA ELASAGARAM - [7770]	1
238.	Krishna Reddy Paluvae [1378]	25
239.	Krishna Telugu [1150]	27
240.	KRISHNA VIJAY CHANDGUDE - [7508]	107
241.	KUKNOOR HANMANTHU . [5858]	199
242.	KUMMARI RAMESH - [7273]	183
243.	KUNDA RAJAVARMA - [8186]	10
244.	KURVA VENKATESH . . [4905]	4
245.	Lakshmi Kanth . [1360]	127
246.	LAKSHMIREDDY VELPULA - [8015]	39
247.	LAV KUMAR - [6595]	55
248.	Leela Mohan Burra [3382]	235
249.	Lingaraju Cholappa Bettapnor [2362]	145
250.	LOKESH SHIVANAND ATHANI [7594]	115
251.	Lokeswara Duthala . [3929]	72
252.	M CHENNA REDDY - [7961]	12
253.	M RAMAKRISHNA - [7628]	84
254.	M RAMAKRISHNA - [8259]	4
255.	M Ramu . [1958]	239
256.	M.Veerendra Kumar [1161]	55
257.	MADAN DILIP RAO DEVANE . . [4937]	4
258.	Madarvali Syed [2412]	177
259.	MADDILA PAPARAO - [7449]	2
260.	Madhav Vinayak Kumbhar - [5184.]	161
261.	Maganti Venkata Harideep [2016]	105
262.	Mahaboob Subhani Kastala [3521]	4
263.	MAHADEV - [7540]	120

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

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SL. No	Employee Name & Code	Number of trainings completed in the year of 2024-2025
264.	MAHADEV RAMESH - [7459]	187
265.	Mahantesh Angadi [1122]	1
266.	Mahesh . [1891]	27
267.	MAHESH BASAPPA HATTALI . [5379]	194
268.	MAHESH MALLINATH SHERIKAR - [6617]	73
269.	MAHESH MANIK VANVE . . [5301]	163
270.	Mahesh Narasimhulu [1479]	55
271.	Mahesh Narasu Bhandari [2059]	110
272.	MAHESH SIDDAPPA JATTI - [7426]	183
273.	MAHESH VASANTRAO SONAWANE - [7639]	147
274.	MAINGADDA SHIVAKUMAR . [6275]	48
275.	MALAKARI CHOUGULE [7393]	176
276.	Mallesu Dalavai [2127]	195
277.	MALLIKARJUN SONAR - [7785]	1
278.	MALLIKARJUNA GOWDA G M - [7519]	106
279.	Mallikarjuna Rao Bathula [2615]	206
280.	MANDA SRIRAMULU - [8184]	18
281.	Mandla Panduranga Naidu [1160]	120
282.	MANGESH BANDUJI UKE . . [4677]	147
283.	MANIDEEP BH - [6501]	163
284.	MANIKANTHA CH - [8007]	29
285.	Manjeet Singh - [7310]	64
286.	MANJUNATH VITTHAL HONNUNGRE . [4685]	96
287.	Manjunatha . [2893]	199
288.	Manjunatha D.N . . [4332]	123
289.	MANNU KUMAR KUSHWAHA - [7694]	89
290.	MANOJ KUMAR - [7283]	145
291.	MANTHAN GANESH BONGANE - [8098]	21
292.	MANVENDRA SINGH - [7322]	189
293.	Maridayya Palivela [3615]	22
294.	Maruthirao Jangiti [1169]	340
295.	Masuldar Abdul Zaber shaik [3476]	193
296.	MD JAVEED - [7791]	24
297.	Meenappa Madiga [1793]	144
298.	Meer Masood Ali [1184]	132
299.	MILIND BALASO MALI - [8191]	8
300.	MILIND MANIK SARPE - [7446]	103
301.	MOHAMMAD AZAM SIDDIQUI - [7873]	54

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SL. No	Employee Name & Code	Number of trainings completed in the year of 2024-2025
302.	Mohammed Gouse S S [3520]	123
303.	Mohammed Irfan [1887]	28
304.	Mohammed Mustafa [1343]	28
305.	MOHAMMED NASEER HUSSAIN - [7659]	100
306.	Mohammed Rafi . [1910]	27
307.	MOHAMMED SALAHUDDIN [7435]	47
308.	Moinuddin Moin [1890]	27
309.	MOKIND GIJE - [7505]	181
310.	MUDRAGADA SRINU - [6596]	194
311.	Mujahid Hussain [1716]	191
312.	MULAKA MADHU - [4980.]	79
313.	Mulaparthi Samraj [2601]	206
314.	MULLA KHALEELAHMED - [7907]	58
315.	Murali Krishna Pinakana [1275]	58
316.	N Prasad Achanta [1299]	137
317.	Nabichand . [2712]	1
318.	NABILAL - [7731]	70
319.	Naga Sai Kollipara [2637]	179
320.	Nagababu Chennu [1200]	218
321.	NAGARAJ GANGANNAVAR - [7260]	68
322.	Nagaraj S [1115]	1
323.	Nagaraju Eeda [2078]	173
324.	NAGARAJU GAMIDI . [5528]	200
325.	NAGARAJU P [4453]	167
326.	Nagesh Nallagorla . [1588]	203
327.	Nageshwar Rao Padamati [1364]	164
328.	Nageswara Rao Gudavalli [1372]	178
329.	Narasimahlu Gadwal [1257]	123
330.	Narasimha Murthy Venkata Nanduri [1937]	246
331.	Narasimhalu . [1906]	42
332.	Narasimhalu . [3093]	1
333.	Narasimhulu Jamjala [3784]	63
334.	Naresh Bhandarigal [2695]	112
335.	Naresh K [1386]	42
336.	NARYAN VITTHAL BODAKHE - [7763]	66
337.	NASIRAHMAD MAKANDAR - [7720]	116
338.	NAVANATH RAMCHANDRA WALSE . . [4846]	12
339.	Naveen Kumar Desai [1911]	26

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SL. No	Employee Name & Code	Number of trainings completed in the year of 2024-2025
340.	Naveen Samgapu [2919]	172
341.	NAVNATH ASHOK DATIR - [8170]	15
342.	NAYADU PRABHANNA - [8326]	2
343.	NIKHIL JAGANNATH PAWAR - [8272]	2
344.	NIKHIL RAJENDRA WAYAL - [8214]	10
345.	NILESH BABUSAHEB GAWADE - [7671]	80
346.	NILKANTH HANUMANT SARATE - [8234]	2
347.	Nishant Kumar [2408]	161
348.	NITIN BABAN SHINDE - [8254]	2
349.	NITIN DILIP GAIKWAD . [5675]	190
350.	Nitin Tukaram Ghadge [3484]	204
351.	NITINKUMAR VIRBHADRAPPA NASALE - [7286]	191
352.	Nunna Guru Brahmam [2552]	164
353.	OJA SUBRAMANYAM - [6670]	245
354.	OMKARESWARARAO PASUMARTHI [4454]	195
355.	OMPRAKASH - [7430]	1
356.	Omprakash . [2199]	203
357.	ONKARESHWAR TANAJI JADHAV - [7528]	1
358.	P VIKRANTH BABU - [8309]	2
359.	PADAMATI SIVA NAGA RAJU - [7036]	108
360.	PANKAJ SATYAVIJAY GAONKAR - [7588]	69
361.	PANKAJ SHAMUVEL PANDIT - [7732]	74
362.	Panthiki Suresh [3081]	1
363.	PARAMESHWAR . . [5155]	175
364.	PARAPATI MOHAN KUMAR REDDY - [8252]	3
365.	PARASHURAMA - [6286]	192
366.	Parmanand Ramanna Patil [1071]	130
367.	PATIL SAGAR DHANRAJ - [7825]	85
368.	PATIL TUSHAR BHASKAR - [7765]	105
369.	Pavan . [1657]	72
370.	Pavan Bijji [2033]	141
371.	Pavan Nagendra Narapu [2081]	169
372.	PAVAN SARJERAO GURAV - [7545]	95
373.	PAYALA BRAHMANJANEYULU . . [4936]	4
374.	PEETHA NAGARJUNA - [6276]	2
375.	PEGGI RAJU . [6331]	186
376.	PERUMALA SATISH KUMAR . . [4666]	158

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SL. No	Employee Name & Code	Number of trainings completed in the year of 2024-2025
377.	PINJARI SAIFULLA . [5549]	197
378.	PONNALA RAJU - [7602]	77
379.	POOJARI VINODKUMAR - [7948]	62
380.	PRABHAKAR SHIVAJI LOHAR - [7910]	24
381.	PRABHU . [4367]	27
382.	PRADEEP S HANCHINAL - [8028]	36
383.	PRAMOD SUBHASH PATIL . [5607]	14
384.	PRASAD PRAKASH SURYAWANSHI - [7656]	91
385.	Prasadu Nakka [2343]	144
386.	Prasanna Ravindra Dhanshetti [1496]	180
387.	PRASHANT - [7911]	64
388.	PRASHANT KAILAS IGHE - [8308]	2
389.	Prashant Kalyani Gundure [3644]	147
390.	PRASHANT MARUTI WALUNJKAR - [7912]	34
391.	PRASHANT VASUDEV YADAV - [7772]	30
392.	PRASHANT VIJAYKUMAR KAMATHI - [7366]	127
393.	PRATAP . [5050]	197
394.	PRATAP SUBHASH BHOSALE - [7460]	187
395.	Praveen Chintalapati [1199]	158
396.	Praveen Kumar Gadwal [1308]	186
397.	Praveen Kumar Mannur [1140]	58
398.	Praveen Kumar Puli [3760]	90
399.	PRAVEEN MALLIKARJUN HADIMANI - [7673]	53
400.	PRAVEENKUMAR R - [8271]	4
401.	PRAVIN BAPU ROTE - [8255]	2
402.	PRAVIN UDDHAV BANDAL . . [4810]	58
403.	PRITHIVIRAJ POPAT RANANAVARE - [7277]	140
404.	Pulla Reddy Gowreddy [1846]	248
405.	Puramshetti Srinivas [2908]	165
406.	Purnaprajna Kulkarni [3323]	109
407.	R.ELANGOVAN - [6808]	70
408.	Raghavendra Rao K . [5029]	120
409.	RAGHUPATHI ACHARI - [6222]	193
410.	RAHIL RAJUSHA FAKIR - [7906]	59
411.	RAHUL - [8022]	21
412.	RAHUL A . [4667]	58
413.	RAHUL JADHAV - [7524]	146
414.	RAJ KUMAR VISHWAKARMA - [7282]	145

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SL. No	Employee Name & Code	Number of trainings completed in the year of 2024-2025
415.	Raja Babu Kaveti [1719]	163
416.	Raja Kumar Anipe [1798]	233
417.	Rajagopal Onteru [2113]	126
418.	Rajashekar Jojode [1909]	26
419.	Rajashekhar . [3776]	137
420.	Rajeev Perimi [2787]	192
421.	RAJENDRA POPAT BALE - [7608]	127
422.	Rajesh Bari [1595]	299
423.	RAJESH M . [5433]	30
424.	RAJESH PASWAN . [4684]	61
425.	RAJPUT PRUTHVISINHA - [7723]	90
426.	Rajshekar Reddy Kanala [1205]	215
427.	Rajshekhar Bhimasha Gaikwad [3421]	189
428.	Rakesh . [2136]	61
429.	Rakesh Kumar K [3090]	117
430.	RAKESH KUMAR P - [6631]	179
431.	RAM NAGNATH PATIL - [8076]	25
432.	Ramachandra Rao Paidi [1171]	99
433.	Ramachandrudu Boya [3278]	194
434.	Ramakrishna Allam [2232]	2
435.	Ramakrishna K . S . [3920]	119
436.	Ramakrishna Kalipindi [1218]	79
437.	RAMANJANEYULU DASA [4476]	90
438.	Ramanjulu Guttapalli [3011]	71
439.	RAMARATN - [8121]	7
440.	RAMAVATH VENKATESU NAIK . [5592]	201
441.	RAMAWTAR RATHOUR - [7803]	62
442.	RAMESH - [8172]	11
443.	Ramesh Babu Ykkaluri [2075]	195
444.	RAMESHWARA CY - [7587]	1
445.	Ramprakash Sulakhe [1280]	27
446.	Ranga Rao Baggu [1962]	174
447.	Ranga Swami [1892]	26
448.	RAVI KUMAR BONDADI [8068]	9
449.	Ravinder Reddy G [1583]	195
450.	RAVIRAJ DINKAR SAWANT - [8190]	10
451.	RAVSAHEB RAYKAR - [7447]	113
452.	RAYAPATI BASHA - [8250]	4

