SHILPA PHARMA LIFESCIENCES LIMITED

Objectives & KPIs INDEX

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Shilpa Pharma Lifesciences Limited
Raichur, Karnataka, INDIA
Review Frequency: Quarterly

Review Date: 29-09-2026

Environmental Sustainability Objectives and KPIs for Energy & GHG Reduction for FY21-22, FY22-23, FY23-24, FY24-25 & FY25-26

Energy Base Year: FY21-22, FY22-23 , FY23-24 , FY24-25 & FY25-26

KPI No	EHS-Energy Policy / EHSMS-EnMS Process Ref	Objectives linked to (KRA)	Objectives (KPI)	Unit	KPI-Achieved										Remarks	GRI standard Reference	Mapping to UNGC Principles	Mapping to UNSDGs
					KPI-Target	FY21-22	KPI-Target	FY22-23	KPI-Target	FY23-24	KPI-Target	FY24-25	KPI-Target	FY 2025-26				
1	SOP- Environmental Sustainability(SPL2/EHS/SOP/GEN/0028-02), Section 6.35 page No 15 and Annexure Record : FO2	Energy & GHG Reduction	Total Electrical energy Consumption , Frequency- Monthly monitoring	GJ		97665.9		103780.3		103924.9		136255.5		118430.0	Summary of Environmental Performance Attachment No 1 Ref Sec.A Page no 3 of 1318	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%		100%				
			Electricity from Renewable Sources- Frequency- Monthly monitoring	GJ	90%	82143.2	90%	72648.0	90%	93718.8.	90%	95523.2	90%	83341.7				
				%WRT I Energy Consumption		84.1		70.0		90.2		70.1		70.4				
			Electricity from Non Renewable Sources- Frequency- Monthly monitoring	GJ	10%	15522.7	10%	31132.3	10%	10206.1	10%	40732.3	10%	35088.2				
				%WRT I Energy Consumption		15.9		30.0		9.8		29.9		29.6				
2	SOP- Environmental Sustainability(SPL2/EHS/SOP/GEN/0028-02), Section 6.35 page No 15 and Annexure Record : FO2	Energy & GHG Reduction	**Fuel Consumption**												Refer Attachment No 1 Ref Sec.B Page no 3 of 1318	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		14984.903				
			Coal/ Wood	Ton		16		14.2		7.2		2.7		5306.22				
			Furnace Oil	Litres		566403		637059.6		530279.0		445338.0		16920.458				
			Diesel	Litres		177489		81897.0		76893.0		34757.0		148687.976				
			LPG	Kg		15980		15805.0		18497.0		13015.0		20862				
			Acetylene	Kg		0		0.0		0.0		0.0		0				
			Other (Briquette or CNG)	Ton or SCM		1971		1730.0		1965.0		148686.0		1205532.24				
			Consumption of Ozone Depleting Substances (ODS)															
			R-134A	Kg		261		576.4		73.0		41.0		6				
			R-22	Kg		343		203.0		202.0		151.0		456				
			R-404A	Kg		105		25.0		26.0		38.0		96				
			R-410A	Kg		135		85.0		51.0		105.0		34				
			R-32	Kg		28		66.0		79.0		18.0		26				
			R-407C	Kg		58		0.0		108.0		0.0		0				
			R-23	Kg		0		0.0		0.0		4.5		0				
3	SOP- Environmental Sustainability(SPL2/EHS/SOP/GEN/0028-02), Section 6.35 page No 15 and Annexure Record : FO2	Energy & GHG Reduction	Enhancing renewable Electrical consumption- Monthly monitoring	GJ	90%	82143.2	90%	72648.0	90%	93718.8	90%	95523.2	90%	83341.7	Refer Attachment No 1 Ref Sec.A Page no 3 of 1318	GRI-301-4	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
				%WRT I Energy Consumption		84.1		70.0		90.2		70.1		70.4				
4	SOP- Environmental Sustainability(SPL2/EHS/SOP/GEN/0028-02), Section 6.35 page No 15 and Annexure Record : FO2	Energy & GHG Reduction	Enhancing renewable fuel consumption.- Monthly monitoring	GJ		272542.6		255765.0		188207.0		196040.2		293680.5	Refer Attachment No 1 Ref Sec.D Page no 3 of 1318	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%	90%	97.22%				
5	SOP- Environmental Sustainability(SPL2/EHS/SOP/GEN/0028-02), Section 6.35 page No 15 and Annexure Record : FO2	Energy & GHG Reduction	Estimating Scope 1 GHG Emissions												Refer Attachment No 1 Ref Sec.E Page no 4 of 1318	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		47.0				
			Diesel	TCO2e		468.57		216.2		203.0		91.8		434.2				
			LPG	TCO2e		47.62		47.1		55.1		38.8		36.0				
			CNG	TCO2e								779.0		2430.0				
			Total Refrigerant	TCO2e		1809.33		1618.4		923.4		299.7		1299.0				
			Total Scope 1 GHG Emissions	TCO2e		3900.121		3652.7		2655.7		2447.3		4104.4				
6	SOP- Environmental Sustainability(SPL2/EHS/SOP/GEN/0028-02), Section 6.35 page No 15 and Annexure Record : FO2	Energy & GHG Reduction	Estimating Scope 2 GHG Emissions												Refer Attachment No 1 Ref Sec.E Page no 4 of 1318	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		18983.4				
			Electricity from Non-Renewable Sources	TCO2e		3535.72		7091.2		2324.7		9277.9		7992.3				
			Total Scope 2 GHG Emissions	TCO2e		22246.11		23638.8		23671.8		31036.0		26975.7				
7	SOP- Environmental Sustainability(SPL2/EHS/SOP/GEN/0028-02), Section 6.35 page No 15 and Annexure Record : FO2	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	Scope 1 Emission Reduction by 1% by 2025	4104	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 1318	GRI-301-4	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
8	SOP- Environmental Sustainability(SPL2/EHS/SOP/GEN/0028-02), Section 6.35 page No 15 and Annexure Record : FO2	Energy & GHG Reduction	Reducing Scope 1 GHG Emission Intensity	TCO2e/Ton of Finished Products		13.70		14.74		7.54		7.48		12.03	Refer Attachment No 1 Ref Sec.E Page no 4 of 1318	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	KPI-Target	FY 2025-26	Remarks	GRI standard Reference	Mapping to UNGC Principles	Mapping to UNSDGs
9	SOP- Environmental Sustainability(SPL2/EHS/SOP/GEN/0028-02), Section 6.35 page No 15 and Annexure Record : FO2	Energy & GHG Reduction	Reducing Scope 1 GHG Emission Intensity	TCO2e/GJ		0.00953		0.00933		0.008		0.007		0.014	Refer Attachment No 1 Ref Sec.E Page no 4 of 1318	GRI-301-4	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
10	SOP- Environmental Sustainability(SPL2/EHS/SOP/GEN/0028-02), Section 6.35 page No 15 and Annexure Record : FO2	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 Emission Reduction by 0.5% by 2025	26976	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 1318	GRI-301-4	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
11	SOP- Environmental Sustainability(SPL2/EHS/SOP/GEN/0028-02), Section 6.35 page No 15 and Annexure Record : FO2	Energy & GHG Reduction	Reducing Scope 2 GHG Emission Intensity	TCO2e/Ton of Finished Products		78.125		95.37		67.16		94.87		79.05	Refer Attachment No 1 Ref Sec.E Page no 4 of 1318	GRI-301-4	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
12	SOP- Environmental Sustainability(SPL2/EHS/SOP/GEN/0028-02), Section 6.35 page No 15 and Annexure Record : FO2	Energy & GHG Reduction	Reducing Scope 2 GHG Emission Intensity	TCO2e/GJ		0.0552		0.0604		0.0741		0.0878		0.0641	Refer Attachment No 1 Ref Sec.E Page no 4 of 1318	GRI-301-4	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
13	SOP- Environmental Sustainability(SPL2/EHS/SOP/GEN/0028-02), Section 6.35 page No 15 and Annexure Record : FO2	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	Specific electrical Energy Consumption Reduction by 3% by 2027	118430.0	Refer Attachment No 1 Ref Sec.A Page no 3 of 1318	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	K Sharath Reddy
Designation	Executive-EHS	Designation	DGM-ENG	Technical Director
Sign & Date	29/09/26	Sign & Date	29/09/26	29/09/26

SHILPA PHARMA LIFESCIENCS LIMITED

Summary of Environmental Performance

Financial Year: 2025-26

S. NO	Parameters	Unit	Values	Unit	Values
A	**Electricity Consumption**				
	Electricity from Renewable Sources	KWH	23150484	GJ	83341.7
	Electricity from Non-Renewable Sources	KWH	9746731	GJ	35088.2
	Total Electricity Consumed	KWH	32897215	GJ	118430.0
B	**Fuel Consumption**	**Unit**	**Values**	**Unit**	**Values**
	Rice Husk	Ton	14984.9	GJ	188090.5
	Wood	Ton	5306.2	GJ	66573.3
	Furnace Oil	Litres	16920.5	GJ	728.5
	Diesel	Litres	148688.0	GJ	7080.6
	LPG	Kg	20862.0	GJ	595.7
	Acetylene	Kg	0.0	GJ	0.0
	CNG	SCM	1205532.2	GJ	33527.1
	Other (Briquette)	Ton	437.4	GJ	5489.6
C	**Consumption of Ozone Depleting Substances (ODS)**	**Unit**	**Values**		
	R-134A	Kg	6.0		
	R-22	Kg	456.0		
	R-404A	Kg	96.0		
	R-410A	Kg	34.0		
	R-32	Kg	26.0		
	R-407C	Kg	0.0		
	R-23	Kg	0.0		
	Total Refrigerant	Kg	618.0		
D	**Total Energy Consumption**	**Unit**	**Values**		
	Fuel Renewable Sources	GJ	293680.53		
	Fuel Non-Renewable Sources	GJ	8404.74		
	Total	GJ	302085.28	97.218%	
	Finsh Products	Tons	341.24		
	Energy Indensity	GJ/ per Kg of Finish Products	1.23		

SHILPA PHARMA LIFESCIENCS LIMITED
Summary of Environmental Performance

E	**Scope GHG Emissions**				
	Estimating Scope 1 GHG Emissions	**Unit**	**Values**	**Unit**	**Values**
	Furnace Oil	KL	16.92	TCO2e	47.04
	Diesel	KL	148.69	TCO2e	434.18
	LPG	MT	12.07	TCO2e	35.95
	CNG	SCM	1205532.24	TCO2e	2429.97
	Total Refrigerant	Kg	618.00		1298.99
	Total Scope 1 GHG Emissions	TCO2e	4104.35		
	Scope 1 GHG Emission Intensity	TCO2e/Ton of Finished Products		12.028	
	Scope 1 GHG Emission Intensity	TCO2e/GJ	0.014		
	Estimating Scope 2 GHG Emissions	**Unit**	**Values**	**Unit**	**Values**
	Electricity from Renewable Sources	KWH	23150484	TCO2e	18983.40
	Electricity from Non-Renewable Sources	KWH	9746731	TCO2e	7992.32
	Total Scope 2 GHG Emissions	TCO2e	26975.7163		
	Scope 2 GHG Emission Intensity	TCO2e/Ton of Finished Products		79.053	
	Scope 2 GHG Emission Intensity	TCO2e/GJ	0.0641		
	Estimating Scope 3 GHG Emissions	**Unit**	**Values**	**Unit**	**Values**
	1. Upstream Emissions - Purchased Goods and Services (Diesel)	KL	134054	TCO2e	318.12
	2. Upstream Emissions - Capital Goods (Diesel)	KL	0	TCO2e	0.00
	3. Upstream Emissions - Fuel and Energy Related	KL	0	TCO2e	0.00
	4. Upstream Emissions - Upstream Transportation and Distribution (Diesel)	KL	0	TCO2e	0.00
	5. Upstream Emissions - Waste Generated in Operations (Diesel)	KL	31989	TCO2e	76.91
	6 (a) Upstream Emissions - Business Travel (Diesel)	KL	23166	TCO2e	55.18
	6(b) Upstream Emissions - Business Travel (Petrol)	KL	3413	TCO2e	8.54
	7(a) Upstream Emissions - Employee Commuting (Diesel)	KL	54346	TCO2e	128.18
	7(b) Upstream Emissions - Employee Commuting (Petrol)	KL	162809	TCO2e	412.77
	9 Downstream Transportation & Distribution(Diesel)	KL	32124	TCO2e	73.27
	9 Downstream Transportation & Distribution (Air and Sea way)			TCO2e	406.61
			Total	**TCO2e**	**1479.58**
	Total Scope 3 GHG Emissions	TCO2e	1479.58		
	Total GHG Emission (Scope 1, Scope 2 and Scope 3) Intensity	TCOe/ GJ	0.077		

SHILPA PHARMA LIFESCIENCS LIMITED
Summary of Environmental Performance

F	**Water Consumption**	**Unit**	**Values**
	Total Fresh Water Withdrawal	KL	82640
	Water Consumption Intensity	KL/ per Kg of Finish Products	0.242
	Total Recycled Water	KL	62755
G	**Air Emissions (Other than GHG & ODS)**	**Unit**	**Values**
	NOx	KG	15940
	SOx	KG	10077
	Particulate Matter	KG	28515
	Acid Mist from Scrubber	KG	2567
H	**Waste Generation**	**Unit**	**Values**
	(a) Hazardous Waste	Ton	2354.8
	ETP Waste/Sludge	Ton	1019.8
	Used Oil	Ton	3.1
	Process residue & waste	Ton	13.7
	Date expired products	Ton	2.4
	Distillation residues	Ton	36.1
	Spent Catalyst	Ton	11.3
	Spent Carbon	Ton	6.4
	Spent Solvent	Ton	1262.0
	(b) Non-Hazardous Waste	Ton	2928.4
	Canteen waste	Ton	27.9
	Boiler ash	Ton	2900.5
	(c) Others	Ton	65.9
	Plastic Waste- Discarded Containers	Ton	61.5
	E-Waste	Ton	0.0
	Bio-Medical Waste	Ton	2.3
	Battery Waste	Ton	1.2
	Total Waste Generation	Ton	5349.2
	Waste Recycled	Ton	1328.7
	Waste Reused	Ton	2998.4
	Waste Disposal	Ton	1022.1
	Waste Recycling	%	80.9%
	Waste to Landfill	%	19.1%
I	Effluent Generated	KL	77601.8

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	Vijay Kumar N	R Elangovan	K. Sharath Reddy
Designation	Executive - EHS	DGM - EHS	Director
Sign & Date	15/05/26	15/05/26	15/05/26

Shilpa Pharma Lifesciences Limited
Raichur, Karnataka, INDIA
Review Frequency: Quarterly
Environmental Sustainability Objectives and KPIs

Review Date: 29-09-2026

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	KPI-Target	FY 2025-26	Remarks	GRI standard Reference	Mapping to UNGC Principles	Mapping to UNSDGs
1	SOP- Environmental Sustainability(SPL2/EHS/SOP/GEN/0028-02), Section 6.35 page No 15 and Annexure Record : F02	Energy & GHG Reduction	Total Electrical energy Consumption , Frequency- Monthly monitoring	GJ		97665.9		103780.3		103924.9		136255.5		118430.0	Summary of Environmental Performance Attachment No 1 Ref Sec A Page no 3 of 1318	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%		100%				
			Electricity from Renewable Sources- Frequency- Monthly monitoring	GJ	90%	82143.2	90%	72648.0	90%	93718.8	90%	95523.2	90%	83341.7				
				%WRT I Energy Consumption		84.1		70.0		90.2		70.1		70.4				
			Electricity from Non Renewable Sources- Frequency- Monthly monitoring	GJ	10%	15522.7	10%	31132.3	10%	10206.1	10%	40732.3	10%	35088.2				
				%WRT I Energy Consumption		15.9		30.0		9.8		29.9		29.6				
2	SOP- Environmental SOP- Environmental Sustainability(SPL2/EHS/SOP/GEN/0028-02), Section 6.35 page No 15 and Annexure Record :	Energy & GHG Reduction	Estimating Scope 1 GHG Emissions	TCO2e		3900.12		3652.72		2657.68		2447.25		4104.35	Refer attachment no 1 Ref Sec E Page no 4 of 1318	GRI-305-1	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		26975.72		GRI-305-2		
			Estimating Scope 3 GHG Emissions	TCO2e		877.77		710.41		961.27		862.59		1479.58		GRI-305-3		
3	SOP- Environmental Sustainability(SPL2/EHS/SOP/GEN/0028-02), Section 6.35 page No 15 and Annexure Record : SPL2/EHS/SOP/GEN/0028/F02	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	3% Reduction By FY 2030	1.23	Refer attachment no 1 Ref Sec D Page no 3 of 1318	GRI-301-4	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
4	SOP- Environmental Sustainability(SPL2/EHS/SOP/GEN/0028-02), Section 6.35 page No 15 and Annexure Record : SPL2/EHS/SOP/GEN/0028/F02	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	1% Reduction By FY 2030	0.0774	Refer attachment no 1 page no 3 of 1318	GRI-305-5	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
5	SOP- Environmental Sustainability(SPL2/EHS/SOP/GEN/0028-02), Section 6.20 page No 10 and Annexure Record : SPL2/EHS/SOP/GEN/0028/T01	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	2 % Reduction By FY 2030	82640 KL	Refer attachment no 1 Ref Sec F Page no 5 of 1318	GRI-303-5	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
6	SOP- Environmental Sustainability(SPL2/EHS/SOP/GEN/0028-02), Section 6.20 page No 10 and Annexure Record : SPL2/EHS/SOP/GEN/0028/T01	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	0.5% Reduction By FY 2030	0.242	Refer attachment no 1 Ref Sec F Page no 5 of 1318	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(SPL2/EHS/SOP/GEN/0028-02), Section 6.34 page No 13 &14 and Annexure Record :SPL2/EHS/SOP/GEN/0028/T04 & T09	Air Pollution	NOx	KG		9110		9196		19281		14277		15940	Refer attachment no 1 Ref Sec G Page no 5 of 1318	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		10077				
			Particulate Matter			13690		11788		16814		26112		28515				
			Acid Mist from Scurbber	KG		2600		3889		6608		2674		2567				
9		Materials, Chemicals & Waste	Monitoring API in Wastewater PEC/PNEC less than 1	PPM	< BDL		< 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(SPL2/EHS/SOP/GEN/0028-02), Section 6.26 page No 11 and Annexure Record : SPL2/EHS/SOP/GEN/0028/T05	Materials, Chemicals & Waste	Waste Generation												Refer attachment no 1 Ref Sec H Page no 5 of 1318	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		2355				
			ETP Waste/Sludge	MT		541		860		949		1077		1020				
			Used Oil	MT		1		1		1		3		3				
			Discarded Containers	MT		16		16		87		86.575		61.487				
			Process residue & waste	MT		6		7		14		15		14				
			Date expired products	MT		0		0		0		1		2				
			Distillation residues	MT		4		1		37		39		36				
			Spent Catalyst	MT		0		0		11		12		11				
			Spent Carbon	MT		3		4		7		8		6				
			Spent Solvent	MT		705		745		1304		1356		1262				
			(b) Non-Hazardous Waste	MT		2970		2770		2507		2606		2928				
			Canteen waste	MT		21		23		22		25		28				
			Boiler ash	MT		2948		2747		2486		2580		2901				
			(c) Effluent Generated	KL		60125		54037		43193		61963		77602				
11	SOP- Environmental Sustainability(SPL2/EHS/SOP/GEN/0028-02), Section 6.17 page No 11	Product End-Of-Life	Waste Recycling	%	75%	86.6%	75%	80.5%	75%	80.7%	75%	79.3%	75%	80.9%	Refer attachment no 1 Ref Sec F Page no 5 of 1318	GRI-306-2	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
12	SOP- Environmental Sustainability(SPL2/EHS/SOP/GEN/0028-02), Section 6.17 page No 11	Product End-Of-Life	Minimizing Waste to Landfill	%	25%	13.4%	25%	19.5%	25%	19.3%	25%	20.7%	25%	19.1%	Refer attachment no 1 Ref Sec H Page no 5 of 1318	GRI-306-2	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
13	SOP- Environmental Sustainability(SPL2/EHS/SOP/GEN/0028-02), Section 6.26 page No 11 and Annexure Record :	Materials, Chemicals & Waste	Reporting Waste Related Incidents	NOS	0 Incidents		0 Incidents		0 Incidents	NIL	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 (SPL2/EHS/SOP/GEN/0025-01)	Product Use & Customer Health & Safety	Despatch of API alongwith updated MSDS	%	100% Compliance	100%	100%	100%	100%	100%	100%	100%	100% Compliance	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		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(SPL2/EHS/SOP/GEN/0017-01), Section 6.2 page No 2 EHS Legal Compliance Evaluation Register : SPL2/EHS/SOP/GEN/0017/T02	Environmental Legal Compliance	Update Legal Compliance Evaluation Register	Frequency- Half yearly monitoring	2	2	2	2	2	2	2	2	2	2	Enclosed EHS Legal Compliance Evaluation Register : Attachment No 2 Ref Page no 8 to 14 of 1318	GRI-307-1	Principles 7 to 9	1, 2, 3, 6, 7, 8, 9, 11, 12, 13, 14, 15
17	SOP- Aspects / Hazards Identification and Evaluation (SPL2/EHS/SOP/GEN/0023-02), Section 6.1. Page No 5, SPL2/EHS/SOP/GEN/0023/A09 "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%	100%	100%	Enclosed Hazard Identification & Risk Assessment (HIRA).- Attachment No 3 Ref Page no 15 to 22 of 1318	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%	100%	100%	Occupational Health Data attached as SDS Powder Safety Data Attached -Attachment No 4 & 5 for One Product attached Ref Page no 23 to 57 of 1318	GRI-416-1	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	KPI-Target	FY 2025-26	Remarks	GRI standard Reference	Mapping to UNGC Principles	Mapping to UNSDGs
19	SOP- EHS Audits & Inspections (SPL2/EHS/SOP/GEN/0026-03) Section 6.2.1 Page No 5	Internal Audit	Conducting EHS Internal Audits quarterly	NOs	2	2	2	2	2	2	2	2	2	2	Enclosed the Checklist of Internal Environmental Audit Attachment no-6 Ref Page no 58 to 59 of 1318	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 (SPL2/EHS/SOP/GEN/0022-01) Section 6.1 Page No 2	Management Review	Conducting Management Review Meeting with HoDs	Nos	4	4	4	4	4	4	4	4	4	4	Enclosed the Schedule copy safety committee meeting Minutes & Schedule Attachment no-7 Ref Page no 60 to 64 of 1318	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	1	1	Risk Management Committee Review Summary Attachments No -8 Ref Page no 65 to 85 of 1318	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	29/09/26	Sign & Date	29/09/26	Sign & Date	1/10/26

Statutory Compliance Status

Sl. No	Name of License	Issuing /Approval Authority	License 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	Under Process
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	Under Process
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	27/03/2026	31/03/2027	31/03/2027

6)	Public Liability Insurance	Public Liability insurance act 1991 Issued by TATA AIG Insurance Company Limited	0304010520	12/07/2026	11/07/2027	11/07/2027
7)	Certificate for use of Boiler (6 tph)	Director of Factories & Boilers; Govt. of Karnataka	KTK-3285	18.07.2026	09.07.2027	09.07.2027
8)	Certificate for use of Boiler (6 tph) Gas Boiler	Director of Factories & Boilers; Govt. of Karnataka	KTK-6680	18.07.2026	09.07.2027	09.07.2027
9)	Certificate for use of Boiler (10 tph)	Director of Factories & Boilers ;Govt. of Karnataka	KTK-3283	24/04/2026	07/04/2027	07/04/2027
10)	Provident Fund	Employees Provident Fund	GBRCH 47249	------	------	Life Time
11)	Employee state Insurance	Employees' State Insurance Act, 1948 (ESI Act),	71710066870011099	01/07/2022	-----	Life Time
12)	ABN Enterprises	Department of Labour Govt. Of Karnataka	ALC-KAL/CAL//P-11207382/2022-23	28-07-2025	28/07/2026	U/P

13)	Vaishali Labour Contract	Department of Labour Govt. Of Karnataka	ALC-KAL/CAL//C-13013306/2022-23	09/04/2026	01/01/2027	01/01/2027
14)	Venkteswara Enterprises	Department of Labour Govt. Of Karnataka	ALC-KAL/CAL//P-11207382/2022-23	08/06/2026	01/06/2027	01/06/2027
15)	Amma Enterprises	Department of Labour Govt. Of Karnataka	ALC-KAL/CAL//P-11207382/2022-23	09/06/2026	01/06/2027	01/06/2027
16)	Osprey Security Solutions	License 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
17)	Narcotic Registration	Narcotics Control Bureau	URN NO:BACD0100647	04/08/2022	-NA-	Life Time
18)	Factory License/On Site Emergency Plan	Department of Factories Boilers & Industrial Safety	MYRCR-898	01/01/2025	31/12/2027	31.12.2027
19)	Ammonia Gas cylinder Storage License	Petroleum & Explosive Safety organization	G/SM/KA/06/915(G137760)	24.02.2025	30.09.2034	30.09.2034

20)	Nitrogen & hydrogen gas cylinder Storage		G/SM/KA/06/916(G137761)	24.02.2025	30.09.2034	30.09.2034
21)	Petroleum Class-A Installation	Petroleum & Explosive Safety organization	P/HQ/KA/15/2540 (P189192)	12/05/2022	31.12.2028	31.12.2028
22)	Petroleum Class-B, C Installation		A/P/SC/KA/15/3105(P527919)	NOC U/P	-	-
23)	Petroleum Class-B,C Installation		P/HQ/KA/15/2631 (P234951)	17.11.2025	31.12.2035	31.12.2035
24)	Profession tax	Profession Tax Act 1987 , Govt. of Karnataka	387922968	20/04/2022		Life Time
25)	Labour License	Department of Labour , Govt. of Karnataka	ALC-KAL/CAL//P-11207382/2022-23	-	Applied for renewal	Applied for renewal
26)	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

27)	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
28)	Manufacturing License(Drug License)	Government of Karnataka, Drugs control Department & Central Drugs Standards Control Organization	KTK/25/564/2009	17/04/2024	16/04/2029	16/04/2029
29)	Certificate of Incorporation	Registrar of Companies, Ministry of Company affairs, Govt. Of India	U24100KA2020PLC134081	23/03/2022	-NA-	Life Time Doc
30)	PAN Card	Income Tax Department ; Govt of India	ABDCS6552L	08/05/2020	-NA-	Life Time Doc
31)	Goods & Services Tax	The Central Goods & Services Tax Act	29ABDCS6552L1ZR	27/02/2022	-NA-	Life Time Doc
32)	Fire NOC	Chief Fire Officer, Govt of Karnataka	No: 55/RFO/Low Rise/Bollari/2026	04/03/2026	03/03/2027	03/03/2027
33)	Building stability certificate	Director of Factories & Boilers; Govt. of Karnataka	No: DFB/FPN/CR-154/22-23	29-04-2024	29-04-2029	29/04/2029
34)	ISO14001:2015	Environmental management system	25EEOP64	21/04/2025	20/04/2028	20/04/2028

35)	ISO 9001:2015	Quality management system	25EQOO61	21/04/2025	20/04/2028	20/04/2028
36)	ISO 45001:2018	Occupational Health& safety management system	25EOOJ66	21/04/2025	20/04/2028	20/04/2028
37)	ISO 50001:2018	Energy Management System	25EEnPL46	18/08/2025	17/08/2028	17/08/2028
38)	SA 8000:2014	Manufacture And Supply Of Active Pharmaceutical Ingredients (Apis), Intermediates And Biomedical Polymers	UQ-2023080197	20/07/2026	19/07/2029	19/07/2029
39)	Form 20	Director of Factories & Boilers; Govt. of Karnataka	Form 20 Rule 134	Annually	Annually	Annually
40)	Form 21	Director of Factories & Boilers; Govt. of Karnataka	---	Half yearly	Half yearly	Half yearly
41)	EC Compliance report	Karnataka state pollution control board	F.No.IA-J-11011/301/2020-IA-II(I)	Half yearly	Half yearly	Half yearly

42)	CFO Compliance	Karnataka state pollution control board	AW-325854	Half yearly	Half yearly	Half yearly
43)	CFE Compliance	Karnataka state pollution control board	CTE-332169	Half yearly	Half yearly	Half yearly
44)	Biomedical waste	Karnataka state pollution control board	Authorization No:201995	Annually	Annually	Annually
45)	Form-20	Karnataka state pollution control board	---	Monthly	Monthly	Monthly
46)	Form-23	Director of Factories & Boilers; Govt. of Karnataka	---	Monthly	Monthly	Monthly
47)	Form 3&4	Karnataka state pollution control board	---	Annually	Annually	Annually
48)	Form-V	Karnataka state pollution control board	---	Annually	Annually	Annually
49)	Form-VIII FORM FOR FILING RETURNS FOR BULK CONSUMER OF BATTERIES	Karnataka state pollution control board	---	Annually	Annually	Annually

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	Director
Sign & Date	29/09/26	29/09/26	29/09/26

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 D- 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**
1	Raw material receipt from warehouse to block, Block RM store area & shop floor (Solid RM, liquid ,solvents)	Spillage Exposure Fire	Slip fall injuries , Fire & Facility Damage Raw materials loss Occupational Injuries	3	3	**Medium**	Raw mayterials are issued from stores in good packed condition,with double lined poly bag in a container with lid , HDPE woven Sacs lined poly bags Forklift ,Hand pallet truck,drum trolleys are used for relocation of the materials from day stores to the charging areas of materials Trained personnel handles the Materials & two persons will be involved to lift the materials & keep on the trolleys & move. Spill Control kit available to attend any spillages PPE's avalable to prevent the occupational Health Hazards Supplied air & supplied air masks & SCBA available for handling any toxic& Harmfull chemical spills The areas are adequately illuminated to prevent splips,& falls In case of Fire, hydrant, Foam , Foam pipes and Fire extinguishers , Fire balls are available to control fire	**3**	**1**	**Low**	1. Effective Training to be provided. 2. Fire detection, alarm system 3. Work area monitoring and VOC and LEL
5	Charging & Addition of Acidic RMs	Spillage Exposure Corrosion of Equipment's	Slip trip fall injuries Facility loss Product loss Occupational injuries	3	3	**Medium**	Acidic raw materials are Received in drums /carboys from the warehouse Acidic Materials are charged into the reactors by pumping / Charged into the reactor by building up vaccum in the closed vacuum system From the addition tank these liquid raw materiasls charged into the reactors by Gravity as per the defined Process (BPR) at defined temperatuires/ pressure All the equipment used having the MOC that is suitable for handling the acids & is compatable with acids Suitable personal protective equipment Available Supplied air Masks , Acid catridge masks are available All the employees are trained to handle the hazardous & corrosive & acidic Raw materials & the PPE usage Facility compatibility and facility selection process ensure safety of materials and equipment ,facility compatibility Scrubbing system & spot exhausting system available to control & mitigate the fugitive emissions. Spill Controll Kit available Sodium Bicarbonate container in place for handling any acidic spills	3	1	**Low**	
6	Temperature rising and Maintaining of reaction mass after Acidic liquid RMs addition& maintain production process	Exposure Fire Occupational exposure	Slip trip fall injuries Facility loss Product loss Occupational injuries	3	3	**Medium**	Controlled addition is done as per the defined process (BPR) Pressure gauges & temperature sensor available to monitor pressure and temperature in the ractor & are calibrated as per schedule Trained chemist will monitor & control the reaction parameters to the entire stretch of the reaction and records the parameters in BPR by operating the utilities in the jacket Condenser vents & RD are connected to the dump tank The condensers are connected with CT water & chilled water to reflux the solvents into the Reactor The system Does not allow Temperature shootup , as Hot water circulation is used instead of steam for temperature sensitive reactions Dedicated scrubber and spot exhaust system available control fumes 100% Power back up availableaccross the plant PPE's made available All the employees are Training about critical Process & operating parameters & on the process operations Spill Control Kit available	3	1	**Low**	
7	Reaction mass in process sample collection at -30 & and at145 °	Spillage Exposure Corrosion of Equipment's Fire	Facility damage Product loss Occupational injuries Business continuation issues	2	3	**Low**	Sample collection is done from the bottom valve two valve system 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	2	1	**Low**	

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				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
8	Quenching of Reaction mass	Spillage Exposure Corrosion of Equipment's Fire	Leakages Facility Damage Product loss Occupational injuries Business continuation issues	3	3	**Medium**	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. During Quenching the mass, Regid transfer lines are using. RDs are in place for the reaction and quenching vessel and those connected to dump tank. Spill control system is in place. Trained team are handling these operation with right PPEs All process equipments have proper earthing and bonding continuity Fire Exstingusher, Fire balls, Foam, Breathing apparatus and Fire hydranadant systems are in place to controll the emergency.	3	1	**Low**	
9	layer separation	Spillage Exposure Corrosion of Equipment's Static Fire	Slip trip fall injuries Facility loss Product loss Occupational injuries	4	3	**High**	Always maintaing good housekeeping. 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 Separations are carriedout in regid pipe line. All equipments having eathing and bonding continuity to avoid static charge accumulation Trained team only involving these operations with right PPE. Spill controll kit is inplace to handle the spills	3	1	**Low**	
11	Strip outs	Spillage Exposure Static Fire	Slip trip fall injuries Facility loss / Damage Product loss Occupational injuries	2	2	**Low**	Nitrogen boanketing & Temperature and pressure gauges available to monitor process parameters Dedicated distillation collection tank available Utilities available to control reaction mass temperature and condensation. All process equipments have earthing continuity to discharge the generated static charge.	2	1	**Low**	NA
12	Degassing	Spillage Exposure Corrosion of Equipment's	Facility loss/Damage Product loss Occupational injuries	2	2	**Low**	During Degasing if power failure occur , Back up DG set is place to avoid exothermicity of product Vents kept open condition to avoid gas accumulation during reaction Gas to Gas reaction not planned.	2	1	**Low**	
13	After degassing, Solvent charging for Isolation and reactor starting	Spillage Exposure Static Fire	Facility loss Product loss Occupational injuries	2	2	**Low**	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	2	1	**Low**	
14	Before centrifugation, distillation reactor bottom Chowk removal	Spillage Exposure Static Fire	Facility loss Product loss Occupational injuries	2	2	**Low**	1) Using vacuum or Nitrogen pressure to remove Chowk materials	2	1	**Low**	
16	Centrifuge Unloading	Spillage Exposure Static Fire	Facility loss Product loss Occupational injuries Fire	3	3	**Medium**	1).Activity based required PPE like flash goggles ,Gloves ,mask and safety shoe using for carry out operation. 2).Centrifugation carried out by using Nitrogen purging. 3).Filtrate materials are detoxifying and sending for safe disposal after filtration completed. 3) Activity Operating by trained employees. 4)Active materials will be handle through gloves box or Isolators only.	**3**	**1**	**Low**	
17	Wet lumps breaking	Spillage Exposure Static Fire	Product loss Occupational injuries Fire	3	3	**Medium**	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. 5).Active materials wil be handle through gloves box or Isolators only.	3	1	**Low**	1) Scope to check periodically existing controls

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				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
18	Wet material loading to drying systems	Spillage Exposure Static Fire	Product loss Occupational injuries Fire	3	2	Medium	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. 4).Active materials wil be handle through gloves box or Isolators only.	3	1	Low	1) Scope to check periodically existing controls
20	Unloading the dried material	Fire due to unloading into Poly bags and static	Fire Product loss Occupational injuries Fire	4	3	High	1) Product hazard based personal protective equipment using. 2)Unloading material after reaching ambient temperature. 3)unloading started after crack with nitrogen. 4) Earthing will ensure the concern operating team during unload the material to disharge the static charge. 5)Active materials wil be handle through gloves box or Isolators only.	3	1	Low	1. Effective Training to be provided. 2. Work area monitoring and VOC and LEL
23	Reactors Cleaning& Confined vessel entry and work at Height	Spillage Exposure Static Fire	Fire Product loss Occupational injuries Fire	3	3	Medium	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.	3	1	Low	1. Effective Training to be provided.
24	Addition tanks cleaning Transfer line cleaning Centrifuge cleaning	Spillage Exposure Static Fire Fall incident	Fire Product loss Occupational injuries Fire	3	3	Medium	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	3	1	Low	1. Effective Training to be provided.
25	Miller equipment PCO cleaning	Spillage Exposure Static Fire Fall incident	Spillage Exposure Static Fire Fall incident	3	3	Medium	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	3	1	Low	1. Effective Training to be provided.
26	Driers cleaning	Spillage Exposure Static Fire Fall incident	Spillage Exposure Static Fire Fall incident	3	3	Medium	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	3	1	Low	1. Effective Training to be provided.
27	Product containers cleaning	Spillage Exposure Static Fire Fall incident	Spillage Exposure Static Fire Fall incident	3	3	Medium	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.	3	1	Low	1. Effective Training to be provided.
28	Product used Filters cleaning	Spillage Exposure Static Fire Fall incident	Spillage Exposure Static Fire Fall incident	3	3	Medium	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.	3	1	Low	1. Effective Training to be provided.
29	Pharma material used poly bag cleaning	Spillage Exposure Static Fire Fall incident	Spillage Exposure Static Fire Fall incident	3	3	Medium	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	3	1	Low	1. Effective Training to be provided.
34	Reaction mass in process sample collection at -30 & and at145 °	Spillage Exposure Corrosion of Equipment's Fire	Facility damage Product loss Occupational injuries Business continuation issues	2	3	Low	Sample collection is done from the bottom valve two valve system 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	2	1	Low	1. Effective Training to be provided. 2. Work area monitoring and VOC and LEL 3. Applying nitrogen pressure to purger line sample to be collected into sample bottole in closed condition

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				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
35	Mass feeding from reactor into Centrifuge (Heavy crystalline material and fine material)	Static fire Spillage	Product loss Occupational injuries	3	3	Medium	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.	3	1	Low	1. Effective Training to be provided. 2. Work area monitoring and VOC and LEL 3. Applying nitrogen pressure at bottom valve of reactor chock to be removed
36	Filter cloth replacement in centrifuge	residues, dust	product contamination	3	2	Medium	PPE, glove box operation, exhaust ventilation	2	1	Low	exhaust
37	Flushing of process pipelines	to cleaning	environmental release	3	2	Medium	Closed-loop flushing, PPE, trained staff	2	1	Low	spill trays under all connections
38	Nitrogen purging of vessels	displacement	Asphyxiation, fatality	5	2	High	Oxygen monitors, purge SOPs, trained operators	3	1	Low	nitrogen flow if $O_2 < 19.5\%$
39	Equipment shutdown during power failure	reactions,	Fire, toxic release, explosion	5	2	High	UPS for critical controls, emergency SOPs	3	1	Low	Install automatic safe-shutdown systems

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

Sr No	Activity	Description of Aspects	Consequence (Worst Case)	Base Impact S	Base Impact L	Base Impact Rating	Existing Impact Control Measures	Residual Impact S	Residual Impact L	Residual Impact Rating	Additional Impact Control Measures
1	Raw materials Handling (Liquids ,Solids ,Semi solids Acids,Base,Pyrophoric,Hygorscopic Chemicals	Accidental spillages may cause Environment pollution waste generation	Work place environment pollution	3	2	**Medium**	1) Materials handling in double packing with secondary containment and With pallets. 2) Spill control Procedures in place with spill control Kits available at work place. 3) spills collected and treated in ETP , safe hazardous and Non hazardous waste disposal methods.	2	1	**Low**	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 to make the finished goods at production blocks	Environment pollution Hazardous waste generation	Legal Non compliance, Natural resources depilation Work place environment pollution	3	3	medium	1)Robust validated processes are adopted with minimum waste generation 2) All the processes(Unit operations like , mixing, reflux, distillation heating , cooling &chilling) are carried out in closed vessels with Condensers not to expose to environment & the materials are transferred through the pipelines, & avoid or minimise the spillages 3) Filtration is carried out in closed Nutch filters, Centrifuges and the fugitive emissions if any are taken into the scrubber. 4) robust spill control procedures in place with the spill Control Kits made available. 5) All the plastic wastes & carboy's are cleaned in the Production blocks before disposing to recyclers. 6) Scrubber emissions monitored periodically. 7) Work place monitoring for VOC, LEL, Noise monitored. 8) Ambient air quality tested periodically 9) The effluent from the processes like Filtration & aquous layers , equipment washings ,scubbers is collected in tanks & trasfered to the effluent treatment plant for onward treatment in zero liquid Discharge facility and the treated water is reused in the utility cooling towers. 10) The solvents are recovered by using efficient heat exchangers with subcoolers circulated with Chilled water to avod the losses due vapour pressure into the environment. 11) The Distillation residues & process residues are collected safely& in secured manner & disposed to Co-processing in cement plants /incineration. 12) The spent carbon is sent to the Co-processing in cement plants. 13) The spent solvents are disposed to the authorised recyclers. 14) Periodical ground water& soil sample, Treated and Raw effluent analysis done by MOEF authorized laboratories all reports are with in precribed limits. 15).where every required detoxified the material then only send for disposal.	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 Noncompliance, Natural resources depilation Work place environment pollution	2	3	Low	1)Collecting sample in bottles to avoid spill and exposure 2) sampling bottles are cleaned by QC & disposed to authorised recyclers	2	1	**Low**	1) Effective training to be provided 2) Work area monitoring and VOC
4	Drying & Packing of final product	Environment pollution Hazardous waste generation	Legal Non compliance, Natural resources depilation Work place environment pollution	3	2	Medium	1) Dust collection equipment is installed in all operations & dust is collected back & thereby preventing the contamination of environment resourece. 2) The spillages are handled & disposed to the ETP. 3).Active Material Handling through Glovex or Isolators only. 4)Used poly bags shall be Detoxified then only disposed.	2	1	**Low**	1) Periodically required evaluate existing controls
5	Daytanks &In process tanks & Effluent collection tanks	Environment pollution soil contamination	legal Non compliance, environment pollution	4	3	High	1)Secondary containment Bunds are in place , to contain any spillages & leakages 2) The bund wall , dyke wall & tank under ground Integrity is checked.	4	1	Medium	1) data review
6	Garment washing	Environment pollution soil contamination	legal Non compliance, environment pollution	2	3	Low	1) Garment washings waste water to collected to effluent tank for treatment in Zero Liquid Discharge.	2	1	**Low**	1) Effective training to be provided 2) Work area monitoring and VOC
7	AHU Filter Cleaning	Environment pollution soil contamination	legal Non compliance, environment pollution	4	3	High	1) AHU Filter cleaning water is collected in effluent tank for treatment in ZLD.	2	1	**Low**	1) Effective training to be provided 2) Work area monitoring and VOC
8	Sampling from reactor	Environment pollution Hazardous waste generation	Legal Noncompliance, Natural resources depilation Work place environment pollution	2	3	Low	1)Collecting sample in bottles to avoid spill and exposure 2) sampling bottles are cleaned by QC & disposed to authorised recyclers	2	1	**Low**	1) Effective training to be provided 2) Work area monitoring and VOC 3) Applying nitrogen pressure to purger line sample to be collected into sample bottole in closed condition

9	Mass feeding from reactor into Centrifuge (Heavy crystalline material and fine material)	Environment pollution Hazardous waste generation ,Static fire Spillage	Legal Noncompliance, Natural resources depilation Work place environment pollution Product loss Occupational injuries	3	3	**Medium**	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.	3	2	**Low**	1) Applying nitrogen pressure at bottom valve of reactor chock to be removed 2) Effective training to be provided 3) Work area monitoring and VOC
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**	
	Maintenance & Repair Work (Hot Work)	Welding, grinding, cutting in process areas	Fire, explosion, toxic gas release	5	2	High	Permit to Work system, gas detectors, fire watch	2	1	Low	Automatic fire suppression near hot work zones, spark containment blankets
	Cylinder Handling (Compressed Gases)	Storage & use of LPG, Nitrogen, Chlorine, etc.	Cylinder rupture, explosion, toxic release	5	2	High	Cylinder cages, valve protection caps, leak checks	2	1	Low	Automatic gas leak detection, emergency cylinder venting system
	Roof Tank Inspection / Working at Height	Access for inspection & cleaning	Fall from height, injury, fatality	5	2	High	Full body harness, guard rails, scaffolding	2	1	Low	Install fixed ladders with cage, fall arrest systems

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RISK SUMMARY

D- 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	0	0	0	0	0	0	0	0
High	9	23	0	0	5	42	0	0
Medium	24	62	12	31	4	33	1	8
Low	6	15	27	69	3	25	11	92
TOTAL	39	100	39	100	12	100	12	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.

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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).

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DUST EXPLOSION & PROCESS SAFETY ASSESSMENT REPORT

FOR API POWDER HANDLING OPERATIONS

Field	Details
Facility	API Manufacturing Facility
Department	EHS / Production / Engineering / QA
Document No.	SPL/EHS/DHA/RPT/001
Revision No.	01
Assessment Date	14/05/2026

Document Control and Approval

Document Element	Details
Purpose	To evaluate combustible dust explosion hazards and define controls for API powder handling operations.
Data basis	API Dust Explosion Risk Assessment Workbook, latest Dust Explosion & Safety Data Table, and other supporting technical references listed in the Reference Section.
Review method	API-wise review of ignition sensitivity, explosion severity, process hazards and control gaps.
Applicability	Drying, packing, blending, milling, sieving, transfer, storage and dust collection operations.
Report status	For internal review and approval.

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1.0 Executive Summary

A detailed dust explosion and process safety assessment was carried out for 64 API / intermediate powders handled within the API manufacturing facility. The assessment considered combustible dust properties, operation-specific dust release potential, ignition sensitivity, explosion severity, thermal behaviour, static electricity hazards, confinement conditions and the adequacy of existing control measures.

The review confirms that combustible dust explosion risk is credible during API powder handling operations, particularly during drying, dryer unloading, milling, sieving, charging, blending, packing, manual transfer, dust collector operation and housekeeping activities.

The major risk drivers identified during the assessment are:

- Low Minimum Ignition Energy, especially materials having MIE ≤ 10 mJ.
- St-2 dust explosion classification.
- High explosion pressure, with Pmax values around or above 8 bar.
- High Kst and dP/dt values indicating rapid pressure rise during deflagration.
- High bulk resistivity (Rb) > 10^9 Ωm may increase electrostatic charge accumulation and static ignition risk.
- Dust confinement in dryers, blenders, mills, sieves, ducts and dust collectors.
- Potential for static electricity generation during powder transfer, liner handling and manual packing.
- Ineffective or unverified bonding and grounding.
- Dust layer accumulation on equipment, floors, ducts, cable trays, motors and structural members.
- Inadequate verification of dryer temperature limits for thermally sensitive products.

Summary Element	Result	Interpretation
Total APIs reviewed	64	API / intermediate powders included in the risk assessment.
Critical risk materials	10	Immediate engineering and process safety review required.
High risk materials	46	Controls shall be implemented and verified before routine operation.
Medium risk materials	8	Standard controls with periodic review required.

St-2 materials	10	Higher explosion severity; dust collector and enclosed equipment protection must be reviewed.
Low MIE materials <=10 mJ	10	High static ignition sensitivity; strict bonding and grounding required.
Thermally sensitive materials	3	Dryer temperature limits and thermal decomposition data must be reviewed.

The assessment identified 10 Critical risk materials, 46 High risk materials and 8 Medium risk materials. Critical materials are mainly associated with drying operations and low-MIE / St-2 or thermally sensitive characteristics.

The risk is manageable only when a combination of engineering controls, administrative controls, operational discipline, preventive maintenance, housekeeping, static electricity control, dust collection system safety and emergency preparedness is implemented and verified.

2.0 Objective

The objective of this Dust Explosion & Process Safety Assessment is to identify, evaluate and control combustible dust hazards associated with API powder handling operations. The assessment aims to provide a structured technical basis for risk reduction, compliance, operational control and management decision-making.

The specific objectives are:

- To identify combustible dust hazards associated with API and intermediate powders.
- To classify APIs based on dust explosion parameters such as Kst, MIE, R_b, MEC, MIT Cloud, MIT Layer, Pmax, dP/dt, ST class, LOC, AIT and thermal stability.
- To classify dusts under material classification - High Risk, Medium Risk and Low Risk based on material properties (Table 1).
- To classify operations under operational classification – Very High Risk, High Risk, Medium Risk and Low Risk based on operational aspects (Table 2).
- To decide the requirement of Basis of Safety for dust explosion as per Table 3, Table 4 and Flow Chart 1 and Flow Chart 2.

- To evaluate operation-wise hazards in drying, blending, milling, sieving, transfer, charging, packing, storage and dust collection.
- To identify credible ignition sources including static discharge, hot surfaces, mechanical friction, electrical faults, hot work, foreign objects and thermal decomposition.
- To define engineering and administrative controls required for safe operation.
- To support DHA, HIRA, SOP revision, PSSR, MOC, training, audit compliance and emergency planning.
- To provide CAPA actions for risk reduction and management follow-up.

This assessment does not replace laboratory dust explosibility testing. Where data is provisional or literature-based, the final process safety decision shall be supported by approved test data, SDS, vendor information or technical justification.

3.0 Scope of Study

This assessment covers API powder handling operations from the point of powder generation, isolation, filtration, drying and recovery up to final packing, labeling, temporary storage and transfer for further processing or dispatch. The scope includes routine, non-routine and campaign-based powder handling activities where combustible dust generation, dust cloud formation, dust layer deposition, static electricity, hot surface exposure, confinement or ignition source interaction may occur.

The assessment is applicable to API powders, intermediates, dried solids, milled powders, sieved powders, recovered solids and powder residues handled in production, isolation, drying, milling, packing and associated utility / engineering areas.

The scope includes the following operations and associated risk review:

S.No	Operation / Activity	Scope Coverage
1	Centrifuge discharge and wet cake handling	Review of powder / wet cake discharge, manual scooping, transfer to trays / containers, exposure to static charge, solvent vapour interface and dust generation during partial drying.
2	Tray dryer, vacuum tray dryer, RCVD, ANFD and dryer unloading operations	Review of drying temperature, hot surface ignition, thermal stability, dust layer formation, unloading dust cloud, earthing, bonding, LEV and cooling before discharge.

3	Milling, sifting, sieving and particle size reduction operations	Review of fine dust generation, frictional heating, mechanical sparks, foreign body entry, screen rupture, bearing overheating, dust collector loading and static discharge.
4	Powder charging into reactors, blenders, containers and drums	Review of powder charging height, dust cloud formation, static electricity, conductive transfer path, closed charging arrangement, LEV and ignition source control.
5	Manual and mechanical transfer of powders	Review of scoop transfer, drum-to-drum transfer, vacuum transfer, flexible hose transfer, powder spillage, dust cloud formation, bonding and use of antistatic accessories.
6	Blending and mixing operations	Review of confined powder cloud, rotating equipment, electrostatic charge generation, equipment earthing, gasket integrity, dust leakage and explosion protection requirement.
7	Packing into bags, liners, drums and containers	Review of open powder handling, liner static charge, weighing booth performance, dust extraction, drum earthing, antistatic liners, PPE and housekeeping.
8	Dust collection systems, filters, ducts and associated equipment	Review of dust collector DP, filter condition, antistatic filter media, duct earthing, explosion venting / isolation, hopper cleaning, safe dust discharge and spark migration risk.
9	Temporary storage of API powders and intermediates	Review of container integrity, labeling, segregation, closure condition, spill prevention, dust accumulation, static charge and emergency access.
10	Cleaning, housekeeping and spill handling	Review of safe cleaning methods, avoidance of dry sweeping / compressed air, use of approved vacuum cleaning, dust layer control and waste disposal.
11	Maintenance and non-routine activity in powder handling areas	Review of hot work, equipment opening, filter replacement, duct cleaning, breakdown maintenance, permit-to-work, area cleaning certification and restart clearance.

4.0 Methodology and Data Basis

4.1 Assessment Methodology

The assessment was performed using a structured API-wise and operation-wise review methodology. Each material was evaluated for ignition sensitivity, explosion severity, process hazard, control effectiveness and residual risk.

The following steps were followed:

- API-wise dust explosion safety data was compiled.
- Ignition sensitivity was assessed using MIE, MIT Cloud and MIT Layer.
- Explosion severity was assessed using Pmax, dP/dt, Kst and ST class.
- Dust cloud formation potential was evaluated based on operation type and dust generation.
- Confinement potential was reviewed for dryers, mills, blenders, ducts, dust collectors and enclosed transfer systems.
- Credible ignition sources were identified for each operation.
- Static electricity risk was evaluated based on powder transfer, liner handling, container type and equipment bonding.
- Thermal stability was reviewed for drying and heating operations.
- Existing and required controls were reviewed.
- Risk score was assigned and materials were categorized as Critical, High, Medium or Low.
- CAPA actions were identified based on risk category and control gaps.

4.2 Data Basis

The assessment was based on the following information:

- API Dust Explosion Risk Assessment workbook.
- Latest Dust Explosion & Safety Data table.
- Available process knowledge.
- SDS / MSDS information where available.
- API handling practices in production areas.
- Equipment used for drying, milling, sieving, blending and packing.

- Existing controls such as LEV, dust collectors, earthing, bonding and housekeeping.
- EHS, Production, Engineering and QA review inputs.

4.3 Important Technical Assumption

Dust explosion risk depends not only on the chemical identity of the API but also on:

- Particle size.
- Moisture content.
- Powder morphology.
- Fineness after milling or micronization.
- Dust cloud concentration.
- Degree of confinement.
- Turbulence.
- Oxygen concentration.
- Ignition source availability.
- Effectiveness of engineering and administrative controls.

Therefore, any change in product form, particle size, drying condition, equipment, dust collector, transfer method or packing method shall trigger a review through Management of Change.

5.0 Dust Explosion Parameters and Risk Criteria

5.1 Key Dust Explosion Parameters

Parameter	Safety Meaning	Review Importance
MIE	Minimum energy required to ignite a dust cloud.	Low MIE indicates high sensitivity to static discharge.
MEC	Minimum dust concentration in air required for explosion propagation.	Low MEC means explosive atmosphere can form at lower dust levels.
MIT Cloud	Minimum ignition temperature of suspended dust cloud.	Relevant to dryers, hot gas and hot surfaces.

MIT Layer	Minimum ignition temperature of deposited dust layer.	Relevant to dust deposits on motors, ducts, beams and hot surfaces.
Pmax	Maximum pressure generated during dust explosion.	Important for equipment pressure rating and explosion protection design.
dP/dt	Rate of pressure rise during deflagration.	Indicates explosion speed and severity.
Kst / ST Class	Dust deflagration index and explosion severity class.	Used for venting / isolation / suppression design review.
LOC	Limiting oxygen concentration.	Used for inerting feasibility in closed systems.
Thermal Stability	Stable, moderate, sensitive or decomposes.	Important for drying, heating and storage risk.
Bulk Resistivity (R_b)	High bulk resistivity powders accumulate and retain static charge in all situations.	Potential static discharge hazard.

5.2 ST Classification

ST Class	Kst Range	Interpretation
St-0	0	Non-explosible under test condition, but dust handling controls may still be required.
St-1	>0 to 200 bar·m/s	Weak to moderate explosion severity.
St-2	>200 to 300 bar·m/s	Strong explosion severity.
St-3	>300 bar·m/s	Very strong explosion severity.

Note: Even St-1 materials can create serious incidents when handled in confined equipment with poor housekeeping and active ignition sources.

5.3 Risk Criteria Used

Criterion	Critical / High-Risk Trigger	Required Review
MIE	<=10 mJ	Strict static control, antistatic liners, conductive accessories and bonding verification.
MEC	<=40 g/m3	Control dust release and airborne concentration; provide effective LEV.
Pmax	>=8 bar	Review pressure-rated equipment and explosion protection.
Kst	>=150 bar.m/s	Review dust collector, ducts, filters and enclosed equipment protection.
MIT Layer	<=300°C	Review hot surfaces and dust deposit controls.
Thermal Stability	Sensitive / decomposes	Review DSC / TGA, drying limits, temperature alarms and interlocks.
Control Effectiveness	Poor	Immediate correction before routine operation.

Total Score Band	Risk Category	Action Requirement
>=25	Critical	Immediate engineering review and control verification before operation.
15 to 24	High	Controls required before routine operation; monitor effectiveness.
8 to 14	Medium	Maintain standard controls and improve where practicable.
<8	Low	Maintain normal controls and periodic review.

6.0 Overall Results and Key Findings

6.1 Overall Risk Results

Category	Count	Review Finding
Critical	10	All Critical materials are drying-related, low-MIE / St-2 or thermally sensitive materials.
High	46	Most High-risk materials are packing-related and require static control, LEV and housekeeping verification.
Medium	8	Lower severity materials; controls still required for dust release and storage.
St-2	10	Higher explosion severity group requiring equipment protection review.
St-1	52	Combustible dust controls required even when severity is lower than St-2.
St-0/1	2	Lower explosibility but not exempt from housekeeping and ignition control.

The review found that risk is not governed by ST class alone. Materials with St-1 classification may still be High risk if powder handling is open, dust generation is significant, static control is weak or housekeeping is inadequate.

6.2 Key Findings

The following key findings were identified:

- Drying operations represent the highest risk activity due to a combination of dust generation, hot surfaces, possible thermal decomposition and powder discharge.
- Low-MIE APIs require strict static electricity control, especially during packing, liner handling, transfer and charging.
- Dust collectors are critical equipment and require review for venting, isolation, antistatic filter media, safe dust discharge and differential pressure monitoring.
- Open manual powder handling increases risk due to dust cloud formation and personnel exposure.

- Housekeeping is a major control barrier for preventing secondary dust explosions.
- ST class alone is not sufficient for risk ranking. St-1 materials may still become High risk due to process conditions, confinement and poor control effectiveness.
- Thermally sensitive APIs require separate drying safety review, including maximum drying temperature, hold time, alarm settings and interlocks.
- MOC is required when product, process, equipment, particle size, dust collector, dryer temperature or containment method changes.