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SL. No	Employee Name & Code	Number of trainings completed in the year of 2024-2025
453.	REVANSIDDHESHWAR RAMLINGAYYA SWAMI - [8256]	2
454.	RITESH SALUNKE - [7504]	171
455.	ROSHAN CHANDRABHAN BASSI - [7610]	142
456.	Rudramuni Hiremath . [1609]	213
457.	RUSHIKESH BALASAHEB MALI - [6793]	185
458.	S Jayadev Gorantla [1206]	94
459.	S Krishna . [3091]	22
460.	S MAHESH . [6033]	152
461.	S P Prabhakar Siddeshwar Kumbhar [1482]	157
462.	S Prabhu Patel [1223]	1
463.	S SATISH - [7569]	152
464.	S SUMAN . [5503]	70
465.	S. Kiran Kumar . [5350]	203
466.	S.A.Mahesh Kumar [1894]	55
467.	S.Nandakishore . [1162]	151
468.	SACHIN CHANDRASHEKHAR NATU - [7931]	11
469.	SACHIN RAMCHANDRA HAMBARDE - [8120]	20
470.	SACHIN SHIVAJI SHENDAGE - [7533]	158
471.	SAGAR BALU BAGAV . [5376]	194
472.	SAGAR BHAUSAHEB CHAVHAN - [7845]	34
473.	SAGAR DADASAHEB KUMATKAR - [7895]	40
474.	SAGAR LAXMAN GAVALI - [7565]	156
475.	SAGAR M . [4606]	152
476.	SAGAR SUBHASH CHAVAN - [8277]	2
477.	Saidulu Kadakanchi [3465]	137
478.	SALUNKE AKSHAY - [7464]	103
479.	SALUNKHE NAMDEO SHIVAJI - [7168]	116
480.	SAMBHAJI BANDU RAJEJADHAV - [7760]	97
481.	SAMEER M - [2834]	109
482.	Samir Kisan Ghuge . [4359]	192
483.	SANAPALA RAJASEKHAR - [8173]	12
484.	Sandeep Gaddyappa Vadigeri [1251]	122
485.	Sandeep Kulkarni [1234]	127
486.	SANDIP DHONDIBA PATIL - [8325]	2
487.	SANDRALA PRASAD - [6427]	208
488.	SANJAY KUMAR - [8260]	3
489.	Sankar K [2212]	162

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SL. No	Employee Name & Code	Number of trainings completed in the year of 2024-2025
490.	SANKULA SAID BRAHMAM - [7839]	1
491.	Santhosh Mirji [2027]	110
492.	Santhosh Raju Posani [3612]	141
493.	SANTOSH D PHATANGARE - [7514]	149
494.	Santosh . [3239]	200
495.	SANTOSH K . [7049]	186
496.	Santosh Kumar . [3917]	160
497.	SANTOSH KUMAR MAHARANA - [7695]	147
498.	Saravanan N [1219]	133
499.	Sasidhar Avula [1198]	184
500.	SATENDRA VERMA - [8218]	7
501.	SATHISH KUMARESAN - [7925]	33
502.	SATHYANARAYANA N - [7771]	53
503.	Satish Babu Kota [1489]	305
504.	Satish Kashinath Dumne [3480]	188
505.	SAURAV SANJAY SURWADE - [7761]	77
506.	SHABBIR HADI - [7605]	106
507.	Shalam . [1904]	29
508.	SHANI P T . [7539]	177
509.	Shankar Meedigada [2334]	155
510.	Shankrappa . [3088]	27
511.	Sharan Prasad Hampayya swamy Shivaling [1497]	231
512.	SHARANA BASAVA R - [6603]	81
513.	Sharanabasava Revannasid Kulkarni [2546]	99
514.	Sharanabasava . [2720]	1
515.	Sharanappa Nammakam [1243]	112
516.	SHARANAYYA . [5049]	191
517.	SHINGADE BHAUSAHEB RATAN - [7893]	36
518.	Shivakumar Shivappa [1902]	57
519.	Shivam sanjay chavan - [8050]	25
520.	SHIVANAND - [7844]	40
521.	SHIVANAND RAMESH KOLLI - [7431]	202
522.	SHIVANSH SINGH [7784]	89
523.	Shivaraj Jojan [1406]	168
524.	SHIVNARAYAN PRAJAPATI - [7487]	178
525.	Shivyogi Shankar Kognure [1413]	164
526.	SHREYAS SHRIKANTRAO DESHMUKH - [7753]	113
527.	SHRIDHAR BHIKANRAO DEORE - [8244]	2

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SL. No	Employee Name & Code	Number of trainings completed in the year of 2024-2025
528.	SHRIKRUSHNA SUBHASH TELORE - [7110]	160
529.	SHRISHAIL JYOTIBA GADE - [8257]	4
530.	Shrishail Jyotiba Gade [2166]	127
531.	Shrishail Shivasharanappa Bambase [2214]	198
532.	SHUBHAM DILIP PHASE - [7986]	40
533.	SHUBHAM KORALE - [7529]	95
534.	SHUBHAM SAMPAT RAJAGE - [8343]	2
535.	SHUBHAM SHALIGRAM MISTARI - [7541]	30
536.	Siddappa . [2745]	25
537.	SIDDHARAM CHANDRAM TOLANURE - [6616]	121
538.	Siddhartha Reddy Pamuri [1247]	118
539.	SIDHAJI RAM MASHALE . [4419]	115
540.	SIKANDAR - [7802]	45
541.	Sivaprasad Reddy Munagala [2138]	173
542.	SOMANATH ANNAYYA HIREMATH - [7835]	56
543.	Somanath Reddy Gaddam [2193]	188
544.	SONDEV MAURYA - [6404]	8
545.	SRIHARI CHOUDHURY - [7722]	73
546.	Srihari Rao Emani [2085]	232
547.	Srinivas . . [4240]	44
548.	Srinivas Avula [1310]	170
549.	Srinivas Kandula [1901]	30
550.	Srinivas Reddy Narava [2837]	183
551.	Srinivasa Rao Kodali [1318]	152
552.	Srinivasa Rao Muvvala [2884]	137
553.	Srinivasulu Reddy Konda [2789]	66
554.	Subba Rao Venkata Mothukuru [1201]	181
555.	SUDARSHAN DATTRAO GIRI . [6096]	206
556.	Sudhakar Chindukuri [1483]	134
557.	SUDHIR BHANUDAS PAWAR . [5402]	4
558.	Sudhir Patange [3152]	99
559.	SUJIT SUBHASH ROKADE - [7930]	1
560.	SUKADEV MOHNTY . [5491]	174
561.	Suman Midde [1347]	196
562.	SUNIL GHANSIRAM WARKAR - [7701]	27
563.	Sunil Kumar Patra [2963]	136
564.	SUNIL KUMAR YADAV - [7413]	187
565.	SURAJ ANANDA DADMODE - [6355]	183

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SL. No	Employee Name & Code	Number of trainings completed in the year of 2024-2025
566.	SURAJ MARUTI GAVADE - [7509]	153
567.	SURAJ PRAKASH WAGHMODE - [8286]	2
568.	Suraj Sunil Nalawade - [7756]	1
569.	SURAJKUMAR ABASO MANE - [7741]	90
570.	SURENDER RAMACHANDRUNI [4926]	43
571.	SURENDRA BABU GOLLA [5596]	196
572.	Suresh . [3086]	55
573.	Suresh Akkena [1394]	67
574.	SURESH GADAD - [8275]	2
575.	Suresh Goud Shagala [1486]	304
576.	Suresh Kumar N . [3089]	32
577.	Suresh Kumar Reddy Patchaela [1569]	186
578.	Suresh Mane [1192]	55
579.	Suresh Reddy . [3823]	28
580.	Suresh Shivamurthi [1418]	137
581.	SURYA PRAKASH MAURYA - [6683]	162
582.	SUSHANT PANDURANG PATIL . [5548]	162
583.	SWAPNIL SHIVAJI KANDEKAR - [7824]	67
584.	T BALAJI SAVANTH . [6585]	193
585.	T D Anil Kumar [2844]	231
586.	Tanaji Sudhakar Somvanshi [4341]	194
587.	TEJAS ANANDA KAMBLE - [7740]	84
588.	THAMATAM SANTI . . [4901]	168
589.	THATRAKAL SIVA PRASAD . [5501]	14
590.	Theja P . [4985]	203
591.	THITE KISHOR SHRIDHAR - [7919]	3
592.	THITE NITEEN KAILAS - [8350]	2
593.	Thondamalla Venkata Praveen Kumar [3100]	190
594.	THOTA ATCHAIAH - [8340]	2
595.	Tirupathi Goud [2398]	353
596.	TUSAR KUMAR MOHAPATRA . [5954]	206
597.	Uday Kumar Tallapally [1196]	196
598.	Umakanth Patil [1423]	47
599.	Umesh Jalkote [1304]	155
600.	UMESHA . [4609]	159
601.	UPPARA VEERENDRA . [6060]	127
602.	V V Chinna Bheema Raju [1296]	140
603.	V.N.PRASAD ANDE . [1581.]	121

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

2024-25 year training summary data

SL. No	Employee Name & Code	Number of trainings completed in the year of 2024-2025
604.	VAIBHAV N MANDLIK . [5934]	2
605.	VAIBHAV SANJAY KOTHARE . [5928]	150
606.	Vaibhav Suryabhan Kakade - [5111]	25
607.	Vaibhav Vilas Deshpande [3406]	208
608.	Vasu Madivada [1434]	124
609.	VEEREJU CHITTIBABU - [7664]	134
610.	Veereshappa . [1045]	89
611.	VELPULA MALLESWARA RAO - [7615]	137
612.	VEMAN KUMAR G E - [8067]	11
613.	Venkaiah Yadava Golla [1900]	64
614.	VENKAT PRASAD G - [7441]	200
615.	Venkata Gouri Janakiram Arepu [3749]	289
616.	Venkata Prasad Kondapalli [2134]	178
617.	Venkata Rao Saana [1974]	132
618.	Venkata Reddy Padala [1756]	294
619.	Venkata Subba Reddy Dhani Reddy [1262]	181
620.	VENKATA SURESH BABU YAMMANURU [2785]	16
621.	Venkatesh Regula [3614]	119
622.	VENKATESHWAR RAO P . [5293]	140
623.	Venkateshwarulu C [1190]	116
624.	VENKATESWARLU THOTA [4409]	128
625.	Vidyadhar Chiuveri [2502]	156
626.	Viishnu Manukondu [2520]	11
627.	VIJAY DATTATRAY BHANDALKAR - [7288]	137
628.	VIJAY DNYANDEO KOTHAWALE - [7894]	36
629.	Vijay Kumar Kuruva [1147]	182
630.	VIJAY KUMAR N . [5208]	73
631.	Vijaya Bhaskar K . [5030]	157
632.	VIKAS ASHOK DHANWAT - [7607]	108
633.	Vikas Guttal [1893]	30
634.	VIKAS SINGH - [8016]	24
635.	VINUKONDA SRIRAMULU - [6763]	162
636.	Virendra B Kalshetti [4412]	191
637.	VISHAL KUMAR - [7343]	145
638.	Vishal Madhukar Kamble . [5028]	4
639.	Vitthal Abaso Babar [1411]	130
640.	VIVEK KUMAR - [7478]	138

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

2024-25 year training summary data

SL. No	Employee Name & Code	Number of trainings completed in the year of 2024-2025
641.	VIVEK TULSHIRAM JADHAV - [8195]	10
642.	Vivekanand Hosur [1916]	98
643.	VSV Prasad Akula [2922]	200
644.	Yallaling Pujari N [4078]	135
645.	Yallappa . [1907]	30
646.	Yashwanth Pasupula [3324]	41
647.	YERRAGUDI VENKATESH - [6329]	35
648.	YOGEESH C JAHAGIRDAR . [6063]	59
649.	YOGESH ATMARAM METE - [7762]	62
650.	Yogesh Patil [1697]	128
651.	YOGESH RAJENDRA JAGTAP - [7454]	157
652.	Yuvaraj . [3725]	46
653.	**Grand Total**	**70006**

Total number of employees	**653**
Total number of trainings completed	**70006**
average each training duration 20 min for each topic	**1400120**
Total training man hours	**23335.33**
Average training hours / Employees / year	**35.74**

SOCIAL ACCOUNTABILITY MANAGEMENT SYSTEM MANUAL

(Based on Requirements of SA 8000:2014 Standard)

Shilpa Pharma Lifesciences Limited.

Innovating for Affordable Healthcare

Document No: SPL/SAMS
Issue No: 01
Revsion No: 01

Shilpa Pharma Lifesciences Limited
Plot Nos: 33, 33A & 40-47, Raichur Industrial Growth Centre
Wadloor Road, Chicksugur Pots, Raichur 584134, Karnataka, INDIA

	Prepared by	Reviewed by	Approved by
Name	Kapil Khandelwal	Arvind Kumar Singh	K. Sharath Reddy
Designation	Asst. Manager-HR	DGM-HR	Technical Director
Sign &Date	17/07/23	17/07/23	17/07/23

Sign &Date			

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0.1 Revision History

Manual/ Section No.	Rev. No. & Eff. Date	Brief Description of Changes	Change Approver
Whole Document	Rev. 00 Eff. Date: 16-01-2023	First issue of manual to address SA 8000:2014 requirements.	WTD
Section 5.0	Rev. 01 17.07.2023	POSH Policy included as reference document.	WTD

0.2 Abbreviations

Abbreviations	Full Form
API	Active Pharmaceutical Ingredients
CSR	Corporate Social Responsibility
Eff.	Effective
EHS	Environment Health Safety
ESI	Employees State Insurance
HOD	Head of Department
HR	Human Resources
ILO	International Labour Organization
LIC	Life Insurance Corporation
No.	Number
OHS	Occupational Health & Safety
PF	Provident Fund
POSH	Prevention of Sexual Harassment
PSCI	Pharmaceutical Supply Chain Initiatives
PSMS	Process Safety Management System
SAMS	Social Accountability Management System
SDG	Sustainable Development Goals
SPL	Shilpa Pharma Lifesciences Limited
SSC	Secondary School Certificate
TA	Travel Allowance
TDS	Tax Deducted at Source

UNGC	United Nations Global Compact
WTD	Whole Time Director

0.3 Manual Distribution

MASTER COPY

Master Copy is the one, which is duly approved (signed) and authorized for use.