7.0 Critical Material Review

S.No	API Name	Operation	Key Risk Drivers	Score	Risk
1	Azacitidine	Drying	Low MIE 8.0 mJ, Kst 190, Pmax 8.5 bar, Thermally sensitive	28	Critical
4	Acalabrutinib Maleate	Drying	Low MIE 10.0 mJ, Kst 170, Pmax 8.2 bar	28	Critical
7	Axitinib	Drying	Low MIE 10.0 mJ, Kst 170, Pmax 8.2 bar	28	Critical
17	Clofarabine	Drying	Low MIE 8.0 mJ, Kst 180, Pmax 8.5 bar, Thermally sensitive	28	Critical
18	Decitabine	Drying	Low MIE 8.0 mJ, Kst 190, Pmax 8.5 bar, Thermally sensitive	28	Critical
20	Docetaxel	Drying	Low MIE 10.0 mJ, Kst 160, Pmax 8.0 bar	28	Critical
21	Docetaxel Anhydrous	Drying	Low MIE 10.0 mJ, Kst 160, Pmax 8.0 bar	28	Critical
27	Ibrutinib	Drying	Low MIE 10.0 mJ, Kst 170, Pmax 8.2 bar	28	Critical
31	Lenvatinib Mesylate	Drying	Low MIE 10.0 mJ, Kst 170, Pmax 8.2 bar	28	Critical
42	Palbociclib	Drying	Low MIE 10.0 mJ, Kst 170, Pmax 8.2 bar	28	Critical

7.1 Mandatory Controls for Critical / Low-MIE Materials

- Pre-campaign EHS and Production review before handling.
- Confirmed bonding and earthing for equipment, containers and transfer lines.
- Use of antistatic / conductive liners, hoses, scoops and tools where applicable.
- Closed or contained transfer wherever practicable; avoid unnecessary open charging.
- Effective LEV at powder release points and dust collector inspection before campaign.
- Verification of dryer temperature limits, alarms and interlocks for thermally sensitive materials.
- Housekeeping verification to prevent dust layer accumulation and secondary explosion risk.

7.2 Low-MIE / Static Sensitive API List

S.No	API Name	MIE (mJ)	Kst	Pmax (bar)	Risk
1	Azacitidine	8	190	8.5	Critical
4	Acalabrutinib Maleate	10	170	8.2	Critical
7	Axitinib	10	170	8.2	Critical
17	Clofarabine	8	180	8.5	Critical
18	Decitabine	8	190	8.5	Critical
20	Docetaxel	10	160	8	Critical
21	Docetaxel Anhydrous	10	160	8	Critical
27	Ibrutinib	10	170	8.2	Critical
31	Lenvatinib Mesylate	10	170	8.2	Critical
42	Palbociclib	10	170	8.2	Critical

8.0 Operation-Wise Hazard Review

Operation	Main Hazard	Credible Ignition Source	Control Focus
Drying	Dust release during discharge, hot surfaces and dust layers.	Hot surface, overheating, static	Temperature controls, cooling before unloading, LEV,

		discharge and thermal decomposition.	earthing, interlock and housekeeping.
Packing	Open powder transfer, liner handling and local dust cloud.	Static discharge from liners, scoops, drums and personnel.	Antistatic materials, controlled transfer, bonding and local ventilation.
Blending	Confined dust cloud and rotating equipment.	Static charge, friction and mechanical failure.	Earthing, maintenance, closed charging and review of explosion protection.
Milling / Sieving	Fine dust generation and dust collector loading.	Mechanical spark, friction heating and static discharge.	Closed system, dust collector protection, foreign body control and PM.
Dust Collection	Fine dust accumulation inside collector.	Filter bag static, spark migration and pulse cleaning dust cloud.	Antistatic bags, DP monitoring, venting / isolation review and safe dust discharge.
Storage	Spillage, damaged containers and settled dust.	External fire, static discharge and poor housekeeping.	Closed containers, segregation, labeling and spill cleanup.

9.0 Required Controls

9.1 Engineering Controls

Control	Detailed Requirement	Evidence
Closed handling	Minimize open powder handling for St-2, Critical and low-MIE materials.	Equipment design / batch observation.
LEV	Provide effective capture at charging, unloading, sieving and packing points.	LEV log, DP reading or airflow check.
Dust collector protection	Review venting, isolation, antistatic filters and safe discharge.	Engineering assessment / vendor documents.
Static control	Ground and bond fixed and mobile equipment; use conductive accessories.	Continuity record / pre-use checklist.
Temperature control	Define safe operating limits and alarms for dryers and hot equipment.	Batch record / alarm test.
Electrical equipment	Verify suitability for dusty hazardous locations where applicable.	Area classification / inspection record.

9.2 Administrative Controls

Control	Minimum Requirement
SOP	Powder handling SOP shall include dust hazard controls, static control, cleaning method and emergency response.
Permit to work	Hot work and non-routine maintenance in powder areas shall require permit and area cleaning.
MOC	New API, change in particle size, new equipment, new dust collector or dryer temperature change shall trigger MOC.
Training	Operators and maintenance personnel shall be trained on combustible dust hazards and controls.
Deviation / incident reporting	Static spark, dust release, abnormal heating or dust collector upset shall be reported and investigated.

10.0 Inspection, Training and Emergency Preparedness

Inspection Point	Acceptance Criteria	Frequency
API risk category	Known and communicated to operating team.	Before campaign.
Bonding and earthing	Continuity verified and clamps clean / tight.	Before operation / monthly.
LEV and dust collector DP	Within approved operating range; no visible leakage.	Daily.
Dryer temperature	Within approved limit; alarms functional.	Each batch.
Housekeeping	No visible dust layer or powder accumulation.	Each shift / each batch.
Electrical fittings	Suitable, intact and free from dust accumulation.	Quarterly.
Training	Valid training record available.	Annual / new API.

Emergency response shall cover powder fire, dust cloud release, static spark observation, dust collector abnormality, dryer overheating and explosion / flash fire. Operators shall stop the activity if safe, isolate ignition sources, inform EHS / Engineering and follow the approved emergency response procedure.

11.0 CAPA and Management Action Plan

S.No	Action	Priority	Responsibility	Target
1	Prepare product-wise DHA sheet for all APIs and campaign operations.	High	EHS / Production	Before campaign.
2	Confirm dust data using approved test report / SDS / information.	High	EHS / QC / Vendor	Before routine handling.
3	Review dust collector explosion venting / isolation for St-2 and low-MIE APIs.	Critical	Engineering / EHS	Priority.

4	Implement pre-campaign checklist for Critical and Low-MIE APIs.	High	EHS / Production	Immediate.
5	Verify earthing and bonding for all powder handling equipment and accessories.	High	Engineering	Monthly / campaign basis.
6	Review dryer temperature limits and thermal stability data for sensitive APIs.	High	Production / QA / EHS	Before campaign.
7	Include combustible dust scenario in mock drill plan.	Medium	EHS	Half-yearly.
8	Conduct annual combustible dust awareness training.	Medium	EHS	Annual.

12.0 Conclusion

The assessment confirms that the facility handles multiple combustible API powders. Based on the current register, 10 materials are Critical, 46 are High and 8 are Medium risk. The highest priority materials are those with low MIE, St-2 classification, high Pmax / Kst and sensitive thermal stability.

The risk is manageable when engineering controls, static electricity prevention, LEV, dust collector protection, temperature control, housekeeping and operator competency are implemented and verified. The CAPA actions in this report shall be tracked to closure and the assessment shall be reviewed during new product introduction, equipment changes, process change, incident investigation or periodic DHA review.

13.0 Attachments:

Appendix A - API-Wise Dust Explosion Safety Data

Appendix B – API-Wise Risk Assessment Register

Appendix C – Pre-Campaign Checklist for Critical / Low-MIE APIs

Table 1: Dust Classification

The material classification is based on the combined ranking of Kst value, MIE and bulk resistivity. The combined score is used to classify the material as High, Medium or Low risk

CLASSIFICATION	1	2	3
Kst value	Kst 1	Kst 2	Kst 3
M.I.E.	> 50 mJ	10 – 50 mJ	< 10 mJ
Bulk Resistivity	$< 10^6$ Ωm	$10^6 – 10^9$ Ωm	$> 10^9$ Ωm
HIGH RISK	3,3,3	3,2,3	2,3,2
	3,3,2	2,2,3	2,3,3
	3,3,1	3,2,2	3,1,3
MEDIUM RISK	2,2,1	1,2,2	1,3,3
	2,2,2	3,2,1	3,1,2
	2,3,1	1,2,3	1,3,2
LOW RISK	1,1,3	1,2,1	2,1,3
	1,1,2	2,1,1	3,1,1
	1,1,1	2,1,2	1,3,1

Table 2: Operational Risks

OPERATION	0 LOW	1 MEDIUM	2 HIGH	3 VERY HIGH
Solids Movement				
Vibrating table			H*	
Conveyor belt (continuous)		M*		
Bucket elevator – Open				VH
Pneumatic (only an issue if >1m)				VH
Vacuum			H*	
Disc			H*	
Screw feeder (closed flights)			H*	
Chutes >2m				
Nonconductive / not inerted				VH
Conductive / not inerted			H	
Nonconductive / inerted			H	
Conductive / inerted		M		
Chutes <2m				
Nonconductive / not inerted			H	
Conductive / not inerted		M		
Nonconductive / inerted	L			
Conductive / inerted	L			

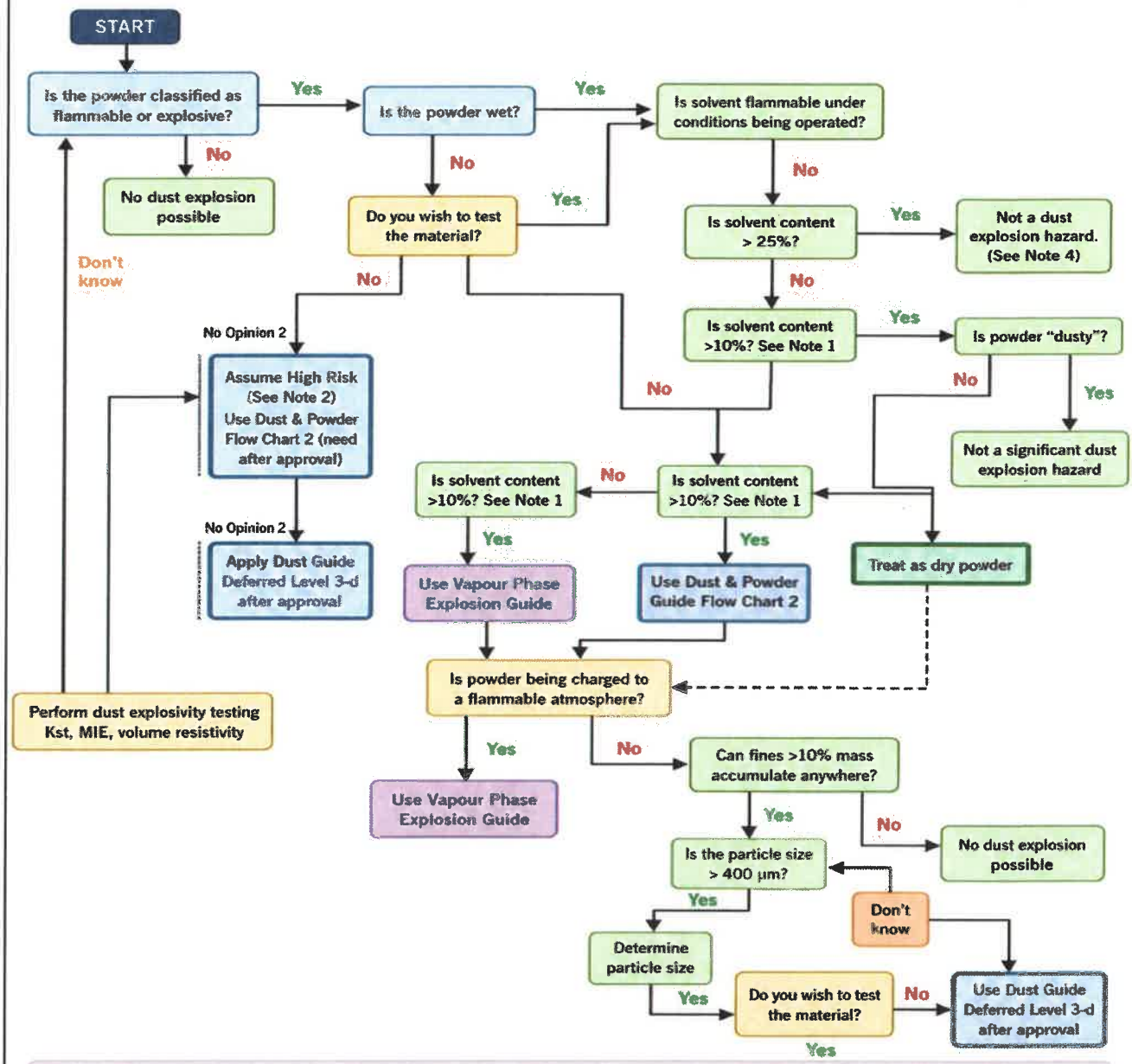
Table 3: Operation / Material Matrix

MATERIAL CLASSIFICATION	OPERATIONAL CLASSIFICATION			
	Low Risk	Medium Risk	High Risk	Very High Risk
Low Risk	Level 1	Level 1	Level 1	Level 1
Medium Risk	Level 1	Level 2	Level 2/3	Level 2/3
High Risk	Level 2	Level 2/3	Level 3	Level 3

Table 4: Requirements for the Basis of Safety for Dust Explosions

LEVEL	REQUIREMENT
BASIC LEVEL:	Good housekeeping, avoidance of dust layers, no electrical ignition sources. Proper use of electrical zones.
LEVEL 1: Preventative	**BASIC LEVEL PLUS** Earthing and bonding of equipment, minimising electrostatic ignition sources, earthing people. Not a requirement if MIE > 50 mJ. Use earthed scoops / solids movement systems. Not a requirement if MIE > 50 mJ. An electrostatics guide should be consulted.
LEVEL 2: Preventative	**LEVEL 1 PLUS** **Either:** Inerting with N_2, CO_2, steam to < 6% oxygen or ½ MOC, minimum or limiting oxygen concentration, if known, whichever is lower. **OR:** Dilution with air or other suitable material to reduce the dust concentration below 5 g/m³.
LEVEL 3: Preventative + Protective	**LEVEL 2 PLUS** Protective system: (c) Containment (v) Venting (s) Suppression
DEFAULT LEVEL: LEVEL 3d, agreed with a knowledgeable person	**LEVEL 2 PLUS all of the following:** Reliability of inerting, or dilution — see Vapour Phase Explosion and Inerting Guides. Avoidance of ignition sources. Closed system. Isolated area, typically this would be a full enclosure often with blow-out panels, but it could be interpreted in other ways. In all cases, the agreement of a knowledgeable person must be obtained. High integrity earth continuity testing.
LEVEL 4:	Seek expert advice.

FLOW CHART 1

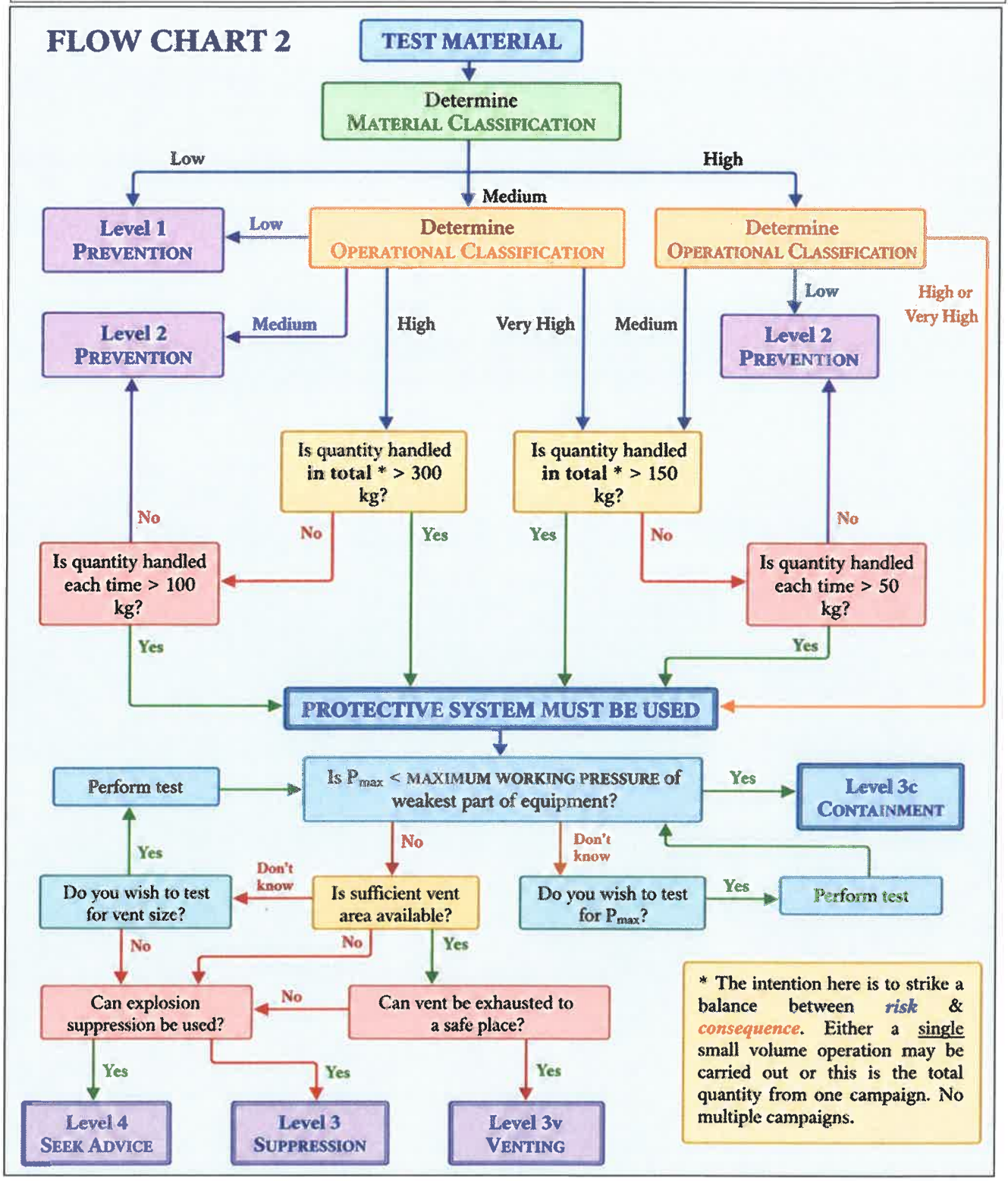


Note 1. The Vapour Phase Explosion and Inerting Guides deal with powders wet with flammable solvents. In general, powders that contain more than 10% of solvent are not "dusty". However, the criterion is the ability to form an explosive dust cloud, not the solvent content. Also, even high solvent contents and yet appear to be "dry". (See also ref. 8).

Note 2. The Risk classification system is explained on the following pages.

Note 3. The Vapour Phase Explosion and Inerting Guides deal with powders wet with flammable solvents. In general, powders that contain more than 10% of solvent are not "dusty". However, the criterion is the ability to form an explosive dust cloud, not the solvent content. Also, even high solvent contents can have high solvent content and yet appear to be "dry". (See also ref. 8).

Note 4. Not a dust explosion hazard if the solvent is excluded in the crystal structure, or where the solvent is occluded in the crystal, as these solvents will not be available for vaporization.


FLOW CHART 2
TEST MATERIAL
Determine MATERIAL CLASSIFICATION
Low
Medium
High
Level 1 PREVENTION
Low
Determine OPERATIONAL CLASSIFICATION
Determine OPERATIONAL CLASSIFICATION
Low
High or Very High
Level 2 PREVENTION
Medium
High
Very High
Medium
Level 2 PREVENTION
Is quantity handled in total * > 300 kg?
Is quantity handled in total * > 150 kg?
No
Yes
Yes
No
No
Is quantity handled each time > 100 kg?
Is quantity handled each time > 50 kg?
Yes
Yes
PROTECTIVE SYSTEM MUST BE USED
Perform test
Is Pmax < MAXIMUM WORKING PRESSURE of weakest part of equipment?
Yes
Level 3c CONTAINMENT
No
Don't know
Yes
Don't know
Do you wish to test for vent size?
Is sufficient vent area available?
Do you wish to test for Pmax?
Yes
Perform test
No
No
Yes
Can explosion suppression be used?
No
Can vent be exhausted to a safe place?
Yes
Yes
Yes
Level 4 SEEK ADVICE
Level 3 SUPPRESSION
Level 3v VENTING
* The intention here is to strike a balance between risk & consequence. Either a single small volume operation may be carried out or this is the total quantity from one campaign. No multiple campaigns.

Appendix A - API-Wise Dust Explosion Safety Data

S. NO	API Name	MIT Cloud (°C)	MIT Layer (°C)	MIE (mJ)	MEC (g/m³)	Pmax (bar)	dP/dt (bar/s)	Kst (bar·m/s)	Explosion Class (ST)	LOC (%)	AIT (°C)	Thermal Stability	Remarks
1	2-Deoxy-D-Glucose	490	320	25	60	7.2	150	100	St-1	11	450	Stable	Organic powder
2	Abiraterone Acetate	490	320	25	60	7.2	150	100	St-1	11	450	Stable	Fine API
3	Acalabrutinib Maleate	470	300	10	40	8.2	230	170	St-2	9	440	Moderate	High potency
4	Amifampridine Phosphate	490	320	25	60	7.2	150	100	St-1	11	450	Stable	Salt
5	Anastrozole	490	320	25	60	7.2	150	100	St-1	11	450	Stable	Low volatility
6	Axitinib	470	300	10	40	8.2	230	170	St-2	9	440	Moderate	High risk
7	Azacitidine	460	290	8	35	8.5	260	190	St-2	9	430	Sensitive	Decomposes
8	Bendamustine HCl	500	330	40	65	7	140	90	St-1	12	460	Stable	Salt
9	Bicalutamide	490	320	25	60	7.2	150	100	St-1	11	450	Stable	Organic
10	Bortezomib	480	310	15	50	7.5	180	120	St-1	10	450	Moderate	Electrostatic sensitive
11	Busulfan	510	340	60	70	6.8	120	80	St-1	12	470	Stable	Low reactivity
12	Cabazitaxel	475	310	15	50	7.8	200	140	St-1	10	445	Moderate	Fine powder
13	Capecitabine	500	330	30	60	7	150	100	St-1	11	460	Stable	Common API
14	Carmustine	510	340	50	70	6.8	120	80	St-1	12	470	Stable	Low hazard
15	Canagliflozin Hemihydrate	490	320	25	60	7.2	150	100	St-1	11	450	Stable	Organic
16	Citicoline Sodium	510	340	70	75	6.8	120	80	St-1	12	470	Stable	Salt
17	Clofarabine	460	290	8	35	8.5	250	180	St-2	9	430	Sensitive	Reactive

18	Decitabine	460	290	8	35	8.5	260	190	St-2	9	430	Sensitive	High risk
19	Dimethyl Fumarate	490	320	25	60	7.2	150	100	St-1	11	450	Stable	Organic
20	Docetaxel	470	300	10	40	8	220	160	St-2	9	440	Moderate	Fine API
21	Docetaxel Anhydrous	470	300	10	40	8	220	160	St-2	9	440	Moderate	Same
22	Eltrombopag Olamine	480	310	20	55	7.5	170	120	St-1	10	450	Moderate	Organic
23	Enzalutamide	490	320	25	60	7.2	150	100	St-1	11	450	Stable	Organic
24	Erlotinib HCl	475	310	15	50	7.8	200	140	St-1	10	445	Moderate	Fine powder
25	Fingolimod	490	320	25	60	7.2	150	100	St-1	11	450	Stable	Organic
26	Fingolimod HCl	490	320	25	60	7.2	150	100	St-1	11	450	Stable	Salt
27	Ibrutinib	470	300	10	40	8.2	230	170	St-2	9	440	Moderate	Potent
28	Ibrutinib Premix	480	310	15	50	7.8	180	130	St-1	10	445	Moderate	Blend
29	Imatinib Mesylate	490	320	25	60	7.2	150	100	St-1	11	450	Stable	Salt
30	Lenalidomide	490	320	20	60	7.2	150	100	St-1	11	450	Stable	Organic
31	Lenvatinib Mesylate	470	300	10	40	8.2	230	170	St-2	9	440	Moderate	Potent
32	Letrozole	490	320	20	60	7.2	150	100	St-1	11	450	Stable	Aromatic
33	Melphalan / HCl	500	330	40	65	7	140	90	St-1	12	460	Stable	Salt
34	Methotrexate	510	340	60	70	6.8	120	80	St-1	12	470	Stable	Low risk
35	Methotrexate Disodium	510	340	60	70	6.8	120	80	St-1	12	470	Stable	Salt
36	Molnupiravir	490	320	25	60	7.2	150	100	St-1	11	450	Stable	Organic
37	Montelukast Sodium	490	320	25	60	7.2	150	100	St-1	11	450	Stable	Salt
38	Mycophenolate Sodium	490	320	25	60	7.2	150	100	St-1	11	450	Stable	Salt
39	Nor-Ursodeoxycholic Acid	490	320	25	60	7.2	150	100	St-1	11	450	Stable	Organic
40	Olaparib	490	320	20	60	7.2	150	100	St-1	11	450	Stable	Organic

41	Oxcarbazepine	490	320	25	60	7.2	150	100	St-1	11	450	Stable	Organic
42	Palbociclib	470	300	10	40	8.2	230	170	St-2	9	440	Moderate	Potent
43	Pemetrexed Disodium	490	320	25	60	7.2	150	100	St-1	11	450	Stable	Salt
44	Pemetrexed Dipotassium	490	320	25	60	7.2	150	100	St-1	11	450	Stable	Salt
45	Pomalidomide	490	320	20	60	7.2	150	100	St-1	11	450	Stable	Organic
46	Praziquantel	490	320	25	60	7.2	150	100	St-1	11	450	Stable	Organic
47	Propiomazine Maleate	490	320	25	60	7.2	150	100	St-1	11	450	Stable	Salt
48	Propyl Gallate	490	320	25	60	7.2	150	100	St-1	11	450	Stable	Antioxidant
49	Prucalopride Succinate	490	320	25	60	7.2	150	100	St-1	11	450	Stable	Salt
50	Raw Ursodeoxycholic Acid	500	330	40	65	7	140	90	St-1	12	460	Stable	Low risk
51	Sodium Cholesteryl Sulfate	490	320	25	60	7.2	150	100	St-1	11	450	Stable	Salt
52	Sorafenib	475	310	15	50	7.8	200	140	St-1	10	445	Moderate	Fine powder
53	Sorafenib Tosylate	475	310	15	50	7.8	200	140	St-1	10	445	Moderate	Salt
54	Sorafenib Sulphate	475	310	15	50	7.8	200	140	St-1	10	445	Moderate	Salt
55	Sunitinib	475	310	15	50	7.8	200	140	St-1	10	445	Moderate	Organic
56	Sunitinib Malate	475	310	15	50	7.8	200	140	St-1	10	445	Moderate	Salt
57	Sunitinib Cyclamate	475	310	15	50	7.8	200	140	St-1	10	445	Moderate	Salt
58	Tenofovir Disoproxil Fumarate	490	320	25	60	7.2	150	100	St-1	11	450	Stable	Organic
59	Teriflunomide	490	320	25	60	7.2	150	100	St-1	11	450	Stable	Organic
60	Tranexamic Acid	520	350	100	80	6.5	100	60	St-0/1	13	480	Stable	Low hazard

61	Ursodeoxycholic Acid	520	350	90	80	6.5	100	70	St-0/1	13	480	Stable	Low hazard
62	Varenicline Tartrate	490	320	25	60	7.2	150	100	St-1	11	450	Stable	Salt
63	Zoledronic Acid	520	350	80	80	6.5	100	70	St-1	13	480	Stable	Low reactivity
64	S Trione	490	320	25	60	7.2	150	100	St-1	11	450	Stable	Organic powder

Appendix B – API-Wise Risk Assessment Register

S. No	API Name	Operation	Dust Generation	Confinement	Ignition Source	MIE Score	Kst Score	Pmax Score	MEC Score	Thermal Score	Process Score	Control Gap Score	Total Score	Risk Category	Recommended Action
1	Azacitidine	Drying	High	Enclosed / Heated	Static, hot surface, thermal	4	3	4	4	4	4	4	27	Critical	Conduct pre-campaign DHA review; verify dryer temperature limit, earthing, bonding, LEV and dust collector protection before operation.
2	2-Deoxy-D-Glucose	Drying / Packing	Medium	Partial	Static, dust cloud	3	2	3	3	2	3	3	19	High	Verify LEV, housekeeping, antistatic liner, earthing and bonding before operation.
3	Abiraterone Acetate	Drying / Packing	Medium	Partial	Static, dust cloud	3	2	3	3	2	3	3	19	High	Maintain powder handling controls, LEV, earthing verification and housekeeping.
4	Acalabrutinib Maleate	Drying	High	Enclosed / Heated	Static, hot surface	4	3	4	4	3	4	4	26	Critical	Ensure antistatic handling, closed transfer, LEV, grounding and dryer unloading controls.
5	Amifampridine Phosphate	Packing / Transfer	Medium	Partial	Static, manual handling	3	2	3	3	2	3	3	19	High	Use antistatic tools, controlled transfer, LEV and housekeeping.
6	Anastrozole	Packing / Transfer	Medium	Partial	Static, dust cloud	3	2	3	3	2	3	3	19	High	Verify earthing, bonding, PPE, LEV and powder spill control.

7	Axitinib	Drying	High	Enclosed / Heated	Static, hot surface	4	3	4	4	3	4	4	26	Critical	Pre-campaign safety clearance and dryer / dust collector verification required.
8	Bendamustine HCl	Drying / Packing	Medium	Partial	Static, dust cloud	3	2	3	3	2	3	3	19	High	Ensure containment, LEV, PPE and antistatic powder handling.
9	Bicalutamide	Packing	Medium	Partial	Static, manual transfer	2	2	3	3	2	3	3	18	High	Maintain packing booth ventilation, antistatic liner and housekeeping.
10	Bortezomib	Milling / Sieving / Packing	High	Partial / Enclosed	Static, mechanical spark	3	3	3	3	2	4	3	21	High	Use closed milling, check screen integrity, verify earthing, LEV and dust collector DP.
11	Busulfan	Drying / Packing	Medium	Partial	Static, dust cloud	3	2	3	3	2	3	3	19	High	Maintain LEV, antistatic liner and operator protection.
12	Cabazitaxel	Drying / Packing	Medium	Partial	Static, dust cloud	3	2	3	3	2	3	3	19	High	Verify earthing, closed transfer where possible and housekeeping.
13	Capecitabine	Packing / Transfer	Medium	Partial	Static, manual handling	3	2	3	3	2	3	3	19	High	Provide LEV, antistatic liners, controlled transfer and bonding.
14	Carmustine	Drying / Packing	Medium	Partial	Static, thermal, dust cloud	3	2	3	3	3	3	3	20	High	Review thermal stability, drying temperature, handling controls and LEV.
15	Canagliflozin Hemihydrate	Packing	Medium	Partial	Static, dust cloud	2	2	3	3	2	3	3	18	High	Maintain standard powder handling controls and housekeeping.
16	Citicoline Sodium	Packing / Transfer	Medium	Partial	Static, manual transfer	2	2	3	3	2	3	3	18	High	Verify LEV, powder spill control and earthing.

17	Clofarabine	Drying	High	Enclosed / Heated	Static, hot surface, thermal	4	3	4	4	4	4	4	27	Critical	Review thermal stability, dryer limit, earthing, LEV and dust collector protection.
18	Decitabine	Drying	High	Enclosed / Heated	Static, hot surface, thermal	4	3	4	4	4	4	4	27	Critical	Dryer temperature control, alarm / interlock and pre-campaign DHA required.
19	Dimethyl Fumarate	Drying / Packing	Medium	Partial	Static, dust cloud	3	2	3	3	2	3	3	19	High	Maintain LEV, antistatic control and housekeeping.
20	Docetaxel	Drying	High	Enclosed / Heated	Static, hot surface	4	3	4	3	3	4	4	25	Critical	Verify low-MIE controls, dryer safety limits, dust collector condition and housekeeping before campaign.
21	Docetaxel Anhydrous	Drying	High	Enclosed / Heated	Static, hot surface	4	3	4	3	3	4	4	25	Critical	Strict static control, dryer limit verification, LEV and housekeeping required.
22	Eltrombopag Olamine	Packing	Medium	Partial	Static, manual transfer	2	2	3	3	2	3	3	18	High	Maintain packing booth controls, antistatic liner and cleaning.
23	Enzalutamide	Packing / Transfer	Medium	Partial	Static, dust cloud	2	2	3	3	2	3	3	18	High	Verify earthing, bonding, LEV and powder spill control.
24	Erlotinib HCl	Packing	Medium	Partial	Static, dust cloud	2	2	3	3	2	3	3	18	High	Maintain controlled transfer, LEV and housekeeping.
25	Fingolimod	Packing / Transfer	Medium	Partial	Static, dust cloud	2	2	3	3	2	3	3	18	High	Use LEV, antistatic tools and closed container handling.

26	Fingolimod HCl	Packing / Transfer	Medium	Partial	Static, dust cloud	2	2	3	3	2	3	3	18	High	Verify antistatic handling, LEV and housekeeping.
27	Ibrutinib	Drying	High	Enclosed / Heated	Static, hot surface	4	3	4	4	3	4	4	26	Critical	Pre-campaign review, dryer safety and dust collector protection required.
28	Ibrutinib Premix	Packing / Transfer	Medium	Partial	Static, dust cloud	2	2	3	3	2	3	3	18	High	Control powder release and verify LEV, bonding and housekeeping.
29	Imatinib Mesylate	Packing / Transfer	Medium	Partial	Static, dust cloud	2	2	3	3	2	3	3	18	High	Maintain bonding, grounding, LEV and housekeeping.
30	Lenalidomide	Packing	Medium	Partial	Static, manual handling	2	2	3	3	2	3	3	18	High	Use controlled transfer, PPE, LEV and spill control.
31	Lenvatinib Mesylate	Drying	High	Enclosed / Heated	Static, hot surface	4	3	4	4	3	4	4	26	Critical	Strict low-MIE and dryer unloading controls required.
32	Letrozole	Packing	Medium	Partial	Static, dust cloud	2	2	3	3	2	3	3	18	High	Verify LEV, antistatic liner and cleaning.
33	Melphalan / HCl	Packing / Transfer	Medium	Partial	Static, dust cloud	2	2	3	3	2	3	3	18	High	Maintain containment, PPE, LEV and dust control.
34	Methotrexate	Packing	Medium	Partial	Static, manual handling	2	2	3	3	2	3	3	18	High	Ensure LEV, antistatic tools and good housekeeping.
35	Methotrexate Disodium	Packing	Medium	Partial	Static, dust cloud	2	2	3	3	2	3	3	18	High	Maintain powder control, earthing and cleaning.

36	Molnupiravir	Packing / Transfer	Medium	Partial	Static, dust cloud	2	2	3	3	2	3	3	18	High	Verify LEV, antistatic handling and spill control.
37	Montelukast Sodium	Packing	Medium	Partial	Static, dust cloud	2	2	3	3	2	3	3	18	High	Maintain packing controls and dust collector inspection.
38	Mycophenolate Sodium	Packing / Transfer	Medium	Partial	Static, dust cloud	2	2	3	3	2	3	3	18	High	Use controlled transfer, LEV and housekeeping.
39	Nor-Ursodeoxycholic Acid	Packing / Storage	Low / Medium	Open / Partial	Static, spill dust	1	2	2	2	1	2	2	12	Medium	Keep containers closed, labelled and clean; prevent spillage.
40	Olaparib	Packing / Transfer	Medium	Partial	Static, dust cloud	2	2	3	3	2	3	3	18	High	Verify LEV, bonding, antistatic liner and housekeeping.
41	Oxcarbazepine	Packing	Low / Medium	Partial	Static, dust cloud	1	2	2	2	2	2	2	13	Medium	Maintain normal powder handling and cleaning controls.
42	Palbociclib	Drying	High	Enclosed / Heated	Static, hot surface	4	3	4	4	3	4	4	26	Critical	Pre-campaign DHA, dryer temperature and earthing verification required.
43	Pemetrexed Disodium	Packing	Medium	Partial	Static, dust cloud	2	2	3	3	2	3	3	18	High	Maintain packing booth ventilation and powder spill control.
44	Pemetrexed Dipotassium	Packing	Medium	Partial	Static, dust cloud	2	2	3	3	2	3	3	18	High	Verify antistatic liner, LEV and housekeeping.
45	Pomalidomide	Packing / Transfer	Medium	Partial	Static, manual handling	2	2	3	3	2	3	3	18	High	Controlled handling, LEV and operator protection required.

46	Praziquantel	Packing	Low / Medium	Partial	Static, dust cloud	1	2	2	2	2	2	2	13	Medium	Maintain normal controls, cleaning and inspection.
47	Propiomazine Maleate	Packing	Medium	Partial	Static, dust cloud	2	2	3	3	2	3	3	18	High	Verify LEV, bonding and housekeeping.
48	Propyl Gallate	Packing / Transfer	Low / Medium	Partial	Static, dust cloud	1	2	2	2	2	2	2	13	Medium	Maintain housekeeping, closed container storage and spill control.
49	Prucalopride Succinate	Packing	Medium	Partial	Static, dust cloud	2	2	3	3	2	3	3	18	High	Maintain antistatic handling, LEV and cleaning.
50	Raw Ursodeoxycholic Acid	Storage / Transfer	Low / Medium	Open / Partial	Static, spill dust	1	2	2	2	1	2	2	12	Medium	Keep containers closed, avoid spillage and maintain cleaning.
51	Sodium Cholesteryl Sulfate	Packing / Storage	Low / Medium	Partial	Static, dust cloud	1	2	2	2	1	2	2	12	Medium	Maintain standard controls, closed containers and housekeeping.
52	Sorafenib	Packing / Transfer	Medium	Partial	Static, dust cloud	2	2	3	3	2	3	3	18	High	Verify LEV, antistatic liner and controlled transfer.
53	Sorafenib Tosylate	Packing / Transfer	Medium	Partial	Static, dust cloud	2	2	3	3	2	3	3	18	High	Maintain static control, LEV and housekeeping.
54	Sorafenib Sulphate	Packing / Transfer	Medium	Partial	Static, dust cloud	2	2	3	3	2	3	3	18	High	Verify bonding, grounding and LEV.
55	Sunitinib	Packing / Transfer	Medium	Partial	Static, dust cloud	2	2	3	3	2	3	3	18	High	Maintain controlled transfer, LEV and cleaning.

56	Sunitinib Malate	Packing / Transfer	Medium	Partial	Static, dust cloud	2	2	3	3	2	3	3	18	High	Verify LEV, antistatic handling and housekeeping.
57	Sunitinib Cyclamate	Packing / Transfer	Medium	Partial	Static, dust cloud	2	2	3	3	2	3	3	18	High	Maintain powder containment, bonding and housekeeping.
58	Tenofovir Disoproxil Fumarate	Packing / Transfer	Medium	Partial	Static, dust cloud	2	2	3	3	2	3	3	18	High	Use LEV, antistatic liner and housekeeping.
59	Teriflunomide	Packing / Transfer	Medium	Partial	Static, dust cloud	2	2	3	3	2	3	3	18	High	Maintain packing controls and dust collection.
60	Tranexamic Acid	Packing / Storage	Low / Medium	Open / Partial	Static, spill dust	1	2	2	2	1	2	2	12	Medium	Maintain closed containers, housekeeping and spill clean-up.
61	Ursodeoxycholic Acid	Packing / Storage	Low / Medium	Open / Partial	Static, spill dust	1	2	2	2	1	2	2	12	Medium	Maintain normal storage, transfer and cleaning controls.
62	Varenicline Tartrate	Packing / Transfer	Medium	Partial	Static, dust cloud	2	2	3	3	2	3	3	18	High	Verify LEV, antistatic handling and operator training.
63	Zoledronic Acid	Packing / Transfer	Medium	Partial	Static, dust cloud	2	2	3	3	2	3	3	18	High	Maintain powder handling controls, PPE and housekeeping.
64	S Trione	Drying / Packing / Transfer	Medium	Partial	Static, dust cloud, hot surface if dried	2	2	3	3	2	3	3	18	High	Include in DHA register; verify dust data, LEV, earthing, bonding, antistatic handling and housekeeping before campaign.

Appendix C – Pre-Campaign Checklist for Critical / Low-MIE APIs

S.No	Checklist Item	Yes / No / NA	Remarks
1	API risk category reviewed before campaign.		
2	Dust explosion parameters available and communicated.		
3	SDS / process safety data reviewed.		
4	Dryer temperature limit verified.		
5	Dryer alarm / interlock checked.		
6	LEV available and working.		
7	Dust collector DP within range.		
8	Dust collector filter condition verified.		
9	Earthing and bonding verified.		
10	Antistatic tools / liners available.		
11	Housekeeping completed before operation.		
12	Operators trained on product-specific hazards.		
13	Emergency response instruction communicated.		
14	Hot work / maintenance restrictions communicated.		
15	EHS clearance obtained before start.		

SHIVA
Part of the Cotecna Group

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
CA No: 02260525005347

Test : Minimum Ignition Temperature
Product : Acalabrutinib Maleate B No: ALA/R-I/S-1/E250/002

Test Protocol.	Test Method	Specification.	Result.	Unit.
P Max	ASTM E 2206	To Report		
Minimum Explosive Pressure		To Report	78	Bar
Minimum rate of pressure rises(dp/dt)		To Report	478	Bar/3
Deflagration Index(DI)	ASTM D 1226	To Report	188	Bar-m/s
Minimum Ignition energy (MIE)	ASTM E 2019	To Report	12	MJ
Minimum Explosive Concentration(MEC)	ASTM E 1515	To Report	68	g/m3
Minimum Ignition Temperature(MIT) cloud	ASTM E 1491	To Report	408	Deg c
Explosive Severity(ES)	IEC GC -II	To Report	1.2	..
Ignition Severity(IS)		To Report	4	..
Dust explosive class	**IEC GC -II**	**To report**	**Classifications**	
Class	ST-0	ST-1	ST-2	ST-3
IEC Group	>400 deg c	400-300 deg c	300-200 Deg c	0-200 deg c
Range	No explosion	Weak explosion	Moderate Explosion	Explosive
Grade	T0	T1	T2	T3
Dust explosive class	**Class ST0**	**T0**	**No explosion Nature**	

Remark/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 72 bar and maximum pressure rise 478,The sample having minimum ignition temperature 408 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

Approved By :

SUBRAHMANYESHWARA SHARMA K.

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)
INTERNAL AUDIT CHECKLIST FOR ENVIRONMENTAL

Document Reference No.: SPL2/EHS/SOP/GEN/0026/T25/00 Page 1 of 2 01

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 ~~Yes~~ 18/03/26	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

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)
INTERNAL AUDIT CHECKLIST FOR ENVIRONMENTAL

Audit Findings:

Name of the Department: EHS

Date of Internal audit: 18/03/26

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

18/03/26

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:
CH. Naga Bala	CH 18/03/26
R. Elangovan	R.E 18/03/26
Rajshekhar Gaikwad	18/03/26
NA.	

18/03/26

Auditee:

Sign & Date: 18/03/26 18/3/26

18/03/26

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

Shilpa Pharma Lifesciences Limited Unit-II

CIRCULAR

This is here by inform to all safety committee members, safety committee number on - **02/25** Meeting to be held on **13.06.25 @ 11:00 AM** in Conference hall,
All are requested attend without fail.

Signature of Coordinator:

Date: 12/06/25

Signature of Chairman:

Date: 12/06/25

Shilpa Pharma Lifesciences Limited, Unit-II

The Safety Committee Meeting number 02/25 Discussed following Points On 13/06/2025

1. Previous Meeting Minutes Status.

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

2. Safety point discussed during safety committee meeting.

S. No	Name of the Initiator	Point Discussed	Responsibility	Target Date
1.	Mr. Sharanappa	Some Production block pump coupling Guard required	Mr.Manjunatha D N	30/06/25
2.	Mr. D.P Singh	Equipment Earth plates are corroded in few areas to be replaced	Mr.P Bharath Kumar	15/07/25
3.	Mr.Fakruddin	Some Sand Bucket is Damaged replacement required.	Mr.Shaikh B H	Immediate
4.	Mr.Naseer Pasha	Air pressure suit replacement required all blocks	Mr.Shaikh B H	Immediate
5.	Mr.K Sharath Reddy	All employee handling of hazardous chemical & handling & usage of PPE related training required.	Mr. R Elangovan	30/06/25
6.	Mr.K H Honneshaiah	All department Conduct Daily tool box talk.	All Block in charge	Immediate
7.	Me. Jagadeesh	Fire hoses have to be checked if any damaged hoses are found to be replaced.	Mr.Shaikh B H	30/06/25
8.	Mr. Srinivas	Earth jumpers to arrange all process pipe line which carries solvents	Mr.Shaikh B H	Immediate
9.	Mr. Veereshappa	Some Methanol IBC tank bottom valve leakages rectification required	Mr.Chadrashekar Dudhani	15/07/25
10.	Mr. Govindappa Galagali	Some area cable tray rusted and damaged need to replacement require	Mr.P Bharath Kumar	15/07/25

Signature of Coordinator: R.M

Date: 13/06/25

Signature of chairman:

Date: 13/06/25

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

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 .
- All the operational Risks are assessed on a Continual basis & Risk summary & mitigation measures in place are presented to the Board

- At SPL introduction of the new products & as a part of improving efficiencies, Productivity, the necessary changes in operating procedures & Facilities 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.

Brief Information of SPL

- 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 similar industries , we will relook into our systems to strengthen the process safety functions with competent talents.

Brief Information of SPL

- SPL is **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, in FY 24-25 which is well received by our customers & The details are submitted for assessment for the Year 25-26.
- 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 FY-25-26 Report submitted
- 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 2nd Prize National Energy Conservation Award in Pharmaceutical Sector Conducted by Bureau of Energy Efficiency , Ministry of Power , Govt. Of India for the Year 2024
- 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.
The Companies ESG Practices are assessed by **M/S. Growlity an USA** based Consulting firm on sustainable practices of the company (ESG aspects)

RISK SUMMARY

Bellow Table gives the EHS Risk Summary of SPL based on EAIA and HIRA for all the departments as on 31.03.2025 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

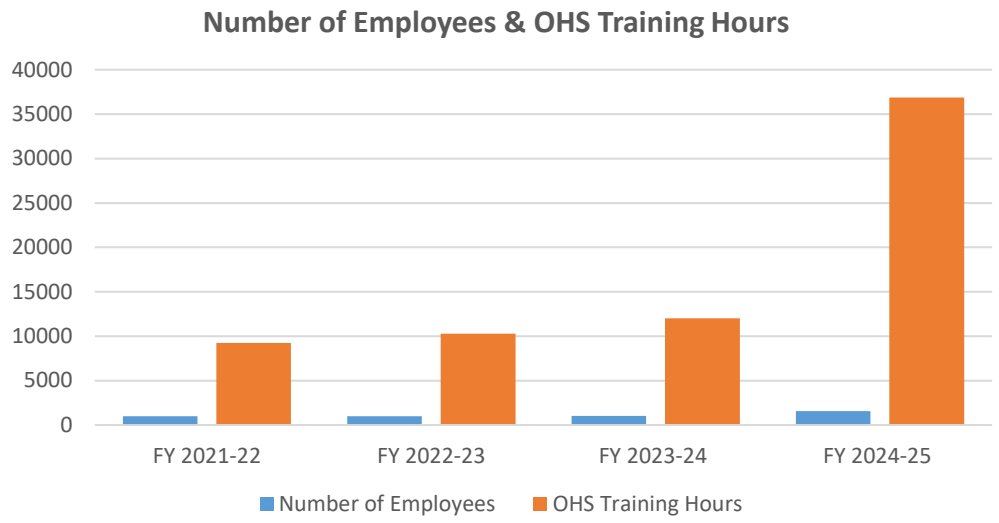
Microsoft Excel Worksheet

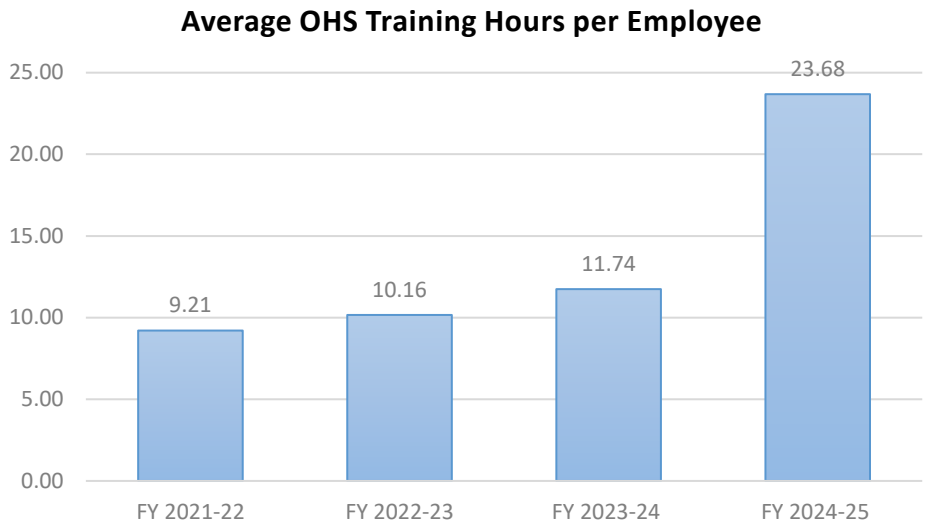
Risks / Opportunities	HIRA								EAIA							
	Worst Case OHS Risks				Residual OHS Risks				Worst Case Environmental Impacts				Residual Environmental Impacts			
	Numbers		%		Numbers		%		Numbers		%		Numbers		%	
	FY2324	FY2425	FY2324	FY2425	FY2324	FY2425	FY2324	FY2425	FY2324	FY2425	FY2324	FY2425	FY2324	FY2425	FY2324	FY2425
Extreme	13	13	3	3	0	0	0	0	0	0	0	0	0	0	0	0
High	145	166	32	33	0	0	0	0	42	71	26	37	0	0	0	0
Medium	243	265	53	53	164	168	36	33	86	86	53	45	23	23	14	12
Low	58	58	13	12	295	334	64	67	31	31	19	16	136	165	84	87
TOTAL	**459**	**502**	**100**	**100**	**459**	**502**	**100**	**100**	**161**	**190**	**100**	**100**	**161**	**190**	**100**	**100**
	Adequate *identification*, assessment and management of "Extreme" & "High" OHS Risks & Environmental Impacts create Business Opportunities.															

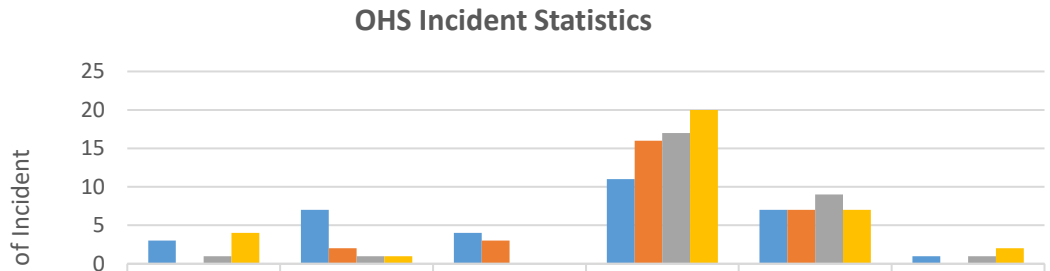
Note: HIRA: Hazard Identification & Risk Assessment, EAIA-Environmental Aspect-Impact Assessment, Worst Case Risk/Impact: Prior to implementation of any risk/impact control measures. Residual Risk/Impact: After effective implementation of existing and additional risk/impact control measures.

Above Table gives the EHS Risk Summary of SPL based on EAIA and HIRA for all the departments as on 31.03.2025 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.