CONTROLLED COPY

Soft Copy of the Master Copy will be made accessible (READ only) through intranet in shared folder for READ only access and use by all employees.

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OBSOLETE COPY

Old version of the Master Copy of the document, which is not in use but kept for knowledge preservation, shall be referred to as "Obsolete Copy".

0.4 Profile of Shilpa Pharma Lifesciences Limited

Shilpa Pharma Lifesciences Limited (SPL), a subsidiary of Shilpa Medicare Limited, established in 1987, produces and exports consistently high-quality active pharmaceutical ingredients, fine chemicals, intermediates, herbal products, and specialty chemical products using sophisticated technology, meticulously following international specifications and good environment, health, and safety practices. Currently SPL is one of the leaders in the oncology market and offer a complete range of products in this segment spanning across APIs, Formulations and are striving to put in our efforts in field of novel drug delivery systems and biotech products along with widening our focus to other therapy areas. SPL provides high-quality, affordable medicines trusted by healthcare professionals and patients in over 100 countries worldwide.

SPL is committed to integrate relevant SDGs & PSCI Principles in the business processes within the context of our Vision "Innovating for Affordable Healthcare" by formulating and implementing this Social Accountability Policy adopting a systematic approach to contribute for the Social Pillars of Sustainability as described in the manual.

SPL recognizes its commitment to the community in which it operates through its Corporate Social Responsibility initiatives. We reach out to underserved communities and work towards making a meaningful difference to them. SPL's CSR programs are focused on education, health, environment, and women empowerment.

OUR VISION

Innovate for providing affordable healthcare.

Beyond any discrimination or boundaries, so as to bring a pleasant difference to patient's lives.

OUR MISSION

Making the medicines affordable by inclusive participation of the stakeholders, with minimum impact on environment, social accountability & exceed customer expectations.

OUR VALUES

Assuring compliance by continuously improving the systems by adhering to Environment, Health, safety & Social accountability Practices.

0.5 Normative Elements & Interpretation

SPL shall comply with applicable national, local, and other laws, industry standards, other requirements to which SPL subscribes and SA 8000 requirements.

SPL shall also respect the ILO conventions as per the policy of the Government of India and the respective State Governments.

List of key national and local regulations on Social Aspects are as follows:

a) Factories Act, 1948
b) Labour Welfare Fund Act, 1987
c) Factories & Establishments (National, Festival & Other Holidays), Act 1974
d) Payment of Wages Act, 1936
e) Employment Exchange (Compulsory Notification of Vacancies) Act 1959
f) Contract Labour Act (Regulation & Abolition) Act, 1970
g) Employees State Insurance Act 1948
h) Employees Provident Fund & Miscellaneous Provisions Act 1952
i) Apprenticeship Act 1961:
j) Payment of Bonus Act 1965
k) Payment of Gratuity Act 1972
l) Minimum Wages Act 1948
m) Child Labour Act 2016
n) Maternity Benefit Amendment Act 2017

List of key ILO Conventions on Social Aspects are as follows:

a) ILO Convention 1 (Hours of Work - Industry) and Recommendation 116 (Reduction of Hours of Work)
b) ILO Conventions 29 (Forced Labour) and 105 (Abolition of Forced Labour)
c) ILO Convention 87 (Freedom of Association)
d) ILO Convention 98 (Right to Organise and Collective Bargaining)
e) ILO Conventions 100 (Equal Remuneration) & 111 (Discrimination-Employment)
f) ILO Convention 102 (Social Security - Minimum Standards)
g) ILO Convention 131 (Minimum Wage Fixing)
h) ILO Convention 135 (Workers' Representatives)
i) ILO Convention 138 and Recommendation 146 (Minimum Age)
j) ILO Convention 155 and Recommendation 164 (Occupational Safety and Health)
k) ILO Convention 159 (Vocational Rehabilitation and Employment - Disabled Persons)
l) ILO Convention 169 (Indigenous and Tribal Peoples)
m) ILO Convention 177 (Homework)
n) ILO Conventions 181 (Private Employment Agencies)
o) ILO Convention 182 (Worst Forms of Child Labour)
p) ILO Convention 183 (Maternity Protection)
q) ILO Code of Practice on HIVIAIDS and the World of Work
r) Universal Declaration of Human Rights
s) The International Covenant on Economic, Social and Cultural Rights

t) The International Covenant on Civil and Political Rights
u) The UN Convention on the Rights of the Child
v) The UN Convention on Elimination of All Forms of Discrimination Against Women
w) The UN Convention on the Elimination of All Forms of Racial Discrimination
x) UN Guiding Principles on Business and Human Rights

0.6 Terms & Definitions

Attendance: Physical presence of the employee or Contract Personnel concerned at the place or places where he or she is required to work or report for duty remain on duty/work after making or getting the attendance marked.

Child: Any person under 15 years of age, unless the minimum age for work or mandatory schooling is higher by local law, in which case the stipulated higher age apples in that locality.

Child Labour: Any work performed by a child younger than the age(s) specified in the above definition of a child.

Collective Bargaining Agreement: A contract specifying the terms and conditions for work, negotiated between an organisation (e.g., employer) or group of employers and one or more worker organisation(s).

Corrective Action: Action to eliminate the cause(s) and root cause(s) of a *detected* non-conformance. Corrective action is taken to prevent recurrence.

Preventive Action: Action to eliminate the cause(s) and root cause(s) of a *potential* non-conformance. Preventive action is taken to prevent occurrence.

Forced or Compulsory Labour: All work or service that a person has not offered to do voluntarily and is made to do under the threat of punishment or retaliation or that is demanded as a means of repayment of debt.

Home Worker: A person who is contracted by the organisation or by its supplier, sub supplier or subcontractor, but does not work on their premises.

Human Trafficking: The recruitment, transfer, harbouring or receipt of persons, by means of the use of threat, force, deception, or other forms of coercion, for the purpose of exploitation.

Interested Parties: An individual or group concerned with or affected by the social performance and/or activities of the organisation.

Living Wage: The remuneration received for a standard work week by a worker in a place sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard of living include food, water, housing, education, health care, transport, clothing, and other essential needs including provision for unexpected events.

Management Representative: A member of the management appointed by the Top Management of SPL to establish and implement the requirements of the standard and report the performance to the top management.

Muster Roll: Includes any Register or Registers or other records maintained by SPL and the suppliers / sub-contractors for the purpose of keeping a list of employees employed by SPL and the Contract personnel deployed in the company for the purpose of making attendance of said employees and contract personnel.

Non-conformance: Non-compliance with a requirement.

Notice: Official communication in writing given or exhibited on the "Notice Board" or any other place specified by the Management for the purpose disseminating information.

Notice Board: Designated location specially maintained in a conspicuous place at or near the entrance to the work area, canteen and/or administrative office for the purpose of displaying notices required to be posted or affixed.

Personnel: All individuals employed or contracted by an organisation, including but not limited to directors, executives, managers, supervisors, workers, and contract workers such as security guards, canteen workers, dormitory workers, and cleaning workers.

Worker: All non-management personnel.

Private Employment Agency: Any entity, independent of the public authorities, which provides one or agency: more of the following labour market services: Matching offers of and applications for employment, without the agency becoming a party to the employment relationship(s) which may occur; Employing workers with a view to making them available to a third party entity, which assigns their tasks and supervises the execution of these tasks.

Remediation of Child Labourers: All support and actions necessary to ensure the safety health education and development of children who have been subjected to child labour, as defined above, and whose work has been terminated.

Risk Assessment: A process to identify the health, safety and labour policies and practices of an organisation and to prioritise associated risks.

Worker Representative(s): One or more worker representative(s) freely elected by workers to facilitate communication with the management representative(s) and senior management on matters related to social concerns.

Social performance: An organisation's achievement of full and sustained compliance with SA8000 requirement while continually improving.

Stakeholder engagement: The participation of interested parties, including but not limited to the organisation, trade unions, workers, worker organisations, suppliers, contractors, buyers, consumers, investors, NGOs, media, and local and national government officials.

Standard Workday/Shift: 8 ½ Hours with a tolerance of 15 minutes including rest/lunch period of 30 minutes.

Supplier/Contractor: Any entity or individual(s) in the supply chain that directly provides

the organisation with goods or services integral to, utilised in or to produce the organisation's goods or services.

Sub-supplier/Sub-contractor: Any entity or individual(s) in the supply chain that provides the supplier with goods and/or services integral to, utilised in or to produce the supplier's or the organisation's goods or services.

Worker organisation: An autonomous voluntary association of workers organised for the purpose of furthering and defending the rights and interests of workers.

Work Premises/Workplace: Includes premises and precincts of the factory / establishment / departments / plants / go-downs / sheds procurement centres and offices including ancillary departments owned, hired and/or managed by the Company and includes place or places where any employee is required to be present and/or work whether within or outside the factory premises.

Young worker: Any worker under the age of 18 but over the age of a child, as defined above.

0.7 Organogram for Social Accountability Management System

Attached as Annexure 1.

0.8 Scope

The scope of the Social Accountability Management System of SPL covers meeting the requirements of SA 8000:2014 with respect to its activities related to:

"Manufacture and Supply of Active Pharmaceuticals Ingredients (APIs) and Intermediates."

This scope is applicable for SPL's manufacturing sites located at the following addresses:

Shilpa Pharma Lifesciences Limited
Unit 1, Plot No: 1A to 5B, Deosugur Industrial Area
Deosugur, Raichur 584170, Karnataka, INDIA.

Shilpa Pharma Lifesciences Limited
Unit 2, Plot Nos: 33, 33A & 40-47, Raichur Industrial Growth Centre
Wadloor Road, Chicksugur Pots, Raichur 584134, Karnataka, INDIA

0.9 Social Accountability Policy

Shilpa Pharma Lifesciences Limited, a subsidiary of Shilpa Medicare Limited, established in 1987, produces and exports consistently high-quality active pharmaceutical ingredients, fine chemicals, intermediates, herbal products, and specialty chemical products using sophisticated technology, meticulously following international specifications and good environment, health, and safety practices. Currently SPL is one of the leaders in the oncology market and offer a complete range of products in this segment spanning across APIs, Formulations and are striving to put in our efforts in field of novel drug delivery systems and biotech products along with widening our focus to other therapy areas. SPL provides high-quality, affordable medicines trusted by healthcare professionals and patients in over 100 countries worldwide.

SPL is committed to integrate relevant UNGC, SDG & PSCI Principles in the business processes within the context of its Vision "Innovating for Affordable Healthcare" by formulating a Social Accountability Policy and implementing same adopting a systematic approach to adopt a proactive and risk-based approach towards social accountability management through:

- Complying with the applicable national, local, other subscribed statutory social obligations related to labour, human rights, and ethics,
- Ensuring no engagement of or support to use of child labour, forced or compulsory labour,
- Preventing ill health and injury to personnel at workplace,
- Respecting freedom of association, right to collective bargaining and preventing discrimination,
- Respecting all personnel with dignity, implementing ethical work practices, engaging with stakeholders, and ensuring minimum wages to the personnel,
- Setting social objectives to improve working standards of employees and continual improvement of social performance.

We believe that implementation of this policy in our facilities and supply chain will support in meeting expectations of our stakeholders and business.

We engage and work with our supply chain partners to understand each other's expectations on social aspects and adopt good practices.

This policy applies to all SPL sites. It is made available to relevant stakeholders on request and periodically reviewed, as necessary.

Mr. K Sharath Reddy
Technical-Director

01 CHILD LABOUR

SPL does not engage or support Child Labour and does not tolerate Child Labour engagement by the Suppliers/Contractors.

Personnel, at the time of employment should sign a letter of appointment or any other form declaration required to be signed in accordance with the terms and conditions of service specified, and give correct, unambiguous, and undistorted personal particulars as required for the purpose of record and thereafter, notify SPL promptly of any change in such particulars.

If on verification, the personal particulars such as age, educational qualifications, experiences, caste community where reservation is claimed, etc, are found to be incorrect at any time subsequently, the concerned personnel is liable to be discharged from service.

The age of the personnel is assessed based on the certificate submitted and ensured that persons below 18 years are not employed/engaged in the company. Where, the person is not able to submit the certificate to establish his age, the person is judged by his physical appearance and as appropriate, certificate from Chiel Surgeon from Government Hospital is obtained on the age of the person to ensure that persons above 18 years of age only are employed by SPL or deployed by the sub-contractors.

Any one of the following is considered as a valid record for Proof of Age:

a) SSC Certificate
b) Passport
c) Aadhar Card with Date of Birth
d) Certificate issued by the Chief Surgeon of Government Hospital on the Age of the Person with Photo Identification
e) Affidavit issued by the Magistrate on the age of the person

Every person is given an appointment letter at the time of his / her appointment setting out the terms of the post and on promotion. In case of contract personnel, the company ensures that the employment letter with terms is issued by the contractor for every person and is reviewed by SPL for its compliance with SPL's employment policy.

Labour Contractors/Employment Services/Recruiters are utilised by SPL. It is ensured that they possess a valid license as per local law during the currency of the engagement and a copy of license is maintained. SPL ensures that the service is continued only with valid license. SPL verifies relevant documents with respect to contract and sub-contract

personnel.

Policy and Procedure for Remediation of Child Labour has been established and is communicated to the supplier / contractor.

As part of due diligence, declaration from the Suppliers /Contractors is taken stating that child labour is neither employed by them nor employed by their suppliers/contractors (i.e., sub-suppliers/sub-contractors).
"No Use of Child Labour" Clause is included as one of the Purchase Order/Service Contract conditions. During periodical review/tracking of the supplier performance, if SPL observes use of Child Labour, the contract gets terminated and procedure for Remediation of Child Labour gets invoked by the Supplier/Contractor.

Where, SPL observes that the Supplier/Contractor is using Young Worker aged between 15 to 18 years, SPL verifies:
a) Whether Young Workers are subject to compulsory education, and they work only outside of school hours.
b) The record of attendance/utilization of Young Worker to assess the combined time spent at School, Work and Transportation. In case the combined time is either more than 10 Hours/day or the work hours is more than 8 hours/day, initiates necessary action to control the utilization of young worker by the supplier / contractor.
c) No use of Young Worker in night hours. Initiate action in case of deviation.
d) Whether the young person is exposed to any situations that are hazardous or unsafe to their physical and mental health and development. In case of any deviation, initiate necessary action.

References

Procedure: Child Labour & Human Trafficking Policy
Procedure: Child Labour Remediation

02. FORCED OR COMPULSORY LABOUR

The policy on Forced or Compulsory Labour is implemented for all personnel including the workers deployed by suppliers/contractors.

SPL prohibits any form of Forced Bonded Labour or Compulsory Labour that Includes human trafficking. Holding of original identity papers. Personnel are free to leave the premises after their standard workday / shift. The personnel are allotted work based on their skill and ability and are not forced to work.

As a policy, deposits are not taken from the personnel upon commencing employment. Benefits to the personnel are given as per the employment letter and does not tolerate any form of withholding personnel's salary, property, or documents to force personnel to continue working.

Workers are free to move within the premises to fulfil their duties and responsibilities considering the health and safety, hygiene and product safety practices that are laid out by SPL.

Workers are free to use the canteen, take breaks, use rest room, and drink water based on the need, have access to necessary medical attention and practice any religious tenets.

SPL ensures:

a) All the committed remuneration and benefits due to the personnel are distributed in a timely manners except for the permissible deductions and transferred to their Bank Account.
b) The remuneration to the contract personnel is dispersed in the presence of SPL's staff or through electronic transfer to the contract employee's bank account.
c) Any fees to be paid to the Private Recruiting Agencies (if utilised) are given by SPL and that the Private Recruiting Agencies does not take any employment fees or costs from the personnel. Undertaking to that effect is taken from the agency.
d) The personnel are free to terminate their employment on providing reasonable notice period as per the signed employment agreement.
e) The personnel are provided notice period in case of any termination of employment by SPL as agreed in the employment letters. Any compensation due to them are provided as agreed in the employment letter.
f) Security measures implemented does not intimidate or unduly restrict the movement of workers.
g) All overtime hours are voluntary and monitors the implementation of the overtime to prevent any forced duty by the personnel.
h) Terms of employment outlined at the time of recruitment are same or better than the terms offered, during employment.
i) Personnel are empowered to remove themselves from imminent danger at workplace.
j) The personnel are not compelled to continue the employment based on pending loans or advances.
k) Personnel who have resigned are relieved within the agreed/committed notice period and the relieving from employment is not linked with the non-availability of reliever.
l) Workers are not forced to continue the shift in the absence of reliever.
m) SPL neither engages nor supports Human Trafficking. The contractor supplying labour does not engage nor support Human Trafficking.

References:-

Procedure: Forced Labour Control

03 HEALTH & SAFETY

SPL provides a safe and healthy workplace environment and takes effective steps to prevent potential health and safety incidents and occupational injury or illness arising out of, associated with or occurring in the course of work. Practices and procedures are established to minimize or eliminate, o the extent it is reasonably practicable, the causes of all hazards in the workplace environment, based upon the prevailing safety and health knowledge of the industry.

SPL assesses all the workplace risks to new, expectant, and nursing mothers including those arising out of their work activity, to ensure that all reasonable steps are taken to remove or reduce any risks to their health and safety. To enable the implementation of the controls, the women employees (both employed by SPL and its Suppliers/Contractors) are

requested to inform the organisation on their status to Head HR or Women Representation in HR.

Where hazards remain after effective minimization or elimination of the causes of all hazards in the workplace environment, SPL provides personnel with appropriate personal protective equipment, as needed at its own expense. In the event of a work-related injury, SPL provide first aid and assist the worker in obtaining follow-up medical treatment. Personnel Training in First Aid, for both Men and Women, is conducted in all the shifts to render first aid. Contract has been signed with hospital in the proximity of the SPL's premises for treatment.

At SPL, the Site Head/Factory Manager ensures a safe and healthy workplace environment for all personnel as required by the national and local laws. Head EHS supports the Site Head/Factory Manager in this regard by implementing the Occupational Health & Safety Management System requirements.

A Health and Safety Committee as per the requirement of factories act, with proportional representation from the management and workers has been established. SPL is a unionised organisation. The workmen workwomen representatives in the Health and Safety Committee are elected by the workmen. The details of the members in the Health and Safety Committee are communicated to the workers through display at the general notice board and at canteen notice board. The current list of Health & Safety committee members is given in Annexure 2.

The Health and Safety Committee members are trained in their roles and responsibilities and retrained periodically to be competently committed to continually improving the health and safety conditions in the workplace. The Health and Safety Committee conducts the Occupation Health and Safety Risk Assessment as per the relevant procedure outlined in the SPL's EHS manual to identify and address current and potential health and safety hazards and the output is recorded in the form of OHS Risk Register.

The OHS Risk Register is periodically reviewed at department (monthly), unit (quarterly) and corporate (yearly), based on any change in the workplace or occurrence of OHS incident.

SPL provides effective health and safety training every year, including on-site training and, where needed, job-specific training. The training is provided at the time of induction of new personnel, reassignment of personnel (transfer for one process to another / one department to another), on occurrence of any incident, when there are changes in technology and/or the when introduction of new machinery presents new risks to the health and safety of personnel.

SPL has established procedures to detect, prevent, minimize, eliminate or otherwise respond to potential risks to the health and safety of personnel that are part of EHS Management System documentation. Procedure to report and investigate OHS incidents that occur in the workplace has been established as part of the EHS Management System.

All the personnel have been informed/ trained on the Health and Safety risk at their workplace so that they can remove themselves from imminent danger without seeking permission from their reporting authority and report the danger to the concerned supervisor/ERT Members for prompt action.

References

04 FREEDOM OF ASSOCIATION & RIGHT TO COLECTIVE BARGAINING

SPL is a unionised organisation.

SPL provides the worker with the right to collective bargaining or elect their representatives for the purpose of collective bargaining with the management.

SPL does not interfere or restrict, discriminate, or retaliate against workers exercising their right of representation. The company does not interfere in any way with the establishment, functioning or administration of worker organisation(s) or collective bargaining arrangement.

SPL respect the right of all personnel to form and join trade unions of their choice and to bargain collectively.

SPL ensures that representatives of worker and any personnel engaged in organising workers are not the subject to discrimination, harassment, intimidation, or retaliation.

Head HR is responsible to implement the above policy on Freedom of Association & Right to Collective Bargaining

References:
Collective Agreement with Employees Union

05 DISCRIMINATION

SPL's Policy of non-Discrimination is to provide equal employment and advancement opportunities to all individuals based on merit irrespective of race, colour, religion, gender, national origin, age, or disability.

SPL:

a) Provides equal opportunity with respect to recruitment, remuneration, compensation, access to training, promotion, termination, or retirement to all the employees and the contract personnel without any discrimination.

b) Ensures that discrimination is not practiced in the organisation based on race, national or territorial or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age, or any other condition.

c) Does not interfere with the exercise of personnel's rights to observe tenets or practices or to meet needs relating to race, national or social origin, religion, disability, gender, sexual orientation, family responsibilities, union membership, political opinions or any other condition.

d) Does not allow any behaviour that is threatening, abusive, exploitative, or sexually coercive, including gestures, language, and physical contact, in the workplace.

e) Does not subject personnel to pregnancy or virginity tests under any circumstances. However, to ensure the safety of expectant mothers and nursing mothers at workplace, the personnel all requested to inform such status to the company for allocation of appropriate activity/work to eliminate/reduce the health risk, if any.

f) Documents the incidents of discrimination and reviews periodically in the Management Review.

g) In case of any incident related to discrimination, the remediation plan is documented, implemented and the results are reviewed during the Management Review.

SPL ensures that:

- All the personnel have the same opportunity to apply for and considered for the same job.
- All the personnel are treated fairly regarding benefits and canteen cafeteria privileges.
- Worker, without distinction, has the right to join or form a trade union of their own choosing and to bargain collectively.
- The employer adopts an open attitude towards the activities of trade unions and their organizational activities.
- Worker representatives are not discriminated against and have access to carry out their representative functions in the workplace.

Employees with questions or concerns about discrimination in the workplace are encouraged to bring these issues to the attention of their HOD/HR. Employees can raise concerns and report without fear of reprisal. Anyone found to be engaging in unlawful discrimination will be subjected to disciplinary action, including termination of employment.

References
Procedure: Code of Conduct
Procedure: Prevention of Sexual Harassment at Workplace (POSH Procedure)
Procedure: Human Rights Policy
Procedure: Grievance Policy

06 DISCIPLINARY PRACTICES

SPL treats all personnel with dignity and respect, does not engage in or tolerate the use oi corporal punishment, mental or physical coercion or verbal abuse of personnel, harsh or inhumane treatment.

The following acts are treated as misconduct:

a) Wilful insubordination or disobedience, whether alone or in combination with others, to any lawful and reasonable order of a superior.
b) Theft, fraud, or dishonesty in connection with the employer's business or property.
c) Wilful damage to or loss of employer's goods or property.
d) Taking or giving bribes or any illegal gratification.

e) Habitual absence without leaves of absence without leave for more than 10 days.
f) Habitual late attendance.
g) Habitual breach of any law applicable lo the establishment.
h) Riotous or disorderly behaviours during working hours at the establishment or any act subversive of discipline.
i) Habitual negligence or neglect of work.
j) Striking work or inciting others to strike work in contravention of the provision of any law, or rule having the force of law.

No disciplinary action would be taken against any personnel for the misconduct other than warning or censure unless he has been issued a copy of the charge or charges levelled against him and after holding domestic enquiry and giving an opportunity of defending himself.

If a personnel present on duty refuses to take delivery of the letter or the charge in the presence of at least one witness, it is deemed to have been served the notice and a copy is exhibited on the company's notice board.

As safety related deviations have potential to cause work related injuries/illnesses, a **disciplinary action process for safety related deviations by any individual** has been implemented as per the following norms:

- **First time safety deviation:** Inform concerned HoD and HR head. Provide counselling by Safety Officer. Responsibility - Safety Officer.
- **Second time safety deviation:** Inform concerned HR Head and Unit Head/Factory Manager. Concerned Hod issues waring letter to the concerned individual and intimate same to the concerned HR Head. Responsibility – Concerned HoD.
- **Third time safety deviation:** Inform concerned Unit Head/Factory Manager and Head-API Operations. Concerned HR Head discussed the repeat deviations with Concerned Unit Head/Factory Manager and Head API Operations and takes appropriate disciplinary action on concerned persons. Responsibility – Concerned HR Head.

References

Procedure: Code of Conduct
Procedure: Anti-Bribery & Anti-Corruption Policy

07 WORKING HOURS

SPL abides by the work week stipulated by the national & local laws, any Collective Bargaining Agreement and Industry Standard applicable to its operating sector.

Adequate number of toilets are provided for use by the personnel that are in the proximity of the workplace. At a minimum. One urinal for every 25 employees and One toilet for every 50 employees separately for men and women employees are provided. Potable Water is provided at the proximity of the workplace and in the canteen.

The employees and contract personnel are eligible to use Canteen for their meal break. The

requirements of Food Safety and Standards Regulation is implemented during the preparation and storage of food to prevent ill health to the personnel consuming the food.

Neither SPL nor its Suppliers/Contractors provide any dormitory facilities provided for personnel.

SPL operates six days a week in general shift between 9.00am to 5.30pm, Sunday weekly off. The operations and its support departments work on all days in three shifts of eight hours duration with staggered weekly off. The personnel in shift work 6 days (48 Hours) and seventh day are an off day which could fall on any of the weekday including Sunday on a rotational basis as agreed with the personnel through service rules and collective bargaining agreement. The personnel in operations and its support departments may be transferred from one shift to another as per the agreement.

Lunch break of 30 minutes and two Tea Breaks of 15 minutes each are provided. The personnel are free to choose their tea break as per their convenience. Staggered Lunch Break is planned to prevent undue rush in the canteen.