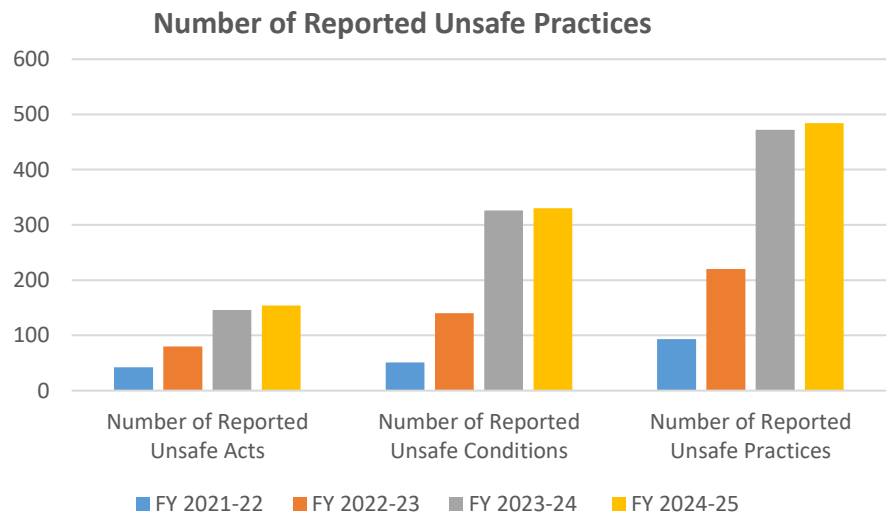
OHS Performance Statistics



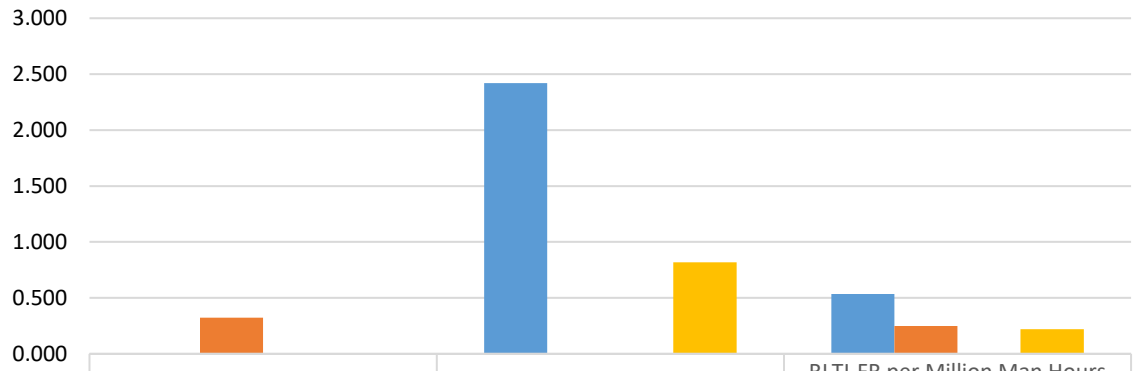




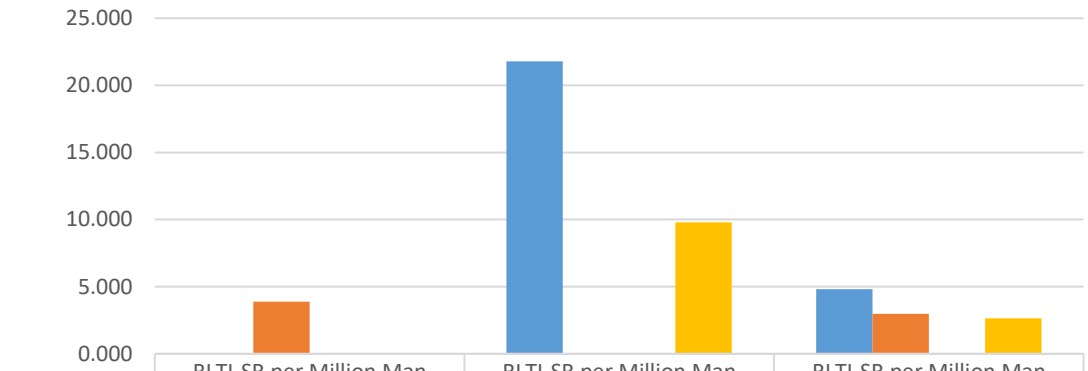
	No. of Process safety incident	No. of fire incident	No. of Environmental Incident	No. of First Aid cases	No. of Medical Treatment Cases	No. of lost workday cases
FY 2024-25	3	7	4	11	7	1
FY 2023-24	0	2	3	16	7	0
FY 2022-23	1	1	0	17	9	1
FY 2021-22	4	1	0	20	7	2



OHS Performance Statistics



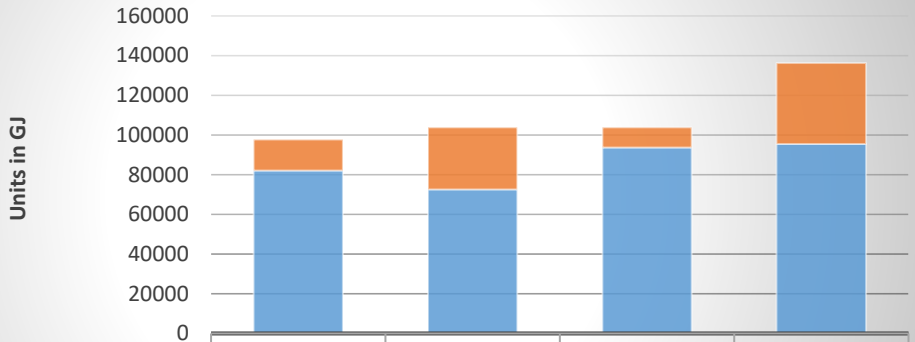
	RLTI-FR per Million Man Hours (LTIFR) - Own Employees	RLTI-FR per Million Man Hours (LTIFR) - Contract Employees	RLTI-FR per Million Man Hours (LTIFR) - Own + Contract Employees
FY 2021-22	0.000	2.421	0.535
FY 2022-23	0.323	0.000	0.249
FY 2023-24	0.000	0.000	0.000
FY 2024-25	0.000	0.817	0.221



	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
FY 2024-25	0.000	9.801	2.653

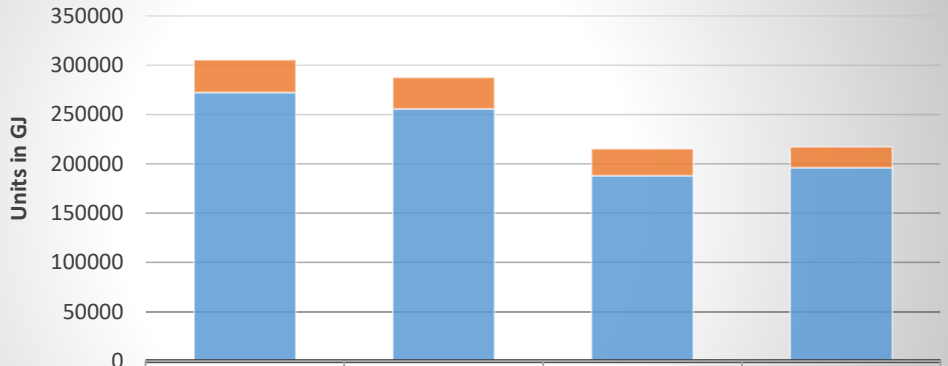
Environmental Performance

Electricity Consumption in GJ



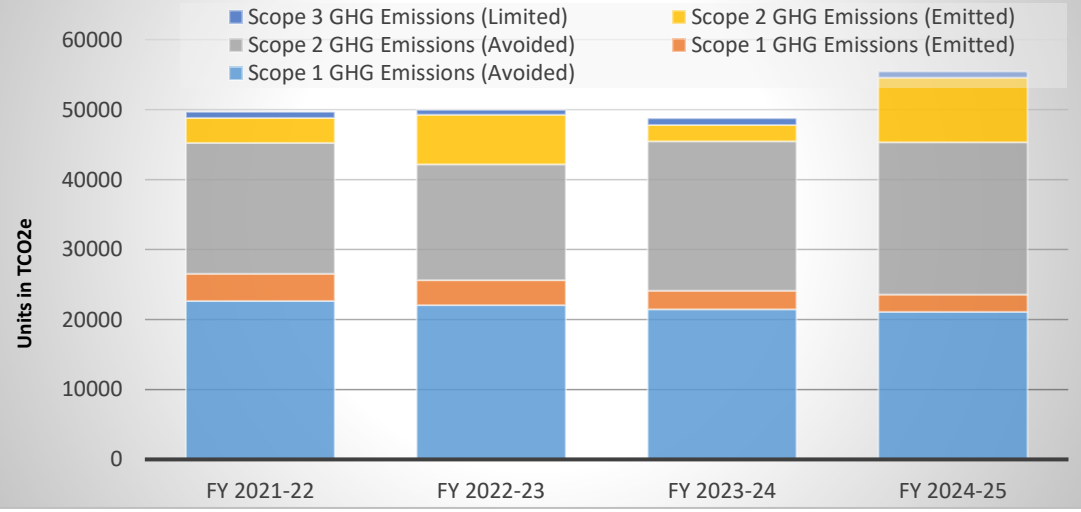
	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
Electricity from Non-Renewable Sources	15523	31132	10206	40732
Electricity from Renewable Sources	82143	72648	93719	95523

Energy Consumption in GJ

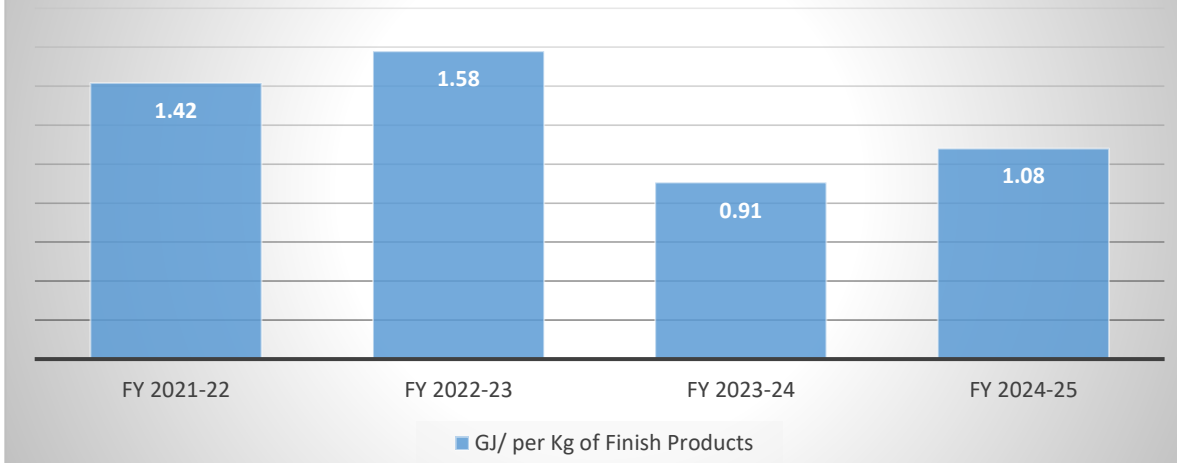


	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
Fuel Non-Renewable Sources	33045	31941	27054	21312
Fuel Renewable Sources	272543	255765	188207	196040

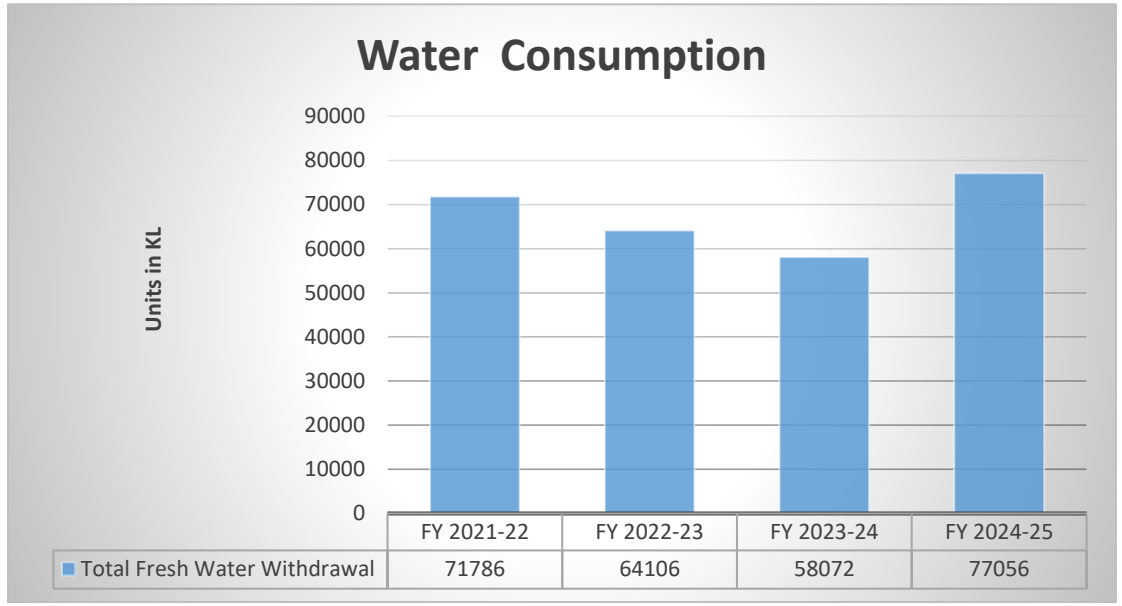
Scope GHG Emissions

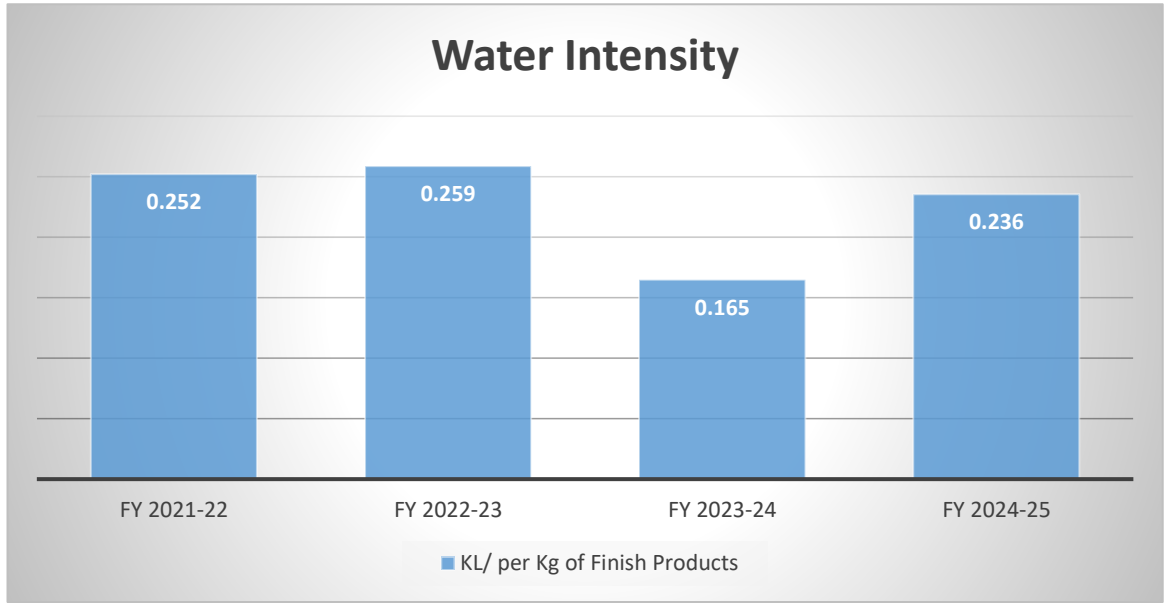


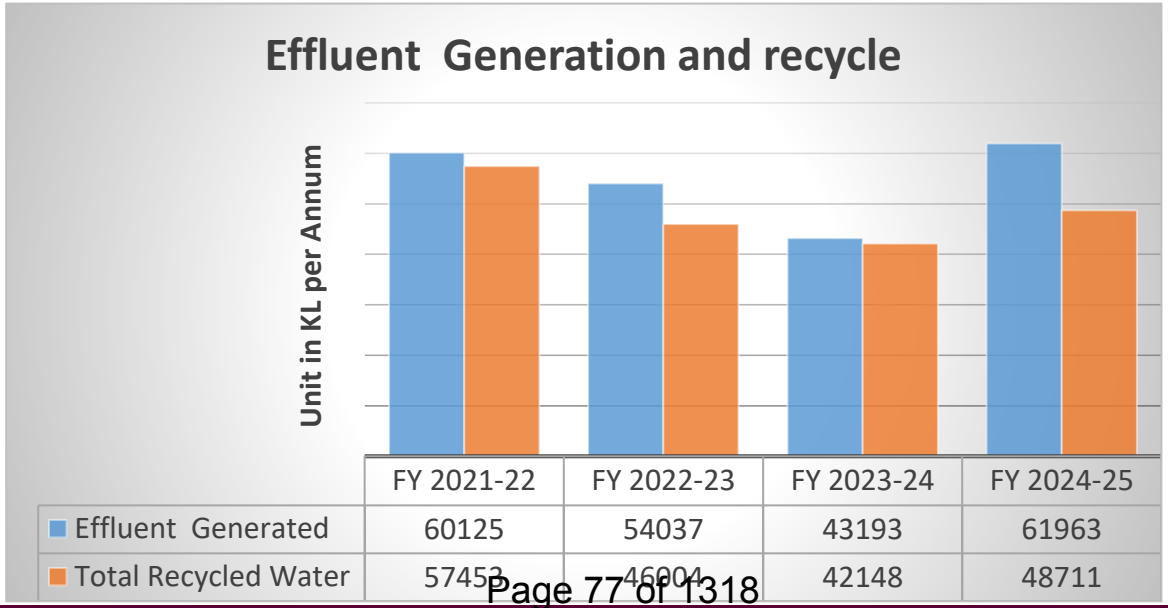
Energy Intensity



Environmental Performance







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

Microsoft Excel Worksheet

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	31	48%	0	0	19	53%	0	0%	4	100%	0	0%
Medium Risks	33	52%	7	11%	16	44%	3	8%	0	0%	0	0%
Low Risks	0	0%	57	89%	1	3%	33	92%	0	0%	4	100%
TOTAL	64	100%	64	100%	36	100%	36	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 31.03.2025 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	FY 2024-25
% of employees training in SA Policy & Procedures	73%	80%	88%	94%
Number of child Labor Cases	0	0	0	0
Number of forced labor incidents	0	0	0	0
Number of discrimination incidents	0	0	0	0
Number of disciplinary incidents	0	0	0	0
Compliance to Minimum wages	100%	100%	100%	100%
No of grievances	0	3	1	3
Number of sexual harassment cases	0	0	0	0
Other human rights issues	0	0	0	0
Legal compliance violations	0	0	0	0

Drug Regulatory Risk Assessment Summary

Microsoft Excel Worksheet

Regulatory Risk Summary								
Shilpa Pharma Lifesciences Limited								
Risks / Opportunities	Worst case Risks FY 23-24		Residual Risks FY 23-24		Worst case Risks - FY 24-25		Residual Risks FY 24-25	
	Number	%	Number	%	Number	%	Number	%
High Risks	5	38.46	0	0	6	37.50	0	0
Medium Risks	8	61.54	0	0.00	10	62.50	0	0.00
Low Risks	0	0.00	13	100.00	0	0.00	16	100.00
TOTAL	13	100.00	13	100.00	16	100.00	16	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

Microsoft Excel Worksheet

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 FY23-24		Residual Impacts FY 23-24		Worst Case Impacts FY24-25		Residual Impacts FY 24-25	
	No	%	No	%	No	%	No	%
Extreme	1	4	0	0	1	4%	0	0%
High	10	38	0	0	10	37%	0	0%
Medium	14	54	5	19	14	52%	5	19%
Low	1	4	21	81	2	7%	22	81%
TOTAL	26	100	26	100	27	100%	27	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

Microsoft Excel Worksheet

- 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, IT Failure Pandemic Situation 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:29-09-2026**
OHS Objectives and KPIs

KPI No	EHS Policy / EHSMS Process Ref	Objectives linked to (KRA)	Objectives (KPI)	Units	KPI-Target	KPI-Achieved FY 2023-24	KPI-Target	FY 2024-25	KPI-Target	FY 2024-25	Remarks	GRI standard Reference	Mapping to UNGC Principles	Mapping to UNSDGs
1	EHS Compliance Evaluations(SPL2/EHS/SOP/GEN/0017-01), Section 6.2 page No 2 EHS Legal Compliance Evaluation Register : SPL2/EHS/SOP/GEN/0017/T02	OHS Legal Compliance	Update Legal Compliance Evaluation Register	Frequency- Half yearly monitoring	2	2	2	2	2	2	Enclosed EHS Legal Compliance Evaluation Register : Attachment No 2 Ref Page no 8 to 14 of 1318	GRI-307-1	Principles 3 to 6	1, 3
2	SOP- Aspects / Hazards Identification and Evaluation (SPL2/EHS/SOP/GEN/0023-02), Section 6.1. Page No 5, SPL2/EHS/SOP/GEN/0023/A09 "Hazard Identification & Risk Assessment (HIRA).	Conducting HIRA	Department wise Updated HIRA and EAIA	%	100%	100%	100%	100%	100%	100%	Enclosed Hazard Identification & Risk Assessment (HIRA).- Attachment No 3 Ref Page no 15 to 22 of 1318	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%	Occupational Health Data attached as SDS Powder Safety Data Attached - Attachment No 4 & 5 for One Product attached Ref Page no 22 to 57 of 1318	GRI-416-1	Principles 3 to 6	1, 3
4	SOP- Training of Employee(s)(SPL2/PA/SOP/GEN/005)	Training Completion as per Calendar	Effective EHS Training	100% personnel training to be completed		100%		100%		100%	Enclosed Training Completion as per Calendar attachment No-9 Ref Page no 89 to 136 of 1318	GRI-416-1	Principles 3 to 6	1, 3
5	SOP- Training of Employee(s)(SPL2/PA/SOP/GEN/005)	OHS Training Manhours/ Employee/ Year	Effective EHS Training for all employees	Average training Hours /employee/Year	44	18.14	44	24.35	44	25.51	Trainimng Summary Data Attached Attachment No-10 Ref Page no 137 to 158 of 1318	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.(SPL2/PA/SOP/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%	Enclosed for Visitors Guideline Attachment No- 11 Ref Page no 159 to 160 of 1318	GRI-416-1	Principles 3 to 6	1, 3
7	SOP- Safety review Through safety committee meeting (SPL2/EHS/SOP/GEN/0022-01) Section 6.1 Page No 2	Safety Committee Meeting	Conducting Safety committee meetings & Implementing Recommendations	Frequency- Quarterly - 4 meetings per year	4	4	4	4	4	4	Enclosed - Safety Committee Meeting Minutes Attachment No-7 Ref Page no 60 to 64 of 1318	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%	1) Internal & External Audit report - attachment no-12 Ref Page no 161 to 197 of 1318 2) Training completion as per calender - attachment NO-9 Ref Page no 89 to 136 of 1318 3)MOCK Drill Report - attachment no-13 Ref Page no 198 to 216 of 1318 External 1) SAQ Recieved the vendor , Attachment No-14 Ref Page no 217 to 224 of 1318 2) Incident intimation - Form-17 underv factories act , attachment no-15 Ref Page no 225 to 227 of 1318) Form-20 Submission to pollution Control Board , attachment no-16 Page no 228 to 299 of 1318	GRI-403-4	Principles 3 to 6	1, 3
9	SOP- EHS CHANGE CONTROL MANAGEMENT(SPL2/EHS/SOP/GEN/0033-02), section 6.4 Page No 4 EHS Change control Impact Evaluation FormSPL2/EHS/SOP/GEN/0033/F01	Management of Change	Implementing EHS Critical Change through Management of Change & recommendations.	%		100%		100%		100%	Enclosed Copy of Change control Impact Evaluation Format Attached as 17 Ref Page no 300 to 301 of 1318	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	Moc drills Reports Refer attachment no-13 Ref Page no 198 to 216 of 1318	-	Principles 3 to 6	1, 3

KPI No	EHS Policy / EHSMS Process Ref	Objectives linked to (KRA)	Objectives (KPI)	Units	KPI-Target	FY 2023-24	KPI-Target	FY 2024-25	KPI-Target	FY 2024-25	Remarks	GRI standard Reference	Mapping to UNGC Principles	Mapping to UNSDGs
11	SOP- EHS Audits & Inspections (SPL2/EHS/SOP/GEN/0026-03) Section 6.2.1 Page No 5	Reporting CAPA for nonconformities (NC)	Effective Audit NC Management	Timely Completion of CAPA in No's	No's		No's		No's		Audit CAPA attached as Annexure No-12 Ref Page no 161 to 197 of 1318	GRI-403-8 GRI-416-2	Principles 3 to 6	1, 3
12	Safe & At-Risk Behaviors EHS Incident Reporting And Investigation (SPL2/EHS/SOP/GEN/0015-02) Section 6.2 and 6.3(SPL2/EHS/SOP/GEN/0015/F01 & SPL2/EHS/SOP/GEN/0015/F02	Investigating high severity incidents using root cause analysis	Reporting All Incidents	In Nos	All incidents must be reported	22	All incidents must be reported	33	All incidents must be reported	23	Enclosed Summary of Incidents Report Attached as Annexure No-18 Ref Page no 302 to 312 of 1318	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 (SPL2/EHS/SOP/GEN/0015-02) Section 6.4. Page 9	Incident CAPA	Implementing Incident CAPA	%	100%	100%	100%	100%	100%	100%	Enclosed Incident report Attached As ANNEXURE No-19 Ref Page no 313 to 323 of 1318	GRI-403-9 GRI-403-10 GRI-416-2	Principles 3 to 6	1, 3
14	HOT WORK PEMIT SYSTEM (SPL2/EHS/SOP/GEN/0009-02) & Format SPL2/EHS/SOP/GEN/0009/F01-00. VESSEL / CONFINED SPACE ENTRY WORK PERMIT SYSTEM (SPL2/EHS/SOP/GEN/0010-02) & FORMAT(SPL2/EHS/SOP/GEN/0010/F01. WORK AT HEIGHT PERMIT SYSTEM (SPL2/EHS/SOP/GEN/0011-02) & FOMAT (SPL2/EHS/SOP/GEN/0011/F01. TANKER LOADING / UNLOADING WORK PERMIT SYSTEM (SPL2/EHS/SOP/GEN/0012-02) & FORMAT(SPL2/EHS/SOP/GEN/0012/F01)	Work Permits	Effective Implementation of Work Permit System for Non-routine Activities	100%; Monitored by Daily Dsh Board	100%	100%	100%	100%	100%	100%	Effective Work permit System SOP Attachment no -20; Ref Page no 324 to 531 of 1318 Daily DashBoard Attached as Attachment no -21 Ref Page no 533 to 534 of 1318	GRI-307-5	Principles 3 to 6	1, 3
15	SOP- Handling of Hazardous Chemicals (SPL2/EHS/SOP/GEN/0020-01), Section 6.20 Page No 3	Chemical Storage	Compatible Chemical Storage	Must ensure 100% Compliance	100%	100%	100%	100%	100%	100%	Chemical Storage location and Chemical compatibility matrix Attached As Attachment no -22 Ref Page no 535 to 537 of 1318	GRI-307-6	Principles 3 to 6	1, 3
16	Safe & At-Risk Behaviors EHS Incident Reporting And Investigation (SPL2/EHS/SOP/GEN/0015-02) SECTION 3.1.14	Reporting & Investigating Transport Accidents	Investigating high severity transportation Accident using Root Cause Analysis	In Nos		0		0		0	No Incidents as of Now	GRI-307-6	Principles 3 to 6	1, 3
17	HANDLING / USAGE OF PERSONNEL PROTECTIVE EQUIPMENT (SPL2/EHS/SOP/GEN/0001-02)	PPE Adherence	Reporting PPE Non- Adherence	%	100%	100%	100%	100%	100%	100%	Daily Dash Board Refer Attachment No-21 Ref Page no 533 to 534 of 1318	GRI-403-4	Principles 3 to 6	1, 3
18	OHC SOP	Maintaining OHC	OHC Equipment timely inspection.	%		100%		100%		100%	OHC Check List attached -23 Ref Page no 538 to 539 of 1318	GRI-403-9 GRI-403-10	Principles 3 to 6	1, 3
19	Safe & At-Risk Behaviors EHS Incident Reporting And Investigation (SPL2/EHS/SOP/GEN/0015-02) Section 6.2 and 6.3(SPL2/EHS/SOP/GEN/0015/F01 & SPL2/EHS/SOP/GEN/0015/F02	Reporting Occupational Injury and illness' Cases.	Investigation of high severity Incidents with root cause analysis	%		100%		100%		100%	FIR,EHS Incident Investigation Report with RCA Attached as Attachment No-19 Ref Page no 313 to 323 of 1318	GRI-403-9 GRI-403-10	Principles 3 to 6	1, 3
20	Safe & At-Risk Behaviors EHS Incident Reporting And Investigation (SPL2/EHS/SOP/GEN/0015-02)	Occupational Injuries	Reportable lost time injury	Number	0	0	0	1	0	1	reportale lost time Injuryt attached as Attachment no-24 Ref Page no 540 of 1318	GRI-403-9 GRI-403-10	Principles 3 to 6	1, 3
21	Safe & At-Risk Behaviors EHS Incident Reporting And Investigation (SPL2/EHS/SOP/GEN/0015-02)	Occupational Injuries	Reportable lost time injury frequency rate	Number of Loss Time Injuries / million man hours	0.00	0.000	0.00	0.221	0.00	0.206	Attchement no-24 Ref Page no 540 of 1318	GRI-403-9 GRI-403-10	Principles 3 to 6	1, 3
22	Safe & At-Risk Behaviors EHS Incident Reporting And Investigation (SPL2/EHS/SOP/GEN/0015-02)	Occupational Injuries	Reportable lost time injury severity rate	Number of Loss Days / million man hours	<0.5	0.000	<0.5	2.653	<0.5	0.823	Refer attachment no-24 Ref Page no 540 of 1318	GRI-403-9 GRI-403-10	Principles 3 to 6	1, 3
23	SOP-PROCEDURE FOR STORAGE TANKS DYKE WALL/CONTAINMENT MAINTENANCE (SPL2/ENG/SOP/GEN/0072-01), Section 6.5 page No2	Storage Containment	All Storages in Containment dykes	% Leak Proof	100%	100%	100%	100%	100%	100%	Containment Integrity Check list : , Attached as Attachment No-25 Ref Page no 541 to 542 of 1318	-	Principles 3 to 6	1, 3

KPI No	EHS Policy / EHSMS Process Ref	Objectives linked to (KRA)	Objectives (KPI)	Units	KPI-Target	FY 2023-24	KPI-Target	FY 2024-25	KPI-Target	FY 2024-25	Remarks	GRI standard Reference	Mapping to UNGC Principles	Mapping to UNSDGs
24	OPERATION AND MAINTENANCE OF FIRE EXTINGUISHER (SPL2/EHS/SOP/GEN/0004-01) - Section 6.4 page no 8 & Inspection report for Fire Extinguisher SPL2/EHS/SOP/GEN/0004/T01	Fire Safety Equipment	Timely Inspection & Maintenance of Fire Safety Equipment	As per Schedule	100% Complainace	100%	100% Complainace	100%	100% Complainace	100%	schedule & Inspection report for Fire Extinguisher, Attachment No-26 Ref Page no 543 to 559 of 1318	-	Principles 3 to 6	1, 3
25	SOP- EHS Audits & Inspections (SPL2/EHS/SOP/GEN/0026-03) Section 6.2.1 Page No 5	Safety Inspection	Effective Safety Inspection	Internal & External Audits as per schedule	100% Compliance	100%	100% Compliance	100%	100% Compliance	100%	Internal Audit Schedule is attached as attachment No-27 Ref Page no 560 to 562 of 1318	-	Principles 3 to 6	1, 3
26	SOP - CONTRACTOR SAFETY MANAGEMENT (SPL2/EHS/SOP/GEN/0029-02), section 6.5 Page No 9 and (SPL2/EHS/SOP/GEN/0029/F03-00	Contractor Safety	Contractor Safety Evaluation	% Complainace	100%	100%	100%	100%	100%	100%	Enlcosed in OHS performance Evaluation for Contractors Attachment no-28 Ref Page no 563 to 564 of 1318	GRI-403-6	Principles 3 to 6	1, 3
27	SOP - CONTRACTOR SAFETY MANAGEMENT (SPL2/EHS/SOP/GEN/0029-02), Section 6.7 page No11	Contractor Safety Training	Awareness on Contractor Safety Guideline	% Compliance	100%	100%	100%	100%	100%	100%	Enclosed OHS training module for contractors, Attachment No-29 Ref Page no 565 of 1318	GRI-403-5	Principles 3 to 6	1, 3
28	ELECTRICAL AND NON-ELECTRICAL LOCK OUT AND TAG OUT (SPL2/EHS/SOP/GEN/0002-02), section 6 Page No 2	LOTO Permit	Effective Implementation of LOTO	100% Electrical works must take LOTO	100%	100%	100%	100%	100%	100%	Training on LOTO Permit SOP attachment No-30 Ref Page no 566 to 657 of 1318	-	Principles 3 to 6	1, 3
29	SOP- PROCESS HAZARD ANALYSIS (SPL2/EHS/SOP/GEN/0024-02), Section 6.12.17 Page No 11	HAZOP for Safety Critical Processes	Conducting HAZOP study for all products and stages	All Manufacturing Processes 100% Compliance	All Manufacturing Processes 100% Compliance	100%	All Manufacturing Processes 100%	100%	All Manufacturing Processes 100%	100%	Tranexamic Acid Hazop Copy Attachment No-31&32 Ref Page no 658 to 696 of 1318	-	Principles 3 to 6	1, 3
30	SOP- PROCESS HAZARD ANALYSIS (SPL2/EHS/SOP/GEN/0024-02), Section 6.12.17 Page No 11	HAZOP Recommendations	Implementing HAZOP Recommendations	% Colpiance by Incorporating in the Batch Production record	% Colpiance by Incorporating in the Batch Production record	100%	% Colpiance by Incorporating in	100%	% Colpiance by Incorporating in the	100%	Recommendations & complaince by Incorporation in BPR attachement No-31&32 Ref Page no 658 to 696 of 1318	-	Principles 3 to 6	1, 3
31	PROCESS SAFETY MANAGEMENT (SPL2/EHS/SOP/GEN/0034-01) Section 6.14, Page No 17	Mechanical Integrity	Reporting & Investigating Mechanical Integrity Failure Incidents	all Mechanical integrity Issues must be Investigated	100%	100%	100%	100%	100%	100%	Integrity Investigation report attachment no-33 Ref Page no 697 of 1318	-	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	Industrial Hygiene	Conduct QLEA and implementing recommendations	100% Compliance with CAPA on QLEA Recommendations	100%	100%	100%	100%	100%	100%	Enclosed Industrial Hygiene Program, Recommendations & CAPA Implementation attachement no-34 Ref Page no 698 to 707 of 1318	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%	Work place Moniring of VOC & LEL Report attachement no-35 Ref Page no 708 to 715 of 1318	GRI-403-6	Principles 3 to 6	1, 3
34	SOP- EHS Audits & Inspections (SPL2/EHS/SOP/GEN/0026-03) Section 6.2.1 Page No 5	Internal Audit	Conducting EHS Internal Audits quarterly	NOs	4	4	4	4	4	4	Enclosed the Schedule copy Internal Audit attachment no-27 Ref Page no 560 to 562 of 1318	GRI-403-8 GRI-416-2	Principles 3 to 6	1, 3
35	SOP- Safety review Through safety committee meeting (SPL2/EHS/SOP/GEN/0022-01) Section 6.1 Page No 2	Management Review	Conducting Management Review Meeting with HoDs	NOs	4	4	4	4	4	4	Enclosed the Schedule copy safety committee meeting Minutes & Schedule attachment no-7 Ref Page no 60 to 64 of 1318	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	Risk Management Committee Review Summary Attachments No -8 Ref Page no 65 to 85 of 1318	GRI-403-1	Principles 3 to 6	1, 3

	Prepared By	Reviewed By	Approved By
Name	Vijay Kumar N	R.Elangovan	K Sharath Reddy
Designation	Executive-EHS	DGM-ENG	Technical Director
Sign & Date	29/09/26	29/09/26	29/09/26

S.No	Emp Name	No Trainings completed in year of 2025-2026
1	Badesab Husen Shaikh	110
2	Elangovan .	103
3	J Eunice Arul Raj	75
4	Kishor Singh	69
5	Nagaraj Gangannavar	133
6	Narasimhulu Amjala	133
7	Ramakrishna Kalipindi	134
8	S Suman .	134
9	Srinivasulu Reddy Konda	135
10	Suresh Akkena	135
11	Tadi Siva Rama Krishna Reddy	99
12	Vijay Kumar N	133
Grand Total		**1393**

Total number of Employees : 12

Total number of trainings : 1393

Average training duration for each training 40 min, total Mints : 55720 min

Total training man hours : 928.67

Average training hours /employee /year (2025-2026) : 77.39Hrs

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
9273	TADI SIVA RAMA KRISHNA REDDY	EHS	SPL2/EHS/SOP/GEN/0001	HANDLING AND USAGE OF PERSONNEL PROTECTIVE EQUIPMENT	26 Feb 2026
9273	TADI SIVA RAMA KRISHNA REDDY	EHS	SPL2/EHS/SOP/GEN/0003	OPERATION AND MAINTENANCE OF FIRE HYDRANT SYSTEM	26 Feb 2026
9273	TADI SIVA RAMA KRISHNA REDDY	EHS	SPL2/EHS/SOP/GEN/0004	OPERATION AND MAINTENANCE OF FIRE EXTINGUISHER	26 Feb 2026
9273	TADI SIVA RAMA KRISHNA REDDY	EHS	SPL2/EHS/SOP/GEN/0005	OPERATION AND MAINTENANCE OF EYE WASH/BODY SHOWER PORTABLE EYE WASH STATIONS & EYE WASH BOTTLES	26 Feb 2026
9273	TADI SIVA RAMA KRISHNA REDDY	EHS	SPL2/EHS/SOP/GEN/0006	FIRST AID	26 Feb 2026
9273	TADI SIVA RAMA KRISHNA REDDY	EHS	SPL2/EHS/SOP/GEN/0009	HOT WORK PERMIT SYSTEM	26 Feb 2026
9273	TADI SIVA RAMA KRISHNA REDDY	EHS	SPL2/EHS/SOP/GEN/0018	HANDLING OF SPILLAGES AND LEAKAGES	26 Feb 2026
9273	TADI SIVA RAMA KRISHNA REDDY	EHS	SPL2/PA/SOP/GEN/0003	GOOD HYGIENE PRACTICES	26 Feb 2026
9273	TADI SIVA RAMA KRISHNA REDDY	EHS	SPL2/EHS/SOP/GEN/0010	VESSEL / CONFINED SPACE ENTRY WORK PERMIT SYSTEM	26 Feb 2026

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
9273	TADI SIVA RAMA KRISHNA REDDY	EHS	SPL2/EHS/SOP/GEN/0011	WORK AT HEIGHT PERMIT SYSTEM	26 Feb 2026
9273	TADI SIVA RAMA KRISHNA REDDY	EHS	SPL2/EHS/SOP/GEN/0012	TANKER LOADING / UNLOADING WORK PERMIT SYSTEM	26 Feb 2026
9273	TADI SIVA RAMA KRISHNA REDDY	EHS	SPL2/EHS/SOP/GEN/0013	FIRE ALARM SYSTEM	26 Feb 2026
9273	TADI SIVA RAMA KRISHNA REDDY	EHS	SPL2/EHS/SOP/GEN/0014	HANDLING OF HAZARDOUS CHEMICALS	26 Feb 2026
9273	TADI SIVA RAMA KRISHNA REDDY	EHS	SPL2/PA/SOP/GEN/0021	PROCEDURE FOR OPERATION OF TRAINING MANAGEMENT SOFTWARE(EDUZEN)	26 Feb 2026
9273	TADI SIVA RAMA KRISHNA REDDY	EHS	SPL2/EHS/SOP/GEN/0025	SAFETY DATA SHEET	26 Feb 2026
9273	TADI SIVA RAMA KRISHNA REDDY	EHS	SPL2/EHS/SOP/GEN/0031	LINE BREAKING PERMIT	26 Feb 2026
9273	TADI SIVA RAMA KRISHNA REDDY	EHS	SPL2/EHS/SOP/GEN/0032	PROCEDURE FOR DO`S & DON’S WORK IN PLACE	26 Feb 2026
9273	TADI SIVA RAMA KRISHNA REDDY	EHS	SPL2/EHS/SOP/GEN/0040	PROCEDURE FOR MONITERING OF ORGANIC COMPOUND (VOC) AND LOWER EXPOSURE LEVEL (LEL)	26 Feb 2026

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
9273	TADI SIVA RAMA KRISHNA REDDY	EHS	SPL2/IT/SOP/GEN/0008	PROCEUE FOR OPERATION OF USER MANAGEMENT SYSTEM (UMS) OF ZENVECTOR APPLICATION	26 Feb 2026
9273	TADI SIVA RAMA KRISHNA REDDY	EHS	SPL2/PD/SOP/GEN/0018	SAFETY PRECAUTIONS WHILE MANUFACTURING OF ACTIVE PHARMACEUTICAL INGREDIENTS	26 Feb 2026
9273	TADI SIVA RAMA KRISHNA REDDY	EHS	SPL2/PA/SOP/GEN/0004	CLEANING, SANITATION AND HOUSEKEEPING IN FACTORY PREMISES	26 Feb 2026
9273	TADI SIVA RAMA KRISHNA REDDY	EHS	SPL2/PA/SOP/GEN/0005	STANDARD OPERATING PROCEDURE FOR TRAINING OF EMPLOYEES	26 Feb 2026
9273	TADI SIVA RAMA KRISHNA REDDY	EHS	SPL2/PA/SOP/GEN/0007	STANDARD OPERATING PROCEDURE FOR DRESS CODE FOR EMPLOYEES	26 Feb 2026
9423	J EUNICE ARUL RAJ	EHS	SPL2/EHS/SOP/GEN/0001	HANDLING AND USAGE OF PERSONNEL PROTECTIVE EQUIPMENT	21 Apr 2026
9423	J EUNICE ARUL RAJ	EHS	SPL2/EHS/SOP/GEN/0003	OPERATION AND MAINTENANCE OF FIRE HYDRANT SYSTEM	21 Apr 2026
9423	J EUNICE ARUL RAJ	EHS	SPL2/EHS/SOP/GEN/0004	OPERATION AND MAINTENANCE OF FIRE EXTINGUISHER	21 Apr 2026
9423	J EUNICE ARUL RAJ	EHS	SPL2/EHS/SOP/GEN/0005	OPERATION AND MAINTENANCE OF EYE	21 Apr 2026

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
				WASH/BODY SHOWER PORTABLE EYE WASH STATIONS & EYE WASH BOTTLES	
9423	J EUNICE ARUL RAJ	EHS	SPL2/EHS/SOP/GEN/0006	FIRST AID	21 Apr 2026
9423	J EUNICE ARUL RAJ	EHS	SPL2/EHS/SOP/GEN/0009	HOT WORK PERMIT SYSTEM	21 Apr 2026
9423	J EUNICE ARUL RAJ	EHS	SPL2/EHS/SOP/GEN/0011	WORK AT HEIGHT PERMIT SYSTEM	21 Apr 2026
9423	J EUNICE ARUL RAJ	EHS	SPL2/EHS/SOP/GEN/0012	TANKER LOADING / UNLOADING WORK PERMIT SYSTEM	21 Apr 2026
9423	J EUNICE ARUL RAJ	EHS	SPL2/EHS/SOP/GEN/0013	FIRE ALARM SYSTEM	21 Apr 2026
9423	J EUNICE ARUL RAJ	EHS	SPL2/EHS/SOP/GEN/0014	HANDLING OF HAZARDOUS CHEMICALS	21 Apr 2026
9423	J EUNICE ARUL RAJ	EHS	SPL2/EHS/SOP/GEN/0015	SAFE & AT-RISK BEHAVIORS,EHS INCIDENTS REPORTING & INVESTIGATION	21 Apr 2026
9423	J EUNICE ARUL RAJ	EHS	SPL2/EHS/SOP/GEN/0019	MONITORING OF AMBIENT AIR, STACK, NOISE LEVELS, VOC, WATER, TREATED WATER AND SOIL.	21 Apr 2026
9423	J EUNICE ARUL RAJ	EHS	SPL2/EHS/SOP/GEN/0022	SAFETY REVIEW THROUGH SAFETY COMMITTEE MEETING	21 Apr 2026

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
9423	J EUNICE ARUL RAJ	EHS	SPL2/EHS/SOP/GEN/0023	ASPECTS/ HAZARDS IDENTIFICATION AND EVALUATION	21 Apr 2026
9423	J EUNICE ARUL RAJ	EHS	SPL2/EHS/SOP/GEN/0025	SAFETY DATA SHEET	21 Apr 2026
9423	J EUNICE ARUL RAJ	EHS	SPL2/EHS/SOP/GEN/0031	LINE BREAKING PERMIT	21 Apr 2026
9423	J EUNICE ARUL RAJ	EHS	SPL2/EHS/SOP/GEN/0010	VESSEL / CONFINED SPACE ENTRY WORK PERMIT SYSTEM	21 Apr 2026
9423	J EUNICE ARUL RAJ	EHS	SPL2/IT/SOP/GEN/0007	TIME SYNCHRONIZAION OF ANALYTICAL INSTRUMENTS, EQUIPMENTS & COMPUTER SYSTEMS	21 Apr 2026
9423	J EUNICE ARUL RAJ	EHS	SPL2/IT/SOP/GEN/0008	PROCEUE FOR OPERATION OF USER MANAGEMENT SYSTEM (UMS) OF ZENVECTOR APPLICATION	21 Apr 2026
9423	J EUNICE ARUL RAJ	EHS	SPL2/PA/SOP/GEN/0003	GOOD HYGIENE PRACTICES	21 Apr 2026
9423	J EUNICE ARUL RAJ	EHS	SPL2/PA/SOP/GEN/0004	CLEANING, SANITATION AND HOUSEKEEPING IN FACTORY PREMISES	21 Apr 2026
9423	J EUNICE ARUL RAJ	EHS	SPL2/PA/SOP/GEN/0005	STANDARD OPERATING PROCEDURE FOR TRAINING OF EMPLOYEES	21 Apr 2026
9423	J EUNICE ARUL RAJ	EHS	SPL2/EHS/SOP/GEN/0018	HANDLING OF SPILLAGES AND LEAKAGES	21 Apr 2026

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
9423	J EUNICE ARUL RAJ	EHS	SPL2/PA/SOP/GEN/0008	FACTORY ENTRY AND EXIT PROCEDURE FOR VISITORS, AUDITORS, EMPLOYEES, CONTRACT WORKERS, SERVICE VENDORS, GOVERNMENT OFFICIALS, INTER UNIT PERSONNEL, MATERIALS AND VEHICLES	21 Apr 2026
9423	J EUNICE ARUL RAJ	EHS	SPL2/PA/SOP/GEN/0021	PROCEDURE FOR OPERATION OF TRAINING MANAGEMENT SOFTWARE(EDUZEN)	21 Apr 2026
9423	J EUNICE ARUL RAJ	EHS	SPL2/PD/SOP/GEN/0012	ENTRY AND EXIT PROCEDURE FOR ONCOLOGY PRODUCTION BLOCKS	21 Apr 2026
9423	J EUNICE ARUL RAJ	EHS	SPL2/PD/SOP/GEN/0013	ENTRY AND EXIT PROCEDURE FOR NON-ONCOLOGY PRODUCTION BLOCKS	21 Apr 2026
9423	J EUNICE ARUL RAJ	EHS	SPL2/PD/SOP/GEN/0016	DETOXIFICATION AND DISPOSAL PROCEDURE	21 Apr 2026
9423	J EUNICE ARUL RAJ	EHS	SPL2/EHS/SOP/GEN/0033	EHS CHANGE CONTROL MANAGEMENT	21 Apr 2026
9423	J EUNICE ARUL RAJ	EHS	SPL2/PD/SOP/GEN/0029	PROCEDURE FOR HANDLING AND USAGE OF GASES IN PRODUCTION BLOCKS	21 Apr 2026

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
9423	J EUNICE ARUL RAJ	EHS	SPL2/PD/SOP/GEN/0045	STANDARD OPERATING PROCEDURE FOR HANDLING AND USAGE OF PRESSURE SUITS	21 Apr 2026
9448	KISHOR SINGH	EHS	SPL2/EHS/SOP/GEN/0001	HANDLING AND USAGE OF PERSONNEL PROTECTIVE EQUIPMENT	21 Apr 2026
9448	KISHOR SINGH	EHS	SPL2/EHS/SOP/GEN/0003	OPERATION AND MAINTENANCE OF FIRE HYDRANT SYSTEM	21 Apr 2026
9448	KISHOR SINGH	EHS	SPL2/EHS/SOP/GEN/0004	OPERATION AND MAINTENANCE OF FIRE EXTINGUISHER	21 Apr 2026
9448	KISHOR SINGH	EHS	SPL2/EHS/SOP/GEN/0005	OPERATION AND MAINTENANCE OF EYE WASH/BODY SHOWER PORTABLE EYE WASH STATIONS & EYE WASH BOTTLES	21 Apr 2026
9448	KISHOR SINGH	EHS	SPL2/EHS/SOP/GEN/0006	FIRST AID	21 Apr 2026
9448	KISHOR SINGH	EHS	SPL2/EHS/SOP/GEN/0009	HOT WORK PERMIT SYSTEM	21 Apr 2026
9448	KISHOR SINGH	EHS	SPL2/EHS/SOP/GEN/0010	VESSEL / CONFINED SPACE ENTRY WORK PERMIT SYSTEM	21 Apr 2026
9448	KISHOR SINGH	EHS	SPL2/EHS/SOP/GEN/0011	WORK AT HEIGHT PERMIT SYSTEM	21 Apr 2026
9448	KISHOR SINGH	EHS	SPL2/EHS/SOP/GEN/0012	TANKER LOADING / UNLOADING WORK PERMIT SYSTEM	21 Apr 2026

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
9448	KISHOR SINGH	EHS	SPL2/EHS/SOP/GEN/0013	FIRE ALARM SYSTEM	21 Apr 2026
9448	KISHOR SINGH	EHS	SPL2/EHS/SOP/GEN/0014	HANDLING OF HAZARDOUS CHEMICALS	21 Apr 2026
9448	KISHOR SINGH	EHS	SPL2/EHS/SOP/GEN/0015	SAFE & AT-RISK BEHAVIORS,EHS INCIDENTS REPORTING & INVESTIGATION	21 Apr 2026
9448	KISHOR SINGH	EHS	SPL2/EHS/SOP/GEN/0018	HANDLING OF SPILLAGES AND LEAKAGES	21 Apr 2026
9448	KISHOR SINGH	EHS	SPL2/EHS/SOP/GEN/0019	MONITORING OF AMBIENT AIR, STACK, NOISE LEVELS, VOC, WATER, TREATED WATER AND SOIL.	21 Apr 2026
9448	KISHOR SINGH	EHS	SPL2/EHS/SOP/GEN/0022	SAFETY REVIEW THROUGH SAFETY COMMITTEE MEETING	21 Apr 2026
9448	KISHOR SINGH	EHS	SPL2/EHS/SOP/GEN/0031	LINE BREAKING PERMIT	21 Apr 2026
9448	KISHOR SINGH	EHS	SPL2/EHS/SOP/GEN/0032	PROCEDURE FOR DO`S & DON’S WORK IN PLACE	21 Apr 2026
9448	KISHOR SINGH	EHS	SPL2/EHS/SOP/GEN/0040	PROCEDURE FOR MONITERING OF ORGANIC COMPOUND (VOC) AND LOWER EXPOSURE LEVEL (LEL)	21 Apr 2026
9448	KISHOR SINGH	EHS	SPL2/IT/SOP/GEN/0007	TIME SYNCHRONIZAION OF ANALYTICAL INSTRUMENTS,	21 Apr 2026

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
				EQUIPMENTS & COMPUTER SYSTEMS	
9448	KISHOR SINGH	EHS	SPL2/IT/SOP/GEN/0008	PROCEUE FOR OPERATION OF USER MANAGEMENT SYSTEM (UMS) OF ZENVECTOR APPLICATION	21 Apr 2026
9448	KISHOR SINGH	EHS	SPL2/PA/SOP/GEN/0001	STANDARD OPERATING PROCEDURE FOR MEDICAL EXAMINATION OF EMPLOYEES	21 Apr 2026
9448	KISHOR SINGH	EHS	SPL2/PA/SOP/GEN/0002	PROCEDURE TO MAINTAIN SPECIMEN SIGNATURES	21 Apr 2026
9448	KISHOR SINGH	EHS	SPL2/PA/SOP/GEN/0003	GOOD HYGIENE PRACTICES	21 Apr 2026
9448	KISHOR SINGH	EHS	SPL2/PA/SOP/GEN/0004	CLEANING, SANITATION AND HOUSEKEEPING IN FACTORY PREMISES	21 Apr 2026
6808	ELANGOVAN .	EHS	SPL2/PA/SOP/GEN/0006	PEST AND RODENT CONTROL	20 Dec 2025
6808	ELANGOVAN .	EHS	SPL2/PA/SOP/GEN/0008	FACTORY ENTRY AND EXIT PROCEDURE FOR VISITORS, AUDITORS, EMPLOYEES, CONTRACT WORKERS, SERVICE VENDORS, GOVERNMENT OFFICIALS, INTER UNIT PERSONNEL, MATERIALS AND VEHICLES	11 Dec 2025

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
6808	ELANGOVAN .	EHS	SPL2/WH/SOP/GEN/0009	PERSONNEL AND MATERIAL ENTRY/EXIT PROCEDURE	18 Dec 2025
6808	ELANGOVAN .	EHS	SPL2/PA/SOP/GEN/0003	GOOD HYGIENE PRACTICES	29 Dec 2025
6808	ELANGOVAN .	EHS	SPL2/IT/SOP/GEN/0001	MANAGEMENT OF WINDOWS DOMAIN USER ACCOUNTS AND FLAT FILES	14 Jan 2026
6808	ELANGOVAN .	EHS	SPL2/PA/SOP/GEN/0007	STANDARD OPERATING PROCEDURE FOR DRESS CODE FOR EMPLOYEES	18 Dec 2025
6808	ELANGOVAN .	EHS	SPL2/PA/SOP/GEN/0010	STANDARD OPERATING PROCEDURE FOR RECRUITMENT PROCEDURE OF NEW EMPLOYEES	20 Dec 2025
6808	ELANGOVAN .	EHS	SPL2/PA/SOP/GEN/0006	STANDARD OPERATING PROCEDURE FOR PEST AND RODENT CONTROL	29 Dec 2025
6808	ELANGOVAN .	EHS	SPL2/PA/SOP/GEN/0005	STANDARD OPERATING PROCEDURE FOR TRAINING OF EMPLOYEES	18 Dec 2025
6808	ELANGOVAN .	EHS	SPL2/PA/SOP/GEN/0012	STANDARD OPERATING PROCEDURE FOR MAINTENANCE OF TIME UNIFORMITY IN THE PLANT	28 Dec 2025
6808	ELANGOVAN .	EHS	SPL2/EHS/SOP/GEN/0014	HANDLING OF HAZARDOUS CHEMICALS	20 Dec 2025

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
6808	ELANGOVAN .	EHS	SPL2/WH/SOP/GEN/0019	PROCEDURE TO CREATE RESERVATION IN SAP	18 Dec 2025
6808	ELANGOVAN .	EHS	SPL2/MB/SOP/GEN/0001	ENTRY AND EXIT PROCEDURE FOR MICROBIOLOGY LABORATORY	03 Jan 2026
6808	ELANGOVAN .	EHS	SPL2/PA/SOP/GEN/0021	PROCEDURE FOR OPERATION OF TRAINING MANAGEMENT SOFTWARE(EDUZEN)	18 Dec 2025
6808	ELANGOVAN .	EHS	SPL2/PA/SOP/GEN/0023	GENERAL GUIDELINES AND OPERATION OF AKRIVIA HCM (ATTENDANCE) SOFTWARE	18 Dec 2025
6808	ELANGOVAN .	EHS	SPL2/EHS/SOP/GEN/0035	PROCEDURE FOR OPERATION OF DRINKING WATER AND DRINKING WATER SAMPLE ANALYSIS	15 Dec 2025
6808	ELANGOVAN .	EHS	SPL2/IT/SOP/GEN/0007	TIME SYNCHRONIZAION OF ANALYTICAL INSTRUMENTS, EQUIPMENTS & COMPUTER SYSTEMS	27 Dec 2025
6808	ELANGOVAN .	EHS	SPL2/IT/SOP/GEN/0008	PROCEUE FOR OPERATION OF USER MANAGEMENT SYSTEM (UMS) OF ZENVECTOR APPLICATION	25 Dec 2025
6808	ELANGOVAN .	EHS	SPL2/EHS/SOP/GEN/0006	FIRST AID	25 Dec 2025

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
6808	ELANGOVAN .	EHS	SPL2/EHS/SOP/GEN/0030	PROCEDURE FOR PREVENTIVE MAINTENANCE OF ETP EQUIPMENTS.	28 Dec 2025
6808	ELANGOVAN .	EHS	SPL2/EHS/SOP/GEN/0037	PROCEDURE ELECTRICAL SAFETY SYSTEM & OPERATING OF FLP EQUIPMENT AND GAS SENSOR CALIBRATION PROCEDURE	29 Dec 2025
6808	ELANGOVAN .	EHS	SPL2/EHS/SOP/GEN/0038	PROCEDURE FOR UNLOADING, STORAGE AND HANDLING OF COMPRESSED AMMONIA GAS CYLINDERS	25 Dec 2025
6808	ELANGOVAN .	EHS	SPL2/EHS/SOP/GEN/0022	SAFETY REVIEW THROUGH SAFETY COMMITTEE MEETING	25 Dec 2025
6808	ELANGOVAN .	EHS	SPL2/EHS/SOP/GEN/0036	PREVENTIVE MAINTENANCE OF RCC PITS AND ABOVEGROUND TANKS	29 Dec 2025
6808	ELANGOVAN .	EHS	SPL2/EHS/SOP/GEN/0032	PROCEDURE FOR DO`S & DON’S WORK IN PLACE	29 Dec 2025
6808	ELANGOVAN .	EHS	SPL2/EHS/SOP/GEN/0011	WORK AT HEIGHT PERMIT SYSTEM	25 Dec 2025
6808	ELANGOVAN .	EHS	SPL2/EHS/SOP/GEN/0023	ASPECTS/ HAZARDS IDENTIFICATION AND EVALUATION	29 Dec 2025
6808	ELANGOVAN .	EHS	SPL2/EHS/SOP/GEN/0024	PROCESS HAZARD ANALYSIS (PHA)	27 Dec 2025

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
6808	ELANGOVAN .	EHS	SPL2/EHS/SOP/GEN/0033	EHS CHANGE CONTROL MANAGEMENT	27 Dec 2025
6808	ELANGOVAN .	EHS	SPL2/EHS/SOP/GEN/0040	PROCEDURE FOR MONITERING OF ORGANIC COMPOUND (VOC) AND LOWER EXPOSURE LEVEL (LEL)	29 Dec 2025
6808	ELANGOVAN .	EHS	SPL2/EHS/SOP/GEN/0039	INDUSTRIAL HYGIENE PROGRAM, EXPOSURE CONTROLS & RESPIRATORY PROTECTION PROGRAM	29 Dec 2025
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/EHS/PQ/SOP/GEN/0001	HANDLING AND USAGE OF PERSONNEL PROTECTIVE EQUIPMENT'S	03 Jun 2025
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/EHS/SOP/GEN/0018	HANDLING OF SPILLAGES AND LEAKAGES	20 Dec 2025
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/PA/SOP/GEN/0006	PEST AND RODENT CONTROL	08 Nov 2025
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/PA/SOP/GEN/0008	FACTORY ENTRY AND EXIT PROCEDURE FOR VISITORS, AUDITORS, EMPLOYEES, CONTRACT WORKERS, SERVICE VENDORS, GOVERNMENT OFFICIALS, INTER UNIT PERSONNEL, MATERIALS AND VEHICLES	08 Nov 2025

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/WH/SOP/GEN/0009	PERSONNEL AND MATERIAL ENTRY/EXIT PROCEDURE	20 Dec 2025
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/PA/SOP/GEN/0003	GOOD HYGIENE PRACTICES	16 Dec 2025
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/PA/SOP/GEN/0007	STANDARD OPERATING PROCEDURE FOR DRESS CODE FOR EMPLOYEES	16 Dec 2025
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/PA/SOP/GEN/0006	STANDARD OPERATING PROCEDURE FOR PEST AND RODENT CONTROL	27 Dec 2025
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/PA/SOP/GEN/0005	STANDARD OPERATING PROCEDURE FOR TRAINING OF EMPLOYEES	03 Jan 2026
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/EHS/SOP/GEN/0014	HANDLING OF HAZARDOUS CHEMICALS	20 Dec 2025
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/PA/SOP/GEN/0021	PROCEDURE FOR OPERATION OF TRAINING MANAGEMENT SOFTWARE(EDUZEN)	03 Jan 2026
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/PA/SOP/GEN/0023	GENERAL GUIDELINES AND OPERATION OF AKRIVIA HCM (ATTENDANCE) SOFTWARE	20 Dec 2025
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/EHS/SOP/GEN/0035	PROCEDURE FOR OPERATION OF DRINKING WATER AND DRINKING WATER SAMPLE ANALYSIS	20 Dec 2025

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/IT/SOP/GEN/0008	PROCEUE FOR OPERATION OF USER MANAGEMENT SYSTEM (UMS) OF ZENVECTOR APPLICATION	01 Jan 2026
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/EHS/SOP/GEN/0006	FIRST AID	30 Dec 2025
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/EHS/SOP/GEN/0030	PROCEDURE FOR PREVENTIVE MAINTENANCE OF ETP EQUIPMENTS.	30 Dec 2025
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/EHS/SOP/GEN/0018	HANDLING OF SPILLAGES AND LEAKAGES	30 Dec 2025
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/EHS/SOP/GEN/0037	PROCEDURE ELECTRICAL SAFETY SYSTEM & OPERATING OF FLP EQUIPMENT AND GAS SENSOR CALIBRATION PROCEDURE	29 Dec 2025
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/EHS/SOP/GEN/0038	PROCEDURE FOR UNLOADING, STORAGE AND HANDLING OF COMPRESSED AMMONIA GAS CYLINDERS	30 Dec 2025
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/EHS/SOP/GEN/0022	SAFETY REVIEW THROUGH SAFETY COMMITTEE MEETING	30 Dec 2025
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/EHS/SOP/GEN/0036	PREVENTIVE MAINTENANCE OF RCC PITS AND ABOVEGROUND TANKS	30 Dec 2025

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/EHS/SOP/GEN/0031	LINE BREAKING PERMIT	24 Dec 2025
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/EHS/SOP/GEN/0032	PROCEDURE FOR DO`S & DON'S WORK IN PLACE	31 Dec 2025
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/EHS/SOP/GEN/0011	WORK AT HEIGHT PERMIT SYSTEM	29 Dec 2025
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/EHS/SOP/GEN/0023	ASPECTS/ HAZARDS IDENTIFICATION AND EVALUATION	27 Dec 2025
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/EHS/SOP/GEN/0024	PROCESS HAZARD ANALYSIS (PHA)	29 Dec 2025
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/EHS/SOP/GEN/0033	EHS CHANGE CONTROL MANAGEMENT	29 Dec 2025
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/EHS/SOP/GEN/0040	PROCEDURE FOR MONITERING OF ORGANIC COMPOUND (VOC) AND LOWER EXPOSURE LEVEL (LEL)	31 Dec 2025
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/EHS/SOP/GEN/0039	INDUSTRIAL HYGIENE PROGRAM, EXPOSURE CONTROLS & RESPIRATORY PROTECTION PROGRAM	30 Dec 2025
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/EHS/SOP/GEN/0025	SAFETY DATA SHEET	30 Dec 2025
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/EHS/SOP/GEN/0021	BUSINESS CONTINUITY PLAN	24 Dec 2025
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/EHS/SOP/GEN/0029	CONTRACTOR SAFETY MANAGEMENT	29 Dec 2025