SPL entertains overtime by employees/ contractor's personnel voluntarily only and is not forced upon. The compensation for the overtime is the normal work hour wages. The overtime is limited to 50 Hrs. in a quarter. While planning the shifts, it is ensured that overtime is not on regular basis. Being a manufacturing establishment, under exceptional circumstances, the personnel may be required to work more than 6 days in a week, and they will be compensated with a Compensatory Off day.

In cases where overtime work is needed to meet short-term business demand and it is agreed with the personnel as part of collective bargaining process, the requirements are implemented as per the agreed terms and conditions.

Policies on Attendance, Workday & Timing, Holiday, Leave and Grievance have been established and implemented.

References

Procedure: Attendance Procedure
Procedure: Leave Policy
Procedure: Holiday Policy
Procedure: Workday & Timing Procedure
Procedure: Compensatory Off/Over Time Policy

08 REMUNERATION

SPL recognises and respects the right of personnel to a living wage and ensure that wages for a normal work week, not including overtime, always meets at least legal or industry minimum standard as per applicable collective bargaining agreements and laws. It is ensured that wages are sufficient to meet the basic needs of personnel and to provide some discretionary income.

SPL does not make any deductions from wages for disciplinary purposes until and unless

the deduction falls under the provision of Section 7 of the Payment of Wages Act or agreed with the personnel as part of the employment/collective bargain process.

SPL communicates the wages of the personnel and benefits composition through pay slip for each pay period. In case of Suppliers/Contractors, it could be in the form of Wages Register/Pay Slip as per their practice. The wages for SPL's Employees are distributed through Online Transfer to the personnel's Bank Account. The wages for Suppliers/Contractors are distributed as per their procedure. However, the mode of distribution of wages is identified and agreed as part of the Purchase Order/ Contract and is monitored. It is ensured that all wages and benefits are distributed before 10th Day of each month or earlier working day and paid in the form of Cheque / Bank Transfer only. Payment in the form of vouchers, coupons or promissory notes is prohibited except for food allowance.

SPL pays overtime at a premium rate i.e., double the hourly wage for the personnel or as agreed part of service condition/collective bargaining agreement or at a premium rate equal to prevailing industry standards, whichever is higher.

SPL does not use labour-only contracting arrangements, consecutive short-term contracts and/or false apprenticeship or other schemes to avoid meeting its obligations to personnel under applicable labour laws & regulations and social security laws & regulations.

The overtime to meet the business requirement/maintenance activity are decided during the previous shift and communicated at least two hours prior to shift closure. Any planned overtime to meet the business exigency is discussed with the personnel and communicated a week in advance.

SPL ensures that overtime work for an individual does not exceed 16 hours per month, is not demanded other than in exceptional and short-term business circumstances and is always remunerated at a premium rate. Any exceptional circumstances arise that require personnel to put extra hours is intimated through display in notice board or discussion with the personnel. At no circumstances the personnel would be forced to do overtime.

Weekly off is given to the personnel after six days of work. For any reason, if the personnel must continue the duty even on the weekly off day, the off day is taken either five days before or after the weekly off.

If the personnel have worked continuously for 10 days, the 11th day would be the weekly off day. For the duty done on the weekly off days, the personnel are either paid the overtime wages or given two days compensatory off to comply with Payment of Wages Act.

Minimum Wages:

The Minimum Wage is computed as per the established procedure. Action Is taken to ensure that at least the minimum wage is paid. Gap between the current wage and the revised minimum wage is periodically assessed and addressed. The minimum wage is re-calculated as and when necessary to make necessary adjustment in the wages.

The Company ensures that all worker whether hourly, salaried, temporary, seasonal or otherwise are paid the Minimum Wages. The Head HR from time to time collect the

minimum wages gazette from the department, reviews the order and initiates action to comply with the requirement and updates the database.

SPL ensures that wages and benefits are rendered in full compliance with all applicable laws and that compensation is rendered either in cheque or transferred to bank account in a manner convenient to personnel.

SPL uses only licensed labour or employment services which operates by the local or national government as a labour provider and does not give any piece work contract or assignment to work. The company does not encourage any piece-rate work.

Deductions from Wages:

Standard deduction such as PF, ESI, TDS, and LIC Premium Payments are implemented as permitted by Payment of Wages Act. Any loan / advances application from the SPL's personnel is received and processed by HR and recovered in in equal monthly instalments. Before sanctioning the loan / advance, the current deductions are reviewed. If the due from the proposed loan / advance results in monthly deduction of more than 50% of the salary, the loan advance is not sanctioned. The Payroll Documents of the Contractors is verified every month and deduction done is also verified for compliance.

If ten or more personnel acting in concert themselves or strike work without prior notice and without reasonable cause, they will at the discretion of the Management, be liable to deductions from their earned wages of an amount not exceeding eight days earnings in each case under the proviso to Sub-Section (2) of Section 9 of the Payment of wages Act, 1936.

In accordance with Section 7, Sub-Section 2 (c) of the Payment of Wages Act, deductions may be made for any damage to, or loss of goods expressly entrusted to a worker for custody or for loss or money for which he is required to account for, where such damage/loss is directly attributable to his neglect or default.

Payroll Documentation:

a) The personnel are provided with a documented Pay Statement other than Payroll for each month that contains wage calculation, earned wages, regular and overtime pay, deduction, final total wages and ensures that the payment is accurate and accountable. Separate statements are given for the bonus payment.

b) The pay is given only to the personnel, and it is ensured that no one receives the wages on his/ her behalf unless authorisation is received in writing from the personnel.

c) All personnel are included in the payroll and other social security records such as PF, ESI, and Gratuity etc. Where, contract employees are hired, the Payroll Record and Social Security Records are verified for compliance every month. It is ensured that the payroll documents and reports are completed, accurate and up to date.

Transfers:

The personnel are liable to be transferred from one job to another or from one department/section to another or from one shift to another or from one unit to another unit

(existing or future) of the company, provided his status and emoluments are not adversely affected.

Transfer allowance (TA) is paid as per Company's rules wherever applicable except in the case of transfer at the request of the personnel.

References

Procedure: Recruitment of New Employees
Procedure: Minimum Wages as per Karnataka Govt. Notification
Procedure: Compensatory Off & Overtime Procedure.

9 MANAGEMENT SYSTEMS

9.1 Policies, Procedures and Records:

The leadership has established a Social Accountability Policy (SA Policy) and is documented in Section 0.9 of this manual.

SA Policy communicates the intent of the organisation to implement requirements of the SA8000 Social Accountability Standard, comply with national & local laws and other applicable laws, to respect the government ratified international conventions such as ILO and, improve the Social Performance.

SA Policy is published in English and Local language that is understood by majority of the workforce. Wherever required, SA Policy is also published in other languages to enable effective communication to the personnel.

SA Policy is displayed at various locations in the organisation for communicating the policy to the personnel.

SA Policy is briefed to the personnel to ensure that they understand the policy and they contribute to achieve the policy. The current applicable SA 8000 standard is also made available to the personnel at various locations for their use. SA Policy is also communicated to the contractors/suppliers. SA Policy is made available to public through display of the policy on the Website. The policy is also made available to the interested parties on request.

Leadership reviews the SA Policy during the management review to continuously improve the Social Performance and to assess the adequacy and suitability of the policy.

SPL has developed policies and procedures to implement the SA 8000 requirements. The policies and procedures are communicated to the personnel and ensure that they understand the requirements and are aware of their roles and responsibility to comply with the requirements.

The policies and procedures are made accessible to the personnel through display at the

workplace in a language they can understand i.e. in English and Local language spoken by majority of workers. The policies and procedures are translated in Local language. The applicable policies and procedures are communicated to suppliers/contractors. The policies, procedures and communication on the subject are shared with the customers, as per their request.

The records required to demonstrate compliance to the implemented SA 8000 standard is established, maintained, and retained for the defined period. Written or oral summaries on the requirements are given to the SA8000 worker representative.

The list of Policies / Procedures established and implemented are mentioned in Reference Section.

9.2 Management Representative:

SPL has appointed "Arvind Kumar Singh-DGM-HR" a member of Senior Management who, irrespective of other responsibilities, ensures that the requirements of this standard are met.

9.3 Social Performance Team

A Social Performance Team (SPT) is established to implement all elements of SA 8000 Standard. The Team includes a balanced representation of:

a) SA 8000 worker representative(s) and
b) Management

The list of current SPT Members attached in Annexure 3.

The SPT consist of at least two members representing the Management and two SA 8000 Worker Representatives. The management members of the SPT are nominated by the Leadership.

It is ensured that the SPT team contains at least one women member from the employee and one women member from the Contractor's Personnel.

9.4 Roles and Responsibility of SPT are:

a) Conduct the Social Risk Assessment and document the risks.
b) Prioritise the risk based on its severity and establish control methods including recommendation to eliminate or reduce the risk
c) Monitoring the workplace activities for compliance with SA 8000 Standard, implementation of action to address the risk and for effective implementation of Policies and Procedures
d) Liaise with other departments to study, define, analyse and/or address any possible non-conformance(s) to the SA8000 Standard
e) Facilitate routine internal audits of SA 8000 requirements.
f) Submit Internal Audit Reports to Leadership on the performance and benefits of actions taken to meet the SA8000 Standard
g) Maintain records of Corrective and preventive actions identified during Internal Audit.

h) Hold periodic meetings i.e., once in three months to review progress and identify potential actions to strengthen implementation of the SA 8000 requirements.
i) Review the effectiveness of the Corrective Action and Preventive Action

9.5 Authority of SPT:
To collect information from personnel and stakeholders as part of monitoring activities.
To direct the personnel to improve compliance to the SA 8000 requirements.

9.6 Identification and Assessment of Social Risks:

The SPT conducts social risk assessments to identify and prioritise the areas of actual or potential non-conformance to SA 8000 Standard based on the severity or where a delay in responding to the risk would make it impossible to address the risk.

The SPT conducts the risk assessments based on the data gathered and in consultation with interested parties i.e., Contractor's Personnel, employees and where applicable with customers and regulatory authorities. The risk is assessed for the internal business operation and processes, supplier activities, contractor activities.

Social Risk Assessment Procedure

The following are considered while assessing the social risks:

a) All elements of SA 8000 standards
b) All persons having access to the workplace (including contractors, suppliers, and visitors) covered
c) Human Behaviour, Capabilities, and other Hunan Factors such as Nursing Mothers, expecting mothers considered
d) Identified social aspects within the workplace, under the control of the company, and outside the workplace, under the influence of the company, capable of adversely affecting the compliance
e) Changes or proposed changes at the company, changes in the applicable laws

The criteria for social risk assessment are established as part of the SA Management System. The assessed social risk is documented in the form of Social Risk report in Annexure 4. The "Significant Risks" are prioritised for action to reduce the risk to "Acceptable Risks".

The existing control measures are determined. The Risk is assessed based on. the existing controls. Additional controls to reduce the "Significant Risk"/meet the Compliance Obligations are determined. Action Plan with target is established to reduce the Risk Rating.

The SPT reviews the Social Risk Register at least once in six months for any change in the workplace and updates the Risk Register

9.7 Monitoring the implemented Social Accountability Management System:

The SPT monitors the workplace activities for:

a) Compliance with SA 8000 Standard

b) Implementation of actions to effectively address the risks identified by the SPT
c) The effectiveness of systems implemented to meet the Social Accountability Policy, other policies, and the requirements of SA 8000 Standard
d) Identifying potential non-conformances to the SA 8000 requirements
e) Compliance to the Stakeholders and customer requirements related to Social Accountability

The SPT plans and conducts routine Internal Audit once in six months and produces reports to Leadership on:

a) The Social Performance
b) Benefits of actions taken to meet the SA8000 Standard requirements
c) The Corrective and Preventive actions identified, action initiated and its effectiveness

Trained Auditors are used to conduct the Internal Audit. At times, external auditors are used to conduct the Internal Audit. All the processes are audited during the Internal Audit. An Audit Schedule is prepared and communicated to the HODs for smooth conduct of the audit. While selection the auditors, it is ensured that the auditor does not audit their own process i.e., impartiality is maintained. The nonconformity and observations are recorded. The nonconformances are resolved by the HOD in a timely manner that addresses Correction, Root cause, Corrective Action, and its effectiveness. The SPT reviews the action taken on the non-conformances and their effectiveness.

The SPT conducts periodic management review meetings i.e., once in three months to review progress and identify potential actions to strengthen implementation of the SA 8000 requirements.

9.8 Employee Engagement & Communication:

SPL ensures that the personnel understand the requirements of SA8000 through:

a) Training to the personnel on the SA 8000 requirements.
b) Briefing on OHS and social risks in the workplace.
c) Communication on any additional requirement to be followed based on the changes in the activities/workplace.
d) Communication on any OHS & social incidents at workplace and the actions required to prevent recurrence.
e) Communication of any OHS & social incidents in the industry sector and the actions required to prevent occurrence of the incident at workplace.
f) Communication of any new requirements or changed requirements received from customer or other interested parties related to Social Performance and Obligations.
g) Communication on Employee's obligation for effective implementation of the SA 8000 requirements.
h) Communication on the roles of Social Performance Team and SA 8000 Worker Representatives.

9.9 Complaint Management and Resolution:

SPL has documented a grievance redressal procedure that is unbiased, non-retaliatory and accessible and available to personnel and interested parties to make comments,

recommendations, reports, or complaints concerning the workplace and/or non-conformances to the SA8000 Standard.

The Grievance Redressal Process and Prevention of Sexual Harassment - Prohibition and Prevention Policy enables the investigation, follow up on and communication of the outcome of complaints concerning the workplace and/or non-conformances to this standard or of its implementing policies and procedures. These results are available to all personnel and, upon request, to interested parties.

SPL does not discipline, dismiss, or otherwise discriminate against any personnel or interested party for providing information on SA8000 compliance or for making other workplace complaints.

9.10 Stakeholder Engagement

SPL has identified the Stakeholders in the community towards its Social Compliance and are listed below:

- Worker and the Worker Organisation
- Local and National Government Officials
- Customers
  Contractors
  Suppliers
  Sub-Contractors
  Sub-Suppliers
  Investors

SPL participates in stakeholder engagement to attain sustainable compliance with the SA8000 Standard in one or more of the following means:

1. Consultation during Internal and External Audit
2. Meeting with the Stakeholders to discuss SA 8000 Compliance Issues separately with the Customer, relevant Local and National Government Authorities
3. Consultation with the Suppliers, Contractors, Sub-Suppliers and Sub-Contractors
4. Co-training of Contractor's personnel and management personnel on SA 8000 compliance Issues
5. Consultation with the SA Worker Representatives on SA 8000 Compliance issues, if any
6. Reporting on complaints and resolutions regarding SA 8000 compliance issues to Labour Commissioner, District Complaints Committee on Sexual Harassment incidents, customer and so on
7. Customer Survey on SA 8000 Compliance
8. Worker Survey on SA 8000 Compliance

Leadership reviews the outcome of the Stakeholder Engagement activities and initiates necessary action to improve Social Performance.

9.11 Training and Capacity Building:

SPL implements Training and Capacity Building Program to:

a) Improve the awareness on the SA 8000 requirements
b) To manage Fire Emergency and Evacuation
c) Administer First Aid to the victims
d) Recognise Hazards, Emergencies, and initiate actions
e) Select and use appropriate PPE based on the risk and storage of PPE
f) Store and Use of Tools, Equipment and Machinery
g) Give Awareness on the DO's and DONT's related to Tools, Equipment, process
h) Handle and Store Chemicals and medical treatment in case of any emergency
i) Provide induction / Orientation Training to the personnel
i) Train personnel to operate High Hazard equipment such as elevators, forklift, trucks, boilers, and welding equipment
k) Train Canteen Personnel on the Hygienic Food Preparation
l) Train personnel on Hazard Identification and Risk Assessment
m) Trains personnel for handling of chemicals

Training Plan for each financial year and the training material is prepared considering the competence of the personnel and the literacy level. Training is conducted as per plan and records of training are maintained. In case training is deferred, the plan is updated with the reason for updating.

The effectiveness of the training is evaluated by the user department and records are maintained. Based on the results of evaluation, where needed, the training material and training plan are revised / updated.

The effectiveness of the training is evaluated through tests, surveys, interviews or observing the activities and performance of the personnel / team.

The competence of the personnel is assessed at least once a year, and the result becomes the input for identifying the training needs and for formulating the training plan.

9.12 Management of Suppliers/Contractors and Due Diligence:

SPL conducts due diligence on its existing key suppliers/contractors' compliance with the SA8000 Standard. The same due diligence approach is applied when selecting new suppliers/contractors. SPL does not engage home worker.

The due diligence activities that SPL takes include:

a) Effectively communicating the requirements of SA 8000 Standard's requirements to senior leadership of suppliers/subcontractors and sub-suppliers.
b) Assessing significant risks of non-conformance by suppliers/subcontractors and sub-suppliers.
c) Making reasonable efforts to ensure that these significant risks are adequately addressed by suppliers/contractors and by the organisation where and when appropriate and prioritized according to the organisation's ability and resources to influence these entities.
d) Reasonable effort means suppliers and contractors take actions to reduce significant risk or reduce the probability of occurrence of the risk.
e) Establishing monitoring activities and tracking performance of suppliers/contractors to ensure that these significant risks are effectively addressed.

Retain records related to the due diligence activities.

9.13 Internal Audit:

Periodic internal audits of SAMS shall be conducted by trained internal auditors. Internal audit findings shall be recorded as per the SA internal audit report in Annexure 5. Nonconformities, if any, found in the SA internal audits shall be addressed through necessary corrective and prevention actions in Annexure 6.

9.14 Management Review:

Leadership reviews once in six months the adequacy, suitability, and continuing effectiveness of SPL's Social Accountability Policy, procedures, and performance results vis-a-vis the requirements of SA 8000 Standard and other requirements to continually improve the social performance and other requirements.

The following would be the inputs to the Management Review:

a) Status of actions from previous management reviews
b) Results of the Audit - Internal, Customer and Certification Body
c) Health and Safety Incidents and Near Miss
d) Incidents of Discrimination and results of implementing Remediation Plan
e) Company's performance relative to the set Goals and Targets for complying with the SA 8000 Standard
f) Review of the Social Policy, Procedures related to SA 8000 requirements
g) Results of the Social Performance including Supplier/Contractor performance
h) Changes in External and Internal requirements including customer, Statutory and Regulatory and Interested Party requirements that could affect the Social Performance
i) Customer Feedback and Complaints
j) Internal Complaints and Grievances
k) Status of Corrective Action and Preventive Actions taken
l) Adequacy of resources
m) Effectiveness of actions taken to address the risks
n) Opportunities for improvement.

The outputs of the management review include decisions and actions related to:

a) Opportunities for improvement
b) Any need for changes to the SA 8000 system for improvement
c) Any resource needs

The decision taken during the management review is recorded, retained, and communicated to the relevant personnel for initiating necessary action. Social Performance Team follows-up for the actions and communicates the status to Leadership.

9.15 Corrective and Preventive Actions

SPL has formulated the procedure for the prompt implementation of corrective and

preventive actions and provides adequate resources for them. The SPT ensures that these actions are effectively implemented.

The SPT maintains records, including timelines, that list, at minimum, non-conformances related to SA8000, their root causes, the corrective and preventive actions taken and implementation results.

9.15.1 Corrective Action:

SPL investigates, addresses, and responds to the concerns of employees, contractor's personnel and other interested parties regarding non-conformance with the company's policy and/or the requirements of SA 8000 standard. The company does not initiate any disciplining. Dismissing or otherwise discriminating against any personnel for providing information concerning observance of the standard.

Remedial and corrective actions are implemented, and necessary resources are allocated appropriate to the nature and severity of any non-conformance identified against the company's policy and/or the requirements of the SA 8000 standard.

The actual cause(s) for the nonconformities is analysed through any one or more of the following:

a) Review of Records reports and data.
b) Why-Why Analysis.
c) Questioning and Brainstorming
d) Review of audit observation and results of Evaluation of Compliance Obligation
e) Review of Complaints
f) Results of Monitoring and Measurement of the Social Performance
g) Assessment / investigation of the incident through the committees

For all the non-conformances/incidents/complaints, concerned HOD/ Incident Investigation Committee identifies the root cause, initiates necessary corrective actions to eliminate the causes identified to ensure that the nonconformities do not recur and records the actions taken.

Concerned HOD identifies any need for resources (equipment, facilities, competent human resource. and training) to effectively implement the corrective actions and forwards the request to Leadership, who in turn initiates appropriate action.

SPT monitors the effectiveness of the implemented Corrective Actions and maintain records. The result of evaluation is communicated to Top Management, HOD, and Investigation Committee. Where the action taken is not effective, the concerned HOD/Investigation Committee initiates alternative actions.

9.15.2 Preventive Action

Leadership reviews the Social Performance of the organisation and compliance to the obligations and proposes their concerns identify any potential non-conformance and communicate their concerns to respective HODs and SPT.

Concerned HOD in their respective area review the performance and identifies any potential non-conformance and initiates action to prevent its occurrence.

Concerned HOD identifies any need for resources (equipment, facilities, competent human resource, and training) to effectively implement the preventive actions and forwards the request to Leadership, who in turn initiates appropriate action.

SPT monitors the effectiveness of the implemented Preventive Actions and records the result. Where the action taken is not effective, concerned personnel initiates alternative action.

References

Procedure: Training of Employees
Procedure: Site Administrative Manual
Procedure: Corporate Social Responsibility Policy
Procedure: Grievance Redressal Procedure
Procedure: Employee Personal Record Policy
Procedure: Exit Interview

10.00 Related Policies, Procedures & Annexures.

The following Procedures are integral part of this SAMS:

1. CHILD LABOUR
Procedure: Child Labour & Human Trafficking Policy
Procedure: Child Labour Remediation

2. FORCED OR COMPULSORY LABOUR
Procedure: Forced Labour Control

3. HEALTH & SAFETY
Procedures for OHS Management System

4. FREEDOM OF ASSOCIATION & RIGHT TO COLECTIVE BARGAINING
Collective Agreement with Employees Union

5. DISCRIMINATION
Procedure: Code of Conduct
Procedure: Prevention of Sexual Harassment at Workplace (PoSH Procedure)
Procedure: Human Rights Policy
Procedure: Grievance Policy

6. DISCIPLINARY PRACTICES
Procedure: Code of Conduct
Procedure: Anti-Bribery & Anti-Corruption Policy

7. WORKING HOURS
Procedure: Attendance Procedure
Procedure: Leave Policy

Procedure: Holiday Policy
Procedure: Workday & Timing Procedure
Procedure: Compensatory Off/Over Time Policy
Procedure: Employee Personal Record Policy
Procedure: Exit Interview

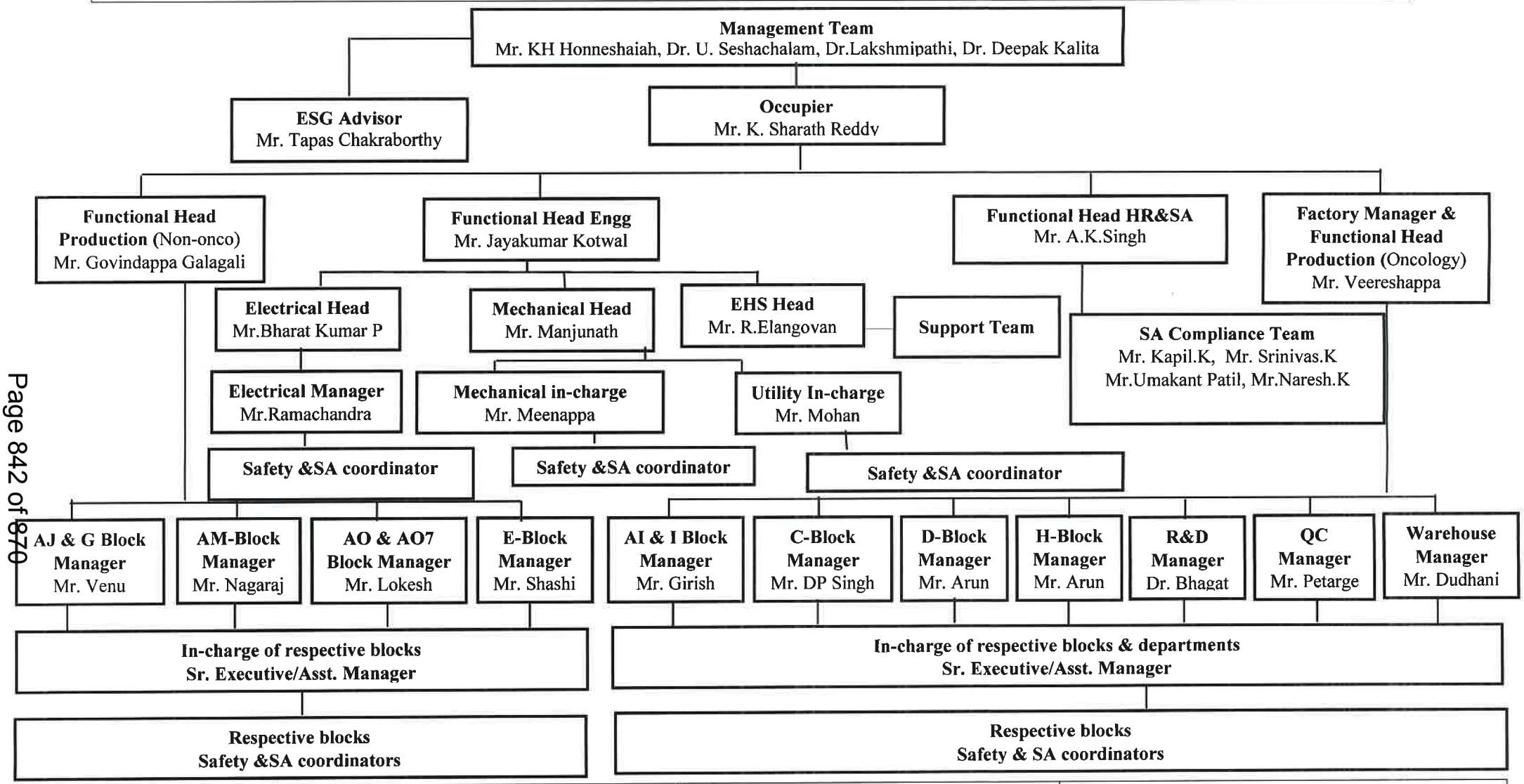
8. REMUNERATION
Procedure: Recruitment of New Employees
Procedure: Minimum Wages as per Karnataka Govt. Notification
Procedure: Compensatory Off & Overtime Procedure.