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/EHS/SOP/GEN/0016	PROCEDURE FOR DISCHARGE OF STATIC ELECTRICITY	29 Dec 2025
7188	BADESAB HUSEN SHAIKH	EHS	SPL2/EHS/SOP/GEN/0028	ENVIRONMENTAL SUSTAINABILITY	29 Dec 2025
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/GEN/0017	EHS COMPLIANCE EVALUATION	03 Jan 2026
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/GEN/0019	MONITORING OF AMBIENT AIR, STACK, NOISE LEVELS, VOC, WATER, TREATED WATER AND SOIL.	01 Jan 2026
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/GEN/0020	CHEMICAL SEGREGATION	01 Jan 2026
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/GEN/0037	PROCEDURE ELECTRICAL SAFETY SYSTEM & OPERATING OF FLP EQUIPMENT AND GAS SENSOR CALIBRATION PROCEDURE	01 Jan 2026
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/GEN/0038	PROCEDURE FOR UNLOADING, STORAGE AND HANDLING OF COMPRESSED AMMONIA GAS CYLINDERS	01 Jan 2026
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/GEN/0022	SAFETY REVIEW THROUGH SAFETY COMMITTEE MEETING	01 Jan 2026
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/GEN/0036	PREVENTIVE MAINTENANCE OF RCC	02 Jan 2026

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
				PITS AND ABOVEGROUND TANKS	
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/GEN/0031	LINE BREAKING PERMIT	03 Jan 2026
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/GEN/0032	PROCEDURE FOR DO`S & DON'S WORK IN PLACE	02 Jan 2026
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/GEN/0011	WORK AT HEIGHT PERMIT SYSTEM	27 Dec 2025
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/GEN/0023	ASPECTS/ HAZARDS IDENTIFICATION AND EVALUATION	29 Dec 2025
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/GEN/0024	PROCESS HAZARD ANALYSIS (PHA)	28 Dec 2025
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/GEN/0033	EHS CHANGE CONTROL MANAGEMENT	03 Jan 2026
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/GEN/0040	PROCEDURE FOR MONITERING OF ORGANIC COMPOUND (VOC) AND LOWER EXPOSURE LEVEL (LEL)	02 Jan 2026
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/GEN/0039	INDUSTRIAL HYGIENE PROGRAM, EXPOSURE CONTROLS & RESPIRATORY PROTECTION PROGRAM	01 Jan 2026
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/GEN/0025	SAFETY DATA SHEET	03 Jan 2026
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/GEN/0021	BUSINESS CONTINUITY PLAN	29 Dec 2025

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/GEN/0029	CONTRACTOR SAFETY MANAGEMENT	29 Dec 2025
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/GEN/0016	PROCEDURE FOR DISCHARGE OF STATIC ELECTRICITY	02 Jan 2026
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/GEN/0026	EHS AUDITS & INSPECTIONS	28 Dec 2025
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/GEN/0028	ENVIRONMENTAL SUSTAINABILITY	29 Dec 2025
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/GEN/0027	EXPLOSIVE ATMOSPHERE & HAZARDOUS AREA CLASSIFICATION	03 Jan 2026
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/GEN/0034	PROCESS SAFETY MANAGEMENT	02 Jan 2026
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/OPR/0001	STANDARD OPERATING PROCEDURE FOR EFFLUENT TREATMENT PLANT	28 Dec 2025
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/OPR/0002	STANDARD OPERATING PROCEDURE FOR REVERSE OSMOSIS PLANT.	28 Dec 2025
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/OPR/0003	OPERATING PROCEDURE FOR MULTIPLE EFFECT EVAPORATOR SYSTEM	28 Dec 2025
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/OPR/0004	OPERATION AND CALIBRATION PROCEDURE FOR PH METER	28 Dec 2025

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/OPR/0005	OPERATION AND CALIBRATION PROCEDURE FOR HOT AIR OVEN	28 Dec 2025
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/OPR/0006	OPERATION AND CALIBRATION PROCEDURE FOR MUFFLE FURNACE	02 Jan 2026
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/OPR/0007	PROCEDURE FOR MAINTAINING LABORATORY CHEMICALS INVENTORY	29 Dec 2025
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/OPR/0008	OPERATION AND CALIBRATION PROCEDURE FOR VACUUM OVEN	01 Jan 2026
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/OPR/0009	OPERATION AND CALIBRATION PROCEDURE FOR WEIGHING BALANCE	28 Dec 2025
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/OPR/0010	OPERATING AND CALIBRATION PROCEDURE FOR BOD INCUBATOR	02 Jan 2026
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/OPR/0011	OPERATION OF COD APPARATUS / HEATING MANTLE	28 Dec 2025
7260	NAGARAJ GANGANNAVAR	EHS	SPL2/EHS/SOP/OPR/0012	EFFLUENT/TREATED WATER ANALYSIS TESTING PROCEDURE.	03 Jan 2026
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/GEN/0006	FIRST AID	24 Dec 2025

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/GEN/0007	GENERAL LABORATORY TECHNIQUES.	30 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/GEN/0009	HOT WORK PERMIT SYSTEM	25 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/GEN/0010	VESSEL / CONFINED SPACE ENTRY WORK PERMIT SYSTEM	24 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/GEN/0012	TANKER LOADING / UNLOADING WORK PERMIT SYSTEM	24 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/GEN/0030	PROCEDURE FOR PREVENTIVE MAINTENANCE OF ETP EQUIPMENTS.	29 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/GEN/0013	FIRE ALARM SYSTEM	24 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/GEN/0017	EHS COMPLIANCE EVALUATION	30 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/GEN/0018	HANDLING OF SPILLAGES AND LEAKAGES	25 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/GEN/0019	MONITORING OF AMBIENT AIR, STACK, NOISE LEVELS, VOC, WATER, TREATED WATER AND SOIL.	26 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/GEN/0020	CHEMICAL SEGREGATION	28 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/GEN/0037	PROCEDURE ELECTRICAL SAFETY SYSTEM &	31 Dec 2025

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
				OPERATING OF FLP EQUIPMENT AND GAS SENSOR CALIBRATION PROCEDURE	
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/GEN/0038	PROCEDURE FOR UNLOADING, STORAGE AND HANDLING OF COMPRESSED AMMONIA GAS CYLINDERS	30 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/GEN/0022	SAFETY REVIEW THROUGH SAFETY COMMITTEE MEETING	31 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/GEN/0036	PREVENTIVE MAINTENANCE OF RCC PITS AND ABOVEGROUND TANKS	31 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/GEN/0031	LINE BREAKING PERMIT	24 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/GEN/0032	PROCEDURE FOR DO`S & DON’S WORK IN PLACE	30 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/GEN/0011	WORK AT HEIGHT PERMIT SYSTEM	24 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/GEN/0023	ASPECTS/ HAZARDS IDENTIFICATION AND EVALUATION	29 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/GEN/0024	PROCESS HAZARD ANALYSIS (PHA)	30 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/GEN/0033	EHS CHANGE CONTROL MANAGEMENT	26 Dec 2025

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/GEN/0040	PROCEDURE FOR MONITERING OF ORGANIC COMPOUND (VOC) AND LOWER EXPOSURE LEVEL (LEL)	29 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/GEN/0039	INDUSTRIAL HYGIENE PROGRAM, EXPOSURE CONTROLS & RESPIRATORY PROTECTION PROGRAM	30 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/GEN/0025	SAFETY DATA SHEET	26 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/GEN/0021	BUSINESS CONTINUITY PLAN	26 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/GEN/0029	CONTRACTOR SAFETY MANAGEMENT	29 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/GEN/0016	PROCEDURE FOR DISCHARGE OF STATIC ELECTRICITY	26 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/GEN/0026	EHS AUDITS & INSPECTIONS	29 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/GEN/0028	ENVIRONMENTAL SUSTAINABILITY	28 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/GEN/0027	EXPLOSIVE ATMOSPHERE & HAZARDOUS AREA CLASSIFICATION	30 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/GEN/0034	PROCESS SAFETY MANAGEMENT	30 Dec 2025

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/OPR/0001	STANDARD OPERATING PROCEDURE FOR EFFLUENT TREATMENT PLANT	28 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/OPR/0002	STANDARD OPERATING PROCEDURE FOR REVERSE OSMOSIS PLANT.	28 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/OPR/0003	OPERATING PROCEDURE FOR MULTIPLE EFFECT EVAPORATOR SYSTEM	30 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/OPR/0004	OPERATION AND CALIBRATION PROCEDURE FOR PH METER	29 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/OPR/0005	OPERATION AND CALIBRATION PROCEDURE FOR HOT AIR OVEN	29 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/OPR/0006	OPERATION AND CALIBRATION PROCEDURE FOR MUFFLE FURNACE	28 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/OPR/0007	PROCEDURE FOR MAINTAINING LABORATORY CHEMICALS INVENTORY	29 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/OPR/0008	OPERATION AND CALIBRATION PROCEDURE FOR VACUUM OVEN	28 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/OPR/0009	OPERATION AND CALIBRATION	28 Dec 2025

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
				PROCEDURE FOR WEIGHING BALANCE	
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/OPR/0010	OPERATING AND CALIBRATION PROCEDURE FOR BOD INCUBATOR	28 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/OPR/0011	OPERATION OF COD APPARATUS / HEATING MANTLE	28 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/OPR/0012	EFFLUENT/TREATED WATER ANALYSIS TESTING PROCEDURE.	29 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/OPR/0013	OPERATING PROCEDURE FOR STRIPPER COLUMN AND HIGH BOILING REACTOR	29 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/OPR/0014	BOD (Biological Oxygen Demand) Testing Procedure	28 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL/QA/SOP/GEN/0010	Internal Quality Audit	08 Jan 2026
1218	RAMAKRISHNA KALIPINDI	EHS	SPL2/EHS/SOP/CLE/0001	CLEANING PROCEDURE FOR MEE, VTFD AND CALENDRIA DISHES	30 Dec 2025
1218	RAMAKRISHNA KALIPINDI	EHS	SPL/QA/SOP/GEN/0001	SOP ON SOP PREPARATION (USING SOFTWARE SYSTEM & MANUAL SYSTEM)	07 Jan 2026
1394	SURESH AKKENA	EHS	SPL2/EHS/SOP/GEN/0037	PROCEDURE ELECTRICAL SAFETY SYSTEM & OPERATING OF FLP EQUIPMENT AND GAS	30 Dec 2025

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
				SENSOR CALIBRATION PROCEDURE	
1394	SURESH AKKENA	EHS	SPL2/PA/SOP/GEN/0008	FACTORY ENTRY AND EXIT PROCEDURE FOR VISITORS, AUDITORS, EMPLOYEES, CONTRACT WORKERS, SERVICE VENDORS, GOVERNMENT OFFICIALS, INTER UNIT PERSONNEL, MATERIALS AND VEHICLES	20 Nov 2025
1394	SURESH AKKENA	EHS	SPL2/EHS/SOP/GEN/0002	ELECTRICAL AND NON-ELECTRICAL LOCKOUT AND TAGOUT	15 Dec 2025
1394	SURESH AKKENA	EHS	SPL2/EHS/SOP/GEN/0001	HANDLING AND USAGE OF PERSONNEL PROTECTIVE EQUIPMENT	15 Dec 2025
1394	SURESH AKKENA	EHS	SPL2/EHS/SOP/GEN/0015	SAFE & AT-RISK BEHAVIORS,EHS INCIDENTS REPORTING & INVESTIGATION	18 Dec 2025
1394	SURESH AKKENA	EHS	SPL2/WH/SOP/GEN/0009	PERSONNEL AND MATERIAL ENTRY/EXIT PROCEDURE	18 Dec 2025
1394	SURESH AKKENA	EHS	SPL2/PA/SOP/GEN/0003	GOOD HYGIENE PRACTICES	28 Nov 2025
1394	SURESH AKKENA	EHS	SPL2/PA/SOP/GEN/0007	STANDARD OPERATING PROCEDURE FOR DRESS CODE FOR EMPLOYEES	18 Dec 2025

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
1394	SURESH AKKENA	EHS	SPL2/PA/SOP/GEN/0005	STANDARD OPERATING PROCEDURE FOR TRAINING OF EMPLOYEES	18 Dec 2025
1394	SURESH AKKENA	EHS	SPL2/EHS/SOP/GEN/0014	HANDLING OF HAZARDOUS CHEMICALS	20 Dec 2025
1394	SURESH AKKENA	EHS	SPL2/EHS/SOP/GEN/0008	PROCEDURE FOR COLLECTION AND DISPOSAL OF SOLID & LIQUID WASTE (HAZARDOUS WASTE & NON HAZARDOUS WASTE)	15 Dec 2025
1394	SURESH AKKENA	EHS	SPL2/PA/SOP/GEN/0021	PROCEDURE FOR OPERATION OF TRAINING MANAGEMENT SOFTWARE(EDUZEN)	20 Dec 2025
1394	SURESH AKKENA	EHS	SPL2/PA/SOP/GEN/0023	GENERAL GUIDELINES AND OPERATION OF AKRIVIA HCM (ATTENDANCE) SOFTWARE	20 Dec 2025
1394	SURESH AKKENA	EHS	SPL2/EHS/SOP/GEN/0035	PROCEDURE FOR OPERATION OF DRINKING WATER AND DRINKING WATER SAMPLE ANALYSIS	15 Dec 2025
1394	SURESH AKKENA	EHS	SPL2/IT/SOP/GEN/0008	PROCEUE FOR OPERATION OF USER MANAGEMENT SYSTEM (UMS) OF ZENVECTOR APPLICATION	20 Dec 2025

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
1394	SURESH AKKENA	EHS	SPL2/EHS/SOP/GEN/0003	OPERATION AND MAINTENANCE OF FIRE HYDRANT SYSTEM	28 Dec 2025
1394	SURESH AKKENA	EHS	SPL2/EHS/SOP/GEN/0004	OPERATION AND MAINTENANCE OF FIRE EXTINGUISHER	25 Dec 2025
1394	SURESH AKKENA	EHS	SPL2/EHS/SOP/GEN/0005	OPERATION AND MAINTENANCE OF EYE WASH/BODY SHOWER PORTABLE EYE WASH STATIONS & EYE WASH BOTTLES	26 Dec 2025
1394	SURESH AKKENA	EHS	SPL2/EHS/SOP/GEN/0006	FIRST AID	29 Dec 2025
1394	SURESH AKKENA	EHS	SPL2/EHS/SOP/GEN/0007	GENERAL LABORATORY TECHNIQUES.	25 Dec 2025
1394	SURESH AKKENA	EHS	SPL2/EHS/SOP/GEN/0009	HOT WORK PERMIT SYSTEM	25 Dec 2025
1394	SURESH AKKENA	EHS	SPL2/EHS/SOP/GEN/0010	VESSEL / CONFINED SPACE ENTRY WORK PERMIT SYSTEM	25 Dec 2025
1394	SURESH AKKENA	EHS	SPL2/EHS/SOP/GEN/0012	TANKER LOADING / UNLOADING WORK PERMIT SYSTEM	25 Dec 2025
1394	SURESH AKKENA	EHS	SPL2/EHS/SOP/GEN/0030	PROCEDURE FOR PREVENTIVE MAINTENANCE OF ETP EQUIPMENTS.	30 Dec 2025
1394	SURESH AKKENA	EHS	SPL2/EHS/SOP/GEN/0013	FIRE ALARM SYSTEM	25 Dec 2025

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
1394	SURESH AKKENA	EHS	SPL2/EHS/SOP/GEN/0017	EHS COMPLIANCE EVALUATION	29 Dec 2025
1394	SURESH AKKENA	EHS	SPL2/EHS/SOP/GEN/0018	HANDLING OF SPILLAGES AND LEAKAGES	25 Dec 2025
1394	SURESH AKKENA	EHS	SPL2/EHS/SOP/GEN/0019	MONITORING OF AMBIENT AIR, STACK, NOISE LEVELS, VOC, WATER, TREATED WATER AND SOIL.	28 Dec 2025
1394	SURESH AKKENA	EHS	SPL2/EHS/SOP/GEN/0020	CHEMICAL SEGREGATION	30 Dec 2025
1394	SURESH AKKENA	EHS	SPL2/EHS/SOP/GEN/0038	PROCEDURE FOR UNLOADING, STORAGE AND HANDLING OF COMPRESSED AMMONIA GAS CYLINDERS	26 Dec 2025
1394	SURESH AKKENA	EHS	SPL2/EHS/SOP/GEN/0022	SAFETY REVIEW THROUGH SAFETY COMMITTEE MEETING	27 Dec 2025
1394	SURESH AKKENA	EHS	SPL2/EHS/SOP/GEN/0036	PREVENTIVE MAINTENANCE OF RCC PITS AND ABOVEGROUND TANKS	01 Jan 2026
2789	SRINIVASULU REDDY KONDA	EHS	SPL2/PA/SOP/GEN/0007	STANDARD OPERATING PROCEDURE FOR DRESS CODE FOR EMPLOYEES	22 Dec 2025
2789	SRINIVASULU REDDY KONDA	EHS	SPL2/PA/SOP/GEN/0008	FACTORY ENTRY AND EXIT PROCEDURE FOR VISITORS, AUDITORS, EMPLOYEES, CONTRACT WORKERS, SERVICE VENDORS,	10 Nov 2025

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
				GOVERNMENT OFFICIALS, INTER UNIT PERSONNEL, MATERIALS AND VEHICLES	
2789	SRINIVASULU REDDY KONDA	EHS	SPL2/EHS/SOP/GEN/0002	ELECTRICAL AND NON-ELECTRICAL LOCKOUT AND TAGOUT	17 Dec 2025
2789	SRINIVASULU REDDY KONDA	EHS	SPL2/EHS/SOP/GEN/0001	HANDLING AND USAGE OF PERSONNEL PROTECTIVE EQUIPMENT	18 Dec 2025
2789	SRINIVASULU REDDY KONDA	EHS	SPL2/EHS/SOP/GEN/0015	SAFE & AT-RISK BEHAVIORS,EHS INCIDENTS REPORTING & INVESTIGATION	18 Dec 2025
2789	SRINIVASULU REDDY KONDA	EHS	SPL2/WH/SOP/GEN/0009	PERSONNEL AND MATERIAL ENTRY/EXIT PROCEDURE	18 Dec 2025
2789	SRINIVASULU REDDY KONDA	EHS	SPL2/PA/SOP/GEN/0003	GOOD HYGIENE PRACTICES	17 Dec 2025
2789	SRINIVASULU REDDY KONDA	EHS	SPL2/PA/SOP/GEN/0005	STANDARD OPERATING PROCEDURE FOR TRAINING OF EMPLOYEES	22 Dec 2025
2789	SRINIVASULU REDDY KONDA	EHS	SPL2/EHS/SOP/GEN/0014	HANDLING OF HAZARDOUS CHEMICALS	25 Dec 2025
2789	SRINIVASULU REDDY KONDA	EHS	SPL2/EHS/SOP/GEN/0008	PROCEDURE FOR COLLECTION AND DISPOSAL OF SOLID & LIQUID WASTE (HAZARDOUS WASTE	18 Dec 2025

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
				& NON HAZARDOUS WASTE)	
2789	SRINIVASULU REDDY KONDA	EHS	SPL2/PA/SOP/GEN/0021	PROCEDURE FOR OPERATION OF TRAINING MANAGEMENT SOFTWARE(EDUZEN)	22 Dec 2025
2789	SRINIVASULU REDDY KONDA	EHS	SPL2/PA/SOP/GEN/0023	GENERAL GUIDELINES AND OPERATION OF AKRIVIA HCM (ATTENDANCE) SOFTWARE	18 Dec 2025
2789	SRINIVASULU REDDY KONDA	EHS	SPL2/EHS/SOP/GEN/0035	PROCEDURE FOR OPERATION OF DRINKING WATER AND DRINKING WATER SAMPLE ANALYSIS	18 Dec 2025
2789	SRINIVASULU REDDY KONDA	EHS	SPL2/IT/SOP/GEN/0008	PROCEUE FOR OPERATION OF USER MANAGEMENT SYSTEM (UMS) OF ZENVECTOR APPLICATION	22 Dec 2025
2789	SRINIVASULU REDDY KONDA	EHS	SPL2/EHS/SOP/GEN/0003	OPERATION AND MAINTENANCE OF FIRE HYDRANT SYSTEM	25 Dec 2025
2789	SRINIVASULU REDDY KONDA	EHS	SPL2/EHS/SOP/GEN/0004	OPERATION AND MAINTENANCE OF FIRE EXTINGUISHER	25 Dec 2025
2789	SRINIVASULU REDDY KONDA	EHS	SPL2/EHS/SOP/GEN/0005	OPERATION AND MAINTENANCE OF EYE WASH/BODY SHOWER PORTABLE EYE WASH	30 Dec 2025

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
				STATIONS & EYE WASH BOTTLES	
2789	SRINIVASULU REDDY KONDA	EHS	SPL2/EHS/SOP/GEN/0006	FIRST AID	29 Dec 2025
2789	SRINIVASULU REDDY KONDA	EHS	SPL2/EHS/SOP/GEN/0007	GENERAL LABORATORY TECHNIQUES.	25 Dec 2025
2789	SRINIVASULU REDDY KONDA	EHS	SPL2/EHS/SOP/GEN/0009	HOT WORK PERMIT SYSTEM	25 Dec 2025
2789	SRINIVASULU REDDY KONDA	EHS	SPL2/EHS/SOP/GEN/0010	VESSEL / CONFINED SPACE ENTRY WORK PERMIT SYSTEM	25 Dec 2025
2789	SRINIVASULU REDDY KONDA	EHS	SPL2/EHS/SOP/GEN/0012	TANKER LOADING / UNLOADING WORK PERMIT SYSTEM	25 Dec 2025
2789	SRINIVASULU REDDY KONDA	EHS	SPL2/EHS/SOP/GEN/0030	PROCEDURE FOR PREVENTIVE MAINTENANCE OF ETP EQUIPMENTS.	26 Dec 2025
2789	SRINIVASULU REDDY KONDA	EHS	SPL2/EHS/SOP/GEN/0013	FIRE ALARM SYSTEM	25 Dec 2025
2789	SRINIVASULU REDDY KONDA	EHS	SPL2/EHS/SOP/GEN/0017	EHS COMPLIANCE EVALUATION	29 Dec 2025
2789	SRINIVASULU REDDY KONDA	EHS	SPL2/EHS/SOP/GEN/0018	HANDLING OF SPILLAGES AND LEAKAGES	26 Dec 2025
2789	SRINIVASULU REDDY KONDA	EHS	SPL2/EHS/SOP/GEN/0019	MONITORING OF AMBIENT AIR, STACK, NOISE LEVELS, VOC, WATER, TREATED WATER AND SOIL.	29 Dec 2025

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
2789	SRINIVASULU REDDY KONDA	EHS	SPL2/EHS/SOP/GEN/0020	CHEMICAL SEGREGATION	26 Dec 2025
2789	SRINIVASULU REDDY KONDA	EHS	SPL2/EHS/SOP/GEN/0037	PROCEDURE ELECTRICAL SAFETY SYSTEM & OPERATING OF FLP EQUIPMENT AND GAS SENSOR CALIBRATION PROCEDURE	29 Dec 2025
2789	SRINIVASULU REDDY KONDA	EHS	SPL2/EHS/SOP/GEN/0038	PROCEDURE FOR UNLOADING, STORAGE AND HANDLING OF COMPRESSED AMMONIA GAS CYLINDERS	25 Dec 2025
3784	NARASIMHULU AMJALA	EHS	SPL2/PA/SOP/GEN/0008	FACTORY ENTRY AND EXIT PROCEDURE FOR VISITORS, AUDITORS, EMPLOYEES, CONTRACT WORKERS, SERVICE VENDORS, GOVERNMENT OFFICIALS, INTER UNIT PERSONNEL, MATERIALS AND VEHICLES	10 Nov 2025
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0002	ELECTRICAL AND NON-ELECTRICAL LOCKOUT AND TAGOUT	04 Jan 2026
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0001	HANDLING AND USAGE OF PERSONNEL PROTECTIVE EQUIPMENT	20 Dec 2025
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0015	SAFE & AT-RISK BEHAVIORS,EHS	01 Jan 2026

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
				INCIDENTS REPORTING & INVESTIGATION	
3784	NARASIMHULU AMJALA	EHS	SPL2/WH/SOP/GEN/0009	PERSONNEL AND MATERIAL ENTRY/EXIT PROCEDURE	20 Dec 2025
3784	NARASIMHULU AMJALA	EHS	SPL2/PA/SOP/GEN/0003	GOOD HYGIENE PRACTICES	22 Dec 2025
3784	NARASIMHULU AMJALA	EHS	SPL2/PA/SOP/GEN/0007	STANDARD OPERATING PROCEDURE FOR DRESS CODE FOR EMPLOYEES	22 Dec 2025
3784	NARASIMHULU AMJALA	EHS	SPL2/PA/SOP/GEN/0005	STANDARD OPERATING PROCEDURE FOR TRAINING OF EMPLOYEES	22 Dec 2025
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0014	HANDLING OF HAZARDOUS CHEMICALS	30 Dec 2025
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0008	PROCEDURE FOR COLLECTION AND DISPOSAL OF SOLID & LIQUID WASTE (HAZARDOUS WASTE & NON HAZARDOUS WASTE)	03 Jan 2026
3784	NARASIMHULU AMJALA	EHS	SPL2/PA/SOP/GEN/0021	PROCEDURE FOR OPERATION OF TRAINING MANAGEMENT SOFTWARE(EDUZEN)	13 Jan 2026
3784	NARASIMHULU AMJALA	EHS	SPL2/PA/SOP/GEN/0023	GENERAL GUIDELINES AND OPERATION OF AKRIVIA HCM	13 Jan 2026

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
				(ATTENDANCE) SOFTWARE	
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0035	PROCEDURE FOR OPERATION OF DRINKING WATER AND DRINKING WATER SAMPLE ANALYSIS	20 Dec 2025
3784	NARASIMHULU AMJALA	EHS	SPL2/IT/SOP/GEN/0008	PROCEUE FOR OPERATION OF USER MANAGEMENT SYSTEM (UMS) OF ZENVECTOR APPLICATION	13 Jan 2026
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0003	OPERATION AND MAINTENANCE OF FIRE HYDRANT SYSTEM	02 Jan 2026
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0004	OPERATION AND MAINTENANCE OF FIRE EXTINGUISHER	30 Dec 2025
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0005	OPERATION AND MAINTENANCE OF EYE WASH/BODY SHOWER PORTABLE EYE WASH STATIONS & EYE WASH BOTTLES	02 Jan 2026
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0006	FIRST AID	30 Dec 2025
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0007	GENERAL LABORATORY TECHNIQUES.	01 Jan 2026
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0009	HOT WORK PERMIT SYSTEM	30 Dec 2025

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0010	VESSEL / CONFINED SPACE ENTRY WORK PERMIT SYSTEM	30 Dec 2025
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0012	TANKER LOADING / UNLOADING WORK PERMIT SYSTEM	31 Dec 2025
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0030	PROCEDURE FOR PREVENTIVE MAINTENANCE OF ETP EQUIPMENTS.	03 Jan 2026
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0013	FIRE ALARM SYSTEM	03 Jan 2026
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0017	EHS COMPLIANCE EVALUATION	01 Jan 2026
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0018	HANDLING OF SPILLAGES AND LEAKAGES	31 Dec 2025
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0019	MONITORING OF AMBIENT AIR, STACK, NOISE LEVELS, VOC, WATER, TREATED WATER AND SOIL.	30 Dec 2025
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0020	CHEMICAL SEGREGATION	02 Jan 2026
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0037	PROCEDURE ELECTRICAL SAFETY SYSTEM & OPERATING OF FLP EQUIPMENT AND GAS SENSOR CALIBRATION PROCEDURE	03 Jan 2026

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0038	PROCEDURE FOR UNLOADING, STORAGE AND HANDLING OF COMPRESSED AMMONIA GAS CYLINDERS	31 Dec 2025
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0022	SAFETY REVIEW THROUGH SAFETY COMMITTEE MEETING	01 Jan 2026
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0036	PREVENTIVE MAINTENANCE OF RCC PITS AND ABOVEGROUND TANKS	31 Dec 2025
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0031	LINE BREAKING PERMIT	31 Dec 2025
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0032	PROCEDURE FOR DO`S & DON’S WORK IN PLACE	01 Jan 2026
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0011	WORK AT HEIGHT PERMIT SYSTEM	31 Dec 2025
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0023	ASPECTS/ HAZARDS IDENTIFICATION AND EVALUATION	31 Dec 2025
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0024	PROCESS HAZARD ANALYSIS (PHA)	01 Jan 2026
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0033	EHS CHANGE CONTROL MANAGEMENT	02 Jan 2026
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0040	PROCEDURE FOR MONITERING OF ORGANIC COMPOUND (VOC) AND LOWER EXPOSURE LEVEL (LEL)	02 Jan 2026

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0039	INDUSTRIAL HYGIENE PROGRAM, EXPOSURE CONTROLS & RESPIRATORY PROTECTION PROGRAM	02 Jan 2026
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0025	SAFETY DATA SHEET	03 Jan 2026
3784	NARASIMHULU AMJALA	EHS	SPL2/EHS/SOP/GEN/0021	BUSINESS CONTINUITY PLAN	04 Jan 2026
5208	VIJAY KUMAR N	EHS	SPL2/EHS/PQ/SOP/GEN/0001	HANDLING AND USAGE OF PERSONNEL PROTECTIVE EQUIPMENT'S	03 Jun 2025
5208	VIJAY KUMAR N	EHS	SPL2/PA/SOP/GEN/0006	PEST AND RODENT CONTROL	17 Nov 2025
5208	VIJAY KUMAR N	EHS	SPL2/PA/SOP/GEN/0008	FACTORY ENTRY AND EXIT PROCEDURE FOR VISITORS, AUDITORS, EMPLOYEES, CONTRACT WORKERS, SERVICE VENDORS, GOVERNMENT OFFICIALS, INTER UNIT PERSONNEL, MATERIALS AND VEHICLES	17 Nov 2025
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0002	ELECTRICAL AND NON-ELECTRICAL LOCKOUT AND TAGOUT	17 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0001	HANDLING AND USAGE OF PERSONNEL PROTECTIVE EQUIPMENT	19 Dec 2025

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0015	SAFE & AT-RISK BEHAVIORS,EHS INCIDENTS REPORTING & INVESTIGATION	19 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/WH/SOP/GEN/0009	PERSONNEL AND MATERIAL ENTRY/EXIT PROCEDURE	20 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/PA/SOP/GEN/0003	GOOD HYGIENE PRACTICES	20 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/PA/SOP/GEN/0007	STANDARD OPERATING PROCEDURE FOR DRESS CODE FOR EMPLOYEES	20 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/PA/SOP/GEN/0006	STANDARD OPERATING PROCEDURE FOR PEST AND RODENT CONTROL	23 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/PA/SOP/GEN/0005	STANDARD OPERATING PROCEDURE FOR TRAINING OF EMPLOYEES	20 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0014	HANDLING OF HAZARDOUS CHEMICALS	23 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0008	PROCEDURE FOR COLLECTION AND DISPOSAL OF SOLID & LIQUID WASTE (HAZARDOUS WASTE & NON HAZARDOUS WASTE)	17 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/PA/SOP/GEN/0021	PROCEDURE FOR OPERATION OF TRAINING	20 Dec 2025

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
				MANAGEMENT SOFTWARE(EDUZEN)	
5208	VIJAY KUMAR N	EHS	SPL2/PA/SOP/GEN/0023	GENERAL GUIDELINES AND OPERATION OF AKRIVIA HCM (ATTENDANCE) SOFTWARE	20 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0035	PROCEDURE FOR OPERATION OF DRINKING WATER AND DRINKING WATER SAMPLE ANALYSIS	17 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/IT/SOP/GEN/0008	PROCEUE FOR OPERATION OF USER MANAGEMENT SYSTEM (UMS) OF ZENVECTOR APPLICATION	23 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0003	OPERATION AND MAINTENANCE OF FIRE HYDRANT SYSTEM	27 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0004	OPERATION AND MAINTENANCE OF FIRE EXTINGUISHER	26 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0005	OPERATION AND MAINTENANCE OF EYE WASH/BODY SHOWER PORTABLE EYE WASH STATIONS & EYE WASH BOTTLES	26 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0006	FIRST AID	27 Dec 2025

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0007	GENERAL LABORATORY TECHNIQUES.	29 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0009	HOT WORK PERMIT SYSTEM	27 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0010	VESSEL / CONFINED SPACE ENTRY WORK PERMIT SYSTEM	27 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0012	TANKER LOADING / UNLOADING WORK PERMIT SYSTEM	27 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0030	PROCEDURE FOR PREVENTIVE MAINTENANCE OF ETP EQUIPMENTS.	30 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0013	FIRE ALARM SYSTEM	30 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0017	EHS COMPLIANCE EVALUATION	31 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0018	HANDLING OF SPILLAGES AND LEAKAGES	30 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0019	MONITORING OF AMBIENT AIR, STACK, NOISE LEVELS, VOC, WATER, TREATED WATER AND SOIL.	27 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0020	CHEMICAL SEGREGATION	31 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0037	PROCEDURE ELECTRICAL SAFETY SYSTEM &	29 Dec 2025

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
				OPERATING OF FLP EQUIPMENT AND GAS SENSOR CALIBRATION PROCEDURE	
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0038	PROCEDURE FOR UNLOADING, STORAGE AND HANDLING OF COMPRESSED AMMONIA GAS CYLINDERS	27 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0022	SAFETY REVIEW THROUGH SAFETY COMMITTEE MEETING	27 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0036	PREVENTIVE MAINTENANCE OF RCC PITS AND ABOVEGROUND TANKS	29 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0031	LINE BREAKING PERMIT	26 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0032	PROCEDURE FOR DO`S & DON’S WORK IN PLACE	31 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0011	WORK AT HEIGHT PERMIT SYSTEM	26 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0023	ASPECTS/ HAZARDS IDENTIFICATION AND EVALUATION	31 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0024	PROCESS HAZARD ANALYSIS (PHA)	30 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0033	EHS CHANGE CONTROL MANAGEMENT	01 Jan 2026

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0040	PROCEDURE FOR MONITERING OF ORGANIC COMPOUND (VOC) AND LOWER EXPOSURE LEVEL (LEL)	01 Jan 2026
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0039	INDUSTRIAL HYGIENE PROGRAM, EXPOSURE CONTROLS & RESPIRATORY PROTECTION PROGRAM	29 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0025	SAFETY DATA SHEET	31 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0021	BUSINESS CONTINUITY PLAN	30 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0029	CONTRACTOR SAFETY MANAGEMENT	31 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0016	PROCEDURE FOR DISCHARGE OF STATIC ELECTRICITY	26 Dec 2025
5208	VIJAY KUMAR N	EHS	SPL2/EHS/SOP/GEN/0026	EHS AUDITS & INSPECTIONS	29 Dec 2025
5503	S SUMAN .	EHS	SPL2/EHS/SOP/GEN/0037	PROCEDURE ELECTRICAL SAFETY SYSTEM & OPERATING OF FLP EQUIPMENT AND GAS SENSOR CALIBRATION PROCEDURE	01 Jan 2026
5503	S SUMAN .	EHS	SPL2/EHS/SOP/GEN/0038	PROCEDURE FOR UNLOADING, STORAGE AND HANDLING OF	01 Jan 2026

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
				COMPRESSED AMMONIA GAS CYLINDERS	
5503	S SUMAN .	EHS	SPL2/EHS/SOP/GEN/0022	SAFETY REVIEW THROUGH SAFETY COMMITTEE MEETING	29 Dec 2025
5503	S SUMAN .	EHS	SPL2/PA/SOP/GEN/0008	FACTORY ENTRY AND EXIT PROCEDURE FOR VISITORS, AUDITORS, EMPLOYEES, CONTRACT WORKERS, SERVICE VENDORS, GOVERNMENT OFFICIALS, INTER UNIT PERSONNEL, MATERIALS AND VEHICLES	07 Nov 2025
5503	S SUMAN .	EHS	SPL2/EHS/SOP/GEN/0002	ELECTRICAL AND NON-ELECTRICAL LOCKOUT AND TAGOUT	22 Dec 2025
5503	S SUMAN .	EHS	SPL2/EHS/SOP/GEN/0001	HANDLING AND USAGE OF PERSONNEL PROTECTIVE EQUIPMENT	22 Dec 2025
5503	S SUMAN .	EHS	SPL2/EHS/SOP/GEN/0015	SAFE & AT-RISK BEHAVIORS,EHS INCIDENTS REPORTING & INVESTIGATION	22 Dec 2025
5503	S SUMAN .	EHS	SPL2/WH/SOP/GEN/0009	PERSONNEL AND MATERIAL ENTRY/EXIT PROCEDURE	22 Dec 2025
5503	S SUMAN .	EHS	SPL2/PA/SOP/GEN/0003	GOOD HYGIENE PRACTICES	22 Dec 2025

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
5503	S SUMAN .	EHS	SPL2/PA/SOP/GEN/0007	STANDARD OPERATING PROCEDURE FOR DRESS CODE FOR EMPLOYEES	22 Dec 2025
5503	S SUMAN .	EHS	SPL2/PA/SOP/GEN/0005	STANDARD OPERATING PROCEDURE FOR TRAINING OF EMPLOYEES	22 Dec 2025
5503	S SUMAN .	EHS	SPL2/EHS/SOP/GEN/0014	HANDLING OF HAZARDOUS CHEMICALS	22 Dec 2025
5503	S SUMAN .	EHS	SPL2/EHS/SOP/GEN/0008	PROCEDURE FOR COLLECTION AND DISPOSAL OF SOLID & LIQUID WASTE (HAZARDOUS WASTE & NON HAZARDOUS WASTE)	22 Dec 2025
5503	S SUMAN .	EHS	SPL2/PA/SOP/GEN/0021	PROCEDURE FOR OPERATION OF TRAINING MANAGEMENT SOFTWARE(EDUZEN)	26 Dec 2025
5503	S SUMAN .	EHS	SPL2/PA/SOP/GEN/0023	GENERAL GUIDELINES AND OPERATION OF AKRIVIA HCM (ATTENDANCE) SOFTWARE	26 Dec 2025
5503	S SUMAN .	EHS	SPL2/EHS/SOP/GEN/0035	PROCEDURE FOR OPERATION OF DRINKING WATER AND DRINKING WATER SAMPLE ANALYSIS	22 Dec 2025

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
5503	S SUMAN .	EHS	SPL2/IT/SOP/GEN/0008	PROCEUE FOR OPERATION OF USER MANAGEMENT SYSTEM (UMS) OF ZENVECTOR APPLICATION	26 Dec 2025
5503	S SUMAN .	EHS	SPL2/EHS/SOP/GEN/0003	OPERATION AND MAINTENANCE OF FIRE HYDRANT SYSTEM	01 Jan 2026
5503	S SUMAN .	EHS	SPL2/EHS/SOP/GEN/0004	OPERATION AND MAINTENANCE OF FIRE EXTINGUISHER	01 Jan 2026
5503	S SUMAN .	EHS	SPL2/EHS/SOP/GEN/0005	OPERATION AND MAINTENANCE OF EYE WASH/BODY SHOWER PORTABLE EYE WASH STATIONS & EYE WASH BOTTLES	28 Dec 2025
5503	S SUMAN .	EHS	SPL2/EHS/SOP/GEN/0006	FIRST AID	26 Dec 2025
5503	S SUMAN .	EHS	SPL2/EHS/SOP/GEN/0007	GENERAL LABORATORY TECHNIQUES.	28 Dec 2025
5503	S SUMAN .	EHS	SPL2/EHS/SOP/GEN/0009	HOT WORK PERMIT SYSTEM	28 Dec 2025
5503	S SUMAN .	EHS	SPL2/EHS/SOP/GEN/0010	VESSEL / CONFINED SPACE ENTRY WORK PERMIT SYSTEM	28 Dec 2025
5503	S SUMAN .	EHS	SPL2/EHS/SOP/GEN/0012	TANKER LOADING / UNLOADING WORK PERMIT SYSTEM	01 Jan 2026
5503	S SUMAN .	EHS	SPL2/EHS/SOP/GEN/0030	PROCEDURE FOR PREVENTIVE	01 Jan 2026

EmpCode	Employee Name	Department	Doc.No/Content No	Session /Title	Completion Date
				MAINTENANCE OF ETP EQUIPMENTS.	
5503	S SUMAN .	EHS	SPL2/EHS/SOP/GEN/0013	FIRE ALARM SYSTEM	28 Dec 2025
5503	S SUMAN .	EHS	SPL2/EHS/SOP/GEN/0017	EHS COMPLIANCE EVALUATION	26 Dec 2025
5503	S SUMAN .	EHS	SPL2/EHS/SOP/GEN/0018	HANDLING OF SPILLAGES AND LEAKAGES	26 Dec 2025
5503	S SUMAN .	EHS	SPL2/EHS/SOP/GEN/0019	MONITORING OF AMBIENT AIR, STACK, NOISE LEVELS, VOC, WATER, TREATED WATER AND SOIL.	27 Dec 2025
5503	S SUMAN .	EHS	SPL2/EHS/SOP/GEN/0020	CHEMICAL SEGREGATION	26 Dec 2025
5503	S SUMAN .	EHS	SPL2/EHS/SOP/GEN/0036	PREVENTIVE MAINTENANCE OF RCC PITS AND ABOVEGROUND TANKS	01 Jan 2026
5503	S SUMAN .	EHS	SPL2/EHS/SOP/GEN/0031	LINE BREAKING PERMIT	26 Dec 2025
5503	S SUMAN .	EHS	SPL2/EHS/SOP/GEN/0032	PROCEDURE FOR DO`S & DON’S WORK IN PLACE	01 Jan 2026
5503	S SUMAN .	EHS	SPL2/EHS/SOP/GEN/0011	WORK AT HEIGHT PERMIT SYSTEM	29 Dec 2025

Training Schedule For Annual/Refresher Training And History Assessment Records

DEPT : **EHS**

Year : **2025**

Rack No : **AT1R6B-20**

Training schedule for annual/refresher training and history assessment records -2025	
Department/Block	EHS AT1 R6-B-20

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: 2025

NAME OF THE EMPLOYEES	Modules													SOP Numbers													
	TM/001/25	TM/003/25	TM/004/25	TM/014/25	TM/006/25	TM/015/25	TM/008/25	TM/009/25	TM/017/25	TM/012/25	TM/018/25	TM/019/25	TM/013/25	SOP/U-2/ENG/GEN/001	SOP/U-2/EHS/GEN/005	SOP/U-2/EHS/GEN/029	SOP/U-2/EHS/GEN/033	SOP/U-2/EHS/GEN/003	SOP/U-2/EHS/GEN/019	SOP/U-2/EHS/GEN/036	SOP/U-2/EHS/OPR/001	SOP/U-2/EHS/GEN/015	SOP/U-2/EHS/GEN/002	SOP/U-2/EHS/GEN/014	SOP/U-2/PA/GEN/008	SOP/U-2/EHS/OPR/003	SOP/U-2/EHS/GEN/018
Ramakrishna Kalipindi (1218)	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	✓	✓	NA	✓	✓	NA	✓	✓	✓	NA	NA	NA	NA	✓	✓	NA	NA
Suresh Akkena (1394)	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	✓	✓	NA	✓	✓	NA	✓	✓	✓	NA	✓	NA	NA	✓	✓	NA	NA
Srinivasulu Reddy Konda (2789)	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	✓	✓	NA	✓	✓	NA	✓	✓	✓	NA	✓	NA	NA	✓	✓	NA	NA
Narasimhulu Jamjala (3784)	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	✓	✓	NA	✓	✓	NA	NA	✓	✓	NA	✓	NA	NA	✓	✓	NA	NA
VIJAY KUMAR N (5208)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	✓	✓	NA	✓	NA	NA	NA	NA	✓	NA	NA
S SUMAN (5503)	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	✓	✓	NA	✓	✓	NA	✓	✓	✓	NA	✓	NA	NA	✓	✓	NA	NA
RELANGOVAN (6808)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	✓	✓	✓	NA	NA	NA	NA	✓	✓	NA	NA
BADESAB HUSEN SHAIKH (7188)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	✓	NA	NA	NA	NA	NA	NA	✓	✓	NA	✓	✓	✓
NAGARAJ GANGANNAVAR (7260)	✓	✓	✓	✓	✓	✓	✓	✓	✓	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: 30/12/24

Approved By:
Sig & Date: 31/12/24

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
TRAINING NEED IDENTIFICATION CHART	
Document No.: SOP/U-2/PA/GEN/005 Form No: FM-PA-008-05	Page 1 of 1

Employee Name : Suresh Akkena

Designation : Executive

Employee code No. : 1394

Department : EHS

Assessment year : 2025

S.No:	Title	Type of Training (JST-1 or JST-2)	Awareness / Competency
1.	Preventive and General Maintenance Procedure	JST-2	A
2.	Operation and maintenance of eyewash / Body shower / portable eye wash stations & eye wash bottles.	JST-1	C
3.	EHS Change Control Management.	JST-1	C
4.	Operation and maintenance of Fire Hydrant system.	JST-1	C
5.	Monitoring of ambient air,	JST-1	C
6.	Standard Operating Procedure for Effluent Treatment Plant.	JST-1	C
7.	Handling of hazardous chemicals.	JST-1	C
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

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

	Prepared by (User department in-charge/designee)	Reviewed by (User department HOD/Designee)	Approved by (QA HOD/Designee)
Name	Vijay Kumar. N	R. Elangovan	[illegible]
Sign & Date	10/12/24	10/12/24	11/12/24

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-042-04 | Page 1 of 1

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

Date of Joining : 15/04/13
Department : EHS
Assessment year : 2025

SOP Number	Title of SOP/Module	Type of Training (JST-1 / JST-2)	Previous Training Completed date	Training Planned month
SOP/U-2/ENG/GEN/001	Preventive and General Maintenance Procedure	JST-2	14/02/23	January
SOP/U-2/EHS/GEN/005	Operation and maintenance of eyewash / Body shower / portable eye wash stations & eye wash bottles.	JST-1	23/05/23	April
SOP/U-2/EHS/GEN/033	EHS Change Control Management	JST-1	23/05/23	April
SOP/U-2/EHS/GEN/003	Operation and maintenance of Fire Hydrant system.	JST-1	23/05/23	May
SOP/U-2/EHS/GEN/019	Monitoring of ambient air,	JST-1	16/05/23	May
SOP/U-2/EHS/OPR/001	Standard Operating Procedure for Effluent Treatment Plant.	JST-1	17/06/23	June
SOP/U-2/EHS/GEN/014	Handling of hazardous chemicals.	JST-1	15/06/24	October
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	26/04/24	November

	Prepared by (User department in-charge/designee)	Reviewed by (User department HOD/Designee)	Approved by (QA HOD/Designee)
Name	Vijay Kumar. N	R. Elangovan	
Sign & Date	10/12/24	10/12/24	11/12/24

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

TRAINING NEED IDENTIFICATION CHART

Document No.: SOP/U-2/PA/GEN/005	Page 1 of 1
Form No: FM-PA-008-05	

Employee Name : Nagaraj Gangannavar

Designation : Jr.Executive

Employee code No. : 7260

Department : EHS

Assessment year : 2025

S.No:	Title	Type of Training (JST-1 or JST-2)	Awareness / Competency
1.	Contractor Safety Management	JST-1	C
2.	Safe & At/Risk Behaviors, EHS Incidents Reporting & Investigation	JST-1	C
3.	Electrical and Non/Electrical Lock out and Tag out	JST-1	C
4.	Factory Entry And Exit Procedure For Visitors, Auditors, Employees, Contract Workers, Service Vendors, Government Officials, Inter Unit Personnel, Materials And Vehicles.	JST-2	A
5.	Operating procedure for Multiple Effect Evaporation System.	JST-1	C
6.	Handling of spillages and leakages	JST-1	C

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

	Prepared by (User department in-charge/designee)	Reviewed by (User department HOD/Designee)	Approved by (QA HOD/Designee)
Name	Vijay Kumar.N	R.Elangovan	[illegible]
Sign & Date	10/12/24	10/12/24	11/12/24

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-042-04 | Page 1 of 1

Employee Name : Nagaraj Gangannavar
Date of Joining : 21/11/23
Designation : Jr.Executive
Department : EHS
Employee code no. : 7260
Assessment year : 2025

SOP Number	Title of SOP/Module	Type of Training (JST-1 / JST-2)	Previous Training Completed date	Training Planned month
SOP/U-2/EHS/GEN/029	Contractor Safety Management.	JST-1	22/03/24	April
SOP/U-2/EHS/GEN/015	Safe & At/Risk Behaviors, EHS Incidents Reporting & Investigation.	JST-1	22/03/24	September
SOP/U-2/EHS/GEN/002	Electrical and Non/Electrical Lock out and Tag out.	JST-1	10/05/24	October
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	10/05/24	November
SOP/U-2/EHS/OPR/003	Operating procedure for Multiple Effect Evaporation System.	JST-1	22/10/24	November
SOP/U-2/EHS/GEN/018	Handling of spillages and leakages.	JST-1	09/08/24	December

	Prepared by (User department in-charge/designee)	Reviewed by (User department HOD/Designee)	Approved by (QA HOD/Designee)
Name	Vijay Kumar.N	R. Elangovan	Sukhbabu
Sign & Date	10/12/24	10/12/24	11/12/24

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
TRAINING NEED IDENTIFICATION CHART	
Document No.: SOP/U-2/PA/GEN/005 Form No: FM-PA-008-05	Page 1 of 1

Employee Name : Narasimhulu Jamjala

Designation : Chemist

Employee code No. : 3784

Department : EHS

Assessment year : 2025

S.No:	Title	Type of Training (JST-1 or JST-2)	Awareness / Competency
1.	Preventive and General Maintenance Procedure	JST-2	A
2.	Operation and maintenance of eyewash / Body shower / portable eye wash stations & eye wash bottles.	JST-1	C
3.	Operation and maintenance of Fire Hydrant system.	JST-1	C
4.	Monitoring of ambient air,	JST-1	C
5.	Standard Operating Procedure for Effluent Treatment Plant	JST-1	C
6.	Handling of hazardous chemicals.	JST-1	C
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

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

	Prepared by (User department in-charge/designee)	Reviewed by (User department HOD/Designee)	Approved by (QA HOD/Designee)
Name	Vijay Kumar.N	R. Elangovan	S. Babu
Sign & Date	10/12/24	10/12/24	11/12/24

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-042-04 | Page 1 of 1

Employee Name : Narasimhulu Jamjala
Date of Joining : 20/04/19
Designation : Chemist
Department : EHS
Employee code no. : 3784
Assessment year : 2025

SOP Number	Title of SOP/Module	Type of Training (JST-1 / JST-2)	Previous Training Completed date	Training Planned month
SOP/U-2/ENG/GEN/001	Preventive and General Maintenance Procedure.	JST-2	06/02/23	January
SOP/U-2/EHS/GEN/005	Operation and maintenance of eyewash / Body shower / portable eye wash stations & eye wash bottles.	JST-1	22/05/23	April
SOP/U-2/EHS/GEN/003	Operation and maintenance of Fire Hydrant system.	JST-1	22/05/23	May
SOP/U-2/EHS/GEN/019	Monitoring of ambient air.	JST-1	08/05/23	May
SOP/U-2/EHS/OPR/001	Standard Operating Procedure for Effluent Treatment Plant.	JST-1	20/06/23	June
SOP/U-2/EHS/GEN/014	Handling of hazardous chemicals.	JST-1	08/05/23	October
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	06/05/24	November

	Prepared by (User department in-charge/designee)	Reviewed by (User department HOD/Designee)	Approved by (QA HOD/Designee)
Name	Vijay Kumar.N	R.Elangovan	Srinivasulu
Sign & Date	10/12/24	10/12/24	11/12/24

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

TRAINING NEED IDENTIFICATION CHART

Document No.: SOP/U-2/PA/GEN/005 Form No: FM-PA-008-05	Page 1 of 1

Employee Name : R.Elangovan

Designation : DGM

Employee code No. : 6808

Department : EHS

Assessment year : 2025

S.No:	Title	Type of Training (JST-1 or JST-2)	Awareness / Competency
1.	Preventive and General Maintenance Procedure	JST-2	A
2.	Operation and maintenance of eyewash / Body shower / portable eye wash stations & eye wash bottles.	JST-1	C
3.	EHS Change Control Management	JST-1	C
4.	Operation and maintenance of Fire Hydrant system.	JST-1	C
5.	Monitoring of ambient air,	JST-1	C
6.	Handling of hazardous chemicals.	JST-1	C
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

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

	Prepared by (User department in-charge/designee)	Reviewed by (User department HOD/Designee)	Approved by (QA HOD/Designee)
Name	R. Elangovan	K. SHARATH REDDY	[illegible]
Sign & Date	R.E 10/12/24	10/12/24	[illegible] 11/12/24

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-042-04 | Page 1 of 1

Employee Name : R.Elangovan
Date of Joining : 14/12/22
Designation : DGM
Department : EHS
Employee code no. : 6808
Assessment year : 2025

SOP Number	Title of SOP/Module	Type of Training (JST-1 / JST-2)	Previous Training Completed date	Training Planned month
SOP/U-2/ENG/GEN/001	Preventive and General Maintenance Procedure.	JST-2	06/02/23	January
SOP/U-2/EHS/GEN/005	Operation and maintenance of eyewash / Body shower / portable eye wash stations & eye wash bottles.	JST-1	19/05/23	April
SOP/U-2/EHS/GEN/033	EHS Change Control Management.	JST-1	05/06/23	April
SOP/U-2/EHS/GEN/003	Operation and maintenance of Fire Hydrant system.	JST-1	24/05/23	May
SOP/U-2/EHS/GEN/019	Monitoring of ambient air.	JST-1	22/05/23	May
SOP/U-2/EHS/GEN/014	Handling of hazardous chemicals.	JST-1	22/05/23	October
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	26/04/24	November

	Prepared by (User department in-charge/designee)	Reviewed by (User department HOD/Designee)	Approved by (QA HOD/Designee)
Name	R. Elangovan	K. SHARATH REDDY	
Sign & Date	10/12/24	10/12/24	11/12/24

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
TRAINING NEED IDENTIFICATION CHART	
Document No.: SOP/U-2/PA/GEN/005 Form No: FM-PA-008-05	Page 1 of 1

Employee Name : Vijay Kumar N

Designation : Executive

Employee code No. : 5208

Department : EHS

Assessment year : 2025

S.No:	Title	Type of Training (JST-1 or JST-2)	Awareness / Competency
1.	Preventive and General Maintenance Procedure	JST-2	A
2.	Operation and maintenance of eyewash / Body shower / portable eye wash stations & eye wash bottles.	JST-1	C
3.	EHS Change Control Management.	JST-1	C
4.	Operation and maintenance of Fire Hydrant system.	JST-1	C
5.	Preventive Maintenance of RCC pits and Above Ground tanks	JST-1	C
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

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

	Prepared by (User department in-charge/designee)	Reviewed by (User department HOD/Designee)	Approved by (QA HOD/Designee)
Name	Shaikh.B.H	R.Elangovan	
Sign & Date	10/12/24	10/12/24	11/12/24

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-042-04 | Page 1 of 1

Employee Name : Vijay Kumar N
Date of Joining : 20/01/21
Designation : Executive
Department : EHS
Employee code no. : 5208
Assessment year : 2025

SOP Number	Title of SOP/Module	Type of Training (JST-1 / JST-2)	Previous Training Completed date	Training Planned month
SOP/U-2/ENG/GEN/001	Preventive and General Maintenance Procedure	JST-2	09/03/23	January
SOP/U-2/EHS/GEN/005	Operation and maintenance of eyewash / Body shower / portable eye wash stations & eye wash bottles.	JST-1	27/04/23	April
SOP/U-2/EHS/GEN/033	EHS Change Control Management	JST-1	27/05/23	April
SOP/U-2/EHS/GEN/003	Operation and maintenance of Fire Hydrant system.	JST-1	25/05/23	May
SOP/U-2/EHS/GEN/036	Preventive Maintenance of RCC pits and Above Ground tanks	JST-1	07/06/23	June
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	04/05/24	November

	Prepared by (User department in-charge/designee)	Reviewed by (User department HOD/Designee)	Approved by (QA HOD/Designee)
Name	Shaikh . B. H	R. Elangovan	Sikhobale
Sign & Date	10/12/24	10/12/24	11/12/24

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

TRAINING NEED IDENTIFICATION CHART

Document No.: SOP/U-2/PA/GEN/005	Page 1 of 1
Form No: FM-PA-008-05	

Employee Name : Badesab Husen Shaikh

Designation : Jr.Executive

Employee code No. : 7188

Department : EHS

Assessment year : 2025

S.No:	Title	Type of Training (JST-1 or JST-2)	Awareness / Competency
1.	Operation and maintenance of eyewash / Body shower / portable eye wash stations & eye wash bottles.	JST-1	C
2.	Safe & At/Risk Behaviors, EHS Incidents Reporting & Investigation	JST-1	C
3.	Electrical and Non/Electrical Lock out and Tag out	JST-1	C
4.	Factory Entry And Exit Procedure For Visitors, Auditors, Employees, Contract Workers, Service Vendors, Government Officials, Inter Unit Personnel, Materials And Vehicles	JST-2	A
5.	Operating procedure for Multiple Effect Evaporation System.	JST-1	C
6.	Handling of spillages and leakages.	JST-1	C

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

	Prepared by (User department in-charge/designee)	Reviewed by (User department HOD/Designee)	Approved by (QA HOD/Designee)
Name	Vijay Kumar.N	R. Elangoven	Sakhababa
Sign & Date	10/12/24	R. 10/12/24	11/12/24

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-042-04 | Page 1 of 1

Employee Name : Badesab Husen Shaikh
Date of Joining : 15/09/23
Designation : Jr.Executive
Department : EHS
Employee code no. : 7188
Assessment year : 2025

SOP Number	Title of SOP/Module	Type of Training (JST-1 / JST-2)	Previous Training Completed date	Training Planned month
SOP/U-2/EHS/GEN/005	Operation and maintenance of eyewash / Body shower / portable eye wash stations & eye wash bottles.	JST-1	20/03/24	April
SOP/U-2/EHS/GEN/015	Safe & At/Risk Behaviors, EHS Incidents Reporting & Investigation	JST-1	11/03/24	September
SOP/U-2/EHS/GEN/002	Electrical and Non/Electrical Lock out and Tag out	JST-1	26/04/24	October
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	26/04/24	November
SOP/U-2/EHS/OPR/003	Operating procedure for Multiple Effect Evaporation System.	JST-1	28/10/24	November
SOP/U-2/EHS/GEN/018	Handling of spillages and leakages	JST-1	26/04/24	December

	Prepared by (User department in-charge/designee)	Reviewed by (User department HOD/Designee)	Approved by (QA HOD/Designee)
Name	Vijay Kumar.N	R. Elangovan	Sikhabale
Sign & Date	10/12/24	10/12/24	11/12/24

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

TRAINING NEED IDENTIFICATION CHART

Document No.: SOP/U-2/PA/GEN/005 Form No: FM-PA-008-05	Page 1 of 1

Employee Name : S.Suman

Designation : Executive

Employee code No. : 5503

Department : EHS

Assessment year : 2025

S.No:	Title	Type of Training (JST-1 or JST-2)	Awareness / Competency
1.	Preventive and General Maintenance Procedure	JST-2	A
2.	Operation and maintenance of eyewash / Body shower / portable eye wash stations & eye wash bottles.	JST-1	C
3.	EHS Change Control Management.	JST-1	C
4.	Operation and maintenance of Fire Hydrant system.	JST-1	C
5.	Monitoring of ambient air,	JST-1	C
6.	Standard Operating Procedure for Effluent Treatment Plant	JST-1	C
7.	Handling of hazardous chemicals.	JST-1	C
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

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

	Prepared by (User department in-charge/designee)	Reviewed by (User department HOD/Designee)	Approved by (QA HOD/Designee)
Name	Vijay Kumar.N	R. Elangovan	Shilpa Kolanu
Sign & Date	10/12/24	10/12/24	11/12/24

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-042-04 | Page 1 of 1

Employee Name : S.Suman
Designation : Executive
Employee code no. : 5503

Date of Joining : 19/04/21
Department : EHS
Assessment year : 2025

SOP Number	Title of SOP/Module	Type of Training (JST-1 / JST-2)	Previous Training Completed date	Training Planned month
SOP/U-2/ENG/GEN/001	Preventive and General Maintenance Procedure.	JST-2	06/02/23	January
SOP/U-2/EHS/GEN/005	Operation and maintenance of eyewash / Body shower / portable eye wash stations & eye wash bottles.	JST-1	22/05/23	April
SOP/U-2/EHS/GEN/033	EHS Change Control Management.	JST-1	24/05/23	April
SOP/U-2/EHS/GEN/003	Operation and maintenance of Fire Hydrant system.	JST-1	22/05/23	May
SOP/U-2/EHS/GEN/019	Monitoring of ambient air,	JST-1	09/05/23	May
SOP/U-2/EHS/OPR/001	Standard Operating Procedure for Effluent Treatment Plant	JST-1	05/06/23	June
SOP/U-2/EHS/GEN/014	Handling of hazardous chemicals.	JST-1	15/06/24	October
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	04/05/24	November

	Prepared by (User department in-charge/designee)	Reviewed by (User department HOD/Designee)	Approved by (QA HOD/Designee)
Name	Vijay Kumar.N	R. Elangovan	Sainbabu
Sign & Date	10/12/24	10/12/24	11/12/24

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

TRAINING NEED IDENTIFICATION CHART

Document No.: SOP/U-2/PA/GEN/005	Page 1 of 1
Form No: FM-PA-008-05	

Employee Name : Ramakrishna Kalipindi

Designation : Shift Incharge

Employee code No. : 1218

Department : EHS

Assessment year : 2025

S.No:	Title	Type of Training (JST-1 or JST-2)	Awareness / Competency
1.	Preventive and General Maintenance Procedure.	JST-2	A
2.	Operation and maintenance of eyewash / Body shower / portable eye wash stations & eye wash bottles.	JST-1	C
3.	EHS Change Control Management.	JST-1	C
4.	Operation and maintenance of Fire Hydrant system.	JST-1	C
5.	Monitoring of ambient air.	JST-1	C
6.	Handling of hazardous chemicals.	JST-1	C
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

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

	Prepared by (User department in-charge/designee)	Reviewed by (User department HOD/Designee)	Approved by (QA HOD/Designee)
Name	Vijay Kumar	R. Elangovan	Sivababu
Sign & Date	10/12/24	10/12/24	11/12/24

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-042-04 | Page 1 of 1

Employee Name : Ramakrishna Kalipindi
Date of Joining : 14/08/09
Designation : Shift Incharge
Department : EHS
Employee code no. : 1218
Assessment year : 2025

SOP Number	Title of SOP/Module	Type of Training (JST-1 / JST-2)	Previous Training Completed date	Training Planned month
SOP/U-2/ENG/GEN/001	Preventive and General Maintenance Procedure.	JST-2	15/02/23	January
SOP/U-2/EHS/GEN/005	Operation and maintenance of eyewash / Body shower / portable eye wash stations & eye wash bottles.	JST-1	27/04/23	April
SOP/U-2/EHS/GEN/033	EHS Change Control Management.	JST-1	22/05/23	April
SOP/U-2/EHS/GEN/003	Operation and maintenance of Fire Hydrant system.	JST-1	21/05/23	May
SOP/U-2/EHS/GEN/019	Monitoring of ambient air.	JST-1	08/05/23	May
SOP/U-2/EHS/GEN/014	Handling of hazardous chemicals.	JST-1	08/05/23	October
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	05/05/24	November

	Prepared by (User department in-charge/designee)	Reviewed by (User department HOD/Designee)	Approved by (QA HOD/Designee)
Name	Vijay Kumar. N	R. Elangovan	Sai babu
Sign & Date	10/12/24	10/12/24	11/12/24

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
TRAINING NEED IDENTIFICATION CHART	
Document No.: SOP/U-2/PA/GEN/005 Form No: FM-PA-008-05	Page 1 of 1

Employee Name : Srinivasulu Reddy Konda

Designation : Executive

Employee code No. : 2789

Department : EHS

Assessment year : 2025

S.No:	Title	Type of Training (JST-1 or JST-2)	Awareness / Competency
1.	Preventive and General Maintenance Procedure	JST-2	A
2.	Operation and maintenance of eyewash / Body shower / portable eye wash stations & eye wash bottles.	JST-1	C
3.	EHS Change Control Management.	JST-1	C
4.	Operation and maintenance of Fire Hydrant system.	JST-1	C
5.	Monitoring of ambient air,	JST-1	C
6.	Standard Operating Procedure for Effluent Treatment Plant.	JST-1	C
7.	Handling of hazardous chemicals.	JST-1	C
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

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

	Prepared by (User department in-charge/designee)	Reviewed by (User department HOD/Designee)	Approved by (QA HOD/Designee)
Name	Vijay Kumar.N	R. Elangovan	[illegible]
Sign & Date	10/12/24	10/12/24	11/12/24

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-042-04 | Page 1 of 1

Employee Name : Srinivasulu Reddy Konda
Date of Joining : 16/06/17
Designation : Executive
Department : EHS
Employee code no. : 2789
Assessment year : 2025

SOP Number	Title of SOP/Module	Type of Training (JST-1 / JST-2)	Previous Training Completed date	Training Planned month
SOP/U-2/ENG/GEN/001	Preventive and General Maintenance Procedure	JST-2	08/02/23	January
SOP/U-2/EHS/GEN/005	Operation and maintenance of eyewash / Body shower / portable eye wash stations & eye wash bottles.	JST-1	25/05/23	April
SOP/U-2/EHS/GEN/033	EHS Change Control Management	JST-1	30/05/23	April
SOP/U-2/EHS/GEN/003	Operation and maintenance of Fire Hydrant system.	JST-1	25/05/23	May
SOP/U-2/EHS/GEN/019	Monitoring of ambient air,	JST-1	17/05/23	May
SOP/U-2/EHS/OPR/001	Standard Operating Procedure for Effluent Treatment Plant.	JST-1	12/06/23	June
SOP/U-2/EHS/GEN/014	Handling of hazardous chemicals.	JST-1	17/05/23	October
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	09/05/24	November

	Prepared by	Reviewed by	Approved by
Name	Vijay Kumar. K	R. Elangovan	Sahabaik
Sign & Date	10/12/24	10/12/24	11/12/24

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 is strictly prohibited and request you not to carry cigarettes, match boxes, tobacco and alcoholic items in the premises.		Photography, videography and use of personal mobile phone/laptop are prohibited in the premises without authorization.
	Entry of intoxicated person is 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 kpml, 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.		Inform our security/reception if you have any health issues before entering the premises.
	Park vehicle at designated parking area facing exit direction, give priority for pedestrian/road users and reverse carefully.		Note that certain areas of the site are covered by CCTV cameras for safety and security reasons.