9. MANAGEMENT SYSTEM
Procedure: Training of Employees
Procedure: Site Administrative Manual
Procedure: Corporate Social Responsibility Policy
Procedure: Grievance Redressal Procedure
Procedure: Employee Personal Record Policy
Procedure: Exit Interview

10.01 List of Annexures:-

- Annexure 1: Organogram for Social Accountability Management System
- Annexure 2: Current List of Health & Safety Committee (HSC) Members/Safety committee members
- Annexure 3: Current List of Social Performance Team (SPT) Members
- Annexure 4: Social Risk Assessment Format
- Annexure 5: Social Internal Audit Format
- Annexure 6: Corrective & Preventive Actions Format.

SOCIAL ACCOUNTABILITY MANAGEMENT SYSTEM ORGANOGRAM - ANNEXURE-I



	Prepared by	Reviewed by	Approved by
Name	Kapil Khandelwal	Arvind Kumar Singh	K. Sharath Reddy
Designation	Asst. Manager-HR	DGM-HR	Technical Director
Sign.& Date	17/07/23	17/07/23	17/07/23

SHILPA PHARMA LIFESCIENCES LIMITED

ANNEXURE-2

CURRENT LIST OF HEALTH & SAFETY COMMITTEE (HSC) / SAFETY COMMITTEE MEMBERS

S.No	Name	Designation	Position
1.	K H Honneshaiah	Head Operations	Safety Advisor
2.	K.Sharath Reddy	Tech Director	Chairman
3.	Jayakumar Kotwal	GM-Engineering	Member
4.	Arvind Kumar Singh	DGM-HR	Member
5.	Govindappa Galagali	AGM-Production Non-Onco	Member
6.	D P.Singh	AGM-Production	Member
7.	Sasidhar Avula	Manager-Production	Member
8.	G. Ramakrishna	Shift Incharge	Member
9.	Sandeep VG	Assistant Manager	Member
10.	Linga Reddy	Sr. Assistant	Member
11.	G. Subramanyam Reddy	Sr. Executive	Member
12.	D.V. Subbareddy	Sr. Executive	Member
13.	K. Rajasekhar Reddy	Sr. Executive	Member
14.	Shivappa	Sr. Electrician	Member
15.	Ahmed Pasha	Assistant	Member
16.	G. Nagarjuna	Shift Incharge	Member
17.	Ravindra Reddy	Shift Incharge	Member
18.	Vaibhav Vilas Deshpande	Senior Executive	Member
19.	Gopalam Sridhar	Executive	Member
20.	Mallikarjun	Executive	Member
21.	Pradeep	Sr. Chemist	Member
22.	Prashant Gundure	Sr. Chemist	Member
23.	G. Venkatesh	Chemist	Member
24.	Naga Sai	Chemist	Member
25.	Jagadeesh	SS-Security	Member
26.	Shalam	Fitter	Member
27.	Moula	Helper	Member
28.	Vijay Kumar	Helper	Member
29.	Karan	Helper	Member
30.	Prabhu	Helper	Member
31.	Sharnappa	Helper	Member
32.	V. Swamy	Helper	Member
33.	Fakruddin	Helper	Member
34.	V. Basava	Helper	Member
35.	Nasser Pasha	Helper	Member
36.	Basavaraj	Helper	Member

	Prepared by	Reviewed by	Approved by
Name	Kapil Khandelwal	Arvind Kumar Singh	K. Sharath Reddy
Designation	Asst. Manager-HR	DGM-HR	Technical Director
Sign.& Date	17/07/23	17/07/23	17/07/23

SHILPA PHARMA LIFESCIENCES LIMITED	
ANNEXURE-3	
CURRENT LIST OF SOCIAL PERFORMANCE TEAM (SPT) MEMBERS	Page 1 of 1

Name	Department	Designation
Arvind Kumar Singh	HR	Deputy General Manager
Veereshappa	Production	Sr. General Manager
Jaya Kumar Kotwal	Engineering	General Manager
Bijay Ketan Mangaraj	Quality Control	Sr. General Manager
Chandrasekhar D	Warehouse	Sr Manager
Eranna Swamy	Civil Engg	Sr.Supervisor
Chandrasekhar	Electrical Engg	Supervisor
Ahmad Pasha	Assistant	Warehouse
Ramakrishna K	Shift Incharge	EHS
M Veerendra Kumar	Senior Shift Incharge	SAP Production

	Prepared by	Reviewed by	Approved by
Name	Kapil Khandelwal	Arvind Kumar Singh	K. Sharath Reddy
Designation	Asst. Manager-HR	DGM-HR	Technical Director
Sign.& Date	17/07/23	17/07/23	17/07/23

Shilpa Pharma Lifesciences Limited
Raichur, Karnataka, India

Reviewed by:

Annexure 4 - Social Risk Assessment

S No	Social Accountability Elements	Social Concerns	Likelihood	Severity	Worst case risk rating	Controls & Action Implemented	Likelihood	Severity	Residual Risk Rating	Additional Control for Unacceptable Risks

Table shown above gives summary of social risks of SPL as on 30.06.2023 for the operational aspects identified by the concerned head of the departments and the respective cross functional teams. These risks will be updated as and when there is any change in any relevant operational aspects and effective risk control measures will be implemented to manage the risk adequately to create business opportunity.
SPL has also established required processes to identify and assess social, business ethics and ESG governance related risks arising out of its operations and manage them adequately to create business opportunities.

Prepared by (Head EHS):

Reviewed by (Head HR):

Approved by (Technical Director):

Standard: SA 8000:2014

The Internal Audit of Social Accountability (SA) standard conducted **on** DD-MM-YYYY and following processes assessed as part of the Social Internal Audit:

Process / Department	Auditees	Auditors
Production		
Engineering		
Warehouse		
Supply Chain		
QA & QC		
EHS		
HR & Admin		
Management Representative		

Part A: Strengths:

The summary of the effectiveness of the implemented management system against each of the elements of the SA 8000 standard is as under:

1-Child Labour:

2-Forced Labour:

3-Health and Safety:

4-Freedom of Association & Right to Collective Bargaining:

5-Discrimination:

6-Disciplinary Practices:

7-Working Hours:

8-Remuneration

9-Management Systems

Part B: Identified Opportunities for Improvements (OFIs) are listed below:-

Area of Concern (e.g., Working hours, Health & Safety, Management System, etc.)

Signature of Auditees

Process / Department	Lead Auditees	Signature / Date
Production		
Engineering		
Warehouse		
Supply Chain		
QA & QC		
EHS		
HR & Admin		
Management Representative		

Signature of Auditors

Process / Department	Lead Auditors	Signature / Date
Production		
Engineering		
Warehouse		
Supply Chain		
QA & QC		
EHS		
HR & Admin		
Management Representative		

Head EHS
Signature
Date :

Head HR
Signature
Date:

Tech Director
Signature
Date:

CORRECTIVE & PREVENTIVE ACTION PLAN REPORT

Standard: SA 8000:2014

Date of Internal Audit:

Date of Review:

Process/ Department	Auditee	Auditor
Production		
Engineering		
Warehouse		
Supply Chain Management		
QA & QC		
EHS		
HR & Admin		
Management Representative		

The internal audit is carried out as per SPL'S Code of Conduct, Local Labour Laws and SA8000 Management System (SAMS) requirements. The audit findings and corrective & preventive action plant report is given below:-

SAMS Element	Findings	NC/OFI	CAPA Plan	Responsibility	Target Date	CAPA Status (Open/Close

Signature of Head EHS

Date

Signature of Head HR

Date:

Signature of Director

Date:

SHILPA PHARMA LIFESCIENCES LIMITED
(Formerly known as Shilpa Corporate Holdings Private Limited)
A wholly owned subsidiary of Shilpa Medicare Limited
Registered Office: #12-6-214/A-1, Hyderabad Road, Raichur – 584135, Karnataka, India
Tel: +91-8532-238704, Email: info@vbshilpa.com
CIN: U24100KA2020PLC134081

LIST OF DIRECTORS

Sl. No	NAME	DESIGNATION	DIN	ADDRESS
1	Mr. Vishnukant Bhutada	Managing Director	01243391	H.No. 7-5-216, Jawaharnagar, Raichur – 584 103
2	Mr. Ramakant Innani	Director	03222748	H.No. 7-5-204, Jawaharnagar, Raichur – 584 103
3	Mr. Keshav Bhutada	Non- Executive Director	08222057	H.No. 7-5-216, Jawaharnagar, Raichur – 584 103
4	Mr. Sharath Reddy Kalakota	Non- Executive Director	03603460	4-4-402/134, Anusha Nagar, Opp. Navodaya Medicare College, Mantralayam Road, Raichur – 584 101
5	Ms. Anita Bandyopadhyay	Independent Director	08672071	602, Shreeji Dham Co-op Housing Society, Gilbert Hill Road, Near Bhavans College, Andheri West, Mumbai – 400058, Maharashtra.

FOR AND ON BEHALF OF
SHILPA PHARMA LIFESCIENCES LIMITED

RITU TIWARY
COMPANY SECRETARY

SUMMARY

Category	Male		Female	
	Number	Median Remuneration/Salary/Wages of respective category	Number	Median Remuneration/Salary/Wages of respective category
Board of Directors	----	----	----	----
Key Managerial Personal	----	----	----	----
Employees Other than	1009	1,58,792.00 (Per Month)	02	1,78,862.00 (Per Month)

Note :- No Gender pay gap discrimination , Female employees remuneration are better than male.

	Prepared by	Approved by
Name	Kapil Khandelwal	Arvind Kumar Singh
Designation	Asst. Manager-HR	DGM-HR
Sign.& Date	21/12/24	21/12/24

Supplier Self Assessment on ESG

Revision Number : 01

Effective Date: 14/08/2024

Purpose

This self-assessment is designed to evaluate and strengthen SHILPA PHARMA LIFESCIENCE LTD.'S commitment to environmental sustainability, social responsibility, and governance. Our goal is to continually reduce our environmental impact, uphold the highest standards of labor practices, and promote ethical business operations. Through this self-assessment, we aim to identify areas for improvement, set clear and measurable targets, and implement effective strategies that support a more sustainable and socially responsible future for our employees, communities, and stakeholders.

Assessment Areas

The assessment will address the following key areas:

Environmental:

- **Optimizing Resource Use and Pollution Management:** Assess energy consumption, water usage, waste handling, and pollution controls to improve efficiency and reduce environmental impact, while strengthening waste reduction and recycling initiatives.
- **Building Climate Resilience and Reducing Emissions:** Review the company's strategies for addressing climate change, focusing on managing greenhouse gas emissions and implementing effective climate adaptation measures.

Social:

- **Ensuring Fair Labor Practices and Employee Welfare:** Evaluate the company's commitment to providing a safe, fair, and supportive work environment, with a focus on employee well-being and equitable compensation.
- **Upholding Human Rights in the Supply Chain:** Ensure that both the company and its suppliers comply with human rights standards, eliminating forced labor, child labor, and promoting ethical labor practices.

- **Community Engagement and Social Impact:** Assess the company's involvement in supporting local communities, with a focus on education, infrastructure, and other initiatives that contribute to community development.

<u>Governance:</u>

- **Commitment to Ethical Business Conduct:** Examine the company's anti-corruption measures, commitment to transparency, and adherence to ethical business practices throughout operations.
- **Strengthening Governance and Accountability:** Evaluate the governance structures, policies, and decision-making processes to ensure that the company adheres to best practices and remains accountable to its stakeholders.

Please respond to all questions by selecting either 'Yes' or 'No'. Additional comments are required where indicated.