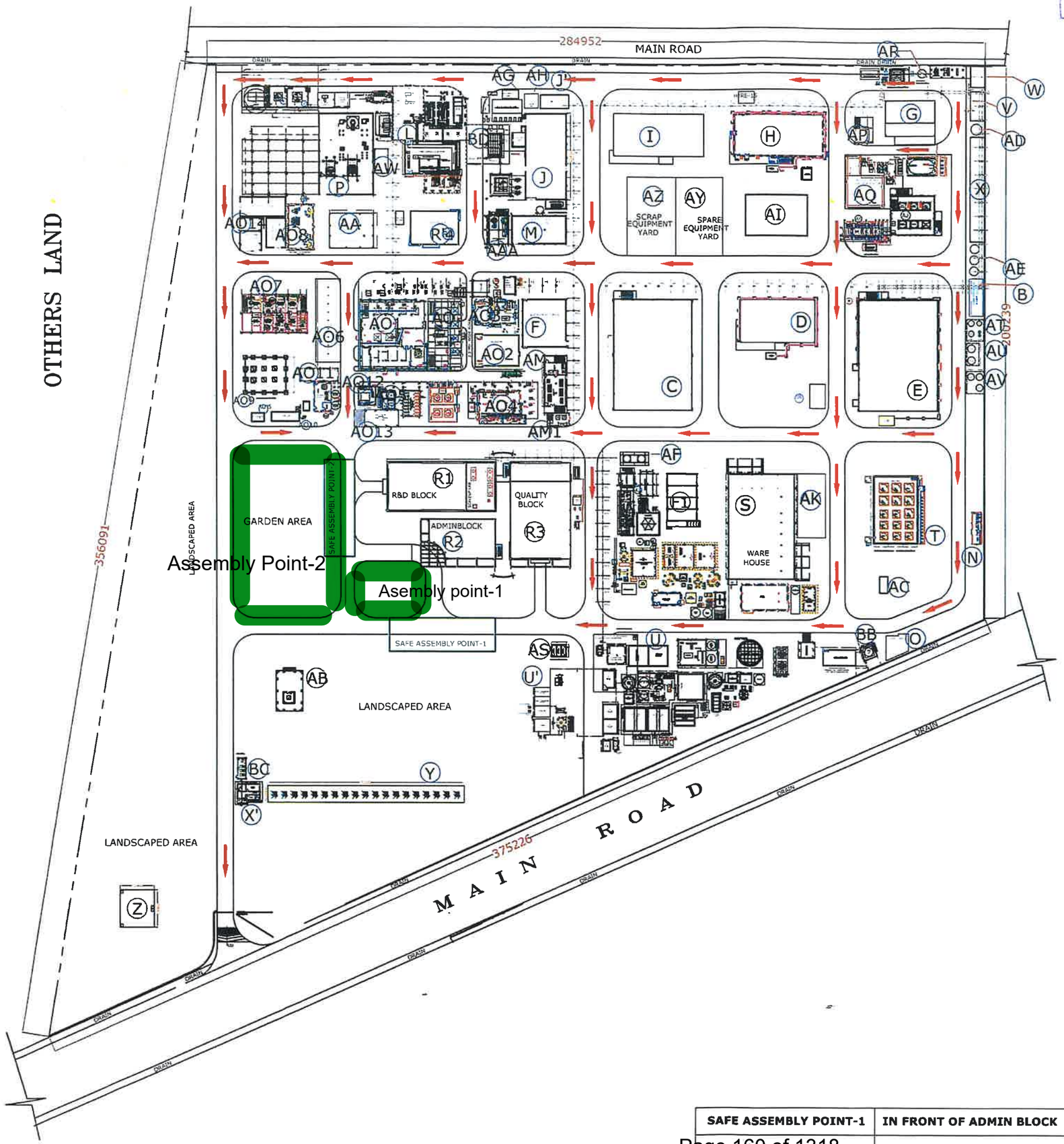
Please note the following:

- Our Emergency Telephone Number: 111.
- Our Working Hours: 24x7 Rotating Shifts, G Shift: 9.00 to 17.30 Hrs, MON-SAT.
- Visitor should be escorted at all times by the host.
- 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.
- If you are a contractor or sub-contractor, please follow contractor's safety guideline.

We continue to monitor and assess the evolving situation due to COVID 19 and its variants. You are requested to follow our "Covid 19 Pandemic Guideline" and support in preventing the spread of Covid 19 and its variants.

Wish you a safe site visit. We would like to receive your valuable feedback!!! ***Thanks, EHS Team***

REFERENCE COPY



S.NO	MARK	DESCRIPTION
01	A	PRODUCTION BLOCK(FUTURE)
02	B	FIRE HYDRANT PUMP HOUSE
03	C	PRODUCTION BLOCK–C
04	D	PRODUCTION BLOCK–D
05	E	PRODUCTION BLOCK–E
06	F	SOLVENT DRUM STORAGE
07	F1	HAZARDOUS MATERIAL STORAGE
08	G	DISTILLATION COLUMN
09	H	PRODUCTION BLOCK–H
10	I	PRODUCTION BLOCK–I
11	J	UTILITY BLOCK
12	J'	AVAM
13	J"	DIESEL TANK
14	K	FUTURE UTILITY BLOCK
15	L	PCC ROOM, HT & DG YARD
16	M	PURIFIED WATER GENERATION
17	N	GENERAL TOILETS
18	O	SCRAP YARD
19	P	BOILER HOUSE
20	Q	FUTURE BLOCK
21	R1	R&D & SCALEUP LAB
22	R'2	ADMIN BLOCK
23	R'3	QUALITY BLOCK
24	R'4	CANTEEN
25	S	WARE HOUSE
26	T	SOLVENT TANK YARD
27	U	ETP
28	U'	WATER TANKS FOR RO SYSTEM
29	V	WATER TREATMENT TANK
30	W	PANEL ROOM
31	X	RAW WATER TANK
32	X'	SECURITY, HR, & OHC
33	Y	VEHICLE PARKING
34	Z	U.G.SUMP (2Lacs Cap) TOTAL
35	AA	ENGINEERING DEPT
36	AB	TEMPLE
37	AC	TANKER (LORRY) PLATFORM
38	AD	CLARIFIER TANK
39	AE	SOFTENERS
40	AF	EVAPORATION SYSTEM
41	AG	CYLINDER SHED
42	AH	INSULATION SHED
43	AI	PILOT PLANT
44	AJ	AJ–BLOCK
45	AK	DRUM STORAGE
46	AL	MULTIPLE EFFECT EVAPORATOR MCC PANEL ROOM OF MEE HAZARDOUS STORAGE AREA COOLING TOWER OF MEE
47	AM	LOW VOLUME NON–ONCO PRODUCTION BLOCK
48	AP	STRIPPER COLUMN BUILDING
49	AO	T–PROJECT PRODUCTION BLOCK–I
50	AO1	T–PROJECT PRODUCTION BLOCK–II
51	AO2	CHILLING PLANT ROOM
52	AO3	THERMIC FLUID HEATER & MULTIPLE EFFECT EVAPORATOR
53	AO4	BI–POLAR MEMBRANE ROOM & ION EXCHANGE ROOM
54	AO5	H2S04 & HCL TANKS,ETP FOR AO BLOCK
55	AQ	DISTILLATION COLUMN FEED & RECOVERED SOLVENT TANKS AREA.
56	AR	PRETREATMENT PLANT FOR WATER
57	AS	UNDER GROUND SUMP TANK
58	AT	NEUTRALISATION OF ML'S FROM E–BLOCK
59	AU	FRESH MDC STORAGE TANKS
60	AV	RECOVERED SOLVENT STORAGE
61	AW	BOILER RO PLANT ROOM
62	AX	PRODUCTION BLOCK–AX
63	AO6	STORAGE TANK AREA FOR AO BLOCK
64	AY	SPARE EQUIPMENT YARD
65	AZ	SCRAP EQUIPMENT YARD
66	BA	RO WATER GENERATION & DISTRIBUTION SYSTEM & PROJECT STORE
67	AO7	INTERMEDIATE AREA
68	AO8	THERMIC FLUID HEATER SHED
69	AO9	COOLING TOWER
70	AO10	ION EXCHANGE ROOM
71	AO11	ELECTRICAL PANEL ROOM
72	AO12	QUARANTINE AND APPROVED MATERIAL STORAGE AREA
73	AO13	TRUCK BAY
74	AO14	AMMONIA PURGING & DMCD CHARGING
75	BB	SULPHURIC ACID TANK YARD
76	AMI	AM–BLOCK EXTENSION
77	BC	OHC CABIN
78	BD	AMMONIA CYLINDER STORAGE SHED
79	BE	AIR COMPRESSOR SHED
80	AO15	ETP SUMP

SHILPA PHARMA LIFESCIENCES LTD,
100% EOU, Plot No- 30, 31, 32, 33, 33A, 35 TO 39 & 40 to 47,
Raichur Industrial Growth Center
Chicksugur Village-584134,Raichur

TITLE: EVACUATION SITE LAYOUT

	Name	Sign	Date
Drawn by	JAMEEL		03/05/23
Prepared by	R.ELANGOVAN		03/05/23
Approved by	K.SHARATH REDDY		03/05/23

		SCALE		SHEET
SAFE ASSEMBLY POINT-1	IN FRONT OF ADMIN BLOCK	1:1	100% EOU-DOF-01A	1 OF 1
SAFE ASSEMBLY POINT-2	IN FRONT OF R&D BLOCK			

	SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

PLANT EHS INTERNAL AUDIT CHECK LIST AND OBSERVATIONS TRACKER

Document Number: SPL2/EHS/SOP/GEN/0026/F18-00

Audited Block / Dept.	AO, C, D, Gas cylinder storegreen, E, AJ, G, H-blocks INH, Solvent Yard, AI, I, AM-blocks, R&D, ETP, Boiler, Utility & QC
Audit Date	26/09/26
Audit Team Members	R. Elangovan, CH. Nagababu,

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	AT AO-Block M.S structure, stair case platform steps rusted and Damaged	To be replacement required
2	Bins / Rodent traps / sticky pads conditions / pest o flash located at suitable points	All tools were found kept in their placed	NA
3	Tool to be kept dedicated places	All tools are kept in their places.	NA
2. Hazardous substances			
1	All containers (drums, carboys etc..,) labeled properly	All chemical containers were properly labelled.	
2	Unwanted substances disposed or not	Unwanted substances are disposed.	NA
3	PPE'S are using while handling hazardous material	Required PPE was used 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	chemicals were stored considering compatibility requirements.	NA
3. Firefighting equipment's			
1	Fire extinguishers service labeled properly	FE were provided valid service lables	NA
2	Fire extinguishers are good condition or not (hose pipe, clamps, clip lock, etc.)	FE were found in not good condition - the hose pipe, & safety pin damaged	Replacement required immediately.

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Sl. No	Description	Findings and Observations	Remarks
3	Fire Alarm system functioning or not	Fire Alarm system checked & found satisfactory.	NA
4	Fire Hydrant Box good condition (Hoses are available or not)		
5	Fire hydrant system pressure maintained or not (it should be 7 kg)	Fire hydrant pressure checked & found maintained at 7 kg/cm²	NA
6	Training attendance on fire fighting equipment's are not	Fire fighting equipments training attendance checked found available.	NA
7	Nitrogen facility to the centrifuges	Nitrogen facility to CFs and found ok.	NA
4. Static discharge facility			
1	Static earthing provided to all fixed equipment	Static earthing provided to fixed equipments & found ok.	NA
2	Static earthing clips provided stand by for moving equipment's	Moving equipments earthing clips checked and found ok.	NA
3	Static earthing clips arranged to loading/unloading material	Static earthing clips and cable wire rusted & damaged observed	Need to be replaced required for E-block.
4	Availability of static discharge pads	Static discharge pads checked & found ok.	NA
5. Electrical /lighting system			
1	Any broken plugs/sockets/open boards	Broken plugs/sockets/open boards checked. found available	NA
2	Temporary leads on floor and hanging	Temporary leads on floor and hanging not founded.	NA
3	Light fittings clean and good condition	Found satisfactory	NA
4	Emergency lighting facility	Emergency lighting facility checked & found ok	NA.
5	Lighting arrestors availability	Lighting arrestors checked and found availability	—
6	Condition of electrical panels	AT ETP panel room - 01 electrical panel cover were found in open condition.	Need to be electrical panel should be properly closed
7	Glands provided to cable connections	Glands provided to cable connections checked & found ok	NA
7. Machinery/Utility			

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Sl. No	Description	Findings and Observations	Remarks
1	All moving equipment's are guarded or not	All moving equipments guards checked & found ok	NA
2	Work permit system maintained or not	Work permit system was maintained & found ok	NA
3	All lines are clearly marked	All lines are marked checked & found ok	NA
4	Updation of status boards	Status boards were updated & found ok	NA
5	Hoist ropes, pulleys are good condition	Hoist ropes, pulleys were found in good condition	NA
6	Working of AHU system and filters cleaning	AHU system & filters cleaning checked. Found ok	NA
8. Miscellaneous			
1	Usage of ear muffs/plugs at Noise levels more than 85 db(A)	Ear muffs/ plugs were being used in more than 85db.	NA
2	Condition of ventilation	Ventilation condition is good.	NA
3	VOC'S in process areas	VOC's are maintained in the process areas	NA
4	Condition of eyewash/body shower	All eye wash/body shower checked & found ok	NA

Audit Findings:

Name of the Department: A0-Block, EHS, E-Block and ETP

Date of Internal audit: 26/09/26

S.No	Audit Findings and Observations	Category M/Min/C/R
1	AT A0-Block A-2 structure staircase platform steps rusted & damaged	Min
2	AT A0-Block & WH FE are found in that good condition. Hose pipe & safety pin damaged observed	Min
3	Static earthing clips and cable wires rusted & damaged observed.	Min
4	AT ETP panel room of electrical panel covers were found in open condition.	Min
5	NA	

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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:
R. Elenjovan	26/09/26
CH. Nala Rady	26/09/26
NA	

Auditee:

Sign & Date: 26/09/26

26/09/26

26/09/26

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	SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

AUDIT FINDINGS WITH RESPONSIBILITY AND TARGET TIMELINES

Document Number: SPL2/EHS/SOP/GEN/0026/F20-00

Audit Findings with Responsibility and Target Date:

Name of the Department: AT Ao-Block.

Date of Internal audit: 26/09/26

S.No	Audit Findings and Observations	Category	Responsibility	Expected date of completion
01	AT Ao-Block CA.S Structure	Maj	K. Srinivasarao	01/10/26
	Staircase platform steps			
	rusted & damaged. Need			
	to be replacement required			
		NA		

Response Provided By: (Auditee) 26/09/26

Reviewed & Accepted By (Auditor) 26/09/26

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

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	SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

AUDIT FINDINGS WITH RESPONSIBILITY AND TARGET TIMELINES

Document Number: SPL2/EHS/SOP/GEN/0026/F20-00

Audit Findings with Responsibility and Target Date:

Name of the Department: AT ETP & warehouse

Date of Internal audit: 26/09/26

S.No	Audit Findings and Observations	Category	Responsibility	Expected date of completion
01	PE coils found not in good condition. the hose pipes & safety pins damaged/ overlapping.	MIN	K. Ramakrishna	Required immediately
		NA		

Response Provided By: (Auditee) 26/09/26

Reviewed & Accepted By (Auditor) 26/09/26

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

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Request Number: 16161	Copy Number: 00004	Copy Type: Issued Copy
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	SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

AUDIT FINDINGS WITH RESPONSIBILITY AND TARGET TIMELINES

Document Number: SPL2/EHS/SOP/GEN/0026/F20-00

Audit Findings with Responsibility and Target Date:

Name of the Department: AT E-block

Date of Internal audit: 26/09/26

S.No	Audit Findings and Observations	Category	Responsibility	Expected date of completion
01	Static Earthing clips & cable cores rusted & damaged observed. Need to replacement required.	Safety	S. Sharath babu	30/09/26
		NA		

Response Provided By: (Auditee) 26/09/26

Reviewed & Accepted By (Auditor) 26/09/26

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

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Request Number: 16161	Copy Number: 00003	Copy Type: Issued Copy
Printed By: 8398-INAPURAPU PRAVEEN KUMAR	Printed Date: 02 Sep 2026 17:49:44	Validity: (N/A)

	SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

AUDIT FINDINGS WITH RESPONSIBILITY AND TARGET TIMELINES

Document Number: SPL2/EHS/SOP/GEN/0026/F20-00

Audit Findings with Responsibility and Target Date:

Name of the Department: AT ETP

Date of Internal audit: 26/09/26

S.No	Audit Findings and Observations	Category	Responsibility	Expected date of completion
01	AT ETP pannel room-01	Maj	S. Sharath babu	30/09/26
	Electrical pannel covers			
	were found in open condition			
	Need to be covers			
	arranged.			
		NA		

Response Provided By: (Auditee) 26/09/26

Reviewed & Accepted By (Auditor) 26/09/26

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

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	SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

AUDIT FINDINGS WITH CAPA IMPLEMENTATION STATUS

Document Number: SPL2/EHS/SOP/GEN/0026/F21-00

Status of the Observations:

Name of the Department: AO-Block.

Date of Internal audit: 26/09/26

S. No	Audit Findings and Observations	Category of observation	Responsibility	Expected date of completion	CAPA	Status
01	AT AO-Block OAS structure staire case platform steps rusted & damaged. Need to be replacement required.	Cat-II	K. Srinivasarao	01/10/26	the staire case platform new steps replaced	closed
			NA			

Auditor

Name: CH. Naga Raju

Sign & Date: CH 26/09/26

Auditee

Name:

Sign & Date: 28/09/26

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	SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

AUDIT FINDINGS WITH CAPA IMPLEMENTATION STATUS

Document Number: SPL2/EHS/SOP/GEN/0026/F21-00

Status of the Observations:

Name of the Department: AT ETP & warehouse

Date of Internal audit: 26/09/26

S. No	Audit Findings and Observations	Category of observation	Responsibility	Expected date of completion	CAPA	Status
01	fire extinguishers found not in good condition.. the hose pipe & safety pin damaged / missing	Safety	K. Ramakrishna	Required immediately	New hose pipe and safety pin arranged.	closed

NA

Auditor

Name: R. Elangovan

Sign & Date: 26/09/26

Auditee

Name: K. Ramakrishna

Sign & Date: 26/09/26

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	SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

AUDIT FINDINGS WITH CAPA IMPLEMENTATION STATUS

Document Number: SPL2/EHS/SOP/GEN/0026/F21-00

Status of the Observations:

Name of the Department: E-Block.

Date of Internal audit: 26/09/26

S. No	Audit Findings and Observations	Category of observation	Responsibility	Expected date of completion	CAPA	Status
01	Static earthing clips & cable wire rusted and damaged observed Need to replacement required	Min	S. Sharath babu	30/09/26	Rusted & damaged earthing clips & cable wires were need replaced.	Closed

NA

Auditor

Name: CH. Naga Babu

Sign & Date: 26/09/26

Auditee

Name: S. Sharath Babu

Sign & Date: 28/09/26

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	SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

AUDIT FINDINGS WITH CAPA IMPLEMENTATION STATUS

Document Number: SPL2/EHS/SOP/GEN/0026/F21-00

Status of the Observations:

Name of the Department: ETP.

Date of Internal audit: 26/09/26

S. No	Audit Findings and Observations	Category of observation	Responsibility	Expected date of completion	CAPA	Status
01	At ETP pannel room-of Electrical pannel	Maj	S. Sharath baby	30/09/26	Repaired and tightened the pannel covers	closed
	covers were found in open conditions.					
	Need to be covers arranged					
				NA		

Auditor

Name: R Elangovan

Sign & Date: 26/09/26

Auditee

Name: S. Sharath Babu

Sign & Date: 28/09/26

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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
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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? 73. How is the safety and health publicized in your factory? (i) Bulletin boards? (ii) Post serious accidents? (iii) News letter? (iv) Others? Specify? 74. Does the organization celebrate safety day/week or organize safety exhibition? 75. When was the last safety day/week celebrated?	Safety display board at the canteen Yes Organisation observes National safety week. March 4 2025.
6. FIRST AID 76. Are adequate numbers of first aid boxes provided? Give location details? 77. Is there any first aid/ambulance room? 78. Are qualified/trained first aide's are available in each shift? 79. How many qualified/trained first aiders are available in each plant/department? 80. How many persons are trained/given refreshers training in first aid in a year	All hazardous locations provided with first aid boxes. Separate OHC available. 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. 65 trained first aiders are available. 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? 82. Does it conform to the provisions of the existing legislation? 83. Are the Medical Attendants/Doctors available in each shift? 84. Is ambulance van available in each shift? 85. Any liaison with the nearest hospital(s)? Give details.	OHC facility available. Conforming to Rule 88M 1(c) No such arrangement has been made. However a tie-up Navodaya,Suraksha & Naveen hospital has been made to ensure availability of attendant and Doctor Ambulance available. Yes.
8. GENERAL WORKING CONDITION **(a)Housekeeping** 86. Are all the passages, floors and the stairways in good condition? 87. Do you have the system to deal with the spillage? 88. Do you have sufficient disposable bins clearly marked and whether these are suitably located? 89. Are drip trays positioned wherever necessary? 90. Do you have adequate localized extraction and scrubbing facilities for dust, fumes and gases? Please specify.	Passages and floors maintained in good condition. All depts. provided with spill kits. Available. Yes. 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?	
93. Has your organization elaborated good housekeeping practices and standards and made them known to the employees?	Yes. Adequate cleaning is being done.
94. Are there any working conditions, which make the floors slippery? If so, what measures are taken to make safe?	Most of the internal roads are asphalted. Adequate care is being taken to minimize the dust. Most of the departments are closed type.
95. Does the company have adequate measures to support polluting dust arising out from road transport?	Most of the vehicles transporting vehicles are adequately covered to avoid raising of dust.
(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. Sodium metal storage shed: No hazard indicating display boards are found outside the shed.
116. What steps have been taken to prevent these hazards? Give details.	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?	Yes.
128. Are contractor workers educated and trained to observe safety at workplace?	Yes.
129. Whether contractor's workers are permitted on process/operations? Give details	No
11. WORK PERMIT SYSTEM	
130. What necessary types of work permits exist in your factory? Give details.	All types of work permit systems available with the plant. Permit for working on fragile roof to be established.
131. Are the keys kept for individual locks, which are used for electrical lock outs with the supervisor concerned	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.	Identification of waste procedure available.
134. Are these quantities less than those specified by the hazardous wastes (Management & Handling Rules, 1989)?	Yes.
135. What are their disposal modes?	Sending to Authorised Recyclers, inheritors Co processors
136. What are the systems/measures adopted for controlling air/water/land pollution?	Systems available for controlling land/water/air pollution.
137. What is the system of effluent treatment plant and whether it is approved by the competent authority?	Well established ETP.
138. How are the treated effluent used	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?	Yes.
140. Are the safety department and the workers consulted in the selection of PPE?	Yes.
141. Have the workers been trained in proper use of PPE?	Yes, SCBA training needs more focus and fine tuning.
142. What is the system of replacement/issue of PPE?	Periodical inspection and complaints.
143. What are the arrangements for safety custody and storage of PPE provided to the workers?	Individuals are given the responsibility of maintaining PPE
144. Are the contractor's workers provided with the required PPE? Who is responsible? Give details.	Contractors are provided with PPE
145. Is the PPE conforming to any standard? Give details.	PPE conform to ANSI/EN/BIS
146. Give the details of PPE and also specify the responsibility for their inspection and maintenance	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) Dedicated line.
152. i) How is the power supply to the fire hydrant pump ensured? 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)	Plant has OSEP
167. What is the frequency of conducting mock drills of on-site emergency plan?	Twice in a year.
168. What are the number and location of emergency control center, assembly points?	Only one emergency control centre and assembly point. Alternative ECC and assembly points should be considered.
169. Whether emergency team or the key personnel identified?	Yes.
170. Are suitable and adequate protective and rescue equipments available? How is the emergency rescue team trained to use these equipments?	Yes. However water gel compound for burn injuries should be considered.
171. How is the emergency communication with local bodies and other organizations ensured? Give details.	All emergency contact nos. are found displayed.
172. Is any alternate power source identified? Give details.	Yes.
173. What is the medical the medical emergency response system? Give details.	OHC is available on the site and MOU with local hospitals.
174. Are you a member of any MUTUAL-AID-SCHEME of your area? If so give details.	Yes.
175. How many emergency alarm system(s) is/are available? Give details	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.	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.
177. Whether periodic inspection and preventive maintenance of electrical installations is done by a qualified person and record is maintained?	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.
178. Whether plant layout with area classification has been displayed at appropriate place (s)?	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.	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.
180. Whether all such equipment are properly bonded and earthed?	Antistatic devices are being used wherever necessary. Earthing and bonding cables are not being checked for continuity and suitability.
181. How is electrical resistance for earthing circuits maintained? Are periodic inspections done and recorded?	There is no procedure available establish proper earthing and bonding for different operations.
182. Are adequate earthing arrangements made at the terminal points where hazardous	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? (ii) Are these regularly inspected? (iii) Are these readily available?	Yes
(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? 267. Does the company have a direct siding on site? 268. Are tankers or others wagons used in transportation?	NA
30. PIPELINES 269. What materials are transported to and from the site by pipeline? 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?	NA

	SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

INTERNAL AUDIT CHECKLIST FOR OCCUPATIONAL HEALTH AND SAFETY

Document Number: SPL2/EHS/SOP/GEN/0026/F24-00

Sl. No.	Description	Observation(Yes/No)	Remarks
1.	Ensure Legal Compliance Evaluation Register is updated?	Yes	NA
2.	Ensure Department wise HIRA and EAIA are available?	Yes	NA
3.	Ensure Risk Assessment of Health & Safety Impacts of Products are performed?	Yes	NA
4.	Ensure Effective EHS Training for all employees provided?	Yes	NA
5.	Ensure All Visitors made aware of Visitor Safety Guideline?	Yes	NA
6.	Ensure Conducting Safety committee meetings & Implementing Recommendations regularly?	Yes	NA
7.	Is Implementing EHS Critical Change through Management of Change & recommendations?	Yes	NA
8.	Does Conducting Periodic Emergency Drills as per Calendar?	Yes	NA
9.	Is Audit NC Management effective?	Yes	NA
10.	Ensure All Incidents are Reporting?	Yes	NA
11.	Is Incident CAPA implemented?	Yes	NA
12.	Is Work Permit System for Non-routine Activities implemented?	Yes	NA
13.	Is Chemical Storage Compatible?	Yes	NA
14.	Is high severity transportation Accident using Root Cause Analysis investigating?	Yes	NA
15.	Is PPE Non- Adherence reporting?	Yes	NA
16.	Are OHC Equipments timely inspected?	Yes	NA
17.	Is lost time injury recorded?	Yes	NA

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Sl. No.	Description	Observation(Yes/No)	Remarks
18.	Is lost time injury frequency rate reported?	NO	NA
19.	Is lost time injury severity rate reported?	NO	NA
20.	Does All Storages in Containment dykes?	Yes	NA
21.	Is Timely Inspection & Maintenance of Fire Safety Equipment being carried out?	Yes	NA
22.	Does Effective Safety Inspection being carried out?	Yes	NA
23.	Is Contractor Safety Evaluation done?	Yes	NA
24.	Does Give Awareness on Contractor Safety Guideline?	Yes	NA
25.	Is LOTO implemented?	Yes	NA
26.	Does Conducted HAZOP study for all products and stages?	Yes	NA
27.	Is HAZOP Recommendations implemented?	Yes	NA
28.	Does Mechanical Integrity Failure Incidents Reported & Investigated?	NO	NA
29.	Is QLEA Conducted and implemented recommendations?	Yes	NA
30.	Is Workplace Monitoring conducted?	Yes	NA
31.	Is EHS Internal Audits Reporting & Investigating quarterly?	Yes	NA
32.	Is Management Review Meeting Conducting with HoDs?	Yes	NA

Audit Findings:

Name of the Department: EHS & OHC

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Date of Internal audit: 19/09/26

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:
R. Elangovan	19/09/26
Rajshekhar Gaikwad	19/09/26
NA	

Auditee: Slaikh. B.H

Sign & Date: 19/09/26 19/09/26

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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

O/C

Date: 13.05.2026

SPL/100%EOU/EHS/009/2026-27

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

Factory Lic. No: MY/RCR/898

Respected Sir,

Sub: Submission of Mock Drill Report –Reg

We express our sincere gratitude for your presence and valuable participation during the mock drill conducted on 06.05.2026. Your suggestions was truly invaluable and have greatly contributed to our preparedness efforts.

Your presence and motivational speech inspired our employees and reinforced the importance of safety and emergency readiness. Your commitment to ensuring workplace safety is highly commendable. The insights and feedback you provided will be instrumental as we continue to strengthen and refine our emergency response procedures.

We kindly request you to acknowledge the receipt of the enclosed documents and do the needful.

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

Authorized Signatory

ಅಗ್ನಿಶಾಮಕ ಅಧಿಕಾರಿಯವರ ಕಛೇರಿ ಅಗ್ನಿಶಾಮಕ ಠಾಣೆ, ರಾಯಚೂರು. ದಿನಾಂಕ 14/05/2026

CC To,

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

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

With reference of above subject, we are here with enclosing Mock Drill Report Conducted at Shilpa Pharma Lifesciences Ltd Unit-2 Dated 06.05.2026 at 15:00 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.
5. Photographs of the mock Drill.
6. ERT Member List.

Corporate & Admin Office : "Shilpa House", #12-6-214/A-1, Hyderabad Road, Raichur-584 135, Karnataka, India
Tel: +91-8532-238704, Fax: +91-8532-238709, Email: info@vbshilpa.com, Web: www.vbshilpa.com

Mock Drill Report

Mock Drill Scenario Assumed	:	During batch operation at the Anhydrous Ammonia Gas Passing Area, ammonia cylinder connection activity was in progress. During the connection work, the cylinder valve spindle suddenly failed, resulting in major leakage of anhydrous ammonia gas. Due to gas exposure, one chemist inhaled ammonia and collapsed at the location.	
Date and Time	:	06/05/2026 @ 15.00 hrs.	
Type of Mock Drill	:	Informed	
Government officials visited	:	1) Mr.Ravindra Ghadage	District Fire officer
Names of the observers	:	1) Mr.Manjunath D.N	DGM- Engg
		2) Mr.Meenapa	Deputy Manager-Engg
		3) Y Sudhakar	Sr Manager – EHS Shilpa Pharma Lifesciences Ltd Unit -1
Location of the Incident	:	**Incident:** **Location**: Anhydrous Ammonia Gas Passing Area AO7 South Side	
Emergency Assembly Point	:	Opposite to Administration block (Assembly Point -1)	
Incident Controller	:	Mr.M.Ramu	
Site Controller	:	Mr.K Sharath Reddy – Technical Director	

Description of the Mock Drill Event / Scenario

Location: Anhydrous Ammonia Gas Passing Area, AO7 South Side

Date & Time: 06.05.2026 at around 15:00 hrs

Type of Emergency: Toxic gas leakage due to anhydrous ammonia cylinder valve spindle failure

Description of Scenario

On 06.05.2026 at approximately 15:00 hrs, routine batch operation activities were in progress at the Anhydrous Ammonia Gas Passing Area, AO7 South Side. During the operation, anhydrous ammonia cylinder connection work was being carried out as part of the process requirement. Chemist Mr. Khalil Ahmad was involved in the cylinder connection activity at the location.

While the cylinder connection work was in progress, the valve spindle of the anhydrous ammonia cylinder suddenly failed. Due to this failure, a major leakage of anhydrous ammonia gas occurred from the cylinder. Ammonia gas started spreading in the surrounding work area, creating a toxic gas exposure condition. Since ammonia has a strong pungent smell and can cause irritation to the eyes,

nose, throat, and respiratory system, the situation was considered an emergency.

During the incident, Chemist Mr. Khalil Ahmad, who was working near the cylinder, inhaled ammonia gas and collapsed at the location. Nearby employee Mr. Kishor Singh noticed the strong smell of ammonia and observed that the chemist had fallen down near the ammonia handling area. He immediately alerted the concerned supervisor about the ammonia leakage and injury.

After receiving the information, the Incident Controller, Mr. M. Ramu, immediately rushed to the incident location and assessed the situation. Considering the seriousness of the toxic gas leakage, communication was given to the EHS Office and Emergency Response Team members through walkie-talkie / telephonic communication for immediate emergency response. The Site Controller, Mr. K. Sharath Reddy – Technical Director, was also informed and took charge of overall emergency coordination.

As per the emergency response procedure, the emergency siren was sounded to alert all employees and concerned departments. The siren was blown three times, with each siren ON for 15 seconds and OFF for 5 seconds, indicating an emergency situation at the site.

The Emergency Response Team reached the incident location with required emergency equipment, including suitable PPE, SCBA set, ammonia leakage arresting kit, and rescue equipment. The rescue team members wore the required PPE and SCBA before entering the affected ammonia leak zone. After ensuring their own safety, the team entered the area and rescued the unconscious chemist from the ammonia exposure zone.

The affected person was shifted immediately to a safe and well-ventilated fresh-air area away from the leakage point. The rescued person was handed over to the First Aid Team for medical assessment and immediate first aid treatment. The First Aid Team checked the victim's breathing condition, pulse rate, oxygen level, and consciousness status. As a precautionary measure against ammonia exposure, his eyes and face were washed with clean water. After first aid treatment and monitoring for a few minutes, the affected person regained normal breathing and responded properly.

After initial first aid, the injured person was shifted through ambulance to the medical facility for further medical observation and precautionary treatment.

Meanwhile, the Emergency Response Team isolated the leaking ammonia cylinder valve and controlled the ammonia gas leakage safely. Barricading was carried out around the affected area to prevent unauthorized entry. Continuous atmospheric monitoring was carried out to ensure that the ammonia concentration was reduced and the area was safe for re-entry.

Employees working in nearby operational areas were evacuated safely to the designated **Emergency Assembly Point No. 1**, located opposite to the Administration Block. The HR Team carried out the headcount at the assembly point to ensure that all employees, visitors, and emergency team members

were accounted for.

After confirming that the ammonia leakage was completely controlled, the affected area was made safe, and the headcount was completed, the Site Controller declared the situation under control. The **"All Clear" siren** was then sounded continuously for one minute, allowing employees to return to their respective work areas and resume normal activities.

The mock drill was conducted to evaluate the effectiveness of the site emergency preparedness system, communication process, rescue operation, first aid response, evacuation procedure, assembly point headcount, and ammonia leakage control arrangement. The drill also helped to identify improvement areas such as emergency siren activation, windsock visibility, megaphone condition, security response, evacuation speed, and complete PPE compliance during SCBA operation.

Mock Drill Activity Response Time

Sl. No.	Activity	Time	Response Time
1	Incident occurred	15:00 hrs	—
2	Oral communication given to Incident Controller	15:01 hrs	1 minute
3	Incident Controller reached the site	15:02 hrs	2 minutes
4	Communication given to EHS Office and ERT Members	15:03 hrs	3 minutes
5	Information given to Site Controller	15:04 hrs	4 minutes
6	Emergency siren blown	15:05 hrs	5 minutes
7	Rescue Team reached incident location	15:06 hrs	6 minutes
8	First Aid Team and Fire Fighting Team reported	15:06 hrs	6 minutes
9	Injured person shifted to ambulance	15:08 hrs	8 minutes
10	Leakage controlled / situation brought under control	15:12 hrs	12 minutes
11	Headcount completed and reported	15:14 hrs	14 minutes
12	All Clear siren given	15:15 hrs	15 minutes

Key People reported at Site

1. Mr.K Sharath Reddy- Technical Director
2. Mr.R.Elangovan-EHS head
3. Mr.Ravindra Ghadage -Fire Officer
4. Mr.Manjunatha D N- DGM-Engg
5. Mr.Meenapa- Deputy Manager-Eng
6. Y Sudhakar- Sr Manager – EHS -Shilpa Pharma Lifesciences Ltd Unit -1

Mock Drill Report

Emergency Response Team members

Emergency Fire Fighters Team:

1. Mr. Rachappa
2. Mr. Kavi prakash
3. Mr. Basava raj
4. Mr. Veeresh

Emergency Rescue Team:

1. Mr. Hampa Reddy
2. Mr.Nagaraju
3. Mr.Mahesh
4. Mr Kumar
5. Mr Basava raj

Emergency First Aiders Team:

1. Mr. T.S.R.K. Reddy
2. Mr.J. Eunice Arul Raj
3. Mr. Devaraj
4. Mr. Shaikh B H

Emergency Evacuation Team:

1. Mr.Rajshekar Gaikwad
2. Mr.Nabichand
3. Mr.Babu

Victim

1. Mr. Khalil Ahmad

HR Team provided Details of persons Assembled at Safe Assembly point:

Sl. No.	Category	Count
1	Staff / Casuals	666
2	Visitors	8
3	Total Personnel at Assembly Point	690
4	First Aid Team	4
5	Fire Fighting Team	4
6	Evacuation & Rescue Team	8
	Grand Total	**690**

Mock Drill Report

Observations are shared by Fire Officer Mr. Ravindra Ghadage District fire officer. He briefed the process and 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

Observations

Observations by Mr. Meenappa – Deputy Manager Engineering

1. Security guards did not allow the husk truck and two visitors to enter the plant after the emergency alert was declared.
2. Ambulance entered the incident area upon instruction from the Site Controller and shifted the patient to the hospital.
3. Good response was observed from the Security Team and Ambulance Team.

Observations by Mr. K. Sharath Reddy – Technical Director

1. Employees were instructed to actively participate in mock drills.
2. All employees were instructed to follow safety rules during work activities.
3. Delay was observed in activation of the emergency siren.

Observations by Mr. Ravindra Ghadage – District Fire Officer, Raichur

1. Good response was observed from the ERT Team and First Aid Team after the siren was sounded.
2. Delay was observed in sounding the emergency siren.
3. It was advised to conduct a mock drill during night shift also.
4. Windsock was not clearly visible in the incident area.
5. Employees actively participated in the mock drill.

Observations by Mr. Manjunatha D.N. – DGM Engineering

1. Security response needs improvement, as they reached the incident area late.
2. Personnel from the production block reached the assembly point slowly.

Mock Drill Report

Corrective and Preventive Action Plan

Sl. No.	Observation	Corrective / Preventive Action	Responsibility	Target Date
1	Delay in emergency siren activation	Retraining to be provided to Security and EHS team on emergency siren activation procedure.	EHS / Security	Immediate
2	Windsock not clearly visible near ammonia area	Provide / relocate windsock at clearly visible location near ammonia handling area.	Engineering / EHS	15 days
3	Security response was delayed	Conduct emergency response training for Security Team.	EHS / Security	7 days
4	Production block employees reached assembly point slowly	Conduct awareness training on emergency evacuation and assembly point reporting.	EHS / Production	15 days

Review Meeting

A review meeting was conducted immediately after completion of the mock drill with the Emergency Response Team members, observers, and concerned department representatives.

During the meeting, the overall response, rescue activity, first aid response, communication system, evacuation process, assembly point headcount, and shortcomings were discussed. Observations shared by the District Fire Officer and internal observers were reviewed. Corrective and preventive actions were identified for further improvement of emergency preparedness.

Mock Drill Report

Conclusion

The mock drill for anhydrous ammonia gas leakage was successfully conducted on 06.05.2026 at the AO7 South Side Ammonia Gas Passing Area. The Emergency Response Team, First Aid Team, Fire Fighting Team, Evacuation Team, Ambulance Team, Security Team, and concerned departments participated in the drill.

The affected person was rescued safely, first aid was provided, and the victim was shifted to the medical facility for further observation. The ammonia leakage was isolated and controlled safely. Evacuation and headcount were completed at the emergency assembly point, and the situation was declared under control by the Site Controller.

The drill helped to evaluate the effectiveness of the site emergency preparedness and response system. The observations identified during the drill, such as siren activation delay, windsock visibility, megaphone condition, security response, evacuation speed, and SCBA PPE compliance, shall be addressed through corrective and preventive actions.

The photographic evidence attached from page 8 to page 15 shows the incident location, rescue activity, ambulance movement, ammonia leakage control activity, assembly point gathering, and review meeting conducted after the mock drill.

For Shilpa Medicare Limited Unit-II,

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

Authorized Signatory

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-II

HEAD COUNT DATA

Date: 06/05/2026

Shift - G&B

DEPARTMENTS	NO OF EMPLOYEES
ADMIN	4
AR&D	40
CR&D	85
ENGINEERING	16
EHS	8
HR	8
IT	3
MAINTENANCE	37
PRODUCTION	147
PROJECTS	8
QA	19
QC	63
RA	8
TT	12
WH	24
VISITORS	8
CONTRACT HELPERS	192
SECURITY	6
OTHER UNIT	2
Overall Total	**690**

Prepare by name & signature Srinivas Ramani 06/05/26

Emergency Response Team (ERT)

Site Controller, Incident Controller & Emergency Controllers

Name	Phone
Site Controller – (Occupier) – Mr. K. Sharath Reddy	9845745068
Incident Controller – C-Block DGM-Production – D P 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.No	Name	Phone
1.	Santhosh Kumar – AI Block	9960764782	18.	Venkat Rao. Saana – G Block	9989735038
2.	Deepak Natkare – AJ Block	9960115895	19.	Baswaraj Gundure – H Block	9049567041
3.	Fayaz Ahmad Shaik– AM Block	9912012310	20.	Nagasai K – I Block	8861856380
4.	Bala Chander – AO Block	8897547108	21.	Vijay Kumar karuva – I Block	9886922882
5.	B. Manoj kumar- AO Block	7032907353	22.	Shrikrushna Subhash Telor– I Block	9327022917
6.	Virendra B Kalshetti – AO Block	8378896131	23.	Naresh Bhandariagal – ENG	9916430565
7.	Samraj – AO Block	9573573812	24.	Y G Venkaiah – ENG	9538477377
8.	A Prasadh Reddy – C Block	9145602999	25.	Suresh Reddy – ENG	9916868131
9.	Vaibhav – C Block	9325765795	26.	Bangarappa – WH	9611271520
10.	Shanker Kognure – D Block	9591954996	27.	Suresh – ETP	8179987988
11.	Umesh – E Block	8880803925	28.	Purna prajnu – QC	9591291710
12.	T.Shanti – E Block	6303852878	29.	T.Srinivas – R&D	9705186243
13.	Sushant Patil– AO Block	9049949760	30.	Mahadev Ramesh – AO Block	8722373413
14.	Parashuram – AO Block	9945986965	31.	V. Malleswararao – AO Block	9975129078
15.	K. Venkateswarlu – AO Block	8197132896	32.	M. Khaleel ahmed – AO Block	8106647394
16.	Arun kumar – AO Block	9108605172	33.	P. Saifulla ahmed – AO Block	8886033607
17.	Rajeev – AO Block	8341174580	34.	Santosh Kumar Maharana .-AO Block	8917433885

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.	K Srinivas – ENG	8147656576
3	O Rajagopal – AJ Block	8142964184	14.	Pulla Reddy – I Block	8142194945
4	B K Sandeep – AM Block	9010862400	15.	M.Meenappa – ENG	9902698567
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.	Raj Kumar – C Block	9669088073	20.	Sreedhar Babu – R&D	8747096637
10.	Avinash Digambar Bhalerao – D Block	9325849614	21.	Naresh – R&D TT	9032514756
11.	A Srinivas – E Block	7760668570	22.	Shalum-ENG	9740260665

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

1	Nagasai K – I Block	8861856380	26.	Prasad AVS- H-Block	9100548157
2	M.Nareshkumar- T.T	9059669781	27.	Sudheer patange- Engineering	8550013958
3	B.Yuvateja-CR&D	8867475179	28.	Satish 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.	A.saikumar- D-Block	9949854066
15.	Yuvaraj-PDQA	9036414697	40.	Brijesh patil- AR&D	9343234402
16.	K Durga Sandeep -QA	9849154680	41.	Y.Ramesh Babu-E-Block	9901263505
17.	Dnyaneshwar Kale-Peptide R&D	9689122132	42.	Santosh .A. Jadhav- AR&D	9145026415
18.	Aditya Sandage- Peptide R&D	7387072846	43.	Shivkumar L R- CR&D Polymer	8310915306
19.	T.Vankateshwarlu-QA	6303868980	44.	Badesab Husen Shaikh-EHS	9021516823
20.	V.V Chinna bhimaraju-QA	7795114633	45.	Vijay kumar N-EHS	8884683004
21.	G.Venkata Subba Rao-QA	9492464641	46.	T.Krishna- Boiler	9741681950
22.	B Ramachandrudu-QA	9985804484	47.	K.Rakesh Kumar- Engineering	9880816499
23.	Prashant Ighe- I-Block	9527138369	48.	Hanumantha .J.Gouda-WH	6363401731
24.	M.Shankar- C-Block	8639410189	49	Devaraj- Engg Store	9008647030
25.	Govinda.P- PDQA	8147470291	50	Santosh Kumar Maharana .	8917433885

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	Reviewed by	Approved by
Name & Designation	K Ramakrishna (Shift Incharge)	Srinivas (Executive-HR)	R Elangovan (DGM-EHS)	K Sharath Reddy (Technical Director)
Sign.& Date	21/01/26		21/01/26	21/01/26

Mock Drill Report

Mock Drill Report

Mock Drill Report

Mock Drill Report

Mock Drill Report

Mock Drill Report

Mock Drill Report

Mock Drill Report

Shilpa | 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	Synnova Intermediates Pvt. Ltd.,
Business Sector	API & CDMO Manufacturing
Product / Service Provided	Pharmaceutical Intermediate
Location	plot. No. 36-P & 37, Kadechur Industrial Area, Yadgir Dist. Karnataka
Date of Survey	18/08/2026
Contact No.	9398775256
Email ID	Info@SynnovaIntermediates.Com

➢ SUPPLIER'S WORKER INFORMATION

Name	K. RAJJA VALI
Designation	Asst. Manager.
Department	Production
Date of Joining	18/04/2024
Contact No.	9502521061
Email ID	valirajahepta@gmail.com

DATE:

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:

Supplier's worker feedback Evaluation Reviewed & Accepted.

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

Name of Surveyor	Dr. R. Elangovan
Designation	DGM - [illegible]
Department	EHS
Date	18-08-2026
Sign	Rn 18/08/26

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

6.12.2024

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

SPL/100%EOU/EHS/043/2025-26 Dates: **10.01.2026**

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 **December-2025**.

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 - 04 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
3. Hazardous Waste disposal manifest copies.

Thanking you,

Yours faithfully,

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

Authorized Signatory

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

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

Monthly Report from the Industry for the Month of December -2023

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, - 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 : 6126 KL
5. Water cess
   - Cooling & Boiler Consumption During the Month : 620 KL
   - Domestic Consumption During the Month : 920 KL
   - Process water consumption during the month : 4586 KL
6. Effluent generation During the Month : 6512 KL
7. Effluent Received from SML Unit-1 for treated in MEE plant : 682.61 KL
8. CETP disposal & In-house treatment
   - CETP disposal quantity :1514.87 KL
   - In-house treatment quantity :5679.74 KL
     - In-house treatment break up quantity
     - LTDS :3226 KL
     - Domestic :791 KL
     - CTBT :980.13 KL
     - Unit-1 :682.61 KL
9. Electricity consumption
   - Production :814125 Units
   - ETP :112377 Units
10. Fuel consumption during the month.
    - Diesel : 23206 Liters
    - Husk : 1251 Ton
11. Products
    - Tranexamic acid : 8289.6 Kgs
    - Capacitabine : 4986.5 Kgs
    - Imatinib : 128.37 Kgs
12. Hazardous Waste Disposal (in Metric Ton)s
    - Land filling waste to TSDF :53.24 MT
    - Organic Residue : NIL
    - Empty barrels/containers/liners contaminated With hazardous chemicals/waste : NIL
    - Spent Solvents :25.15 MT
    - Date-expired products : NIL
    - Process Residue and Waste : 2.38 MT
    - Spent carbon : 0.86 MT
    - Distillation Residue : 2.96 MT
    - Spent catalyst : 1.4 MT
    - Used oil : NIL
    - Trucks/Tankers Dispatched for the above quantity disposal : 3 Trucks &1 Tanker
    - Co-processing : NIL
13. Stack Monitoring, Process Emission Monitoring & 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

MSV Analytical Laboratories

Recognition by MoEF under Environment (Protection) Act, 1986 and Accredited by NABL

(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, (O) : 08392-255169,

E-mail : msvalbellary2018@gmail.com, labmsv@gmail.com, **Website :** www.msvalbellary.com

TC- 4071

MSVAL/QR/7.8/01

ANALYSIS REPORT OF AMBIENT AIR QUALITY

1.	**Name and Address of Industry**	:	**M/S. Shilpa Pharma Life Sciences Limited unit-2, Plot No. 33, 33A, 40-47, Raichur Industrial Growth Center, Chicksugur village, Raichur.**
2.	**Name of the location**	:	**Near Main Gate**
3.	**Sample Collected By**	:	MSV Analytical Laboratories, Bellary.
4.	**Particulars of the sampling Equipments**	:	Sample collected with FDS & RDS 460BL
5.	**Duration of Monitoring**	:	8 Hours
6.	**Date of Monitoring**	:	25.12.2025
7.	**Date of Sample Receipt**	:	26.12.2025
8.	**Analysis Starting Date**	:	26.12.2025
9.	**Analysis Completion Date**	:	30.12.2025
10.	**Report Issue Date**	:	31.12.2025
11.	**Sampling Protocol**	:	IS 5182:Part 14
12.	**Latitude**	:	16.311619
13.	**Longitude**	:	77.35805

Discipline: Chemical Group: Atmospheric Pollution Sub Group: Ambient Air ULR No: TC407124000030921F

S.No	Parameter	Protocols	Shift wise results			Units	Result in Avg.	Tolerance limits
			1	2	3			
			AAQ/6261	AAQ/6262	AAQ/6263			
1	Particulate Matter (Size less than 10 µm)PM_{10}	IS-5182(Part-23):2017	74.5	72.6	69.4	µg/m³	72.2	100
2	Particulate Matter (Size less than 2.5 µm) or $PM_{2.5}$	IS-5182(Part-24):2019	26.8	28.1	25.4	µg/m³	26.8	60
3	Sulphur Dioxide as SO_2	IS-5182(Part-2):2017	17.2	14.5	12.5	µg/m³	14.7	80
4	Oxides of Nitrogen as NO_x	IS-5182(Part-6):2017	30.8	28.9	23.3	µg/m³	27.7	80
5	Carbon Monoxide as CO	MSVAL/SOP/A/007	0.58	0.52	0.50	mg/m³	0.53	2

INFERENCE	**As per NAAQS Standards** **Report Status :- The analyzed values for above measured parameter are within the limits**

Analysed by

Authorized Signatory

Hanumanthaiah P
Technical Manager

-: END OF REPORT:-

MSV Analytical Laboratories BALLARI

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Sanganakallu Road, KEB Circle, Ballari - 583103 **Contact No : Mob : 94498 03895, (O) : 08392-255169,**

E-mail : msvalbellary2018@gmail.com, labmsv@gmail.com, **Website : www.msvalbellary.com**

MSVAL/QR/7.8/01

ANALYSIS REPORT OF AMBIENT AIR QUALITY

1.	**Name and Address of Industry**	:	**M/S. Shilpa Pharma Life Sciences Limited unit-2, Plot No. 33, 33A, 40-47, Raichur Industrial Growth Center, Chicksugur village, Raichur.**
2.	**Name of the location**	:	**Near Main Gate**
3.	**Sample Collected By**	:	MSV Analytical Laboratories, Bellary.
4.	**Particulars of the sampling Equipments**	:	Sample collected with FDS & RDS 460BL
5.	**Duration of Monitoring**	:	8 Hours
6.	**Date of Monitoring**	:	25.12.2025
7.	**Date of Sample Receipt**	:	26.12.2025
8.	**Analysis Starting Date**	:	26.12.2025
9.	**Analysis Completion Date**	:	30.12.2025
10.	**Report Issue Date**	:	31.12.2025
11.	**Sampling Protocol**	:	IS 5182:Part 14
12.	**Latitude**	:	16.311619
13.	**Longitude**	:	77.35805

Discipline: Chemical Group: Atmospheric Pollution Sub Group: Ambient Air Test Report No: MSVAL/2024/6502

S.No	Parameter	Protocols	Shift wise results			Units	Result in Avg.	Tolerance limits
			1	2	3			
			11712	11712	11712			
6	Carbon Dioxide as CO_2	Instrument Manual Method	<0.01	<0.01	<0.01	PPM	<0.01	---
7	H_2S	IS-5182 (Part-7)	BDL	BDL	BDL	µg/ m²	BDL	--

INFERENCE	**As per NAAQS Standards** **Report Status :- The analyzed values for above measured parameter are within the limits**

Analysed by

Authorized Signatory

Hanumanthaiah P
Technical Manager

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MSV Analytical Laboratories BALLARI

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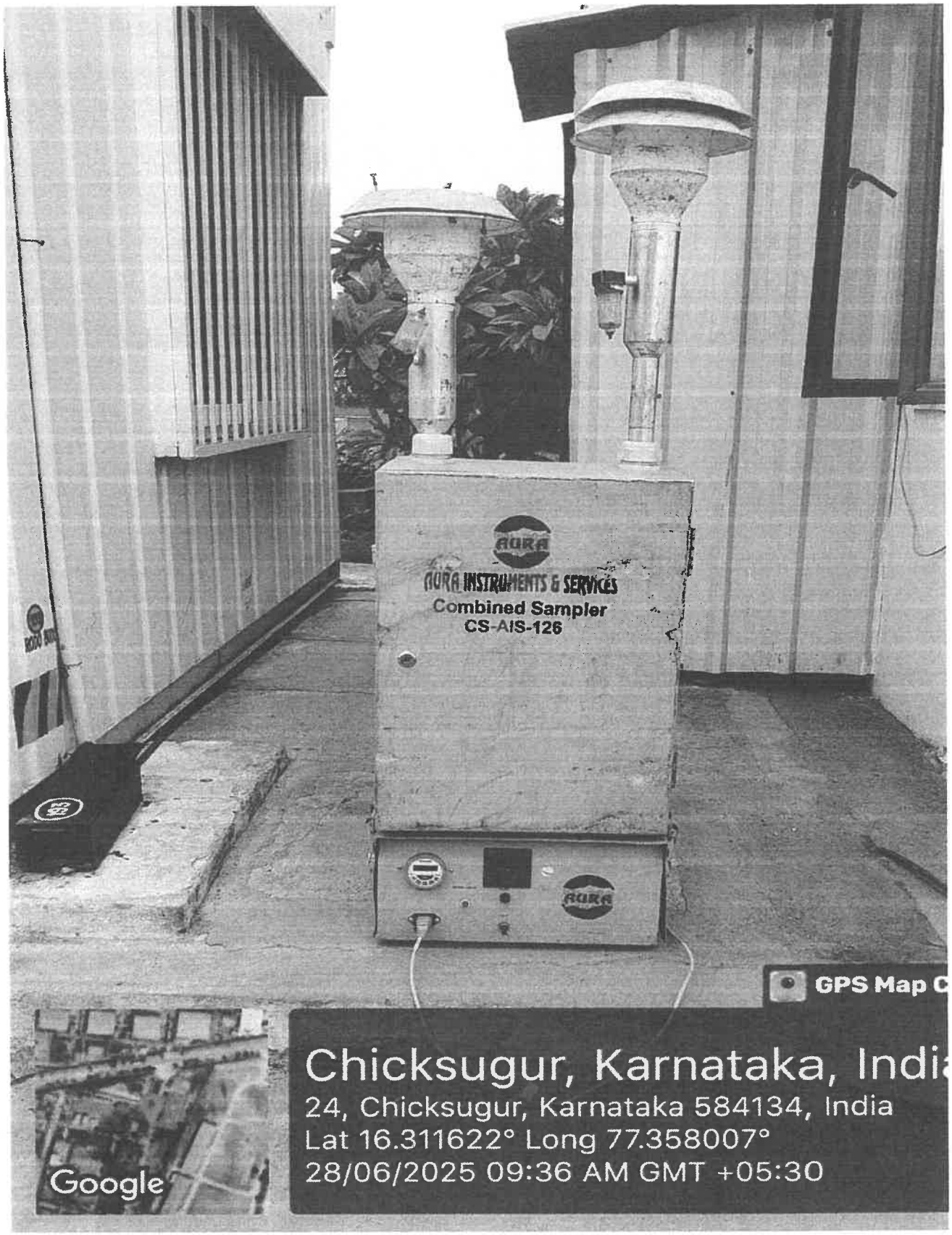
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Combined Sampler
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GPS Map C
Chicksugur, Karnataka, Indi
24, Chicksugur, Karnataka 584134, India
Lat 16.311622° Long 77.358007°
28/06/2025 09:36 AM GMT +05:30
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E-mail : msvalbellary2018@gmail.com, labmsv@gmail.com, **Website :** www.msvalbellary.com

TC- 4071

MSVAL/QR/7.8/01

ANALYSIS REPORT OF AMBIENT AIR QUALITY

1.	**Name and Address of Industry**	:	**M/S. Shilpa Pharma Life Sciences Limited unit-2, Plot No. 33, 33A, 40-47, Raichur Industrial Growth Center, Chicksugur village, Raichur.**
2.	**Name of the location**	:	**Near Production Block Between C&D**
3.	**Sample Collected By**	:	MSV Analytical Laboratories, Bellary.
4.	**Particulars of the sampling Equipments**	:	Sample collected with FDS & RDS 460BL
5.	**Duration of Monitoring**	:	8 Hours
6.	**Date of Monitoring**	:	25.12.2025
7.	**Date of Sample Receipt**	:	26.12.2025
8.	**Analysis Starting Date**	:	26.12.2025
9.	**Analysis Completion Date**	:	30.12.2025
10.	**Report Issue Date**	:	31.12.2025
11.	**Sampling Protocol**	:	IS 5182:Part 14
12.	**Latitude**	:	16.311619
13.	**Longitude**	:	77.35805

Discipline: Chemical Group: Atmospheric Pollution Sub Group: Ambient Air ULR No: TC4071240000030922F

S.No	Parameter	Protocols	Shift wise results			Units	Result in Avg.	Tolerance limits
			1	2	3			
			AAQ/6264	AAQ/6265	AAQ/6266			
1	Particulate Matter (Size less than 10 µm)PM_{10}	IS-5182(Part-23):2017	82.6	78.4	70.6	µg/m³	77.2	100
2	Particulate Matter (Size less than 2.5 µm) or	IS-5182(Part-24):2019	32.4	30.1	26.4	µg/m³	29.6	60
3	Sulphur Dioxide as SO_2	IS-5182(Part-2):2017	18.1	17.9	15.4	µg/m³	17.1	80
4	Oxides of Nitrogen as NO_x	IS-5182(Part-6):2017	30.9	29.4	26.8	µg/m³	29.0	80
5	Carbon Monoxide as CO	MSVAL/SOP/A/007	0.56	0.54	0.52	mg/m³	0.54	2

INFERENCE	**As per NAAQS Standards** **Report Status :- The analyzed values for above measured parameter are within the limits**

Analysed by

Authorized Signatory

Hanumanthaiah P
Technical Manager

-: END OF REPORT :-

MSV Analytical Laboratories BALLARI

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E-mail : msvalbellary2018@gmail.com, labmsv@gmail.com, Website : www.msvalbellary.com

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ANALYSIS REPORT OF AMBIENT AIR QUALITY

1.	**Name and Address of Industry**	:	**M/S. Shilpa Pharma Life Sciences Limited unit-2, Plot No. 33, 33A, 40-47, Raichur Industrial Growth Center, Chicksugur village, Raichur.**
2.	**Name of the location**	:	**Near Production Block Between C&D**
3.	**Sample Collected By**	:	MSV Analytical Laboratories, Bellary.
4.	**Particulars of the sampling Equipments**	:	Sample collected with FDS & RDS 460BL
5.	**Duration of Monitoring**	:	8 Hours
6.	**Date of Monitoring**	:	25.12.2025
7.	**Date of Sample Receipt**	:	26.12.2025
8.	**Analysis Starting Date**	:	26.12.2025
9.	**Analysis Completion Date**	:	30.12.2025
10.	**Report Issue Date**	:	31.12.2025
11.	**Sampling Protocol**	:	IS 5182 : Part 14
12.	**Latitude**	:	16.311619
13.	**Longitude**	:	77.35805

Discipline: Chemical Group: Atmospheric Pollution Sub Group: Ambient Air Test Report No: MSVAL/2024/6503

S.No	Parameter	Protocols	Shift wise results			Units	Result in Avg.	Tolerance limits
			1	2	3			
			11713	11713	11713			
6	Carbon Dioxide as CO_2	Instrument Manual Method	<0.01	<0.01	<0.01	PPM	<0.01	---
7	H_2S	IS-5182 (Part-7)	BDL	BDL	BDL	µg/ m²	BDL	--

INFERENCE	**As per NAAQS Standards** **Report Status :- The analyzed values for above measured parameter are within the limits**

Analysed by

Authorized Signatory

Hanumanthaiah P
Technical Manager

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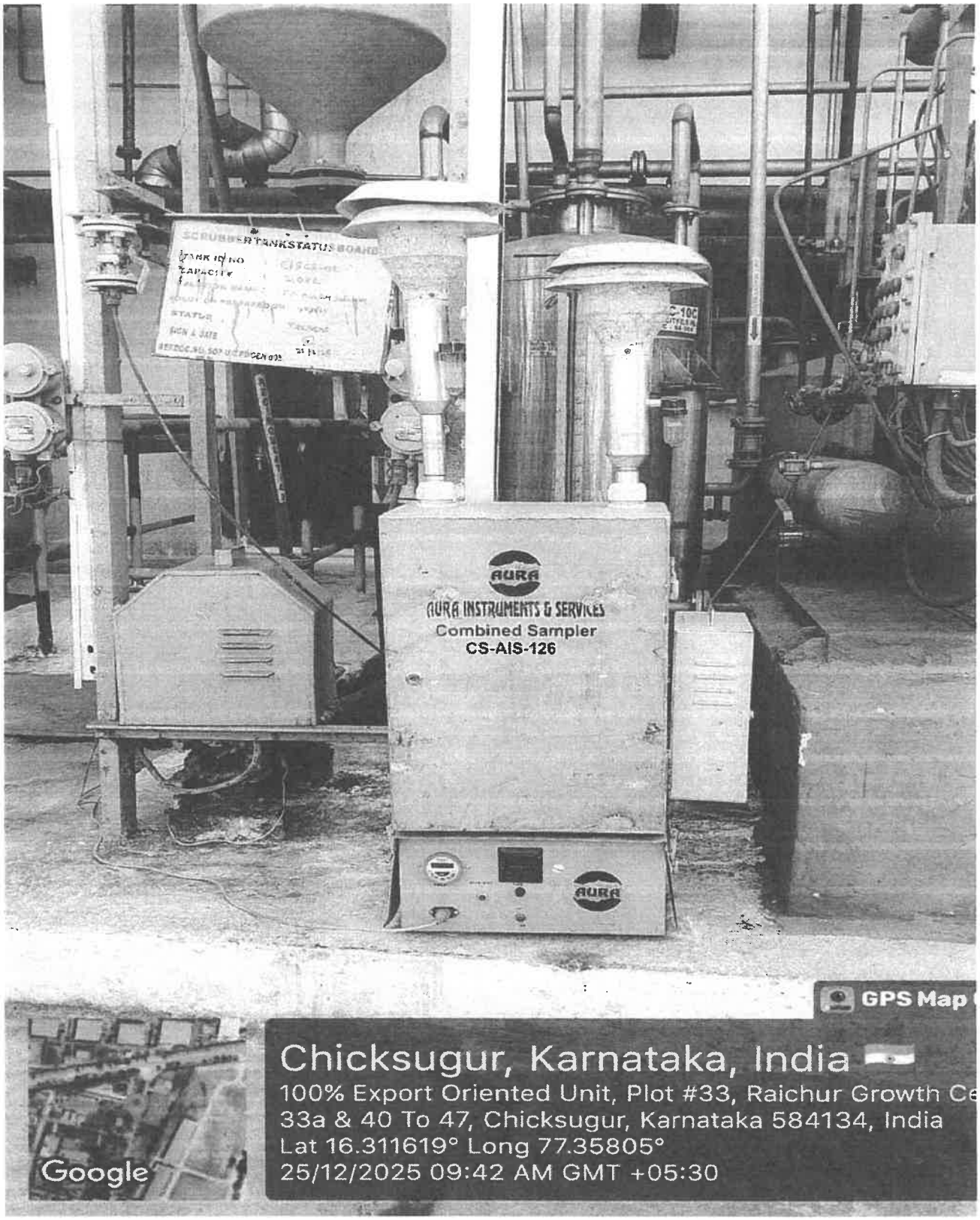
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GPS Map
Chicksugur, Karnataka, India
100% Export Oriented Unit, Plot #33, Raichur Growth Ce
33a & 40 To 47, Chicksugur, Karnataka 584134, India
Lat 16.311619° Long 77.35805°
25/12/2025 09:42 AM GMT +05:30
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MSVAL/QR/7.8/01

ANALYSIS REPORT FOR SOURCE EMMISSION

1.	**Name and Address of the Industry**	:	**M/S. Shilpa Pharma Life Sciences Limited unit-2, Plot No. 33, 33A, 40-47, Raichur Industrial Growth Center, Chicksugur village, Raichur.**
2.	**Stack ID**	:	**Boiler – 10TPH & 6TPH**
3.	**Sample Collected By**	:	MSV Analytical Laboratories, Bellary
4.	**Date of Monitoring**	:	25.12.2025
5.	**Date of Sample Receipt**	:	26.12.2025
6.	**Sample Code**	:	SE/4525
7.	**Analysis Starting Date**	:	26.12.2025
8.	**Analysis Completion Date**	:	30.12.2025
9.	**Report Issue date**	:	31.12.2025
10.	**Latitude**	:	16.311643
11.	**Longitude**	:	77.358016

Discipline: Chemical Group: Atmospheric Pollution Sub Group: Stack Emission ULR No: TC407124000030923F

GENERAL DETAILS

Instrument Used for Sampling	Sample collected with VSS _1
Ambient Temperature (°C)	31
Stack Temperature (°C)	109
Velocity (m/s)	8.2
Height (m)	30 mtr AGL
Diameter (m)	1.12
Cross sectional area (m^2)	0.9856

RESULTS

Parameters	Protocol	Unit	Result	Standard
Rate of discharge	IS-11255(Part-3) – 2018	m^3/hr	29094.9	---
Particulate Matter	IS-11255(Part-1) – 2019	mg/Nm^3	71.6	150
Sulphur dioxide	IS-11255(Part-2) – 2019	PPM	BDL	100
Nitrogen dioxide	IS-11255(Part-7) – 2017	PPM	16.4	50
Acid mist(HCl Mist)	MSVAL/SOP/SE/002:2022	mg/Nm^3	BDL	35
Carbon Monoxide as CO	IS 13270 (Orsat Apparatus USEPA 3A:1989)	PPM	40	<150
Carbon Dioxide as CO_2		%	9.4	<12

BDL: Below Detection limit

INFERENCE	**As per KSPCB Standards** **Report Status: - The analyzed value for above measured parameter is within the limits.**

Analysed by

Authorized Signatory

Hanumanthaiah P
Technical Manager

MSV Analytical Laboratories BALLARI

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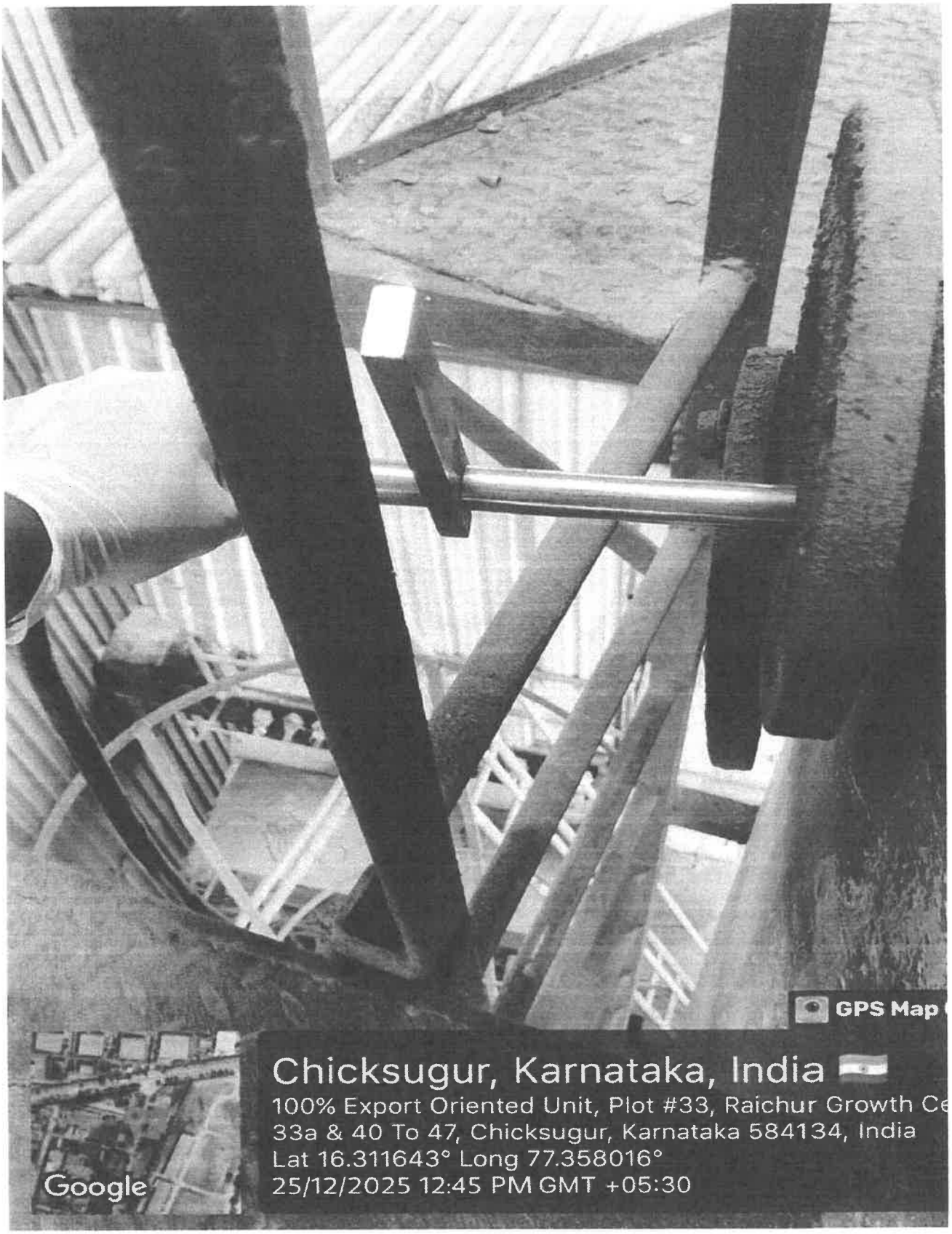
GPS Map
Chicksugur, Karnataka, India
100% Export Oriented Unit, Plot #33, Raichur Growth Ce
33a & 40 To 47, Chicksugur, Karnataka 584134, India
Lat 16.311643° Long 77.358016°
25/12/2025 12:45 PM GMT +05:30
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ANALYSIS REPORT FOR SOURCE EMMISSION

1.	Name and Address of the Industry	:	M/S. Shilpa Pharma Life Sciences Limited unit-2, Plot No. 33, 33A, 40-47, Raichur Industrial Growth Center, Chicksugur village, Raichur.
2.	Stack ID	:	Scrubber-I Block –Intermediate Area-SCR-02
3.	Sample Collected By	:	MSV Analytical Laboratories, Bellary
4.	Date of Monitoring	:	25.12.2025
5.	Date of Sample Receipt	:	26.12.2025
6.	Sample Code	:	SE/4526
7.	Analysis Starting Date	:	26.12.2025
8.	Analysis Completion Date	:	30.12.2025
9.	Report Issue date	:	31.12.2025
10.	Latitude	:	16.309681
11.	Longitude	:	77.356215

Discipline: Chemical **Group: Atmospheric Pollution** **Sub Group: Stack Emission** **ULR No: TC407124000030924F**

GENERAL DETAILS

Instrument Used for Sampling	Sample collected with VSS _1
Ambient Temperature (°C)	32
Stack Temperature (°C)	38
Velocity (m/s)	4.9
Height (m)	3 mtr AGL
Diameter (m)	0.28
Cross sectional area (m^2)	0.06154

RESULTS

Parameters	Protocol	Unit	Result	Standard
Rate of discharge	IS-11255(Part-3) – 2018	m^3/hr	1085.56	---
Particulate Matter	IS-11255(Part-1) – 2019	mg/Nm^3	56.8	---
Sulphur dioxide	IS-11255(Part-2) – 2019	mg/Nm^3	BDL	---
Nitrogen dioxide	IS-11255(Part-7) – 2017	mg/Nm^3	BDL	---
Acid mist(HCl Mist)	MSVAL/SOP/SE/002:2022	mg/Nm^3	15.2	35

INFERENCE	**As per KSPCB Standards** **Report Status: - The analyzed value for above measured parameter is within the limits.**

Analysed by

Authorized Signatory

Hanumanthaiah P
Technical Manager

-: END OF REPORT:-

MSV Analytical Laboratories BALLARI

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E-mail : msvalbellary2018@gmail.com, labmsv@gmail.com, Website : www.msvalbellary.com

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ANALYSIS REPORT FOR SOURCE EMMISSION

1.	**Name and Address of the Industry**	:	**M/S. Shilpa Pharma Life Sciences Limited unit-2, Plot No. 33, 33A, 40-47, Raichur Industrial Growth Center, Chicksugur village, Raichur.**
2.	**Stack ID**	:	**Scrubber-I Block –Intermediate Area-SCR-02**
3.	**Sample Collected By**	:	MSV Analytical Laboratories, Bellary
4.	**Date of Monitoring**	:	25.12.2025
5.	**Date of Sample Receipt**	:	26.12.2025
6.	**Sample Code**	:	11714
7.	**Analysis Starting Date**	:	26.12.2025
8.	**Analysis Completion Date**	:	30.12.2025
9.	**Report Issue date**	:	31.12.2025
10.	**Latitude**	:	16.309681
11.	**Longitude**	:	77.356215

Discipline: Chemical Group: Atmospheric Pollution Sub Group: Stack Emission Test Report No: MSVAL/2024/6504

GENERAL DETAILS

Instrument Used for Sampling	Sample collected with VSS _1
Ambient Temperature (°C)	32
Stack Temperature (°C)	38
Velocity (m/s)	4.9
Height (m)	3 mtr AGL
Diameter (m)	0.28
Cross sectional area (m^2)	0.06154

RESULTS

Parameters	Protocol	Unit	Result	Standard
Volatile organic compounds	MSVAL/SOP/SE/003	%	0.005	Shall not be more than 0.01

INFERENCE	**As per KSPCB Standards** **Report Status: - The analyzed value for above measured parameter is within the limits.**

Analysed by

Authorized Signatory

Hanumanthaiah P
Technical Manager

-: END OF REPORT:-

MSV Analytical Laboratories BALLARI

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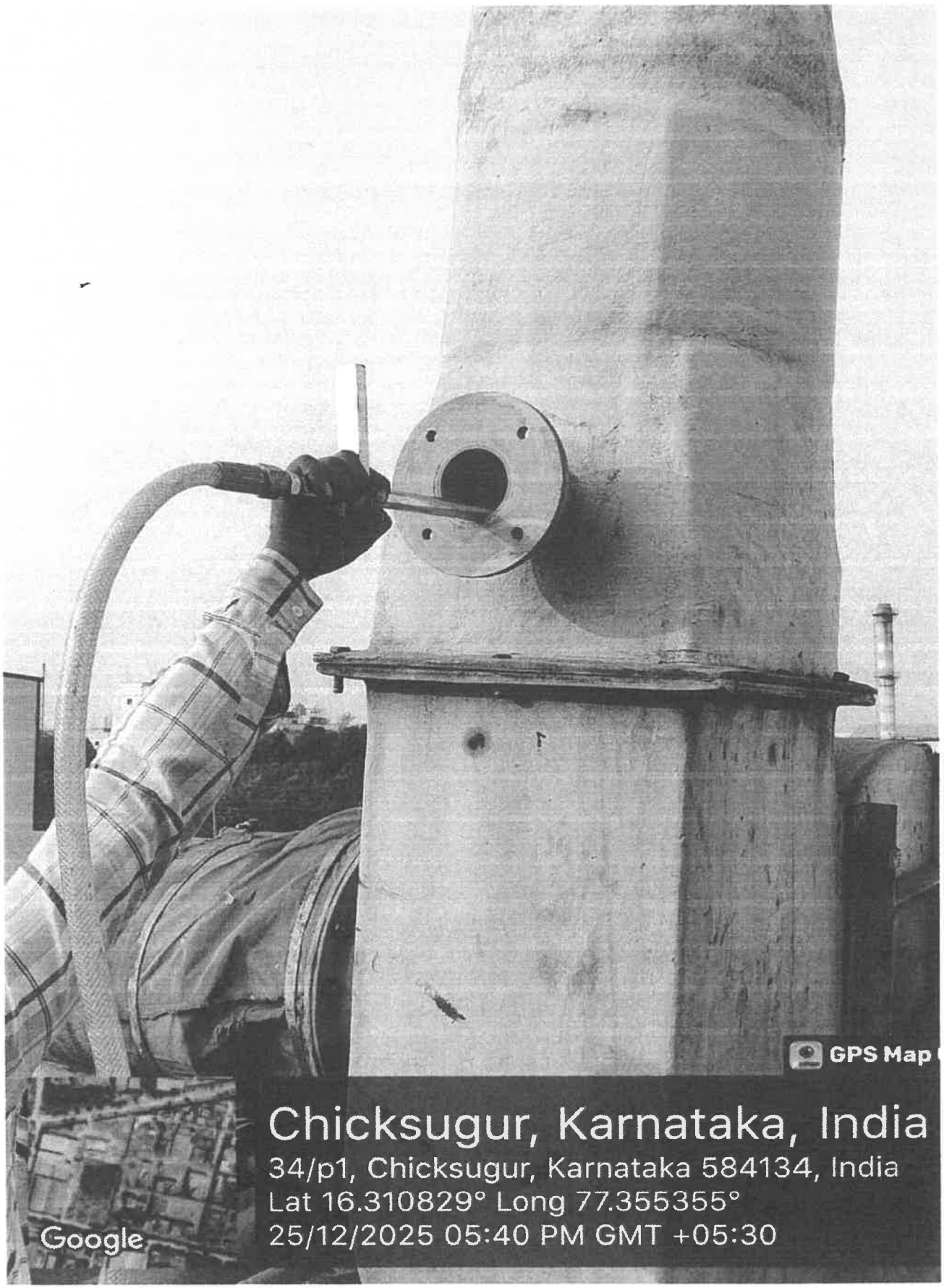
GPS Map
Chicksugur, Karnataka, India
34/p1, Chicksugur, Karnataka 584134, India
Lat 16.310829° Long 77.355355°
25/12/2025 05:40 PM GMT +05:30
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ANALYSIS REPORT FOR SOURCE EMMISSION

1.	Name and Address of the Industry	:	M/S. Shilpa Pharma Life Sciences Limited unit-2, Plot No. 33, 33A, 40-47, Raichur Industrial Growth Center, Chicksugur village, Raichur.
2.	Stack ID	:	Scrubber- E Block –Pharma Area-SCR-03
3.	Sample Collected By	:	MSV Analytical Laboratories, Bellary
4.	Date of Monitoring	:	25.12.2025
5.	Date of Sample Receipt	:	26.12.2025
6.	Sample Code	:	SE/4527
7.	Analysis Starting Date	:	26.12.2025
8.	Analysis Completion Date	:	30.12.2025
9.	Report Issue date	:	31.12.2025
10.	Latitude	:	16.310829
11.	Longitude	:	77.355355

Discipline: Chemical **Group: Atmospheric Pollution** **Sub Group: Stack Emission** **ULR No: TC407124000030925F**

GENERAL DETAILS

Instrument Used for Sampling	Sample collected with VSS _1
Ambient Temperature (°C)	33
Stack Temperature (°C)	40
Velocity (m/s)	5.2
Height (m)	3 mtr AGL
Diameter (m)	0.29
Cross sectional area (m^2)	0.066

RESULTS

Parameters	Protocol	Unit	Result	Standard
Rate of discharge	IS-11255(Part-3) – 2018	m^3/hr	1235.52	---
Particulate Matter	IS-11255(Part-1) – 2019	mg/Nm^3	46.8	---
Sulphur dioxide	IS-11255(Part-2) - 2019	mg/Nm^3	BDL	---
Nitrogen dioxide	IS-11255(Part-7) – 2017	mg/Nm^3	BDL	---
Acid mist(HCl Mist)	MSVAL/SOP/SE/002:2022	mg/Nm^3	7.2	35

INFERENCE	As per KSPCB Standards Report Status: - The analyzed value for above measured parameter is within the limits.

Analysed by

Authorized Signatory
Hanumanthaiah P
Technical Manager

-: END OF REPORT:-

MSV Analytical Laboratories BALLARI

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MSVAL/QR/7.8/01

ANALYSIS REPORT FOR SOURCE EMMISSION

1.	**Name and Address of the Industry**	:	**M/S. Shilpa Pharma Life Sciences Limited unit-2, Plot No. 33, 33A, 40-47, Raichur Industrial Growth Center, Chicksugur village, Raichur.**
2.	**Stack ID**	:	**Scrubber- E Block –Pharma Area-SCR-03**
3.	**Sample Collected By**	:	MSV Analytical Laboratories, Bellary
4.	**Date of Monitoring**	:	25.12.2025
5.	**Date of Sample Receipt**	:	26.12.2025
6.	**Sample Code**	:	11715
7.	**Analysis Starting Date**	:	26.12.2025
8.	**Analysis Completion Date**	:	30.12.2025
9.	**Report Issue date**	:	31.12.2025
10.	**Latitude**	:	16.310829
11.	**Longitude**	:	77.355355

Discipline: Chemical Group: Atmospheric Pollution Sub Group: Stack Emission Test Report No: MSVAL/2024/6505

GENERAL DETAILS

Instrument Used for Sampling	Sample collected with VSS _1
Ambient Temperature (°C)	33
Stack Temperature (°C)	40
Velocity (m/s)	5.2
Height (m)	3 mtr AGL
Diameter (m)	0.29
Cross sectional area (m²)	0.066

RESULTS

Parameters	Protocol	Unit	Result	Standard
Volatile organic compounds	MSVAL/SOP/SE/003	%	0.005	Shall not be more than 0.01

INFERENCE	**As per KSPCB Standards** **Report Status: - The analyzed value for above measured parameter is within the limits.**

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.
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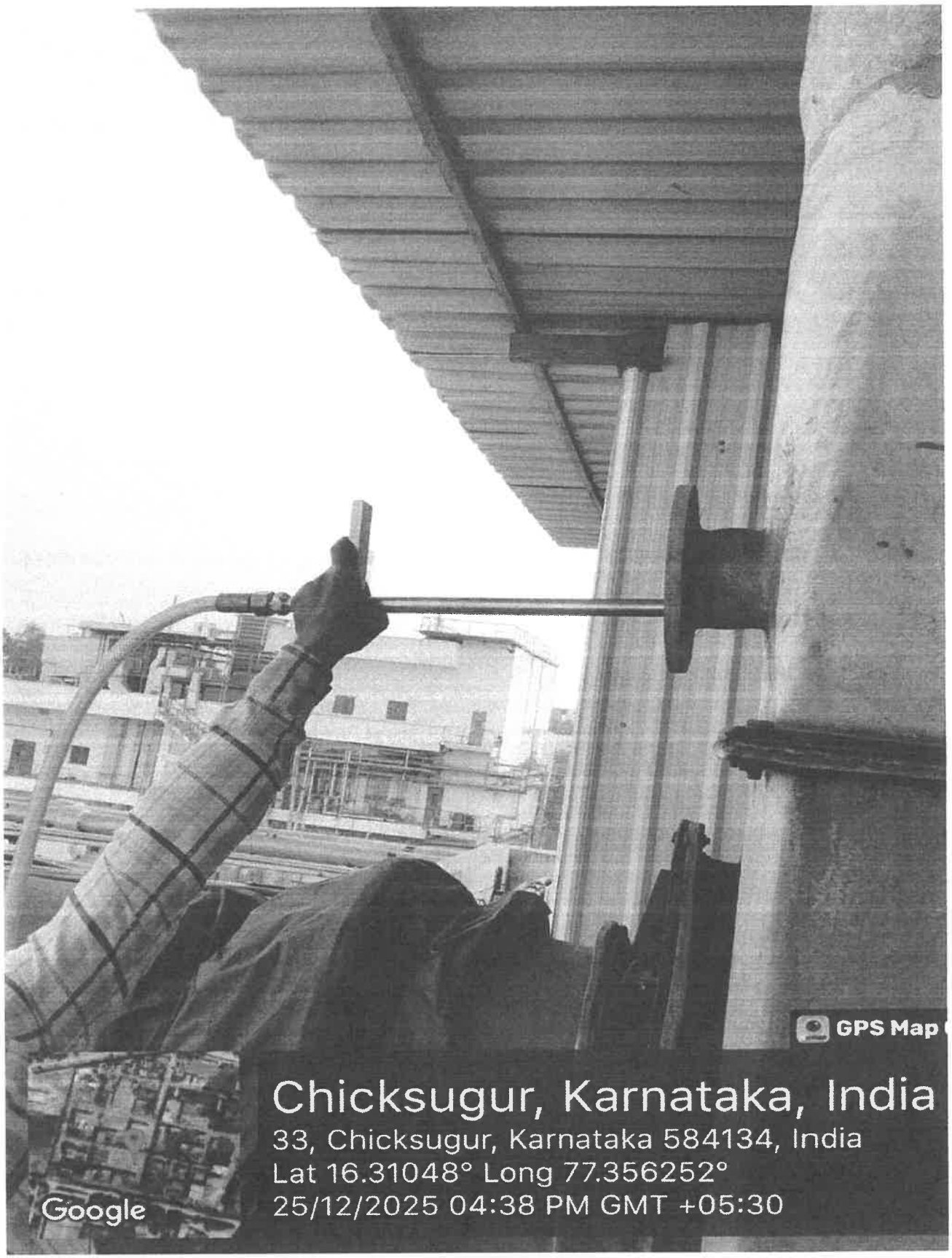
GPS Map
Google
Chicksugur, Karnataka, India
33, Chicksugur, Karnataka 584134, India
Lat 16.31048° Long 77.356252°
25/12/2025 04:38 PM GMT +05:30

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Sanganakallu Road, KEB Circle, Ballari - 583103 **Contact No :** Mob : 94498 03895, (O) : 08392-255169,

E-mail : msvalbellary2018@gmail.com, labmsv@gmail.com, **Website :** www.msvalbellary.com

TC- 4071

MSVAL/QR/7.8/01

ANALYSIS REPORT FOR SOURCE EMMISSION

1.	**Name and Address of the Industry**	:	**M/S. Shilpa Pharma Life Sciences Limited unit-2, Plot No. 33, 33A, 40-47, Raichur Industrial Growth Center, Chicksugur village, Raichur.**
2.	**Stack ID**	:	**Scrubber-D Block –Intermediate Area-02**
3.	**Sample Collected By**	:	MSV Analytical Laboratories, Bellary
4.	**Date of Monitoring**	:	25.12.2025
5.	**Date of Sample Receipt**	:	26.12.2025
6.	**Sample Code**	:	SE/4529
7.	**Analysis Starting Date**	:	26.12.2025
8.	**Analysis Completion Date**	:	30.12.2025
9.	**Report Issue date**	:	31.12.2025
10.	**Latitude**	:	16.31048
11.	**Longitude**	:	77.356252

Discipline: Chemical **Group: Atmospheric Pollution** **Sub Group: Stack Emission** **ULR No: TC407124000030926F**

GENERAL DETAILS

Instrument Used for Sampling	Sample collected with VSS _1
Ambient Temperature (°C)	32
Stack Temperature (°C)	39
Velocity (m/s)	4.9
Height (m)	3 mtr AGL
Diameter (m)	0.34
Cross sectional area (m^2)	0.0907

RESULTS

Parameters	Protocol	Unit	Result	Standard
Rate of discharge	IS-11255(Part-3) – 2018	m^3/hr	1599.94	---
Particulate Matter	IS-11255(Part-1) – 2019	mg/Nm^3	43.2	---
Sulphur dioxide	IS-11255(Part-2) - 2019	mg/Nm^3	BDL	---
Nitrogen dioxide	IS-11255(Part-7) – 2017	mg/Nm^3	BDL	---
Acid mist(HCl Mist)	MSVAL/SOP/SE/002:2022	mg/Nm^3	9.5	35

INFERENCE	**As per KSPCB Standards** **Report Status: - The analyzed value for above measured parameter is within the limits.**

Analysed by

Authorized Signatory

Hanumanthaiah P
Technical Manager

-: END OF REPORT :-

MSV Analytical Laboratories BALLARI

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Sanganakallu Road, KEB Circle, Ballari - 583103 Contact No : Mob : 94498 03895, (O) : 08392-255169,

E-mail : msvalbellary2018@gmail.com, labmsv@gmail.com, Website : www.msvalbellary.com

MSVAL/QR/7.8/01

ANALYSIS REPORT FOR SOURCE EMMISSION

1.	**Name and Address of the Industry**	:	**M/S. Shilpa Pharma Life Sciences Limited unit-2, Plot No. 33, 33A, 40-47, Raichur Industrial Growth Center, Chicksugur village, Raichur.**
2.	**Stack ID**	:	**Scrubber-D Block –Intermediate Area-02**
3.	**Sample Collected By**	:	MSV Analytical Laboratories, Bellary
4.	**Date of Monitoring**	:	25.12.2025
5.	**Date of Sample Receipt**	:	26.12.2025
6.	**Sample Code**	:	11716
7.	**Analysis Starting Date**	:	26.12.2025
8.	**Analysis Completion Date**	:	30.12.2025
9.	**Report Issue date**	:	31.12.2025
10.	**Latitude**	:	16.31048
11.	**Longitude**	:	77.356252

Discipline: Chemical Group: Atmospheric Pollution Sub Group: Stack Emission Test Report No: MSVAL/2024/6506

GENERAL DETAILS

Instrument Used for Sampling	Sample collected with VSS _1
Ambient Temperature (°C)	32
Stack Temperature (°C)	39
Velocity (m/s)	4.9
Height (m)	3 mtr AGL
Diameter (m)	0.34
Cross sectional area (m²)	0.0907

RESULTS

Parameters	Protocol	Unit	Result	Standard
Volatile organic compounds	MSVAL/SOP/SE/003	%	0.003	Shall not be more than 0.01

INFERENCE	**As per KSPCB Standards** **Report Status: - The analyzed value for above measured parameter is within the limits.**

Analysed by

Authorized Signatory

Hanumanthaiah P
Technical Manager

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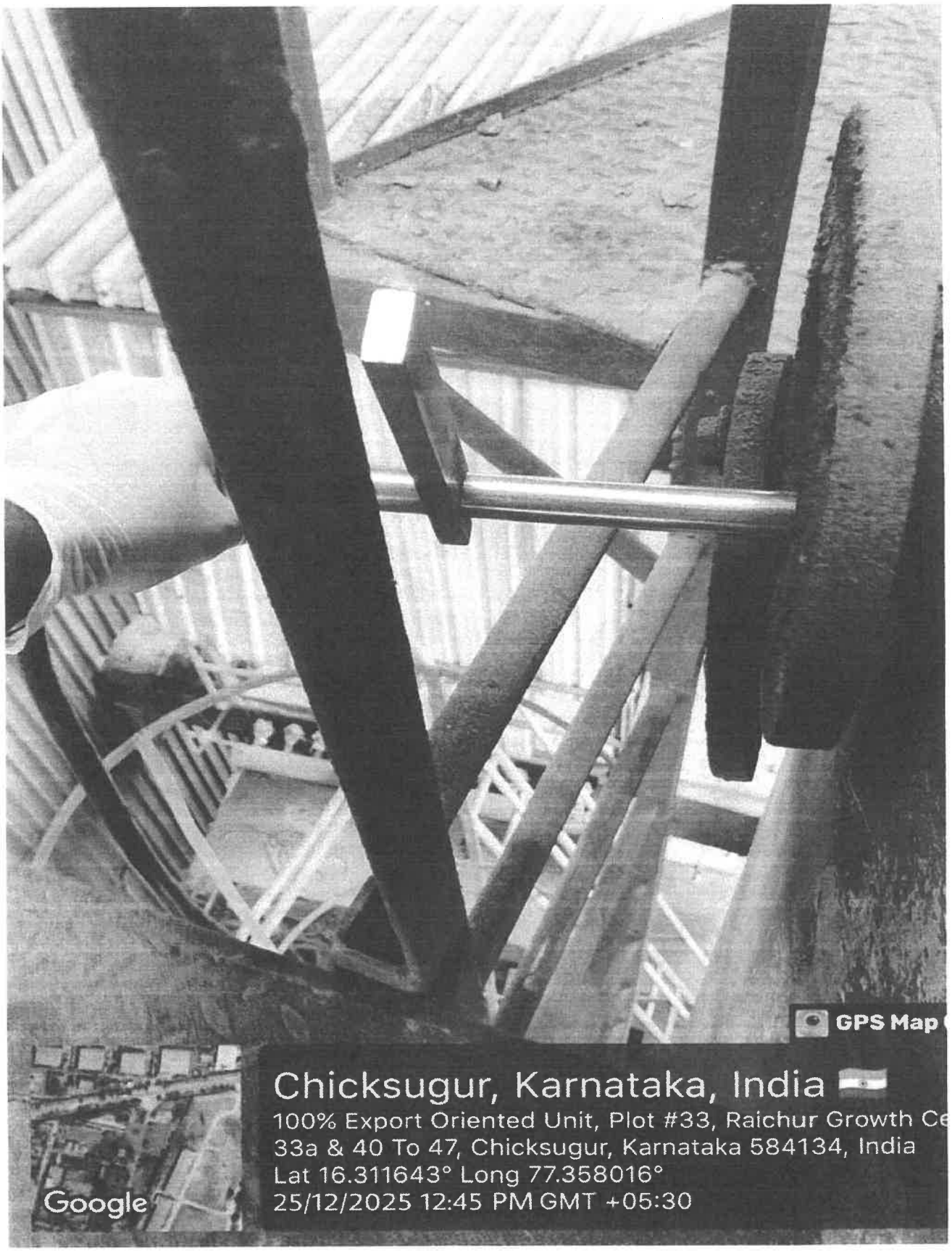
GPS Map
Google
Chicksugur, Karnataka, India
100% Export Oriented Unit, Plot #33, Raichur Growth Ce
33a & 40 To 47, Chicksugur, Karnataka 584134, India
Lat 16.311643° Long 77.358016°
25/12/2025 12:45 PM GMT +05:30

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E-mail : msvalbellary2018@gmail.com, labmsv@gmail.com, **Website :** www.msvalbellary.com

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ANALYSIS REPORT FOR SOURCE EMMISSION

1.	Name and Address of the Industry	:	M/S. Shilpa Pharma Life Sciences Limited unit-2, Plot No. 33, 33A, 40-47, Raichur Industrial Growth Center, Chicksugur village, Raichur.
2.	Stack ID	:	Scrubber-C Block-Intermediate Area-01
3.	Sample Collected By	:	MSV Analytical Laboratories, Bellary
4.	Date of Monitoring	:	25.12.2025
5.	Date of Sample Receipt	:	26.12.2025
6.	Sample Code	:	SE/4531
7.	Analysis Starting Date	:	26.12.2025
8.	Analysis Completion Date	:	30.12.2025
9.	Report Issue date	:	31.12.2025
10.	Latitude	:	16.31048
11.	Longitude	:	77.356252

Discipline: Chemical **Group: Atmospheric Pollution** **Sub Group: Stack Emission** **ULR No: TC407124000030927F**

GENERAL DETAILS

Instrument Used for Sampling	Sample collected with VSS _1
Ambient Temperature (°C)	33
Stack Temperature (°C)	39
Velocity (m/s)	5.0
Height (m)	3 mtr AGL
Diameter (m)	0.34
Cross sectional area (m^2)	0.0908

RESULTS

Parameters	Protocol	Unit	Result	Standard
Rate of discharge	IS-11255(Part-3) – 2018	m^3/hr	1634.4	---
Particulate Matter	IS-11255(Part-1) – 2019	mg/Nm^3	44.1	---
Sulphur dioxide	IS-11255(Part-2) - 2019	mg/Nm^3	BDL	---
Nitrogen dioxide	IS-11255(Part-7) – 2017	mg/Nm^3	BDL	---
Acid mist(HCl Mist)	MSVAL/SOP/SE/002:2022	mg/Nm^3	13.8	35

INFERENCE	**As per KSPCB Standards** **Report Status: - The analyzed value for above measured parameter is within the limits.**

Analysed by

Authorized Signatory

Hanumanthaiah P
Technical Manager

-: END OF REPORT:-

MSV Analytical Laboratories BALLARI

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E-mail : msvalbellary2018@gmail.com, labmsv@gmail.com, Website : www.msvalbellary.com

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ANALYSIS REPORT FOR SOURCE EMMISSION

1.	**Name and Address of the Industry**	:	**M/S. Shilpa Pharma Life Sciences Limited unit-2, Plot No. 33, 33A, 40-47, Raichur Industrial Growth Center, Chicksugur village, Raichur.**
2.	**Stack ID**	:	**Scrubber-C Block-Intermediate Area-01**
3.	**Sample Collected By**	:	MSV Analytical Laboratories, Bellary
4.	**Date of Monitoring**	:	25.12.2025
5.	**Date of Sample Receipt**	:	26.12.2025
6.	**Sample Code**	:	11717
7.	**Analysis Starting Date**	:	26.12.2025
8.	**Analysis Completion Date**	:	30.12.2025
9.	**Report Issue date**	:	31.12.2025
10.	**Latitude**	:	16.31048
11.	**Longitude**	:	77.356252

Discipline: Chemical Group: Atmospheric Pollution Sub Group: Stack Emission Test Report No: MSVAL/2024/6507

GENERAL DETAILS

Instrument Used for Sampling	Sample collected with VSS _1
Ambient Temperature (°C)	33
Stack Temperature (°C)	39
Velocity (m/s)	5.0
Height (m)	3 mtr AGL
Diameter (m)	0.34
Cross sectional area (m^2)	0.0908

RESULTS

Parameters	Protocol	Unit	Result	Standard
Volatile organic compounds	MSVAL/SOP/SE/003	%	0.006	Shall not be more than 0.01

INFERENCE	**As per KSPCB Standards** **Report Status: - The analyzed value for above measured parameter is within the limits.**

Analysed by

Authorized Signatory

Hanumanthaiah P
Technical Manager

-: END OF REPORT :-

MSV Analytical Laboratories BALLARI

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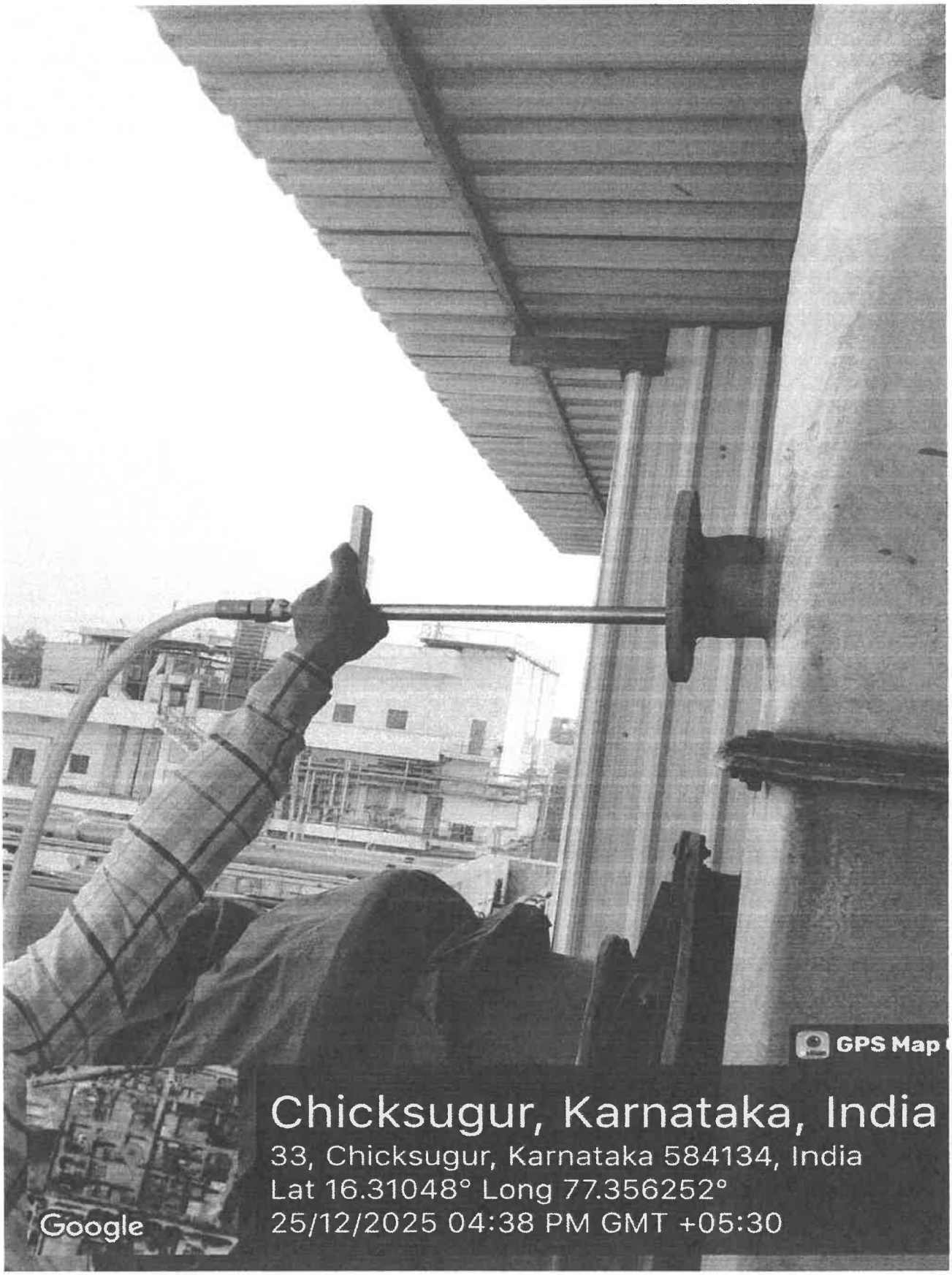
GPS Map
Chicksugur, Karnataka, India
33, Chicksugur, Karnataka 584134, India
Lat 16.31048° Long 77.356252°
25/12/2025 04:38 PM GMT +05:30
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E-mail : msvalbellary2018@gmail.com, labmsv@gmail.com, **Website :** www.msvalbellary.com

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ANALYSIS REPORT FOR SOURCE EMMISSION

1.	Name and Address of the Industry	:	M/S. Shilpa Pharma Life Sciences Limited unit-2, Plot No. 33, 33A, 40-47, Raichur Industrial Growth Center, Chicksugur village, Raichur.
2.	Stack ID	:	DG – Set 625KVA– I
3.	Sample Collected By	:	MSV Analytical Laboratories, Bellary
4.	Date of Monitoring	:	25.12.2025
5.	Date of Sample Receipt	:	26.12.2025
6.	Sample Code	:	SE/4532
7.	Analysis Starting Date	:	26.12.2025
8.	Analysis Completion Date	:	30.12.2025
9.	Report Issue date	:	31.12.2025
10.	Latitude	:	16.309635
11.	Longitude	:	77.356762

Discipline: Chemical **Group: Atmospheric Pollution** **Sub Group: Stack Emission** **ULR No: TC407124000030928F**

GENERAL DETAILS

Instrument Used for Sampling	Sample collected with VSS _1
Fuel Used	Diesel
Ambient Temperature (°C)	30
Stack Temperature (°C)	44
Velocity (m/s)	5.7
Height (m)	6 mtr AGL
Diameter (m)	0.5
Cross sectional area (m^2)	0.1964

RESULTS

Parameters	Protocol	Unit	Result	Standard
Particulate Matter	IS-11255(Part-1) – 2019	mg/Nm³	68.9	150
Sulphur dioxide	IS-11255(Part-2) - 2019	mg/Nm³	14.1	100
Nitrogen dioxide	IS-11255(Part-7) – 2017	mg/Nm³	20.9	50

INFERENCE	As per KSPCB Standards Report Status: - The analyzed value for above measured parameter is within the limits.