Environmental Questionnaire:

Sr. No.	Category	Question	Yes / No	Remarks
1	Information Security Practices	Is there a formal, documented information security policy specific to pharmaceutical operations?	YES	
2		Are access controls implemented to safeguard sensitive manufacturing and patient data?	YES	
3		Are regular audits conducted on information security systems in compliance with industry regulations?	YES	
4		Are protocols in place for responding to data breaches affecting R&D or regulatory data?	YES	
5		Is there a secure process for managing encryption keys used for proprietary pharmaceutical data?	NO	
6		Are employees trained on securing intellectual property and proprietary drug formulations?	NO	
7	Decision-Making and Risk Management	Does the organization have a clear decision-making framework for managing risks in drug development and manufacturing?	NO	
8		Is there a system to monitor and evaluate the effectiveness of risk management strategies in the pharmaceutical supply chain?	NO	
9		Is a risk management framework integrated into decisions related to drug safety, quality control, and distribution?	YES	
10		Are risk management responsibilities clearly assigned to specific teams within the organization?	YES	

Sr. No.	Category	Question	Yes / No	Remarks
11	Anti-Money Laundering (AML) Practices	Does the organization have a robust AML program tailored to pharmaceutical operations?		NA
12		Is there a documented AML policy addressing risks in drug procurement and sales?		NA
13		Are employees regularly trained on AML protocols and procedures specific to the pharma industry?		NA
14		Is there a system to monitor and report suspicious financial activities in manufacturing and sales?		NA
15	Executive Compensation Transparency	Are executive compensation plans reviewed and approved by the board of directors?	NO	
16		Is executive pay benchmarked against industry standards for pharmaceutical executives?	NO	
17		Are measures in place to ensure transparency in executive compensation decisions?	NO	
18	Anti-Corruption and Bribery Measures	Does the organization have a documented anti-corruption and anti-bribery policy tailored to pharmaceutical procurement?	YES	
19		Is there a formal process to investigate incidents related to corruption and bribery in sales or distribution?	YES	
20		Are regular assessments conducted to identify corruption risks in the global supply chain?	YES	

Sr. No.	Category	Question	Yes / No	Remarks
21		Are anti-corruption policies effectively communicated to employees, suppliers, and distributors?	YES	
22		Are training programs available and mandatory for all employees to educate them on anti-bribery practices?	YES	
23	Whistleblower Protection Mechanisms	Is there a formal whistleblower protection policy specific to pharmaceutical regulatory compliance?	NO	
24		Are secure and confidential channels available for employees to report violations?	YES	
25		Are measures in place to prevent retaliation against whistleblowers in compliance roles?	YES	
26	Shareholder Engagement	Is there a process for addressing shareholder and stakeholder inquiries related to product safety and recalls?	YES	
27		Are stakeholder concerns about ethical marketing practices escalated to senior management?	YES	
28		Are shareholder inquiries addressed promptly and transparently?	YES	
29	Reporting Transparency	Is the organization compliant with regulations for disclosing pharmaceutical safety and clinical trial data?	NO	
30		Are stakeholders regularly informed about regulatory compliance and sustainability performance?	NO	
31		Does the organization disclose financial and non-financial information transparently?	NO	

Sr. No.	Category	Question	Yes / No	Remarks
32	Board Structure and Composition	Does the board of directors include independent members with expertise in pharmaceuticals or regulatory compliance?		NA
33		Are procedures in place to evaluate the board's performance, particularly regarding oversight of compliance and risk?		NA
34		Is there a formalized process for selecting board members with relevant industry expertise?		NA
35		Are board decisions related to compliance and safety documented and transparent?		NA

Social Questionnaire:

Sr. No.	Category	Question	Yes / No	Remarks
1	Community Impact Assessment	Are the social implications of the organization's pharmaceutical manufacturing operations regularly evaluated to understand their impact on the local communities?	NO	
2	Employee Feedback Channels	Are there structured and accessible mechanisms in place for employees to provide feedback on workplace policies, practices, and conditions?	YES	
3	Human Rights Impact Assessments	Does the organization regularly conduct human rights impact assessments to evaluate and address the effects of its pharmaceutical operations and supply chain?	YES	
4	Equal Employment Opportunities	Are fair and non-discriminatory practices implemented to ensure equal access to employment opportunities for all individuals in the pharmaceutical sector?	YES	
5	Community Development Engagement	Does the organization actively participate in local community development initiatives or projects related to pharmaceutical manufacturing or healthcare?	YES	
6	Partnerships for Social Impact	Does the organization collaborate with NGOs, local communities, or other partners to support social responsibility initiatives related to healthcare?	NO	
7	Social Impact of Products	Does the organization have a process for assessing and managing the social impacts of its pharmaceutical products, particularly regarding access and affordability?	NO	
8	Promoting Social Responsibility	Are there established programs within the organization aimed at promoting social responsibility and community involvement?	YES	

Sr. No.	Category	Question	Yes / No	Remarks
9	Child and Forced Labor Prevention	Are there strict policies and controls in place to prevent child labor and forced labor throughout the pharmaceutical supply chain?	YES	
10	Compliance with Working Hours Laws	Is there a system to monitor and ensure employee work hours, including overtime, are compliant with legal requirements within the pharmaceutical sector?	YES	
11	Ethical Sourcing	Does the organization have a policy in place to ensure materials for pharmaceutical manufacturing are sourced responsibly?	YES	
12	Labor Rights Education	Are employees regularly educated on their rights in the workplace, as well as the organization's policies on fair labor practices?	YES	
13	Workforce Development	Are there opportunities for employees to engage in training, professional development, and career growth within the organization?	YES	
14	Employee Well-being	Does the organization offer programs or services that support mental health, well-being, and work-life balance for employees?	YES	
15	Collective Bargaining Rights	Does the organization respect employees' rights to form unions or engage in collective bargaining within the pharmaceutical context?	YES	
16	Fair Treatment	Are there policies to ensure that all employees are treated fairly and equally, regardless of background or status?	YES	
17	Diversity and Inclusion	Are there programs or initiatives to foster a diverse and inclusive workforce across the organization?	YES	
18	Fair Wages	Are employees compensated in accordance with or above the minimum wage requirements established by law?	YES	

Sr. No.	Category	Question	Yes / No	Remarks
19	Grievance Mechanisms	Is there a confidential and accessible channel through which employees can report concerns without fear of retaliation?	YES	
20	Human Rights Policy	Does the organization have a formal policy outlining its commitment to human rights and adherence to labor standards within the manufacturing context?	YES	
21	Workplace Safety	Are there systems in place to ensure the health and safety of all employees within the workplace environment?	YES	
22	Anti-Discrimination Measures	Does the organization have documented policies to prevent and address discrimination or harassment among employees?	YES	

Governance Questionnaire:

Sr. No.	Category	Question	Yes / No	Remarks
1	Code of Conduct	Does the organization have a clearly defined code of ethics or conduct that governs the behavior and decision-making of all employees and key stakeholders?	YES	
2	Compliance with Anti-Corruption Laws	What systems or internal controls are in place to ensure the organization adheres to anti-corruption and anti-bribery laws on a global scale within the pharmaceutical industry?	YES	
3	Conflict of Interest Policy	Is there a formal policy to identify, disclose, and resolve potential conflicts of interest among employees, managers, and board members related to pharmaceutical manufacturing?	YES	
4	Information Security Policy	Has the organization implemented a formal, documented policy for managing and protecting sensitive data related to pharmaceutical manufacturing, ensuring confidentiality, integrity, and availability?	YES	
5	Labor Standards and Human Rights	What processes and measures does the organization have in place to ensure fair labor practices and respect for human rights across its entire supply chain within the pharmaceutical manufacturing context?	YES	
6	Board Diversity and Independence	Does the company's board of directors reflect diversity in terms of gender, expertise, and background, and is there a commitment to maintaining an independent decision-making process relevant to the pharmaceutical manufacturing industry?	YES	
7	Governance Oversight	Is a dedicated team or individual responsible for overseeing corporate governance practices and ensuring alignment with organizational objectives within the pharmaceutical manufacturing context?	YES	

Sr. No.	Category	Question	Yes / No	Remarks
8	Ethical Conduct Training	Are all employees within the pharmaceutical manufacturing context trained on ethical behavior, corporate integrity, and how to handle difficult ethical decisions in the workplace?	YES	
9	Executive Compensation Structure	Are executive compensation and incentive programs aligned with the organization's long-term goals and shareholder value, ensuring fairness and transparency?	NO	
10	Anti-Corruption Policy	Is there a formal and comprehensive anti-corruption policy that explicitly addresses bribery, kickbacks, and other forms of unethical financial conduct within the pharmaceutical manufacturing industry?	YES	
11	Data Classification System	Is there a clear data classification framework in place that ensures sensitive and confidential information related to pharmaceutical manufacturing is adequately protected according to its level of importance?	YES	
12	Anti-Corruption Training	Does the organization provide annual or periodic training on anti-corruption practices, educating employees on how to identify and report unethical practices?	YES	
13	Executive Compensation Structure (duplicate)	Are executive compensation and incentive programs aligned with the organization's long-term goals and shareholder value, ensuring fairness and transparency?	NO	
14	Reporting Unethical Behavior	Does the company have a secure, anonymous, and retaliation-free reporting system for employees to report unethical behavior, misconduct, or violations?	YES	
15	Technology Risk Management	Does the organization have mechanisms to assess and mitigate the risks associated with emerging technologies, including cybersecurity, automation, and AI?	NO	

Sr. No.	Category	Question	Yes / No	Remarks
16	Information Security Risk Assessment	Are regular risk assessments conducted to identify vulnerabilities in the organization's information systems related to pharmaceutical manufacturing?	YES	
17	Ethical Compliance Monitoring	Does the organization have monitoring systems in place to track ethical and compliance adherence across all departments and ensure corrective actions are taken when necessary?	YES	
18	Data Protection Compliance	Does the organization follow all relevant data protection regulations such as GDPR, CCPA, and others, ensuring the privacy of its customers and employees?	YES	
19	Performance Monitoring	Are metrics and key performance indicators (KPIs) for governance, ethics, and compliance regularly reviewed to assess the effectiveness of policies and procedures?	YES	
20	Conflict of Interest Management	Are there clear guidelines and protocols for managing potential conflicts of interest that may arise at any level of the organization, particularly within senior leadership?	YES	
21	Governance Risk Assessment	Does the organization conduct regular assessments to evaluate governance risks that could impact organizational objectives, operational efficiency, and reputation?	YES	
22	Policy Review and Updates	Are corporate governance, ethics, and compliance policies reviewed and updated regularly to ensure they reflect evolving laws, regulations, and industry standards?	YES	
23	Cyber Incident Response	Are there well-defined, practiced procedures for swiftly responding to cyber incidents, including a clear chain of command for reporting and mitigating security breaches?	YES	
24	Breach Response Protocol	Is there a clear protocol in place for quickly identifying, addressing, and reporting any security breaches to minimize impact on stakeholders?	YES	
25	Vendor Security Evaluation	Are third-party vendors and partners rigorously evaluated to ensure that their information security practices align with the organization's security standards?	YES	

Sr. No.	Category	Question	Yes / No	Remarks
26	Internal Audit	Is there an independent internal audit function responsible for evaluating and improving the organization's governance, risk management, and compliance processes?	YES	

Comments:

Supplier Information

Supplier Representative	Name: Mr. Mohit Dhundale	Sign:
Name of Company	M/S Mitsuchem Plast Ltd.	
Location	Boisar	
Date of Self-Assessment	21/08/2024	
Contact No.	7507259542	
Email ID	Qc.unit1@mitsuchem.com	

SHILPA PHARMA LIFESCIENCES LIMITED

ANNEXURE-2

SUMMARY OF COMPLAINTS/GRIEVANCES REDRESSAL

Month:

Date	Name	Department	Description of Complaint/ Grievance	Review Comment - HOD	Review Comment - HR	Review Comment - GRC	Actions Implemented	Status of Complaint/ Grievance	Date Complaint/ Grievance Closed
8/4/22	Prasanna Dhanketi	C Block Production	Safety shoe sole grips is less	Reviewed By SPT. SPT suggested to go for sole with better grip.	Ok	Ok	Shoes with better grip provided	Open/Close ✓	07/06/22
10/6/22	Rajashekar Gaikwad	H Block Production	There were feed back about more spice & salt in canteen food	Reviewed By Committee & informed to Contractor to reduce salt & spice in food	Ok	Ok	Salt & spice reduced in food	Open/Close ✓	19/6/22
15/9/22	Sharanappa	ware House	Additional drinking water point requested	Reviewed By SPT & accepted	Ok	Ok	Additional Drinking water point provided	Open/Close ✓	29/10/22

SHILPA PHARMA LIFESCIENCES LIMITED

ANNEXURE-2

SUMMARY OF COMPLAINTS/GRIEVANCES REDRESSAL

Month:

Date	Name	Department	Description of Complaint/ Grievance	Review Comment - HOD	Review Comment - HR	Review Comment - GRC	Actions Implemented	Status of Complaint/ Grievance	Date Complaint/ Grievance Closed
15/4/23	Govind Das	Civil	Shahmagar Route Bus not reaching on Scheduled time	Reviewed By Committee & advised Vendor to reach Bus in given time.	Ok	Ok	Asked Vendor to reach bus on time if not fine will be Implemented	Open/Close ✓	18/05/23
10/4/24	Babu B	Engg	attendance Manipulation	Reviewed By Committe & advised HOD for appropriation	Ok	Ok	Issued Stern Warning letter	Open/Close ✓	26/07/24
16/12/24	Ramachandra Reddy Veeraj	CRD COMPO	Raichur Route Ajmeer Travels Boarding Point issue (Paramours)	Reviewed By HR & advised Drivers to Stop at Point	Ok	Ok	Asked Vendor to Stop at respective Boarding point	Open/Close ✓	20/12/24

SHILPA PHARMA LIFESCIENCES LIMITED

ANNEXURE-2

SUMMARY OF COMPLAINTS/GRIEVANCES REDRESSAL

Month:

Date	Name	Department	Description of Complaint/ Grievance	Review Comment - HOD	Review Comment - HR	Review Comment - GRC	Actions Implemented	Status of Complaint/ Grievance	Date Complaint/ Grievance Closed
13/01/25	Gaurang Das	Civil	Lack of Cleanliness in Canteen	Report by Canteen committee for daily cleaning activities	Ok	Ok	Training given how to clean & keep Hygiene	Open/Close	20/01/25
								Open/Close	
								Open/Close	