Analysed by

Authorized Signatory

Hanumanthaiah P
Technical Manager

-: END OF REPORT:-

MSV Analytical Laboratories BALLARI

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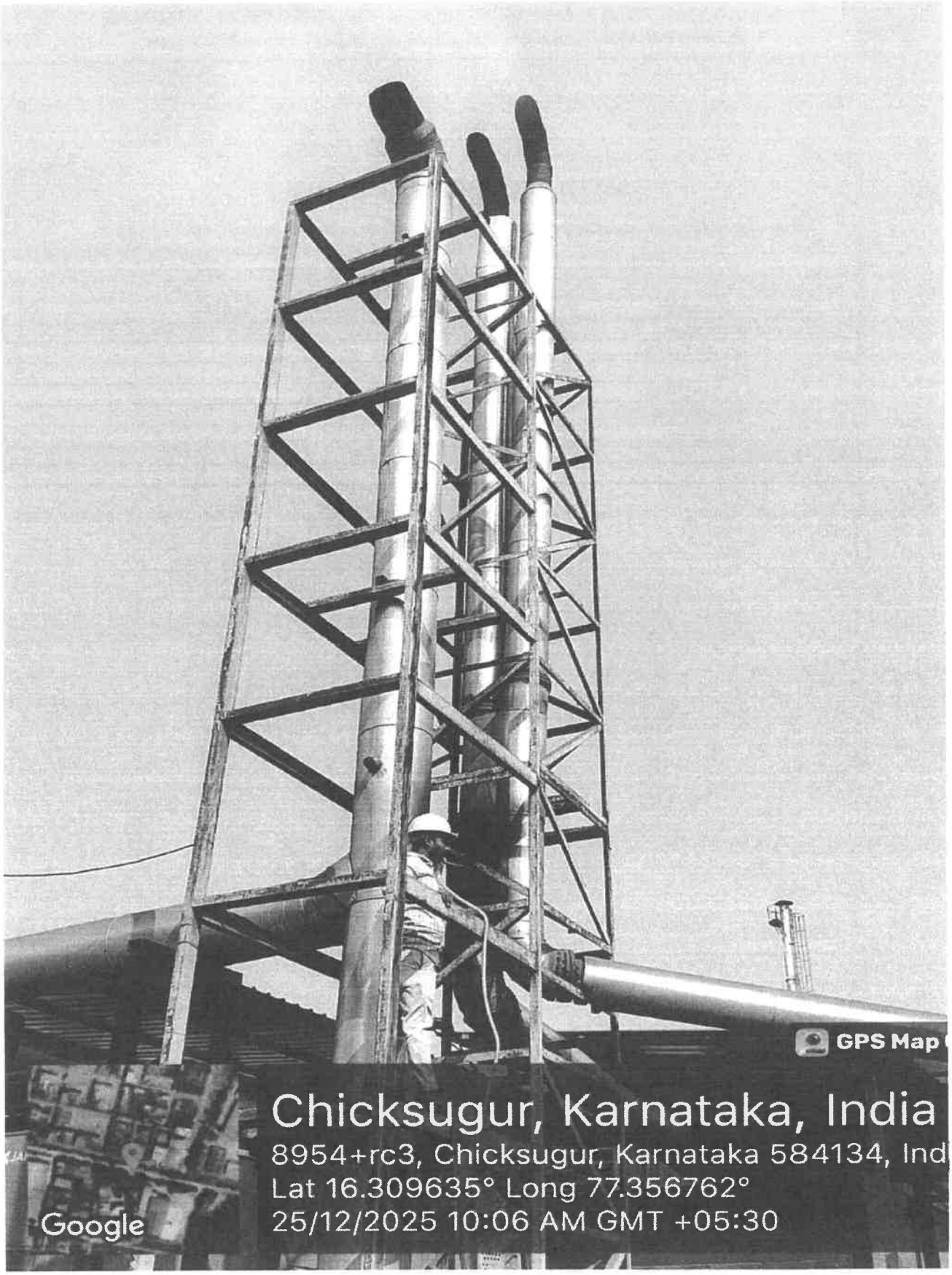
GPS Map
Chicksugur, Karnataka, India
8954+rc3, Chicksugur, Karnataka 584134, Ind
Lat 16.309635° Long 77.356762°
25/12/2025 10:06 AM GMT +05:30
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ANALYSIS REPORT FOR SOURCE EMMISSION

1.	Name and Address of the Industry	:	M/S. Shilpa Pharma Life Sciences Limited unit-2, Plot No. 33, 33A, 40-47, Raichur Industrial Growth Center, Chicksugur village, Raichur.
2.	Stack ID	:	DG – Set 625KVA– II
3.	Sample Collected By	:	MSV Analytical Laboratories, Bellary
4.	Date of Monitoring	:	25.12.2025
5.	Date of Sample Receipt	:	26.12.2025
6.	Sample Code	:	SE/4533
7.	Analysis Starting Date	:	26.12.2025
8.	Analysis Completion Date	:	30.12.2025
9.	Report Issue date	:	31.12.2025
10.	Latitude	:	16.309635
11.	Longitude	:	77.356762

Discipline: Chemical Group: Atmospheric Pollution Sub Group: Stack Emission ULR No: TC407124000030929F

GENERAL DETAILS

Instrument Used for Sampling	Sample collected with VSS _1
Fuel Used	Diesel
Ambient Temperature (°C)	33
Stack Temperature (°C)	50
Velocity (m/s)	5.8
Height (m)	6 mtr AGL
Diameter (m)	0.5
Cross sectional area (m²)	0.1964

RESULTS

Parameters	Protocol	Unit	Result	Standard
Particulate Matter	IS-11255(Part-1) – 2019	mg/Nm³	72.9	150
Sulphur dioxide	IS-11255(Part-2) - 2019	mg/Nm³	14.5	100
Nitrogen dioxide	IS-11255(Part-7) – 2017	mg/Nm³	26.0	50

INFERENCE	**As per KSPCB Standards** **Report Status: - The analyzed value for above measured parameter is within the limits.**

Analysed by

Authorized Signatory

Hanumanthaiah P
Technical Manager

-: END OF REPORT:-

MSV Analytical Laboratories BALLARI

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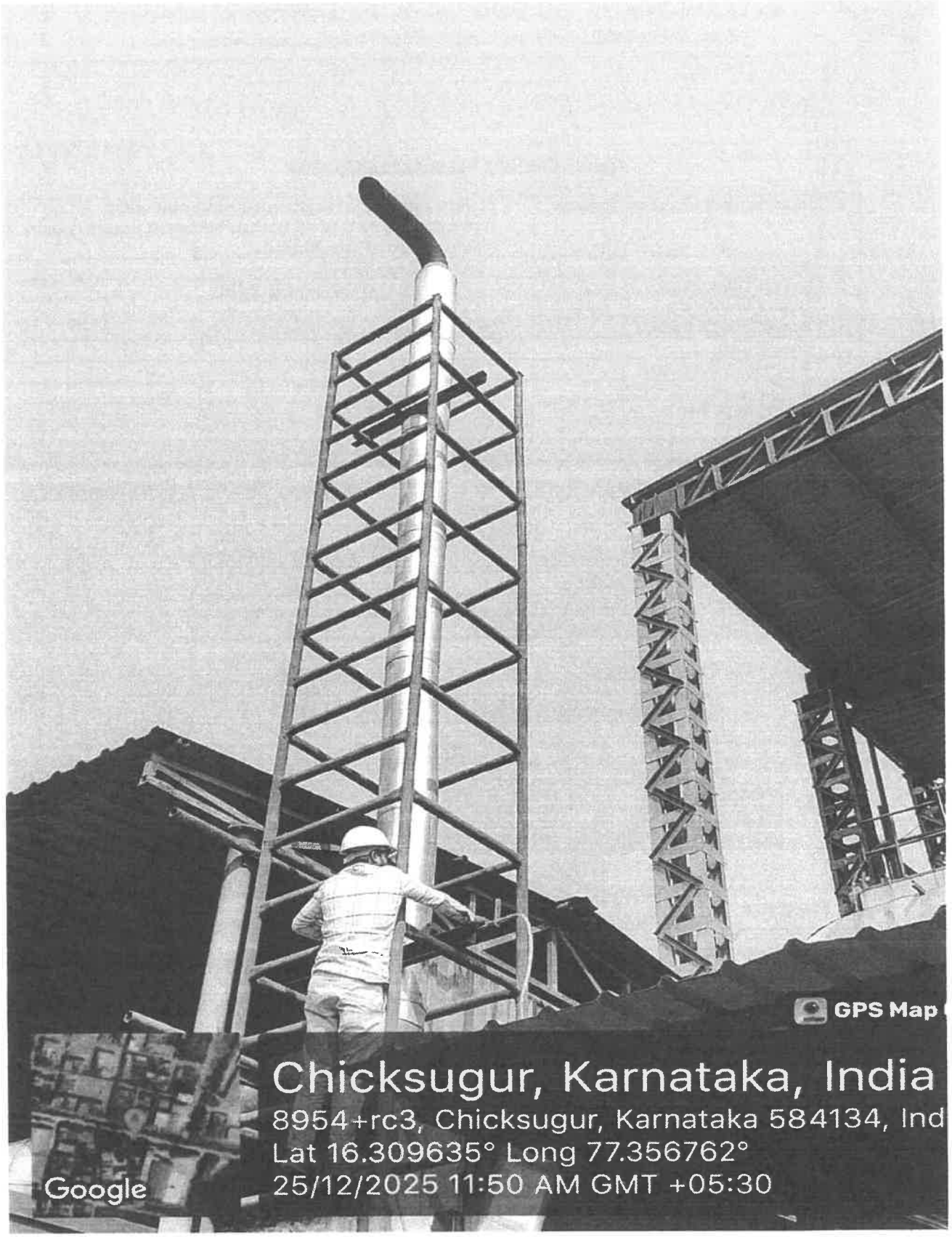
GPS Map
Chicksugur, Karnataka, India
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25/12/2025 11:50 AM GMT +05:30
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E-mail : msvalbellary2018@gmail.com, labmsv@gmail.com, Website : www.msvalbellary.com

TC- 4071

MSVAL/QR/7.8/01

ANALYSIS REPORT FOR SOURCE EMMISSION

1.	Name and Address of the Industry	:	M/S. Shilpa Pharma Life Sciences Limited unit-2, Plot No. 33, 33A, 40-47, Raichur Industrial Growth Center, Chicksugur village, Raichur.
2.	Stack ID	:	DG – Set 625KVA– III
3.	Sample Collected By	:	MSV Analytical Laboratories, Bellary
4.	Date of Monitoring	:	25.12.2025
5.	Date of Sample Receipt	:	26.12.2025
6.	Sample Code	:	SE/4534
7.	Analysis Starting Date	:	26.12.2025
8.	Analysis Completion Date	:	30.12.2025
9.	Report Issue date	:	31.12.2025
10.	Latitude	:	16.309635
11.	Longitude	:	77.356762

Discipline: Chemical **Group: Atmospheric Pollution** **Sub Group: Stack Emission** **ULR No: TC407124000030930F**

GENERAL DETAILS

Instrument Used for Sampling	Sample collected with VSS _1
Fuel Used	Diesel
Ambient Temperature (°C)	32
Stack Temperature (°C)	44
Velocity (m/s)	5.9
Height (m)	6 mtr AGL
Diameter (m)	0.5
Cross sectional area (m^2)	0.1964

RESULTS

Parameters	Protocol	Unit	Result	Standard
Particulate Matter	IS-11255(Part-1) – 2019	mg/Nm³	50.2	150
Sulphur dioxide	IS-11255(Part-2) - 2019	mg/Nm³	19.0	100
Nitrogen dioxide	IS-11255(Part-7) – 2017	mg/Nm³	26.5	50

INFERENCE	As per KSPCB Standards Report Status: - The analyzed value for above measured parameter is within the limits.

Analysed by

Authorized Signatory

Hanumanthaiah. P
Technical Manager

-: END OF REPORT:-

MSV Analytical Laboratories BALLARI

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GPS Map
Chicksugur, Karnataka, India
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Lat 16.309635° Long 77.356762°
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ANALYSIS REPORT FOR SOURCE EMMISSION

1.	**Name and Address of the Industry**	:	**M/S. Shilpa Pharma Life Sciences Limited unit-2, Plot No. 33, 33A, 40-47, Raichur Industrial Growth Center, Chicksugur village, Raichur.**
2.	**Stack ID**	:	**DG – Set 750 KVA-IV**
3.	**Sample Collected By**	:	MSV Analytical Laboratories, Bellary
4.	**Date of Monitoring**	:	25.12.2025
5.	**Date of Sample Receipt**	:	26.12.2025
6.	**Sample Code**	:	SE/4535
7.	**Analysis Starting Date**	:	26.12.2025
8.	**Analysis Completion Date**	:	30.12.2025
9.	**Report Issue date**	:	31.12.2025
10.	**Latitude**	:	16.309635
11.	**Longitude**	:	77.356762

Discipline: Chemical **Group: Atmospheric Pollution** **Sub Group: Stack Emission** **ULR No: TC407124000030931F**

GENERAL DETAILS

Instrument Used for Sampling	Sample collected with VSS _1
Fuel Used	Diesel
Ambient Temperature (°C)	32
Stack Temperature (°C)	56
Velocity (m/s)	6.0
Height (m)	6 mtr AGL
Diameter (m)	0.5
Cross sectional area (m^2)	0.1964

RESULTS

Parameters	Protocol	Unit	Result	Standard
Particulate Matter	IS-11255(Part-1) – 2019	mg/Nm³	69.9	150
Sulphur dioxide	IS-11255(Part-2) - 2019	mg/Nm³	18.6	100
Nitrogen dioxide	IS-11255(Part-7) – 2017	mg/Nm³	26.1	50

INFERENCE	**As per KSPCB Standards** **Report Status: - The analyzed value for above measured parameter is within the limits.**

Analysed by

Authorized Signatory

Hanumanthaiah P
Technical Manager

-: END OF REPORT :-

MSV Analytical Laboratories BALLARI

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5. Sampling is not done by us unless otherwise specified

GPS Map
Chicksugur, Karnataka, India
8954+rc3, Chicksugur, Karnataka 584134, Ind
Lat 16.309635° Long 77.356762°
25/12/2025 10:06 AM GMT +05:30
Google

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Sanganakallu Road, KEB Circle, Ballari - 583103 **Contact No :** Mob : 94498 03895, (O) : 08392-255169,

E-mail : msvalbellary2018@gmail.com, labmsv@gmail.com, **Website :** www.msvalbellary.com

TC- 4071

MSVAL/QR/7.8/01

ANALYSIS REPORT FOR SOURCE EMMISSION

1.	**Name and Address of the Industry**	:	**M/S. Shilpa Pharma Life Sciences Limited unit-2, Plot No. 33, 33A, 40-47, Raichur Industrial Growth Center, Chicksugur village, Raichur.**
2.	**Stack ID**	:	**Thermic Fluid Heater**
3.	**Sample Collected By**	:	MSV Analytical Laboratories, Bellary
4.	**Date of Monitoring**	:	25.12.2025
5.	**Date of Sample Receipt**	:	26.12.2025
6.	**Sample Code**	:	SE/4535
7.	**Analysis Starting Date**	:	26.12.2025
8.	**Analysis Completion Date**	:	30.12.2025
9.	**Report Issue date**	:	31.12.2025
10.	**Latitude**	:	16.311643
11.	**Longitude**	:	77.358016

Discipline: Chemical **Group: Atmospheric Pollution** **Sub Group: Stack Emission** **ULR No: TC407124000030932F**

GENERAL DETAILS

Instrument Used for Sampling	Sample collected with VSS _1
Ambient Temperature (°C)	30
Stack Temperature (°C)	95
Velocity (m/s)	6.7
Height (m)	3 mtr AGL
Diameter (m)	0.35
Cross sectional area (m²)	0.09616

RESULTS

Parameters	Protocol	Unit	Result	Standard
Rate of discharge	IS-11255(Part-3) – 2018	m³/hr	2319.3	---
Emission Rate of PM	IS-11255(Part-1) – 2019	MT/day	BDL	---
Particulate Matter	IS-11255(Part-1) – 2019	mg/Nm³	BDL	150
Sulphur dioxide	IS-11255(Part-2) - 2019	mg/Nm³	BDL	100
Nitrogen dioxide	IS-11255(Part-7) – 2017	mg/Nm³	BDL	50
Carbon Monoxide as CO	IS 13270 (Orsat Apparatus USEPA 3A:1989)	PPM	BDL	<150
Carbon Dioxide as CO_2		%	7.6	<12

INFERENCE	**As per KSPCB Standards** **Report Status: - The analyzed value for above measured parameter is within the limits.**

Analysed by

Authorized Signatory

Hanumanthaiah P
Technical Manager

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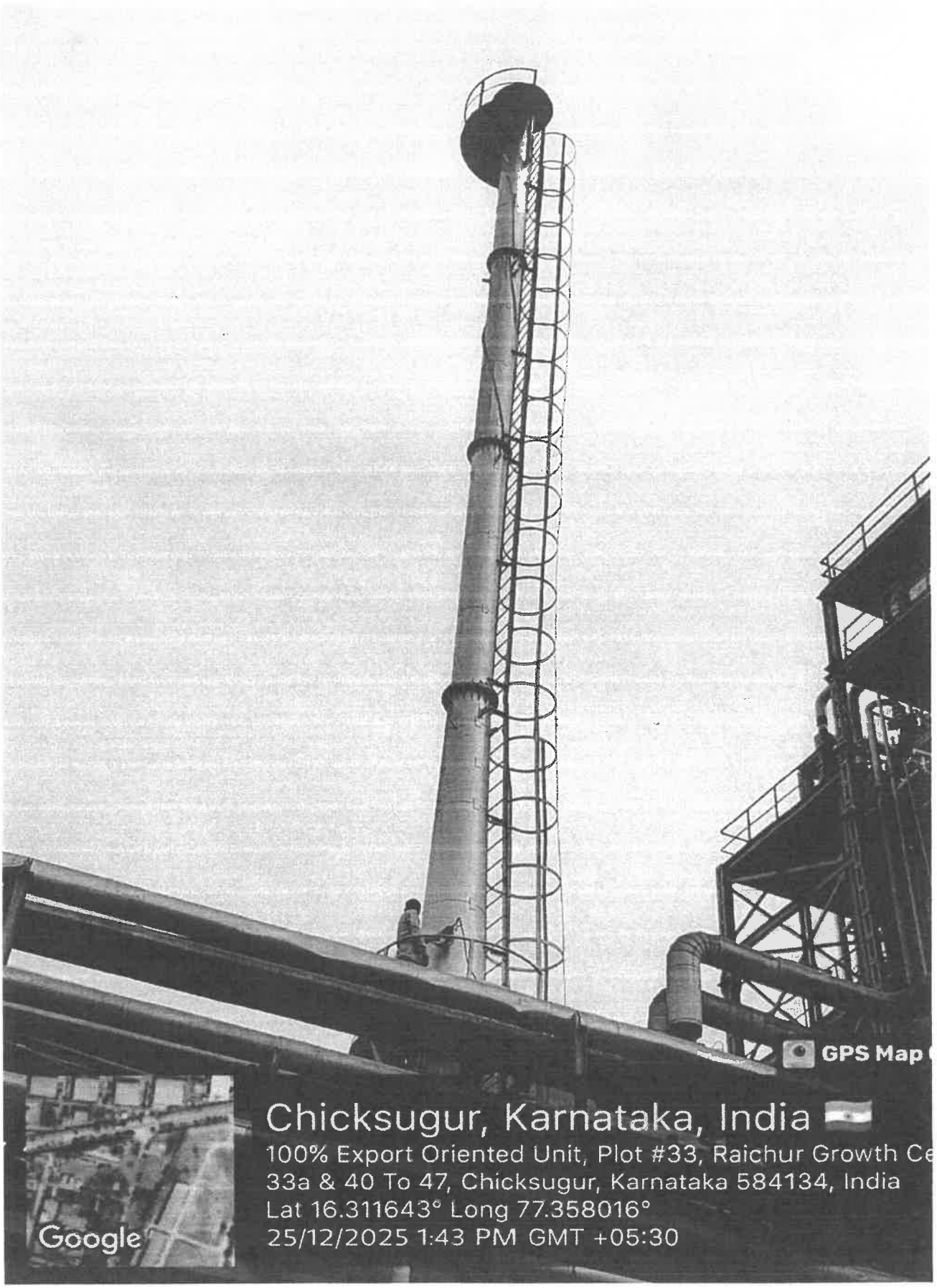
GPS Map
Chicksugur, Karnataka, India
100% Export Oriented Unit, Plot #33, Raichur Growth Ce
33a & 40 To 47, Chicksugur, Karnataka 584134, India
Lat 16.311643° Long 77.358016°
25/12/2025 1:43 PM GMT +05:30
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AMBIENT NOISE LEVEL MONITORING REPORT

1.	**Name of the industry**	:	**M/S. Shilpa Pharma Life Sciences Limited unit-2, Plot No. 33, 33A, 40-47, Raichur Industrial Growth Center, Chicksugur village, Raichur.**
2.	**Sample Collected By**	:	MSV Analytical Laboratories, Bellary
3.	**Particulars of Sample Collected**	:	Noise meter
4.	**Date of Monitoring**	:	25.12.2025
5.	**Report Issue Date**	:	31.12.2025
6.	**Method Adopted**	:	IS 9989

Discipline: Chemical Group: Atmospheric Pollution Sub Group: Ambient Noise ULR No: TC407124000030933F

S.No	Sample Location	Time Frequency	Results			
			Maximum in dB(A) Leq	Minimum in dB(A) Leq	Avg. in dB(A) Leq	Permissible limits in dB(A) Leq
1	DG Set Area	At 07:00 AM	74.2	72.6	73.4	75
2		At 08:00 AM	69.5	65.2	67.4	
3		At 09:00 AM	65.9	60.1	63.0	
4		At 10:00 AM	74.2	70.5	72.4	
5		At 11:00 AM	72.6	70.2	71.4	
6		At 12:00 PM	69.1	65.2	67.2	
7		At 01:00 PM	65.2	60.9	63.1	
8		At 02:00 PM	69.4	65.9	67.7	
9		At 03:00 PM	65.2	63.2	64.2	
10		At 04:00 PM	58.9	55.1	57.0	
11		At 05:00 PM	71.2	70.9	71.1	
12		At 06:00 PM	69.1	66.3	67.7	
13		At 07:00 PM	65.9	63.9	64.9	
14		At 08:00 PM	70.2	69.2	69.7	
15		At 09:00 PM	73.6	65.2	69.4	
16		At 10:00 PM	59.4	55.1	57.3	
17		At 11:00 PM	66.9	60.9	63.9	70
18		At 12:00 AM	65.6	60.1	62.9	
19		At 01:00 AM	56.4	54.9	55.7	
20		At 02:00 AM	58.1	52.9	55.5	
21		At 03:00 AM	48.6	44.3	46.5	
22		At 04:00 AM	50.2	49.2	49.7	
23		At 05:00 AM	48.9	40.9	44.9	
24		At 06:00 AM	56.4	52.6	54.5	

INFERENCE	**As per KSPCB Standards** **Report Status :- The Noise level for the all locations is within the limits**

Analysed by

Authorized Signatory

Hanumanthaiah P
Technical Manager

-: END OF REPORT:-

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AMBIENT NOISE LEVEL MONITORING REPORT

1.	**Name of the industry**	:	**M/S. Shilpa Pharma Life Sciences Limited unit-2, Plot No. 33, 33A, 40-47, Raichur Industrial Growth Center, Chicksugur village, Raichur.**
2.	**Sample Collected By**	:	MSV Analytical Laboratories, Bellary
3.	**Particulars of Sample Collected**	:	Noise meter
4.	**Date of Monitoring**	:	25.12.2025
5.	**Report Issue Date**	:	31.12.2025
6.	**Method Adopted**	:	IS 9989

Discipline: Chemical **Group: Atmospheric Pollution** **Sub Group: Ambient Noise** **ULR No: TC407124000030934F**

S.No	Sample Location	Time Frequency	Results			
			Maximum in dB(A) Leq	Minimum in dB(A) Leq	Avg. in dB(A) Leq	Permissible limits in dB(A) Leq
1	Production Area	At 07:00 AM	62.8	60.5	61.7	75
2		At 08:00 AM	69.4	65.7	67.6	
3		At 09:00 AM	60.5	59.4	60.0	
4		At 10:00 AM	69.4	62.8	66.1	
5		At 11:00 AM	71.8	63.9	67.9	
6		At 12:00 PM	62.9	60.1	61.5	
7		At 01:00 PM	74.8	71.5	73.2	
8		At 02:00 PM	65.9	62.9	64.4	
9		At 03:00 PM	66.9	60.8	63.9	
10		At 04:00 PM	74.2	72.5	73.4	
11		At 05:00 PM	69.1	65.9	67.5	
12		At 06:00 PM	72.8	70.2	71.5	
13		At 07:00 PM	70.8	65.9	68.4	
14		At 08:00 PM	69.1	66.4	67.8	
15		At 09:00 PM	65.2	60.1	62.7	
16		At 10:00 PM	66.8	65.5	66.2	
17		At 11:00 PM	65.8	63.9	64.9	70
18		At 12:00 AM	69.4	66.2	67.8	
19		At 01:00 AM	56.8	52.9	54.9	
20		At 02:00 AM	66.3	64.3	65.3	
21		At 03:00 AM	58.8	46.9	52.9	
22		At 04:00 AM	54.2	50.2	52.2	
23		At 05:00 AM	60.2	56.4	58.3	
24		At 06:00 AM	59.9	48.9	54.4	

INFERENCE	**As per KSPCB Standards** **Report Status :- The Noise level for the all locations is within the limits**

Analysed by

Authorized Signatory

Hanumanthaiah P
Technical Manager

-: END OF REPORT:-

MSV Analytical Laboratories BALLARI

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AMBIENT NOISE LEVEL MONITORING REPORT

1.	**Name of the industry**	:	**M/S. Shilpa Pharma Life Sciences Limited unit-2, Plot No. 33, 33A, 40-47, Raichur Industrial Growth Center, Chicksugur village, Raichur.**
2.	**Sample Collected By**	:	MSV Analytical Laboratories, Bellary
3.	**Particulars of Sample Collected**	:	Noise meter
4.	**Date of Monitoring**	:	25.12.2025
5.	**Report Issue Date**	:	31.12.2025
6.	**Method Adopted**	:	IS 9989: 2020

Discipline: Chemical Group: Atmospheric Pollution Sub Group: Ambient Noise ULR No: TC407124000030935F

S.No	Sample Location	Time Frequency	Results			
			Maximum in dB(A) Leq	Minimum in dB(A) Leq	Avg. in dB(A) Leq	Permissible limits in dB(A) Leq
1	Near Main Gate	At 07:00 AM	56.1	50.6	53.4	75
2		At 08:00 AM	66.8	62.5	64.7	
3		At 09:00 AM	60.5	59.4	60.0	
4		At 10:00 AM	60.1	55.1	57.6	
5		At 11:00 AM	56.8	52.6	54.7	
6		At 12:00 PM	60.2	59.4	59.8	
7		At 01:00 PM	66.9	65.2	66.1	
8		At 02:00 PM	72.5	70.5	71.5	
9		At 03:00 PM	65.9	62.4	64.2	
10		At 04:00 PM	66.9	63.4	65.2	
11		At 05:00 PM	72.3	70.1	71.2	
12		At 06:00 PM	69.1	65.2	67.2	
13		At 07:00 PM	70.8	69.4	70.1	
14		At 08:00 PM	72.5	70.1	71.3	
15		At 09:00 PM	71.9	69.4	70.7	
16		At 10:00 PM	69.1	65.6	67.4	
17		At 11:00 PM	70.6	69.4	70.0	70
18		At 12:00 AM	74.1	71.5	72.8	
19		At 01:00 AM	60.2	56.9	58.6	
20		At 02:00 AM	65.9	60.1	63.0	
21		At 03:00 AM	50.5	49.5	50.0	
22		At 04:00 AM	50.1	49.6	49.9	
23		At 05:00 AM	46.9	41.5	44.2	
24		At 06:00 AM	66.2	56.9	61.6	

INFERENCE	**As per KSPCB Standards** **Report Status :- The Noise level for the all locations is within the limits**

Analysed by

Authorized Signatory

Hanumanthaiah P
Technical Manager

-: END OF REPORT:-

MSV Analytical Laboratories BALLARI

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MSVAL/QR/7.8/01

AMBIENT NOISE LEVEL MONITORING REPORT

1.	Name of the industry	:	M/S. Shilpa Pharma Life Sciences Limited unit-2, Plot No. 33, 33A, 40-47, Raichur Industrial Growth Center, Chicksugur village, Raichur.
2.	Sample Collected By	:	MSV Analytical Laboratories, Bellary
3.	Particulars of Sample Collected	:	Noise meter
4.	Date of Monitoring	:	25.12.2025
5.	Report Issue Date	:	31.12.2025
6.	Method Adopted	:	IS 9989: 2020

Discipline: Chemical Group: Atmospheric Pollution Sub Group: Ambient Noise ULR No: TC407124000030936F

S.No	Sample Location	Time Frequency	Results			
			Maximum in dB(A) Leq	Minimum in dB(A) Leq	Avg. in dB(A) Leq	Permissible limits in dB(A) Leq
1	Near Administration Office	At 07:00 AM	52.6	50.2	51.4	75
2		At 08:00 AM	56.8	54.6	55.7	
3		At 09:00 AM	58.9	52.8	55.9	
4		At 10:00 AM	65.9	62.9	64.4	
5		At 11:00 AM	71.8	70.5	71.2	
6		At 12:00 PM	65.9	62.5	64.2	
7		At 01:00 PM	74.6	70.6	72.6	
8		At 02:00 PM	72.6	69.1	70.9	
9		At 03:00 PM	65.9	64.6	65.3	
10		At 04:00 PM	69.4	65.6	67.5	
11		At 05:00 PM	65.9	60.1	63.0	
12		At 06:00 PM	54.5	52.5	53.5	
13		At 07:00 PM	60.5	59.4	60.0	
14		At 08:00 PM	56.9	52.6	54.8	
15		At 09:00 PM	60.8	56.4	58.6	
16		At 10:00 PM	56.9	50.2	53.6	
17		At 11:00 PM	59.7	56.4	58.1	70
18		At 12:00 AM	69	60.4	64.7	
19		At 01:00 AM	56.9	55.1	56.0	
20		At 02:00 AM	63.9	60.2	62.1	
21		At 03:00 AM	64.6	62.8	63.7	
22		At 04:00 AM	55.1	50.5	52.8	
23		At 05:00 AM	50.2	49.5	49.9	
24		At 06:00 AM	56.9	52.8	54.9	

INFERENCE	As per KSPCB Standards Report Status :- The Noise level for the all locations is within the limits

Analysed by

Authorized Signatory

Hanumanthaiah P
Technical Manager

-: END OF REPORT:-

MSV Analytical Laboratories BALLARI

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E-mail : msvalbellary2018@gmail.com, labmsv@gmail.com, **Website :** www.msvalbellary.com

TC- 4071

MSVAL/QR/7.8/01

ANALYSIS REPORT OF WATER QUALITY

1.	**Name and Address of Industry**	:	**M/S. Shilpa Pharma Life Sciences Limited unit-2, Plot No. 33, 33A, 40-47, Raichur Industrial Growth Center, Chicksugur village, Raichur.**
2.	**Sample Marked as**	:	**Effluent Untreated Water**
3.	**Sample Collected By**	:	MSV Analytical Laboratories, Bellary.
4.	**Sample quantity**	:	Pet Bottle, 2 Liter.
5.	**Sample Description/condition**	:	Water/Good
6.	**Date of Sample Collection**	:	25.12.2025
7.	**Date of sample receipt**	:	26.12.2025
8.	**Sample Code**	:	WW/1400
9.	**Analysis Starting Date**	:	26.12.2025
10.	**Analysis Completion Date**	:	30.12.2025
11.	**Report Issue Date**	:	31.12.2025
12.	**Latitude**	:	16.310829
13.	**Longitude**	:	77.355355

Discipline: Chemical Group: Pollution & Environment Sub Group: Waste Water ULR No: TC407124000030937F

S.No	Parameters	Protocol	Unit	Result
		Physical parameters		
1	Color	IS : 3025(Part-4)	Hazen	<38
2	Odor	IS : 3025(Part-5)	---	Unobjectionable
3	pH @ 25°C	4500 H+ BAPHA 23rdEdn: 2017	-	7.65
4	Turbidity	2530 B-APHA 23rd Edition :2017	NTU	5.23
		Chemical parameters		
5	Total Suspended solids	2540 F APHA 23rd Edn : 2017	mg/L	165
6	Total Dissolved Solids	2540 C APHA 23rd Edn : 2017	mg/L	32410
7	Oil & Grease	5520 D APHA 23rd Edition :2017	mg/L	28
8	Bio-chemical Oxygen Demand (3 days at 27°C)	IS 3025(Part-44): 2019	mg/L	14593
9	Chemical Oxygen Demand	5230 B-APHA23rd Edn : 2017	mg/L	48645

Analysed by

Authorized Signatory

Hanumanthaiah P
Technical Manager

-: END OF REPORT:-

MSV Analytical Laboratories BALLARI

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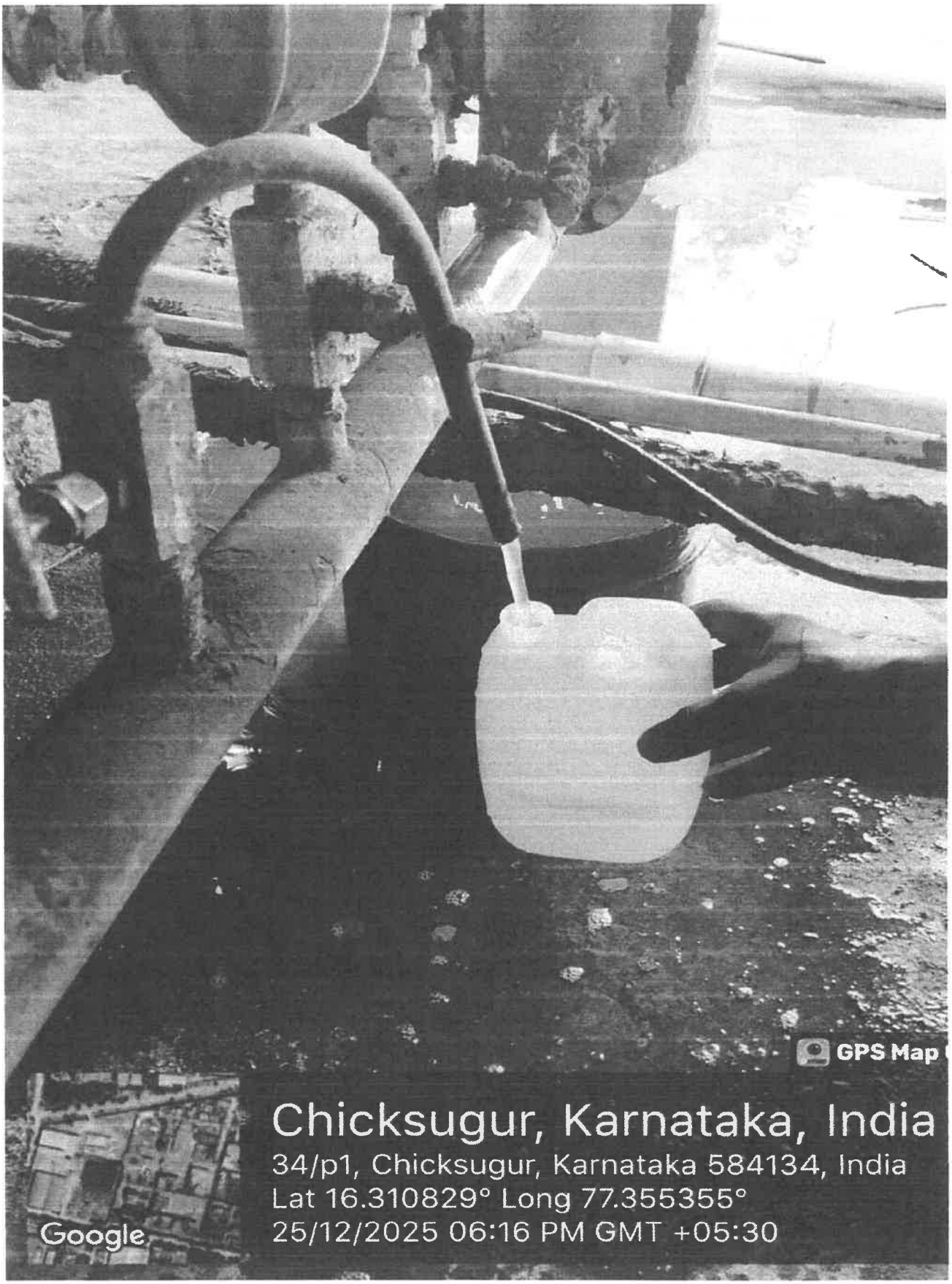
GPS Map
Chicksugur, Karnataka, India
34/p1, Chicksugur, Karnataka 584134, India
Lat 16.310829° Long 77.355355°
25/12/2025 06:16 PM GMT +05:30
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C.M.C Ward No 18 & C.T.C W.No.16 T.S No. 695/A/32/B1, Block No 19 (1st & 2nd Floor)

Sanganakallu Road, KEB Circle, Ballari - 583103 **Contact No** : Mob : 94498 03895, (0) : 08392-255169,

E-mail : msvalbellary2018@gmail.com, labmsv@gmail.com, **Website** : www.msvalbellary.com

TC- 4071

MSVAL/QR/7.8/01

ANALYSIS REPORT OF WATER QUALITY

1.	**Name and Address of Industry**	:	**M/S. Shilpa Pharma Life Sciences Limited unit-2, Plot No. 33, 33A, 40-47, Raichur Industrial Growth Center, Chicksugur village, Raichur.**
2.	**Sample Marked as**	:	**Effluent treated Water**
3.	**Sample Collected By**	:	MSV Analytical Laboratories, Bellary.
4.	**Sample quantity**	:	Pet Bottle, 2 Liter.
5.	**Sample Description/condition**	:	Water/Good
6.	**Date of Sample Collection**	:	25.12.2025
7.	**Date of sample receipt**	:	26.12.2025
8.	**Sample Code**	:	WW/1401
9.	**Analysis Starting Date**	:	26.12.2025
10.	**Analysis Completion Date**	:	30.12.2025
11.	**Report Issue Date**	:	31.12.2025
12.	**Latitude**	:	16.310829
13.	**Longitude**	:	77.355355

Discipline: Chemical Group: Pollution & Environment Sub Group: Waste Water ULR No: TC407124000030938F

S.No	Parameters	Protocol	Unit	Result	KSPCB Standards
		Physical parameters			
1	Color	IS : 3025(Part-4)	Hazen	<5	---
2	Odor	IS : 3025(Part-5)	---	Unobjectionable	---
3	pH @ 25°C	4500 H+ BAPHA 23rdEdn: 2017	-	7.65	6.5-8.5
4	Turbidity	2530 B-APHA 23rd Edition :2017	NTU	0.58	---
		Chemical parameters			
5	Total Suspended solids	2540 F APHA 23rd Edn : 2017	mg/L	28	100
6	Total Dissolved Solids	2540 C APHA 23rd Edn : 2017	mg/L	550	2250
7	Oil & Grease	5520 D APHA 23rd Edition :2017	mg/L	6	10
8	Bio-chemical Oxygen Demand (3 days at 27°C)	IS 3025(Part-44): 2019	mg/L	24	30
9	Chemical Oxygen Demand	5230 B-APHA23rd Edn : 2017	mg/L	80.4	250

Analysed by

Authorized Signatory

Hanumanthaiah P
Technical Manager

-: END OF REPORT :-

MSV Analytical Laboratories BALLARI

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2. Samples Will be disposed after the specified retention period.
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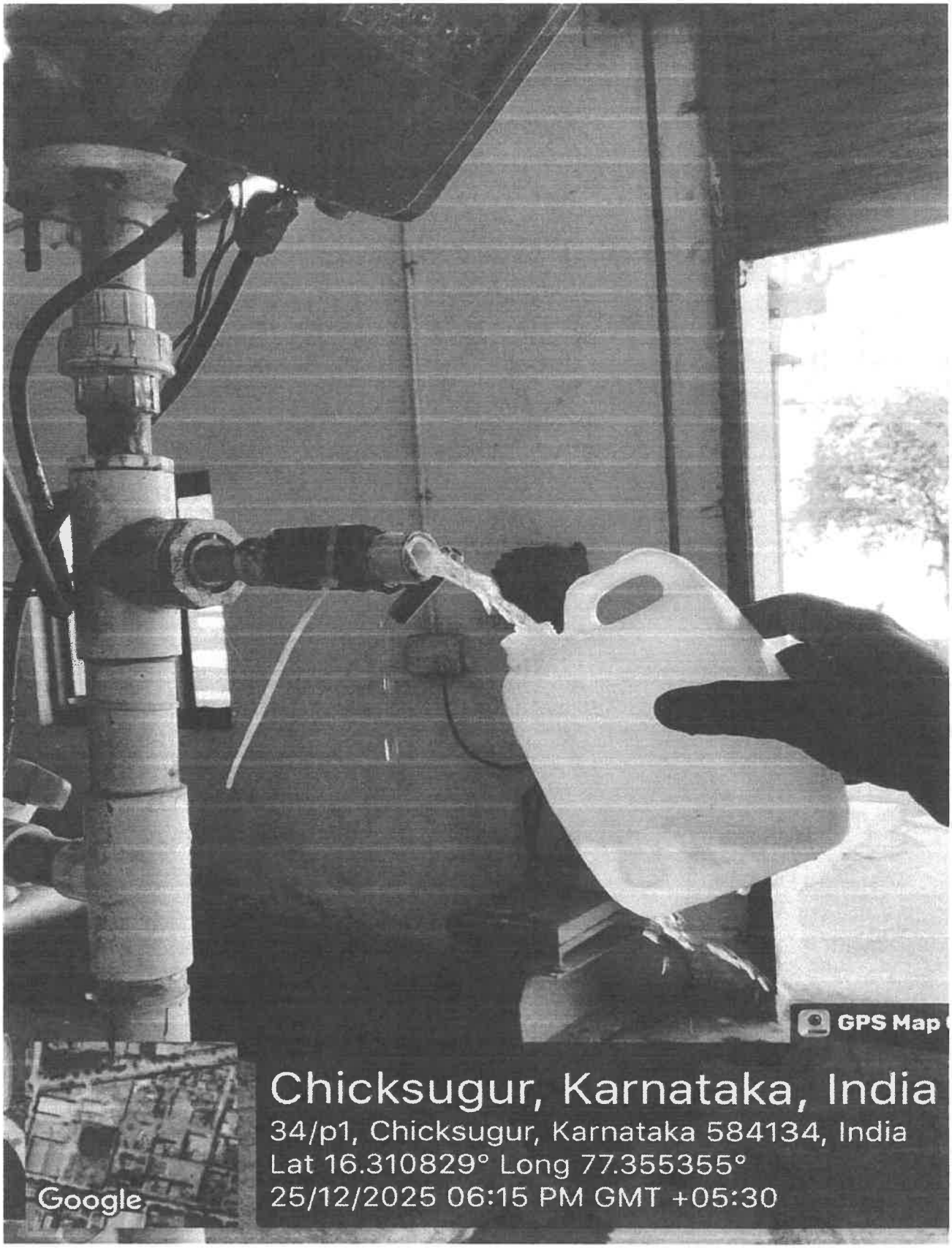
4. Total liability of our laboratory is limited to the Invoice amount. Any dispute arising out of this report is subject to Bellary Jurisdiction Only.
5. Sampling is not done by us unless otherwise specified


GPS Map
Google
Chicksugur, Karnataka, India
34/p1, Chicksugur, Karnataka 584134, India
Lat 16.310829° Long 77.355355°
25/12/2025 06:15 PM GMT +05:30

MSV Analytical Laboratories

Recognition by MoEF under Environment (Protection) Act, 1986 and Accredited by NABL

(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) : 08392-255169,

E-mail : msvalbellary2018@gmail.com, labmsv@gmail.com, **Website :** www.msvalbellary.com

TC- 4071

MSVAL/W/RF/01/00

ANALYSIS REPORT OF WATER QUALITY

1.	**Name and Address of Industry**	:	**M/S. Shilpa Pharma Life Sciences Limited unit-2, Plot No. 33, 33A, 40-47, Raichur Industrial Growth Center, Chicksugur village, Raichur.**
2.	**Sample Marked as**	:	Bore Well Water
3.	**Sample Collected By**	:	MSV Analytical Laboratories, Bellary.
4.	**Sample quantity**	:	Pet Bottle, 2 Liter.
5.	**Sample Description/condition**	:	Water/Good
6.	**Date of Sample Collection**	:	25.12.2025
7.	**Date of sample receipt**	:	26.12.2025
8.	**Sample Code**	:	W/2867
9.	**Analysis Starting Date**	:	26.12.2025
10.	**Analysis Completion Date**	:	30.12.2025
11.	**Report Issue Date**	:	31.12.2025

Discipline: Chemical **Group: Water** **Sub Group: Ground Water** **ULR No: TC407124000030939F**

S.No	Parameters	Protocol	Unit	Result	IS 10500-2018	
					Acceptable limit	Permissible Limit
	Physical Parameters					
1	Colour	IS : 3025(Part-4)	Hazen	<5	5	15
2	Odour	IS : 3025(Part-5)	---	Agreeable	Agreeable	Agreeable
3	pH	IS : 3025(Part-11)	---	7.19	6.5 - 8.5	No Relaxation
4	Taste	IS : 3025(Part-8)	--	Agreeable	Agreeable	Agreeable
5	Turbidity	IS : 3025(Part-10)	NTU	0.2	1	5
6	Total Dissolved Solids	IS : 3025(Part-16)	mg/l	690	500	2000
	Chemical Parameters					
7	Total Alkalinity as $CaCO_3$	IS : 3025(Part-23)	mg/l	176.8	200	600
8	Total Hardness as $CaCO_3$	IS : 3025(Part-21)	mg/l	202	200	600
9	Calcium as Ca	IS : 3025(Part-40)	mg/l	48.6	75	200
10	Magnesium as Mg	IS : 3025(Part-46)	mg/l	19.5	30	100
11	Sulphate as SO_4	IS : 3025(Part-24)	mg/l	58	200	400
12	Chloride as Cl	IS : 3025(Part-32)	mg/l	164.7	250	1000
13	Nitrate as NO_3	IS : 3025(Part-34)	mg/l	3.6	45	No Relaxation
14	Iron as Fe	IS : 3025(Part-53)	mg/l	0.08	0.3	No Relaxation
15	Fluoride as F	IS : 3025(Part-60)	mg/l	0.7	1.0	1.5

INFERENCE	**IS 10500 – 2018 standards** **Report Status: - The above parameters are within the Limits.**

Analysed by

Authorized Signatory

Hanumanthaiah.P
Technical Manager

-: END OF REPORT :-

MSV Analytical Laboratories BALLARI

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Sanganakallu Road, KEB Circle, Ballari - 583103 **Contact No :** Mob : 94498 03895, (0) : 08392-255169,

E-mail : msvalbellary2018@gmail.com, labmsv@gmail.com, **Website :** www.msvalbellary.com

TC- 4071

MSVAL/MB/W/RF/01/00

ANALYSIS REPORT FOR WATER IN MICROBIOLOGY

1.	**Name and Address of Industry**	:	**M/S. Shilpa Pharma Life Sciences Limited unit-2, Plot No. 33, 33A, 40-47, Raichur Industrial Growth Center, Chicksugur village, Raichur.**
2.	**Sample Marked as**	:	Bore Well Water
3.	**Sample Collected By**	:	MSV Analytical Laboratories, Bellary.
4.	**Sample quantity**	:	Sterilized Bottle,250 ml
5.	**Sample Description/condition**	:	Water/Good
6.	**Date of Sample Collection**	:	25.12.2025
7.	**Date of sample receipt**	:	26.12.2025
8.	**Sample Code**	:	MB/W/2813
9.	**Analysis Starting Date**	:	26.12.2025
10.	**Analysis Completion Date**	:	30.12.2025
11.	**Report Issue Date**	:	31.12.2025

Discipline: Biological **Group: Water** **Sub Group: Ground Water** **ULR No: TC407124000030940F**

RESULTS

Parameters	Protocol	Unit	Result	Acceptable limit As per 10500 : 2018
Total Coli form Bacteria	IS 15185:2016	/100ml	Absent	Shall not be detectable in 100ml
Escherichia-Coli	IS 15185:2016	/100ml	Absent	

INFERENCE	**The test result meets the bacteriological specification of IS 10500:2018.**

Analyzed by

Authorized Signatory

Ms.Renukamma
Quality Manager

-: END OF REPORT:-

MSV Analytical Laboratories BALLARI

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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, (O) : 08392-255169,

E-mail : msvalbellary2018@gmail.com, labmsv@gmail.com, Website : www.msvalbellary.com

MSVAL/QR/7.4/1/S

ANALYSIS REPORT OF SOIL QUALITY

1.	Name and Address of Industry	:	M/S. Shilpa Pharma Life Sciences Limited unit-2, Plot No. 33, 33A, 40-47, Raichur Industrial Growth Center, Chicksugur village, Raichur.
2.	Sample Marked as	:	Soil Sample
3.	Name of the location	:	Near Main Gate
4.	Sample Collected By	:	MSV Analytical Laboratories, Bellary.
5.	Sample quantity	:	5 Kg Bag
6.	Sample Description/condition	:	Good
7.	Date of Sample Collection	:	25.12.2025
8.	Date of sample receipt	:	26.12.2025
9.	Sample Code	:	11718
10.	Analysis Starting Date	:	26.12.2025
11.	Analysis Completion Date	:	30.12.2025
12.	Report Issue Date	:	31.12.2025

Discipline: Chemical **Group: Soil & Rock** **Sub Group: Soils** **Test Report No: MSVAL/2024/6508**

Sl. No	Parameters	protocol	Unit	Result
1	pH	IS 2720(Part -26) : 2021	--	7.35
2	Bulk Density	MSVL/SOP/P&R/AS/001	g/cm³	1.28
3	Moisture	IS 2720 Part- 18: 2021	%	10.2
4	Chloride	MSVL/SOP/S&R/AS/002	mg/kg	23.8
5	Sulphate	IS 2720 Part 27	mg/kg	120
6	Available Nitrogen	IS 14684	mg/kg	186.2
7	Available Potassium as K	IS 9497	mg/kg	196.7
8	Available Sodium as Na	IS 9497	mg/kg	56.8
9	Extractable Magnesium	MSVL/SOP/S&R/AS/009	mg/kg	20.4
10	Extractable Calcium	IS 2720 Part 23	mg/kg	47.2
11	Organic Carbon	IS 2720: Part 22	%	0.12
12	Available Iron	MSVL/SOP/S&R/AS/010	mg/kg	168.2
13	Available Manganese	MSVL/SOP/S&R/AS/010	mg/kg	0.94

Analysed by

Authorized Signatory

Hanumanthaiah P
Technical Manager

-: END OF REPORT :-

MSV Analytical Laboratories BALLARI

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Sanganakallu Road, KEB Circle, Ballari - 583103 **Contact No : Mob : 94498 03895, (O) : 08392-255169,**

E-mail : msvalbellary2018@gmail.com, labmsv@gmail.com, **Website :** www.msvalbellary.com

MSVAL/A/F/16/02

ANALYSIS REPORT

Test Report No: MSVAL/2024/6509 **Issued Date:31.12.2025**

1.	Name of the Industry	:	M/s. Shilpa Pharma Life Sciences Limited unit-2, Plot No. 33, 33A, 40-47, Raichur Industrial Growth Center, Chicksugur village, Raichur
2.	Sample Collected By	:	MSV Analytical Laboratories, Bellary.
3.	Name of the parameter	:	Volatile Organic Compounds
4.	Date of Monitoring	:	25.12.2025

S. No	Name of the location	Date of Sampling	Duration of monitoring	Method EPA/625/R-96/010b Compendium of Methods Second Edition Compendium Method TO-17		
				Result	Units	Std
1	Near Near Main Gate Area	25.12.2025	8hours	0.17	mg/m³	---
2	Near Production Block Area	25.12.2025	8hours	0.22	mg/m³	---
3	Scrubber-I Block –Intermediate Area-SCR-02	25.12.2025	8hours	0.29	mg/m³	---
4	Scrubber- E Block –Pharma Area-SCR-03	25.12.2025	8hours	0.26	mg/m³	---
5	Scrubber-D Block –Intermediate Area-02	25.12.2025	8hours	0.33	mg/m³	---
6	Scrubber-C Block-Intermediate Area-01	25.12.2025	8hours	0.24	mg/m³	---

Analysed by

Authorized Signatory

Hanumanthaiah.P
Technical Manager

-: END OF REPORT:-

MSV Analytical Laboratories BALLARI

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FORM 10

[See rule 19 (1)]

MANIFEST FOR HAZARDOUS AND OTHER WASTE

Sender's name and mailing address (including Phone No. and e-mail)	**Shilpa pharma lifesciences ltd** Plot no.33,33A,40to47, Industrial Growth Centre , Chicksugur, Raichur Taluk District **Telephone:**9845745068 **E-Mail:**sharath@vbshilpa.com
Sender's authorisation No	**28295**
Manifest Document No	**HW/28295/2025-26/0000229**
Transporter's name and address: (including Phone No. and e-mail)	PANCHAMUKI PHARMA CHEM Plot No 94 to 97 1st Phase Harohalli Industrial area Kanakapura (tq) Ramanagara (D) 562112 Phone:9845831069 e-mailpanchamukipharmachem@gmail.com Transporter's registration No: 23836
Type of vehicle	**Tanker**
Transporter's registration No	**23836**
Vehicle registration No.	**KA 01 AP 3329**
Receiver's name and mailing address (including Phone No. and e-mail)	PANCHAMUKI PHARMA CHEM Plot No 94 to 97 1st Phase Harohalli Industrial area Kanakapura (tq) Ramanagara (D) 562112 Phone:9845831069 e-mailpanchamukipharmachem@gmail.com Receiver's authorisation No.: 23836
Receiver's authorisation No.	**23836**
Waste description	

Waste Category	Physical form	Qty(MT)
28.6. Spent solvents	Liquid	25.51

Total quantity : **No. of Containers**	**25.51 MT**
Physical form	
Special handling instructions and additional information	**USE PPE , WHILE LOADING & UNLOADING IF ANY SPILLAGE WASH WITH PLENTY OF WATER,**
Sender's Certificate	**I hereby declare that the contents of the consignment are fully and accurately described above by proper shipping name and are categorised, packed, marked, and labelled, and are in all respects in proper conditions for transport by road according to applicable national government regulations.**
Name and stamp: Signature:	**MONTH-DAY-YEAR:12-09-2025**
Transporter acknowledgement of receipt of Wastes	
Name and stamp: Signature:	**MONTH-DAY-YEAR**
Receiver's certification for receipt of hazardous and other waste	
Name and stamp: Signature:	**MONTH-DAY-YEAR**

SHILPA PHARMA LIFESCIENCES LTD RAICHUR

Copy 1 (White) - To be forwarded by the sender to the State Pollution Control Board after signing all the seven copies

Copy 6 (Blue) - To be sent by the receiver to the sender.

FORM 10

[See rule 19 (1)]

MANIFEST FOR HAZARDOUS AND OTHER WASTE

Sender's name and mailing address (including Phone No. and e-mail)	**Shilpa pharma lifesciences ltd** Plot no.33,33A,40to47, Industrial Growth Centre , Chicksugur, Raichur Taluk District **Telephone:**9845745068 **E-Mail:**sharath@vbshilpa.com
Sender's authorisation No	**28295**
Manifest Document No	**HW/28295/2025-26/0000230**
Transporter's name and address: (including Phone No. and e-mail)	ZAHID ROADLINES M 19 Baikampady Indl Area Phone:9845515328 e-mailzahidroadlines2005@gmail.com Transporter's registration No: 83125
Type of vehicle	**Truck**
Transporter's registration No	**83125**
Vehicle registration No.	**KA 19 AD 7429**
Receiver's name and mailing address (including Phone No. and e-mail)	Kalyana Karnataka Waste Management Project Private Limited (Formerly M/s Mother Earth Environ Tech Private Limited) Plot No. 158 to 164, KAIDB Kadechu Industrial Area; Village _Kadechur;Tehsil & District Yadgir; Karnataka-585221 Phone:7338464597 e-maillab@motherearthenviron.com Receiver's authorisation No.: 80996
Receiver's authorisation No.	**80996**
Waste description	

Waste Category	Physical form	Qty(MT)
35.3.Chemical Sludge From Waste Water Treatment	Semi-Solid	12.71
28.1.Process Residue and wastes	Slurry	2.38
20.3.Distillation Residues	Slurry	2.96

Total quantity : **No. of Containers**	**18.05 MT**
Physical form	
Special handling instructions and additional information	**USE PPE WHILE LOADING AND UNLOADING . ANY SPILLAGE WASH WTIH PLENTY OF WATER . ANY FIRE USE DCP OR CO2**
Sender's Certificate	**I hereby declare that the contents of the consignment are fully and accurately described above by proper shipping name and are categorised, packed, marked, and labelled, and are in all respects in proper conditions for transport by road according to applicable national government regulations.**
Name and stamp: Signature:	**MONTH-DAY-YEAR:12-09-2025**
Transporter acknowledgement of receipt of Wastes	
Name and stamp: Signature:	**MONTH-DAY-YEAR**
Receiver's certification for receipt of hazardous and other waste	
Name and stamp: Signature:	**MONTH-DAY-YEAR**

SHILPA PHARMALIFESCIENCES LTD RAICHUR

Copy 0 (Blue) - To be sent by the receiver to the sender.

FORM 10

[See rule 19 (1)]

MANIFEST FOR HAZARDOUS AND OTHER WASTE

Sender's name and mailing address (including Phone No. and e-mail)	**Shilpa pharma lifesciences ltd** Plot no.33,33A,40to47, Industrial Growth Centre , Chicksugur, Raichur Taluk District **Telephone:**9845745068 **E-Mail:**sharath@vbshilpa.com
Sender's authorisation No	**28295**
Manifest Document No	**HW/28295/2025-26/0000231**
Transporter's name and address: (including Phone No. and e-mail)	ZAHID ROADLINES M 19 Baikampady Indl Area Phone:9845515328 e-mailzahidroadlines2005@gmail.com Transporter's registration No: 83125
Type of vehicle	**Truck**
Transporter's registration No	**83125**
Vehicle registration No.	**KA 16 C 0694**
Receiver's name and mailing address (including Phone No. and e-mail)	Kalyana Karnataka Waste Management Project Private Limited (Formerly M/s Mother Earth Environ Tech Private Limited) Plot No. 158 to 164, KAIDB Kadechu Industrial Area; Village _Kadechur;Tehsil & District Yadgir; Karnataka-585221 Phone:7338464597 e-maillab@motherearthenviron.com Receiver's authorisation No.: 80996
Receiver's authorisation No.	**80996**
Waste description	

Waste Category	Physical form	Qty(MT)
35.3.Chemical Sludge From Waste Water Treatment	Semi-Solid	14.87
28.2.Spent catalyst	Slurry	1.4
28.3.Spent carbon	Solid	0.86

Total quantity : No. of Containers	**17.13 MT**
Physical form	
Special handling instructions and additional information	**USE PPE , WHILE LOADING & UNLOADING IF ANY SPILLAGE WASH WITH PLENTY OF WATER,**
Sender's Certificate	**I hereby declare that the contents of the consignment are fully and accurately described above by proper shipping name and are categorised, packed, marked, and labelled, and are in all respects in proper conditions for transport by road according to applicable national government regulations.**
Name and stamp: Signature:	**MONTH-DAY-YEAR:12-09-2025**
Transporter acknowledgement of receipt of wastes	
Name and stamp: Signature:	**MONTH-DAY-YEAR**
Receiver's certification for receipt of hazardous and other waste	
Name and stamp: Signature:	**MONTH-DAY-YEAR**

SHILPA PHARMA LIFESCIENCES LIMITED RAICHUR

FORM 10

[See rule 19 (1)]

MANIFEST FOR HAZARDOUS AND OTHER WASTE

Sender's name and mailing address (including Phone No. and e-mail)	**Shilpa pharma lifesciences ltd** Plot no.33,33A,40to47, Industrial Growth Centre , Chicksugur, Raichur Taluk District **Telephone:**9845745068 **E-Mail:**sharath@vbshilpa.com
Sender's authorisation No	**28295**
Manifest Document No	**HW/28295/2025-26/0000232**
Transporter's name and address: (including Phone No. and e-mail)	ZAHID ROADLINES M 19 Baikampady Indl Area Phone:9845515328 e-mailzahidroadlines2005@gmail.com Transporter's registration No: 83125
Type of vehicle	**Truck**
Transporter's registration No	**83125**
Vehicle registration No.	**KA 19 AE 8021**
Receiver's name and mailing address (including Phone No. and e-mail)	Kalyana Karnataka Waste Management Project Private Limited (Formerly M/s Mother Earth Environ Tech Private Limited) Plot No. 158 to 164, KAIDB Kadechu Industrial Area; Village _Kadechur;Tehsil & District Yadgir; Karnataka-585221 Phone:7338464597 e-maillab@motherearthenviron.com Receiver's authorisation No.: 80996
Receiver's authorisation No.	**80996**

Waste description

Waste Category	Physical form	Qty(MT)
35.3.Chemical Sludge From Waste Water Treatment	Semi-Solid	25.66

Total quantity : **No. of Containers**	**25.66 MT**
Physical form	
Special handling instructions and additional information	**USE PPE , WHILE LOADING & UNLOADING IF ANY SPILLAGE WASH WITH PLENTY OF WATER,**
Sender's Certificate	**I hereby declare that the contents of the consignment are fully and accurately described above by proper shipping name and are categorised, packed, marked, and labelled, and are in all respects in proper conditions for transport by road according to applicable national government regulations.**
Name and stamp: Signature:	**MONTH-DAY-YEAR:12-22-2025**
Transporter acknowledgement of receipt of wastes	
Name and stamp: Signature:	**MONTH-DAY-YEAR**
Receiver's certification for receipt of hazardous and other waste	
Name and stamp: Signature:	**MONTH-DAY-YEAR**

SHILPA PHARMALIFESCIENCES LTD RAICHUR

Copy 1 (White) - To be forwarded by the sender to the State Pollution Control Board after signing all the seven copies.

Cyclinat Factory: Sent to unit 02.

Sl no	Date	TOC	Time	Initial Reading	Final Reading	Quantity	Signature	Remarks
1	1/12/2025	28	10:10	31585.53	31593.53	8.0		—
2	1/12/2025	29	11:46	31593.53	31601.58	8.05		—
3	1/12/2025	30	14:00	31601.58	31609.61	8.03		—
4	2/12/2025	31	12:35	31609.61	31617.63	8.02		—
5	3/12/2025	32	10:10	31617.63	31625.67	8.04		—
6	3/12/2025	33	11:10	31625.67	31633.72	8.05		—
7	3/12/2025	34	12:30	31633.72	31641.75	8.03		—
8	3/12/2025	35	14:40	31641.75	31649.8	8.05		—
9	4/12/2025	36	9:30	31649.8	31657.81	8.01		—
10	4/12/2025	37	11:20	31657.81	31665.85	8.04		—
11	4/12/2025	38	6:40	31665.85	31673.87	8.02		—
12	5/12/2025	39	11:50	31673.87	31681.92	8.05		—
13	5/12/2025	40	17:10	31681.92	31689.95	8.03		—
14	7/12/2025	41	16:30	31689.95	31698	8.05		—
15	7/12/2025	42	17:20	31698.0	31706.04	8.04		—
16	7/12/2025	43	18:40	31706.04	31714.05	8.01		—
17	9/12/2025	44	6:10	31714.05	31722.08	8.03		—
18	9/12/2025	45	12:10	31722.08	31730.12	8.04		—
19	10/12/2025	46	8:14	31730.12	31738.13	8.01		—
20	10/12/2025	47	10:05	31738.13	31746.16	8.03		—
21	12/12/2025	48	7:45	31746.16	31754.2	8.04		—
22	12/12/2025	49	9:40	31754.2	31762.22	8.02		—
23	12/12/2025	01	4:00	31762.22	31770.24	8.02		—
24	12/12/2025	02	5:20	31770.24	31778.27	8.03		—
25	13/12/2025	03	10:40	31778.27	31786.28	8.01		—
26	13/12/2025	04	13:10	31786.28	31794.3	8.02		—
27	13/12/2025	05	7:30	31794.3	31802.34	8.04		—
28	14/12/2025	06	9:10	31802.34	31810.37	8.03		—
29	14/12/2025	07	8:10	31810.37	31818.37	8.0		—
30	14/12/2025	08	10:24	31818.37	31826.43	8.06		—

For the Treatment Purpose Dec 2025

Effluent Tanker Sent to cms 02 | FOR the treatment for pac. DEC 2025

S.No	Date	DC	Time	Initial Reading	Final Reading	Quantity	Signature	Remarks
31	14/12/2025	9	12:30	31826.43	31830.44	8.01		
32	14/12/2025	10	13:50	31830.44	31838.48	8.04		
33	15/12/2025	11	10:05	31838.48	31850.51	8.03		
34	16/12/2025	12	10:10	31850.51	31858.55	8.03		
35	16/12/2025	13	10:52	31858.55	31866.57	8.02		
36	16/12/2025	14	12:02	31866.57	31874.6	8.03		
37	16/12/2025	15	15:40	31874.6	31882.61	8.01		
38	16/12/2025	16	16:40	31882.61	31890.61	8.0		
39	18/12/2025	17	9:30	31890.61	31898.62	8.01		
40	18/12/2025	18	11:30	31898.62	31906.65	8.03		
41	18/12/2025	19	3:30	31906.65	31914.69	8.04		
42	18/12/2025	20	6:10	31914.69	31922.71	8.02		
43	19/12/2025	21	10:00	31922.71	31930.76	8.05		
44	19/12/2025	22	11:30	31930.76	31938.78	8.02		
45	19/12/2025	23	16:00	31938.78	31946.81	8.03		
46	19/12/2025	24	17:50	31946.81	31954.85	8.04		
47	20/12/2025	25	10:00	31954.85	31962.86	8.01		
48	20/12/2025	26	11:10	31962.86	31970.92	8.06		
49	20/12/2025	27	16:40	31970.92	31978.95	8.03		
50	21/12/2025	28	10:00	31978.95	31987.	8.05		
51	21/12/2025	29	12:30	31987.	31995.04	8.04		
52	22/12/2025	30	14:00	31995.04	32003.06	8.02		
53	22/12/2025	31	9:30	32003.06	32011.1	8.04		
54	22/12/2025	32	11:30	32011.1	32019.15	8.05		
55	22/12/2025	33	16:10	32019.15	32027.17	8.02		
56	23/12/2025	34	10:40	32027.17	32035.18	8.01		
57	23/12/2025	35	11:55	32035.18	32043.2	8.02		
58	23/12/2025	36	13:50	32043.2	32051.23	8.03		
59	23/12/2025	37	14:59	32051.23	32059.28	8.05		
60	24/12/2025	38	9:10	32059.28	32067.31	8.03		

Effluent Tonnage sent to unit-2 for the month of DEC-25.

SLNO	Date	IBC	Time	Effluent Reading	Final Reading	Quantity	Signature	Remarks
61	24/12/25	39	10:40	32067.31	32075.32	8.01	[illegible]	—
62	24/12/25	40	12:40	32075.32	32083.34	8.02	[illegible]	—
63	24/12/25	41	14:50	32083.34	32091.38	8.04	[illegible]	—
64	25/12/25	42	16:30	32091.38	32099.43	8.05	[illegible]	—
65	25/12/25	43	17:20	32099.38	32107.47	8.04	[illegible]	—
66	25/12/25	44	18:40	32107.47	32115.48	8.01	[illegible]	—
67	26/12/25	45	9:30	32115.48	32123.5	8.02	[illegible]	—
68	26/12/25	46	12:20	32123.5	32131.54	8.04	[illegible]	—
69	26/12/25	47	10:40	32131.54	32139.59	8.05	[illegible]	—
70	26/12/25	48	11:50	32139.59	32147.62	8.03	[illegible]	—
71	26/12/25	49	12:30	32147.62	32155.65	8.03	[illegible]	—
72	27/12/25	01	3:20	32155.65	32163.68	8.03	[illegible]	—
73	27/12/25	02	4:00	32163.68	32171.7	8.02	[illegible]	—
74	27/12/25	03	07:45	32171.7	32179.74	8.04	[illegible]	—
75	28/12/25	4	10:40	32179.74	32187.79	8.05	[illegible]	—
76	28/12/25	5	11:35	32187.79	32195.81	8.02	[illegible]	—
77	28/12/25	6	13:45	32195.81	32203.82	8.01	[illegible]	—
78	30/12/25	7	10:40	32203.82	32211.85	8.03	[illegible]	—
79	31/12/25	8	10:05	32211.85	32219.92	8.07	[illegible]	—
80	31/12/25	9	11:00	32219.92	32227.98	8.06	[illegible]	—
81	31/12/25	10	13:05	32227.98	32236.03	8.05	[illegible]	—
82	31/12/25	11	13:05	32236.03	32244.07	8.04	[illegible]	—
83	31/12/25	12	14:40	32244.07	32252.1	8.03	[illegible]	—
84	31/12/25	13	15:05	32252.1	32260.13	8.03	[illegible]	—
85	31/12/25	14	16:22	32260.13	32268.14	8.01	[illegible]	—
						682.61	[illegible]	
			Total	Effluent Sent to unit	for the month of DEC-25			

Travel Summary

01-12-2025 12:00 AM to 31-12-2025 11:59 PM

Table Of Content

Travel Summary 3
KA367567 4

Travel Summary

01-12-2025 12:00:00 AM - 31-12-2025 11:59:00 PM

Summary

Distance in km	897.31
Running (HH:MM:SS)	35:12:44
Idle (HH:MM:SS)	02:58:05
Stop (HH:MM:SS)	670:37:51
Inactive (HH:MM:SS)	35:09:51
Work Duration	38:10:49
Working Days	28
Max Stoppage	23:59:59
No of Idle	705
Over speed	0
Alert(s)	0
Number of Vehicle in Report	1

Detail

Company	Branch	Object	Vehicle Brand	Vehicle Model	Driver	IMEI No	Start Location	Start Odometer	Distance	Running V/S Stop	Running (HH:MM:SS)	Idle (HH:MM:SS)	Stop (HH:MM:SS)	Inactive (HH:MM:SS)	Duration (HH:MM:SS)	Work Duration	Working Days	Max Stoppage	No of Idle	Speed		Cost based on		Overspeed	Alert(s)	Approx Toll Cost	End Odometer	End Location
																				AVG	MAX	Distance	Duration					
SHILPA PHARMA	SHILPA PHARMA	KA36756 7	General	General	No Driver Found	868030332967700	Dr Zainulabedeen Pertoleums, 1112 , Raichur - Wadi Rd, Chicksugur, Karnataka (SE)	2448.38	897.31	—	35:12:44	02:58:05	670:37:51	35:09:51	743:58:30	38:10:49	28	23:59:59	705	25	55	NA	NA	0	0	0	3346.23	Dr Zainulabedeen Pertoleums, 1112 , Raichur - Wadi Rd, Chicksugur, Karnataka (SE)

KA367567

01-12-2025 12:00:00 AM - 31-12-2025 11:59:00 PM

Summary

Distance in km	897.31
Running (HH:MM:SS)	35:12:44
Idle (HH:MM:SS)	02:53:05
Stop (HH:MM:SS)	870:37:51
Inactive (HH:MM:SS)	35:09:51
Alert	0

Detail

Date	Day	Driver	First Ignition ON	Start Location	Distance	Running (HH:MM:SS)	Idle (HH:MM:SS)	Stop (HH:MM:SS)	Inactive (HH:MM:SS)	Running V/S Stop	Speed		Duration (HH:MM:SS)	Cost based on		Alert	Approx Toll Cost	Odometer		Last Ignition Off	End Location
											AVG	MAX		Distance	Duration			Start Odometer	End Odometer		
01-12-2025	Monday	No Driver Found	01-12-2025 09:23:10 AM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)	33.94	01:24:19	00:08:20	14:45:19	07:42:01	[redacted]	24	46	23:59:59	NA	NA	0	0	2448.38	2482.36	01-12-2025 02:34:58 PM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)
02-12-2025	Tuesday	No Driver Found	02-12-2025 11:53:50 AM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)	11.4	00:26:36	00:02:25	12:02:45	11:28:09	[redacted]	26	48	23:59:59	NA	NA	0	0	2482.36	2493.78	02-12-2025 01:35:07 PM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)

KA367567

01-12-2025 12:00:00 AM - 31-12-2025 11:59:00 PM

Detail

Date	Day	Driver	First Ignition ON	Start Location	Distance	Running (HH:MM:SS)	Idle (HH:MM:SS)	Stop (HH:MM:SS)	Inactive (HH:MM:SS)	Running V/S Stop	Speed		Duration (HH:MM:SS)	Cost based on		Alert	Approx Toll Cost	Odometer		Last Ignition Off	End Location
											AVG	MAX		Distance	Duration			Start Odometer	End Odometer		
03-12-2025	Wednesday	No Driver Found	03-12-2025 09:09:34 AM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)	44.65	01:46:42	00:03:53	22:04:21	00:00:00		25	50	23:59:59	NA	NA	0	0	2493.78	2538.42	03-12-2025 03:34:05 PM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)
04-12-2025	Thursday	No Driver Found	04-12-2025 08:53:01 AM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)	34.02	01:17:40	00:07:22	22:34:57	00:00:00		26	51	23:59:59	NA	NA	0	0	2538.42	2572.43	04-12-2025 06:49:45 PM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)
05-12-2025	Friday	No Driver Found	05-12-2025 10:50:23 AM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)	22.75	00:57:42	00:00:45	22:55:31	00:00:00		24	49	23:59:59	NA	NA	0	0	2572.43	2595.19	05-12-2025 11:19:14 PM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)

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01-12-2025 12:00:00 AM - 31-12-2025 11:59:00 PM

Detail

Date	Day	Driver	First Ignition ON	Start Location	Distance	Running (HH:MM:SS)	Idle (HH:MM:SS)	Stop (HH:MM:SS)	Inactive (HH:MM:SS)	Running V/S Stop	Speed		Duration (HH:MM:SS)	Cost based on		Alert	Approx Toll Cost	Odometer		Last Ignition Off	End Location
											AVG	MAX		Distance	Duration			Start Odometer	End Odometer		
06-12-2025	Saturday	No Driver Found	06-12-2025 09:41:06 AM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)	5.71	00:12:05	[illegible]	23:46:00	00:00:00	[redacted]	28	51	23:59:59	NA	NA	0	0	2595.19	2600.9	06-12-2025 09:55:04 AM	Raichur - Mahabubnagar Rd, Wadloor, Karnataka (NW)
07-12-2025	Sunday	No Driver Found	07-12-2025 03:08:19 PM	Raichur - Mahabubnagar Rd, Wadloor, Karnataka (NW)	26.68	01:06:13	[illegible]	22:47:35	00:00:00	[redacted]	24	45	23:59:59	NA	NA	0	0	2600.9	2627.6	07-12-2025 07:55:21 PM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)
08-12-2025	Monday	No Driver Found	–	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)	0.0	00:00:00	00:00:00	23:59:59	00:00:00	[redacted]	0	0	23:59:59	NA	NA	0	0	2627.6	2627.6	–	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)

KA367567

01-12-2025 12:00:00 AM - 31-12-2025 11:59:00 PM

Detail

Date	Day	Driver	First Ignition ON	Start Location	Distance	Running (HH:MM:SS)	Idle (HH:MM:SS)	Stop (HH:MM:SS)	Inactive (HH:MM:SS)	Running V/S Stop	Speed		Duration (HH:MM:SS)	Cost based on		Alert	Approx Toll Cost	Odometer		Last Ignition Off	End Location
											AVG	MAX		Distance	Duration			Start Odometer	End Odometer		
09-12-2025	Tuesday	No Driver Found	09-12-2025 05:14:58 AM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)	23.51	00:58:15	[illegible]	22:57:21	00:00:00	[illegible]	24	49	23:59:59	NA	NA	0	0	2627.6	2651.13	09-12-2025 12:34:45 PM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)
10-12-2025	Wednesday	No Driver Found	10-12-2025 07:33:19 AM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)	22.47	00:54:47	[illegible]	23:02:36	00:00:00	[redacted]	25	50	23:59:59	NA	NA	0	0	2651.13	2673.63	10-12-2025 10:52:05 AM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)
11-12-2025	Thursday	No Driver Found	–	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)	0.0	00:00:00	[illegible]	23:59:59	00:00:00	[redacted]	0	0	23:59:59	NA	NA	0	0	2673.63	2673.63	–	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)

KA367567

01-12-2025 12:00:00 AM - 31-12-2025 11:59:00 PM

Detail

Date	Day	Driver	First Ignition ON	Start Location	Distance	Running (HH:MM:SS)	Idle (HH:MM:SS)	Stop (HH:MM:SS)	Inactive (HH:MM:SS)	Running V/S Stop	Speed		Duration (HH:MM:SS)	Cost based on		Alert	Approx Toll Cost	Odometer		Last Ignition Off	End Location
											AVG	MAX		Distance	Duration			Start Odometer	End Odometer		
12-12-2025	Friday	No Driver Found	12-12-2025 07:08:21 AM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickugur, Karnataka (SE)	44.88	01:44:56	[illegible]	22:04:02	00:00:00	[redacted]	26	53	23:59:59	NA	NA	[illegible]	0	2673.63	2718.55	12-12-2025 05:23:29 PM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickugur, Karnataka (SE)
13-12-2025	Saturday	No Driver Found	13-12-2025 09:59:13 AM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickugur, Karnataka (SE)	33.73	01:19:28	[illegible]	22:31:38	00:00:00	[redacted]	25	51	23:59:59	NA	NA	0	0	2718.55	2752.29	13-12-2025 07:08:05 PM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickugur, Karnataka (SE)
14-12-2025	Sunday	No Driver Found	14-12-2025 06:42:54 AM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickugur, Karnataka (SE)	55.66	02:05:27	00:08:49	21:45:44	00:00:00	[redacted]	27	55	23:59:59	NA	NA	0	0	2752.29	2807.94	14-12-2025 03:24:20 PM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickugur, Karnataka (SE)

KA367567

01-12-2025 12:00:00 AM - 31-12-2025 11:59:00 PM

Detail

Date	Day	Driver	First Ignition ON	Start Location	Distance	Running (HH:MM:SS)	Idle (HH:MM:SS)	Stop (HH:MM:SS)	Inactive (HH:MM:SS)	Running V/S Stop	Speed		Duration (HH:MM:SS)	Cost based on		Alert	Approx Toll Cost	Odometer		Last Ignition Off	End Location
											AVG	MAX		Distance	Duration			Start Odometer	End Odometer		
15-12-2025	Monday	No Driver Found	15-12-2025 09:12:41 AM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)	11.36	00:31:03	00:01:07	23:27:49	00:00:00	[redacted]	22	51	23:59:59	NA	NA	0	0	2807.94	2819.32	15-12-2025 03:59:07 PM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)
16-12-2025	Tuesday	No Driver Found	16-12-2025 09:12:09 AM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)	55.79	02:04:22	[illegible]	21:45:43	00:00:00	[redacted]	27	54	23:59:59	NA	NA	0	0	2819.32	2875.16	16-12-2025 05:01:19 PM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)
17-12-2025	Wednesday	No Driver Found	--	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)	0.0	00:00:00	00:00:00	23:59:59	00:00:00	[redacted]	0	0	23:59:59	NA	NA	0	0	2875.16	2875.16	--	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)

KA367567

01-12-2025 12:00:00 AM - 31-12-2025 11:59:00 PM

Detail

Date	Day	Driver	First Ignition ON	Start Location	Distance	Running (HH:MM:SS)	Idle (HH:MM:SS)	Stop (HH:MM:SS)	Inactive (HH:MM:SS)	Running W/S Stop	Speed		Duration (HH:MM:SS)	Cost based on		Alert	Approx Toll Cost	Odometer		Last Ignition Off	End Location
											AVG	MAX		Distance	Duration			Start Odometer	End Odometer		
18-12-2025	Thursday	No Driver Found	18-12-2025 09:14:03 AM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chicksugur, Karnataka (SE)	45.26	01:44:28	00:09:52	22:05:40	00:00:00	[redacted]	26	52	23:59:59	NA	NA	0	0	2875.16	2920.44	18-12-2025 07:16:49 PM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chicksugur, Karnataka (SE)
19-12-2025	Friday	No Driver Found	19-12-2025 09:13:55 AM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chicksugur, Karnataka (SE)	44.32	01:42:27	00:07:37	20:37:00	01:32:54	[redacted]	26	54	23:59:59	NA	NA	0	0	2920.44	2964.8	19-12-2025 07:36:13 PM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chicksugur, Karnataka (SE)
20-12-2025	Saturday	No Driver Found	20-12-2025 09:10:49 AM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chicksugur, Karnataka (SE)	33.48	01:23:44	[illegible]	22:28:36	00:00:00	[redacted]	24	48	23:59:59	NA	NA	0	0	2964.8	2998.3	20-12-2025 05:05:06 PM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chicksugur, Karnataka (SE)

KA367567

01-12-2025 12:00:00 AM - 31-12-2025 11:59:00 PM

Detail

Date	Day	Driver	First Ignition ON	Start Location	Distance	Running (HH:MM:SS)	Idle (HH:MM:SS)	Stop (HH:MM:SS)	Inactive (HH:MM:SS)	Running V/S Stop	Speed		Duration (HH:MM:SS)	Cost based on		Alert	Approx Toll Cost	Odometer		Last Ignition Off	End Location
											AVG	MAX		Distance	Duration			Start Odometer	End Odometer		
21-12-2025	Sunday	No Driver Found	21-12-2025 10:13:51 AM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)	22.31	00:52:20	[illegible]	23:03:15	00:00:00	[redacted]	26	48	23:59:59	NA	NA	0	0	2998.3	3020.62	21-12-2025 12:45:45 PM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)
22-12-2025	Monday	No Driver Found	22-12-2025 09:17:35 AM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)	44.16	01:41:43	00:10:25	22:07:51	00:00:00	[redacted]	26	52	23:59:59	NA	NA	0	0	3020.62	3064.8	22-12-2025 04:23:58 PM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)
23-12-2025	Tuesday	No Driver Found	23-12-2025 10:00:24 AM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)	44.61	01:42:55	00:08:29	22:08:35	00:00:00	[redacted]	26	52	23:59:59	NA	NA	0	0	3064.8	3109.43	23-12-2025 03:09:56 PM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)

KA367567

01-12-2025 12:00:00 AM - 31-12-2025 11:59:00 PM

Detail

Date	Day	Driver	First Ignition ON	Start Location	Distance	Running (HH:MM:SS)	Idle (HH:MM:SS)	Stop (HH:MM:SS)	Inactive (HH:MM:SS)	Running V/S Stop	Speed		Duration (HH:MM:SS)	Cost based on		Alert	Approx Toll Cost	Odometer		Last Ignition Off	End Location
											AVG	MAX		Distance	Duration			Start Odometer	End Odometer		
24-12-2025	Wednesday	No Driver Found	24-12-2025 08:47:52 AM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chicksugur, Karnataka (SE)	44.62	01:44:51	[illegible]	22:06:35	00:00:00	[redacted]	26	48	23:59:59	NA	NA	0	0	3109.43	3154.08	24-12-2025 02:15:39 PM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chicksugur, Karnataka (SE)
25-12-2025	Thursday	No Driver Found	25-12-2025 04:11:02 PM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chicksugur, Karnataka (SE)	32.88	01:15:46	00:07:15	22:36:58	00:00:00	[redacted]	26	50	23:59:59	NA	NA	0	0	3154.08	3186.97	25-12-2025 06:53:21 PM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chicksugur, Karnataka (SE)
26-12-2025	Friday	No Driver Found	26-12-2025 08:46:14 AM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chicksugur, Karnataka (SE)	43.47	01:40:54	00:03:56	22:15:09	00:00:00	[redacted]	26	49	23:59:59	NA	NA	0	0	3186.97	3230.51	26-12-2025 04:32:09 PM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chicksugur, Karnataka (SE)

KA367567

01-12-2025 12:00:00 AM - 31-12-2025 11:59:00 PM

Detail

Date	Day	Driver	First Ignition ON	Start Location	Distance	Running (HH:MM:SS)	Idle (HH:MM:SS)	Stop (HH:MM:SS)	Inactive (HH:MM:SS)	Running V/S Stop	Speed		Duration (HH:MM:SS)	Cost based on		Alert	Approx Toll Cost	Odometer		Last Ignition Off	End Location
											AVG	MAX		Distance	Duration			Start Odometer	End Odometer		
27-12-2025	Saturday	No Driver Found	27-12-2025 09:24:14 AM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)	20.63	00:48:56	00:02:48	23:08:15	00:00:00	[redacted]	25	47	23:59:59	NA	NA	0	0	3230.51	3251.16	27-12-2025 04:25:27 PM	Raichur - Mahabubnagar Rd, Wadloor, Karnataka (NW)
28-12-2025	Sunday	No Driver Found	28-12-2025 07:12:07 AM	Raichur - Mahabubnagar Rd, Wadloor, Karnataka (NW)	38.55	01:27:22	00:05:53	21:22:21	01:04:24	[redacted]	26	52	23:59:59	NA	NA	0	0	3251.16	3289.76	28-12-2025 03:30:16 PM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)
29-12-2025	Monday	No Driver Found	29-12-2025 11:35:21 AM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chickskugur, Karnataka (SE)	5.57	00:19:18	00:01:37	13:12:51	10:26:12	[redacted]	17	45	23:59:59	NA	NA	0	0	3289.76	3295.32	29-12-2025 06:01:35 PM	Raichur - Mahabubnagar Rd, Wadloor, Karnataka (NW)

KA367567

01-12-2025 12:00:00 AM - 31-12-2025 11:59:00 PM

Detail

Date	Day	Driver	First Ignition ON	Start Location	Distance	Running (HH:MM:SS)	Idle (HH:MM:SS)	Stop (HH:MM:SS)	Inactive (HH:MM:SS)	Running V/S Stop	Speed		Duration (HH:MM:SS)	Cost based on		Alert	Approx Toll Cost	Odometer		Last Ignition Off	End Location
											AVG	MAX		Distance	Duration			Start Odometer	End Odometer		
30-12-2025	Tuesday	No Driver Found	30-12-2025 10:16:31 AM	Raichur - Mahabubnagar Rd, Wadloor, Karnataka (NW)	5.66	00:13:24	00:02:17	23:44:18	00:00:00	[redacted]	25	42	23:59:59	NA	NA	0	0	3295.32	3300.99	30-12-2025 10:34:42 AM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chicksugur, Karnataka (SE)
31-12-2025	Wednesday	No Driver Found	31-12-2025 09:30:49 AM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chicksugur, Karnataka (SE)	45.24	01:44:59	[illegible]	19:09:12	02:56:10	[redacted]	26	51	23:59:00	NA	NA	0	0	3300.99	3346.23	31-12-2025 04:38:52 PM	Dr Zainulabedeen Pertoleums, 1112, Raichur - Wadi Rd, Chicksugur, Karnataka (SE)

IMPACT EVALUATION

CRAF No.:	TCC/SPL2/PD/2026/033

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

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This document is electronically signed and doesn't require manual signature.

Remarks:

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

Checked by

HOD – EHS/Designee RN 19/08/26

Checked by

Initiating Department: 19/08/26

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This document is electronically signed and doesn't require manual signature.

SHILPA PHARMA LIFESCIENCS LIMITED UNIT -2

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

Summary : 25-26

S. NO	Description	FY 2025-26
1	Number of Fatalities - Own Employees	0
2	Number of Fatalities - Contract Employees	0
3	High Consequence Work-related Injury or Ill-health (LWC, excluding fatalities) - Own Employees	0
4	High Consequence Work-related Injury or Ill-health (LWC, excluding fatalities) - Contract Employees	1
5	Number of Dangerous Occurrences/Process Safety Incidents (High Severity Incidents)	0
6	Number of Total Recordable Work-related Injuries - Own Employees	6
7	Number of Total Recordable Work-related Injuries - Contract Employees	5
8	Total Man-hours Worked (including OT) - Own Employees	2512808
9	Total Man-hours Worked (including OT) - Contract Employees	960512
10	Total Man-hours Worked (including OT) - Own + Contract Employees	3473320
11	Number of work related lost workdays as per incident summary - Own employees	0
12	Number of work related lost workdays as per incident summary - Contractor employees	3
13	Number of work related lost workdays as per incident summary - Own + Contractor employees	3
14	Lost Time Injury Frequency Rate per Million Man Hours (LTIFR) - Own Employees	0.000
15	Lost Time Injury Frequency Rate per Million Man Hours (LTIFR) - Contract Employees	1.041
16	Lost Time Injury Frequency Rate per Million Man Hours (LTIFR) - Own + Contract Employees	0.288
17	Lost Time Injury Severity Rate per Million Man Hours (LTISR) - Own Employees	0.000
18	Lost Time Injury Severity Rate per Million Man Hours (LTISR) - Contract Employees	3.123
19	Lost Time Injury Severity Rate per Million Man Hours (LTISR) - Own + Contract Employees	0.864

S. NO	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
1	28/4/2025	Apr-25	FY 25-26	warehouse	15.46	warehouse	MDC storage area	Mr. Narsimullu started pumping methylene chloride (MDC) from Storage Tank No. MDC/ST/17 to C-Block Storage Tank No. C/ST/22. During the transfer, he simultaneously performed other tasks and overlooked the status of the recirculation valve on Storage Tank No. MDC/ST/18. The valve was partially open, causing an overflow of MDC from Tank No. MDC/ST/18.	No any injured	Not Aplicable	1)Mr. Ch Nagababu 2)Mr. Mr.Hanumantha	ENV	LOW	Not Aplicable	Probable Root Cause Analysis: As per the investigation, the probable root cause of the overflow from the MDC ST-18. can be identified as follows: The operator Mr. Narsimullu failed to identify that the recirculation valve on Storage Tank No. 18 was partially open before initiating the transfer of methylene chloride. This oversight led to an unintended flow path, resulting in an overflow. The incident indicates that either the operator did not perform a proper physical or visual check of the valve lineup, or that the existing procedure does not sufficiently mandate or guide such checks. - HMI System is not working Since its installation and valve has to operate manually instead of auto operation by having pneumatic valves. - Mr. Narshimullu Emp Id 3094 failed to ensure that all unrelated tank valve will closed before initiating the MDC transfer. - He was simultaneously engaged in another task and did not inform others before leaving the area. - The Circulation Valve of tank No-18 was partially open, contributing to the overflow. - The dyke drain valve was found open, allowing the spilled MDC to escape the containment area.	• Corrective and Preventive Actions (CAPA): Corrective Actions: - Isolate and Stop the Transfer Operation: Immediately halt the MDC transfer operation to prevent further overflow. - Secure the Area Barricade the affected area to restrict access and prevent exposure to hazardous vapors. - Contain and Clean the Spill:Use an appropriate chemical spill control kit to safely clean the spilled MDC under the guidance of trained personnel. - Close the Recirculation Valve:Manually inspect and close the recirculation valve on Tank No. 18. - Notify Concerned Departments:Inform the warehouse in-charge and EHS department for immediate response and documentation. • 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. - Unauthorized operations: Provide the lock and key system to the transfer valves to avoid the unauthorized operation. - Recirculation valve accessibility: The Recirculation valve located at back side of tank no 18 is hard to access. It should be repositioned or remotely opera table for better accessibility - Dyke drain valve management: The dyke drain valve should be always remain closed. A locking system or interlock mechanism is recommended to prevent unauthorized or accidental opening. - Transfer line switch relocation: The ON/OFF switch for the transfer line currently located at back side of tank should be relocate to the outside of dyke or an easily accessible improve to operational of safety. - HMI System: HMI system is not working in warehouse need to be rectify on priority basis, can be avoid the manual intervention and miss operations and for better control. - Training and Awareness: Conduct additional training for operators and chemists to emphasize the importance of verification before starting transfers and ensuring they stay in the area until the process is confirmed to be running smoothly. Note- This Preventive action is applicable to all storage tanks unit-II	Closed	0	NA
2	2025-04-28	Apr-25	FY 25-26	AO-BLOCK	16.00	AO-BLOCK	H2SO4 storage area	On 29th April 2025, at approximately 16:00 hours, during batch processing activities, Mr. Balachandar B started the purified water pump. Following this, while checking all the valves associated with the concentrated H2SO4 (sulfuric acid) dosing pump, Mr. Nitin operated the push button to initiate the system. At that moment, the flange connection was not properly tightened. At the time of initiation, Mr. Balachandar B was in front of the H2SO4 pump. Due to this, concentrated H2SO4 sprayed under pressure and came into contact with Mr. Balachandar B the left side eye and hand.	Balachandar. B	3481	1) Mr.Brahmaiah 2)Mr.Nitin Thite	PSI	LOW	Not Aplicable	Probable Root Cause Analysis: As per the investigation, the probable root cause of the incident can be identified as follows: Mechanical Failure Due to Improper Equipment Assembly: • The most likely root cause is that the flange of the concentrated H2SO4 dosing line leakage due to line pressure or gasket damaged. • This resulted in a pressurized leak of concentrated sulfuric acid when the dosing pump was activated. • The improper sealing allowed acid to escape under pressure, leading to direct chemical exposure to the operator. Contributing Factors: 1. Inadequate Pre-Start Equipment Check: • There may have been a lack of thorough inspection of mechanical joints (flanges, valves) before starting the pump. 2. Missing or Ineffective Use of PPE: • If full-face shields or acid-resistant goggles were not worn, even minor splashes could reach the eyes or skin. 3. Procedure or Human Error: • Possible deviation from standard operating procedures (SOPs) or insufficient awareness during the task. 4. Maintenance/Installation Lapse: • The flange may have been incorrectly assembled during previous maintenance or changeover, and the issue went unnoticed.	Corrective Actions: 1. Inspection and Tightening of Flange: - All flanges and joints in the H2SO4 dosing line were immediately inspected and re-tightened to ensure no leak points. 2. Decontamination and Medical Response: - Immediate eye wash and body shower administered by Mr. Brahmaiah. - Follow-up decontamination performed with RL solution at OHC for About 3 hours. - Employee transferred to Naveen Hospital for further treatment. 3. Area Isolation and Safety Verification: - The affected area was cordoned off temporarily. - EHS team verified equipment and area safety before resumption. 4. Incident Notification and Reporting: - EHS and Block HOD were informed immediately. - Initial FIR and internal reports were prepared. Preventive Action (PA) 5. Flange Integrity Protocol: - Implement a mandatory torque check and visual inspection protocol for all chemical line flanges before starting operations. 6. Reinforcement of PPE Usage: - Enforce use of full PPE, including chemical splash-resistant face shields, goggles, gloves, and aprons during acid-related operations. 7. Pre-Start Checklist Implementation: - Introduce a pre-operation checklist that includes flange condition, valve alignment, and PPE verification. 8. Training: - Conduct refresher training for all operating personnel on handling corrosive substances and emergency response. 9. Incident Learning Communication: - Share learnings from the incident across relevant departments through a "Lesson Learned" safety circular or meeting.	open	0	OWN

3	2025-05-25	May-25	FY 25-26	AO7-BLOCK	01".00	AO7-BLOCK	Near Storage tank area	On 24th May 2025, during C-Shift, at approximately 01:00 hrs., an incident occurred during the routine cleaning of 0.2 Micron Filter No. 39 in Stage-III of Tranexamic Acid (Batch No. TXO3250100) production. Two personnel, Mr. Rahil Fakir (Chemist) and Mr. Tasanajita (Helper), in the process of removing the cover from the cartridge filter housing, is cleaned by using steam. During the removal process, residual steam pressure was unexpectedly released from the housing and came into contact with their legs skin water bubble came.	Mr. Tasanajita (Helper) Mr. Rahil Fakir	9001578 7906	1) Mr.Sushant Patil 2)Mr.Awinash Shinde	PSI	LOW	Not Aplicable	Probable Root Cause Analysis: As per the investigation, the probable root cause of the incident can be identified as follows: During the incident investigation, the following observations The steam isolation valve connected to the cartridge filter housing was found to be in a partially open condition, indicating that it was not fully closed during the cleaning operation. • As a result, residual steam pressure remained within the housing even after the cleaning process was completed. • The personnel proceeded to remove the filter housing cover without verifying or ensuring that the internal steam pressure had been fully released. • This led to the unexpected release of residual steam, which came into contact with the legs of Mr. Rahil Fakir and Mr. Tasanajita, causing burn injuries. • Human Error & Inadequate Procedure Compliance: Failure to confirm full closure of the steam valve and to release internal pressure before opening the housing.	Corrective Actions: 1. Immediate Medical Attention: • Both affected personnel (Mr. Rahil Fakir and Mr. Tasanajita) were promptly taken to the Occupational Health Centre (OHC). • First aid was administered, including the application of Burnol ointment to the burn areas. 2. Incident Reporting: • The incident was immediately reported to the Block Manager and recorded as per incident reporting protocols. 3. Steam Valve Securing: • The steam valve inspected and fully closed. 4. Area Isolation: • The cleaning operation was stopped, and the area was isolated to prevent similar exposure while the investigation was conducted. 5. Technical Inspection: • Engineering and maintenance teams inspected the steam valve, piping, and housing to verify functionality and assess any faults. • The lack of a pressure gauge on the cartridge housing was noted and flagged for immediate installation. 6. Immediate Toolbox Talk: • A toolbox talk was conducted with all C-Shift personnel to explain the incident and reinforce immediate safety measures related to steam equipment handling. Preventive Actions 1. Steam Line Valve Position: Ensure steam line valves near the working area are clearly positioned and accessible to confirm full closure before starting any maintenance or cleaning. 2. Steam Line Insulation: Install insulation on all steam lines to minimize burn risk and protect personnel working in the area. 3. Steam Pressure Relief Valve: Fit a pressure Relief valve on the cartridge filter housing cover to provide real-time pressure readings before opening, ensuring the housing is fully depressurized.	Closed	0	OWN & Contract
4	2025-06-27	Jun-25	FY 25-26	AO-BLOCK	05".00	AO-BLOCK	MS Structure ground floor	Mr.Lekhraj Maravi contract worker working as helper attended duty on 26/06/25 at 10:00 PM was working at AO Block At about 4:00 AM on 27/06/25 he was helping Mr.Vasant while unloading the hot residue from RE-01 and moving the drum outside the building by using hydraulic pallet trolley, at about 05:00 AM on 27/06/25 while moving the hot residue from the building the pallet trolley imbalanced and drum is slipping down the trolley, Mr.Lekhraj Maravi immediately tried to stop the drums from trolley and residue from the drum fell on right hand and small portion on left hand, and immediately cleaned the hand observed skin got burnt and sent him to suraksha hospital at Raichur. There from he was advised to shift Apollo hospital DRDO center hydrabad for the treatment.	Mr.Lekhraj Maravi	900063	1) Mr.Dattatray Gadekar 2)Mr.Vasant	LWC	LOW	01.07.25	Probable Root Cause Analysis: As per the investigation, the probable root cause of the incident can be identified as follows: Immediate Causes: • Drum slipped from the trolley due to instability. • Contact with hot residue occurred while manually trying to stop the drum from falling. • Inadequate personal protective equipment (PPE): Worker was not wearing heat-resistant gloves or a heat-resistant suit. Root Causes Identified: 1. Unsafe Material Handling Practice: - Using a hydraulic pallet trolley without a pallet for transporting hot drums. 2. PPE Non-Compliance: - Worker was not wearing heat-resistant gloves or suit while handling hazardous material. 3. Inadequate Training and Awareness: - Contract worker lacked sufficient training on proper handling of hot residue and emergency procedures. 4. Lack of Supervision: - No immediate oversight to ensure SOPs and PPE protocols were being followed	Corrective action 1 Immediate medical treatment provided and referred to Apollo Hospital 2 Decontamination performed and first aid administered at site 3 Incident reported to Factories officer ,labor officer 4 Isolated and secured the trolley and area for inspection Preventive Action 1 Reinforce SOP compliance: Update and circulate clear SOPs for handling hot drums using pallet trolleys with pallets and work permit 2 PPE Enforcement Drive: Mandatory use of heat-resistant gloves, suits, and face shields when handling hot materials. Display safety instructions for Hot Residue handling 3 Toolbox Talks / Safety Trainings: Conduct refresher training for all contract and permanent workers on hot material handling. 4 PPE Availability Check: Ensure sufficient PPE inventory and easy access for all shifts (Leather suit, Hoodie, Leather shoes)	Open	3	Contract

5	2025-07-08	Jul-25	FY 25-26	Boiler	11.30	Boiler	Near 10 THP Boiler	On 08/07/2025 during G-Shift at approximately 11:30 AM, Mr. Shalam was assigned to perform maintenance work on the 10 TPH Boiler Down Comer Header as per the scheduled plan. While removing the dummy from the top side of the header (membrane side), the bottom side of the header had already been drained. the blowdown valve of the top-side header was not opened, which resulted in residual hot water remaining trapped inside. During the removal process, the trapped hot water was suddenly released from the dummy, resulting in splashing on Mr. Shalam face and causing a skin burn injury.	Mr. Shalam	1904	1) Mr.Rangaswamy 3) Mr.Madhu M 2)Mr.Sharanbaswa	MTC	LOW	Not Aplicable	Probable Root Cause Analysis: As per the investigation, the probable root cause of the incident can be identified as follows: During the incident investigation, the following observations The primary cause of the incident appears to be incomplete isolation of the boiler header system before commencing maintenance activity. Specifically: • The blowdown valve on the top-side (membrane side) of the Down Comer Header trap valve was not opened, which resulted in residual hot water remaining trapped in the system. • Lack of verification or checklist-based confirmation before dummy removal led to the assumption that the system was fully drained. • Inadequate communication or coordination among maintenance personnel regarding the status of valve operations and system isolation. • Insufficient adherence to standard operating procedures (SOPs) for boiler maintenance and safety isolation protocols.	Corrective Actions: 1. Immediate medical attention was provided to Mr. Shalam, including first aid at the Occupational Health Centre and subsequent treatment at the hospital. 2. The incident was reported to the EHS and maintenance departments for investigation and analysis. 3. The maintenance work was halted, and the boiler header was fully drained and isolated before resuming any further activity. 4. A toolbox talk was conducted with the maintenance team to highlight the incident and reinforce immediate safety awareness. Preventive Actions 1. Strict adherence to Lockout–Tag out (LOTO) and isolation procedures to be ensured before starting any maintenance on boiler systems. 2. Mandatory use of a pre-maintenance checklist, including confirmation of: • Valve status (open/closed) • System drainage • Residual pressure/temperature 3. Training sessions to be conducted for all boiler and maintenance personnel on: • Hazard identification and risk mitigation 4. Sign-off requirement by a competent person (e.g., boiler in-charge or EHS representative) before allowing any critical maintenance work to begin. 5. Before start the work line breaking work permit must be require. 6. Periodic audits of boiler maintenance practices to ensure compliance with SOPs and identify gaps proactively.	Open	0	OWN
6	2025-07-09	Jul-25	FY 25-26	E-Block	15.00	E-Block	Pharma Area	At dated 09/07/25 at around 15:00 Mr. Pili Shoan Soren working in E-Block Pharma area as a helper, at that time as per the instructions of Mr. Shivakumar, Mr.Vishwajit and Mr.Pili Shoan Soren the Multimill (movable equipment) was planned to be shifting from one room to another room. During the shifting process, (Mr. Pili Shoan Soren pushing the Multimil equipment bottom plate and Vishwajit pushing top portion) the sharp edge of the Multimill feeding hopper accidentally touch the drying room door, causing it to fall Mr. Pili Shoan Soren's left-hand finger causing an injury	Mr.Pili Shoan Soren	9001615	1) Mr.Vishvajit 3) Mr.Nagesh 2) Mr Shivakumar	MTC	LOW	Not Aplicable	During the incident investigation, the following observations • Immediate Cause: • The Multimill feeding hopper was not properly fixed before shifting. • During movement, the improper fixed Multimil Feeding hopper hited the drying room door and fell, causing injury to the helper left-hand finger. • Root Causes: • Improper Equipment Handling: The Multimil feeding hopper was not properly fixed or secured to the Multimill before relocation. • Lack of Pre-Shift Equipment Check: No verification was done to ensure all parts of the Multimill (Movable Equipment) were safely fixed before initiating movement. • Inadequate Supervision/Monitoring: The shift supervisor or pharma in charge Mr.Shivakumar and Vishwajit did not verify the readiness of the equipment before allowing it to be moved. • Contributing Factors: • Lack of training or awareness on safe handling of movable equipment. • No checklist or tagging system to confirm equipment readiness for movement. • Before shifting to Multimil (Movable equipment) from one place to other place parts fixing status not verified properly. • After batch to batch cleaning Multimill material feeding Hooper not fixed properly,	MTC E-Block CAPA Action Plan and Status : 1 Immediate medical attention provided at OHC and further hospital treatment. EHS Completed 09/07/2025 Closed 2 Incident reported to Block In-charge and EHS department for investigation Block In-charge Completed 09/07/2025 Closed 3 Multimill equipment inspected and feeding hopper properly re-fixed Boiler In-charge + Maintenance Team Completed 09/07/2025 Closed 4 Work area reviewed to ensure safe conditions post-incident Production + EHS Completed 09/07/2025 Closed **Preventive Action** 1)Provide training to all helpers and Employee on safe equipment handling and movement - Closed 2) Movable Equipment to be shifted in presence of Mechanical Engineer and Production Executive and above.-Closed	Open	0	Contract

7	2025-08-03	Aug-25	FY 25-26	AM-Block (H/HY-02)	22.30	AM-Block	H-Block backside Hydrogenetaor Reactor H/HY-02	On 03/08/2025, AM-Block Varenicline Tartrate Stage-I batch operation in H-Block Hydrogenate Reactor-02 (H/HY-02), Mr. AVSV Prasad, Night Shift In-charge, observed leakage from the H/HY-02 reactor bottom valve flange at around 22:20 hrs. during taken of shift handover. Mr. AVSV Prasad immediately informed AM-Block Shift In-charge, Mr. Naveen, he was on B-Shift duty. Due to ongoing handover procedures, Mr. Naveen did not attend the site immediately and not inform Mr.Beerappa an Mr.Bhasakar about leakage. Again Mr. AVSV Prasad call to C- shift personnel, AM Block In charge Mr. Beerappa,& Mr.Bhasakar he was took over and arrived at the site at around 22:30 hrs.Upon inspection, Mr. Beerappa Mr.Bhasakar noticed that reaction mass leakage from reactor bottom flange was still occurring. He proceeded to the top of the hydrogenate reactor to relieve pressure. At that time, Mr. AVSV Prasad observed a fire ignited at the reactor ground floor.and inform to both people in an attempt to escape, Mr. Beerappa jumped from the	No any injured	Not Aplicable	:1) Mr.Beerappa Gawade. 2) Mr.Bhaskar 3) Mr.Avsv Prasad	FIRE	LOW	Not Aplicable	OLD (H/HY-02) VALVE NEW VALVE Probable Root Cause Analysis: As per the investigation the probable root cause of this incident is 1) The above both image valve position is closed condition but as compare both valve to old one (H/HY-02) valve may be slightly open condition. Resulting leakage from Reactor bottom flange. 2) On 01.08.2025, at 12:29 PM, Mr. Nagraju Gamidi observed a slight leakage from the reactor bottom handle gland. he instructed Block Engineer Mr. Naresh Bhandarigal,, as per the instructions, engaged fitter Mr. Basava to carry out tightening of the handle gland nut. During this activity, the handle may be touched and slightly opened.	Sr No. Description of Corrective action 1 Isolate H/HY-02 Reactor; replace damaged bottom valve and gasket with certified spare parts; conduct hydrostatic & leak test before recommissioning. 2 Inspect all similar Reactors' bottom valves and flanges for potential defects; replace or tighten as required. 3 Conduct refresher training for all shift in-charges and operators on emergency leak response and safe pressure-relief procedures. 4 Firefighting Equipment Replenishment – Replaced all 36 used fire extinguishers and restocked 3 AFFF foam cans to restore firefighting readiness. 5 Conduct firefighting training for all production block personnel. Sr No. Description of Preventive action 1 Implement continuous supervision during critical hydrogenation and solvent-handling operations; assign one trained supervisor to physically monitor reactor area. 2 Integrate Hydrogenator Reactor Pre-Start-Up Checklist into SOP — verify valve condition, flange tightness, pressure gauges, leak detectors, electrical isolation, and fire safety readiness before starting batch. 3 Install Hydrocarbon & Oxygen gas detectors near Reactor base and integrate with alarm system in control room. 4 Revise Policy For Usage Of Gaskets, Filter Cloths / Filter Bags, Micron Filters And Transfer Lines..(SOP/U-2/ENG/GEN/059/05) 5 Conduct quarterly emergency drills focusing on solvent leak and fire scenarios; ensure AFFF foam application proficiency. 6. Strengthen shift handover procedure — include mandatory site inspection and documented status of reactors. 7. Ensure ERT (Emergency Response Team) members are assigned equally across all shifts. 8. Before starting the Hydrogenate Reactor batch, ensure bottom valve dummy to be fixed . 09. Before starting the Hydrogenate Reactor batch, ensure all vents are connected to the dump tank.	Open	0	NA
8	2025-08-16	Aug-25	FY 25-26	C-Block	14.30	C-Block	C-block Outside Near Everest vacuum pump	On 16/08/2025 at 14:00 hrs in C-Block, Mr. Anil Kumar (Shift In-charge) informed Block Engineer Mr. Meenappa that vacuum was not developing in C/VP-15. Mr. Meenappa instructed fitter Mr. Uday Kumar to check the vacuum pump filter. Upon inspection, Mr. Uday Kumar observed that the filter was choked. He removed the filter and attempted cleaning with pressure water. After that the filter did not get cleaned properly. After discussion with Mr. Prasad Reddy and Mr. Meenappa, decided to clean the filter using MDC (Methylene Dichloride). Mr. Uday Kumar, in presence of Mr. Prasad Reddy and Mr. Meenappa, transferred MDC into a dedicated stainless steel container. Mr. Uday Kumar slowly dipped the filter into the container of MDC, reversed it after a few minutes, and repeated the same process. During this activity, one drop of MDC splashed into Mr. Uday Kumar left eye	Mr. Uday Kumar	311001	1)Mr. M.Meenappa 2)Mr.Mr. Prasad Reddy	FAC	LOW	Not Aplicable	Direct Cause (Immediate Trigger): • MDC (Methylene Dichloride) splash into the left eye of Mr. Uday Kumar during filter cleaning activity. Probable Root Cause: • Mr. Uday Kumar was not wearing splash goggles while handling MDC,was led to direct chemical contact with the eye. Contributing Factors: • Inadequate use of appropriate PPE (Personal Protective Equipment) for chemical handling. • Use of MDC (hazardous chemical) for filter cleaning without proper risk assessment and safe work procedure. • Lack of engineering control (e.g., enclosed cleaning method or safer solvent alternative).	Corrective Actions (Immediate): 1. Immediately provided first aid and continuous eye irrigation to Mr. Uday Kumar at eyewash station and OHC. 2. Ensured Mr. Uday Kumar recovered before resuming duty. 3. Instructed all personnel involved in the activity to strictly use splash goggles and gloves while handling MDC. 4. Communicated incident details to all C-Block teams for awareness Preventive Action 1. Mandatory PPE Compliance: - Enforce strict use of chemical splash goggles, face shields, and gloves for all chemical handling and filter cleaning activities. 2. Engineering Control: - Explore safer alternatives to MDC or provide enclosed cleaning systems to minimize direct exposure. 3. Training & Awareness: - Conduct refresher training to C-Block on chemical handling, PPE importance, and emergency response. 4. Supervision & Monitoring: - Block Engineers/Shift In-charges to closely monitor high-risk activities to ensure compliance with safety practices.	Closed	0	Contract

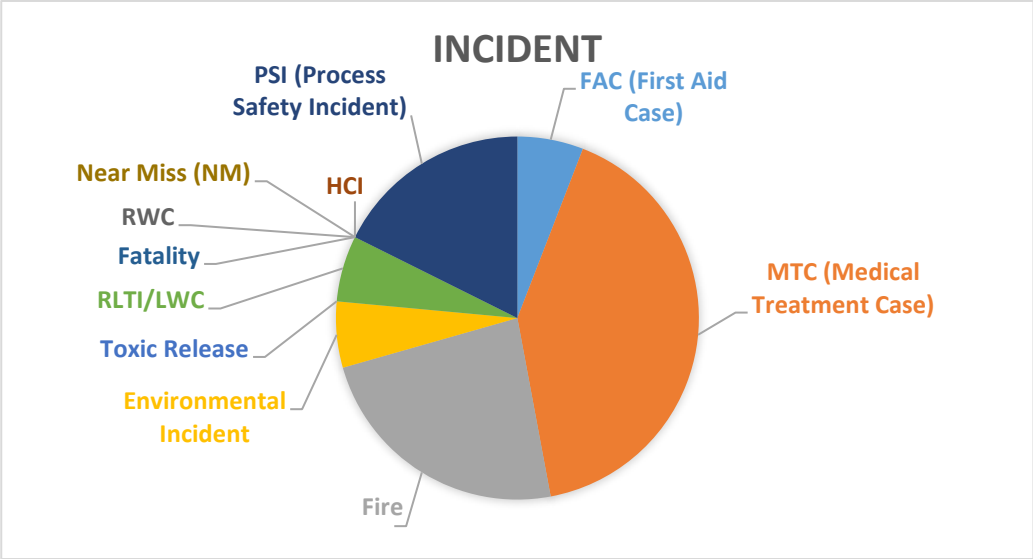
9	2025-08-25	Aug-25	FY 25-26	C-Block	00.50"	C-Block	C-Block Intermediate G/F	At dated 25/08/2025 at C-Shift During the processing of Capecitabine Stage-I, reaction mass was transferred by Mr. Prabhakar from C/RE-03 to C/RE-16. After completion of TLC, Mr. Prabhakar intended to clean Reactor C/RE-03. He opened the bottom and drain valves of C/RE-03 and placed a disposal container beneath. While reviewing the reaction mass volume in C/RE-16, Chemist Mr. Jitendra and Mr. Prabhakar decided to charge an additional 100 liters of MDC from C/RE-03 to C/RE-13, during this process, Mr. Prabhakar forgot that the bottom valve of C/RE-03 was already open for cleaning. As a result, the charged 100 liters of MDC spilled onto the ground floor The spillage was first noticed by contractor helper Mr. Nansing, he was immediately informed Mr. Prabhakar. On rushing to the ground floor to close the valve, Mr. Prabhakar slipped and fell. Approximately 05 minutes later, Mr. Subramanya Reddy entered the MDC spill area. He also slipped on the spilled MDC and fell, sustaining injuries to his leg.0	Mr.G.Subramanyam Reddy	2796	1)Mr. Ashok Bagal 3) Mr. Prabhakar 2)Mr. Jitendra Singh	MTC	LOW	Not Aplicable	1. Human Error / Lapse in Attention - Mr. Prabhakar opened the bottom valve of C/RE-03 for cleaning but forgot to close it before initiating the transfer of 100 liters of MDC. 2. Lack of Proper Communication & Coordination - Chemist (Mr. Jitendra) and Mr. Prabhakar decided to charge MDC without verifying the status of the reactor valves and without cross-checking the line-up. 3. Delayed Spill Control / Barricading - Immediate barricading of the spillage area was not done, resulting in secondary accidents (slips and injury to Mr. Prabhakar and Mr. Subramanya Reddy).	Corrective Actions (Immediate): 1. Injured person Mr. Subramanya Reddy was given first aid at the eyewash/safety shower station and immediately shifted to Suraksha Hospital for medical treatment. 2. Spill area was cordoned off and spill cleaning/neutralization carried out to prevent further slips or exposure. 3. Reactor C/RE-03 valve was closed immediately to stop further MDC leakage. 4. Safety team was informed, and incident was reported to shift in-charge for prompt action. Preventive Action 1. Operator Training & Awareness - Refresher training on solvent handling, valve operation, and line-up verification to all production staff and contract helpers. 2. Enhanced Communication Protocol - Chemists/Shift in-charge to verify and communicate valve positions before starting critical operations. 3. Supervisory Monitoring - Mandatory supervision for critical activities like solvent charging, transfer, and reactor cleaning.	Closed	0	OWN
10	2025-09-15	Aug-25	FY 25-26	AO-BLOCK	10.30	AO-BLOCK	UDA Crystallization area	At around 10:00 AM, during G Shift, Mr. S.S. Bambase (Shift In-charge) assigned Helper Mr. Maheboob Ali for cleaning work in the UDA Crystallization Area. The UDA Area Chemist, Mr. P. Mohan Kumar Reddy, instructed Mr. Maheboob Ali to carry out cleaning work of Centrifuge-01. While cleaning Centrifuge-01, Mr. Maheboob Ali opened the manual door and was wiping the surface with a lint-free cloth. During the activity, the centrifuge manual door fell onto his right hand, causing injury.	Mr.Maheboob Ali	100141	1)Mr. P.Mohan Kumar Reddy 2) Mr.Nitin Shinde	MTC	LOW	Not Aplicable	1. Direct Cause (Immediate Cause): - The manual door of Centrifuge-01 fell down during cleaning, resulting in injury to Mr. Maheboob Ali's right hand 2. Contributing Factors: - Mechanical Condition: Possible improper door hinge/locking mechanism of Centrifuge-01 not maintained or secured. - Work Method: Cleaning was performed by opening the manual door without adequate support or securing arrangement. - Training/Competency: Helper (unskilled worker) was assigned a task involving mechanical equipment without proper training or supervision. - Risk Assessment: Lack of Job Safety Analysis (JSA) or hazard identification before assigning the task. 3. Root Causes: • Unsafe Equipment Condition: Centrifuge-01 manual door not in safe working condition (loose, heavy, or defective). • Inadequate Preventive Maintenance: Failure to inspect and maintain door hinges/locking before operation/cleaning. • Improper Work Allocation: A helper was given responsibility for cleaning equipment that required technical knowledge and supervision. • Insufficient Supervision: Chemist did not ensure safe working conditions before assigning the cleaning task.	Corrective Actions (Immediate): 1. Injured person shifted to OHC for first aid and then referred to Suraksha Hospital for further treatment. 2. Centrifuge-01 manual door immediately inspected and tagged "Do Not Operate" until repair/maintenance is completed. 3. Incident reported to Block In-charge and EHS department for investigation and follow-up. Preventive Action Engineering / Equipment-Related: - Repair the manual door locking/hinge mechanism to ensure it is structurally sound and cannot fall unexpectedly. - Implement a preventive maintenance schedule for centrifuges, including checks on doors, hinges, and locking systems. Training & Competency: • Provide specific training to helpers and operators on safe cleaning practices and equipment handling. • Assign only trained and authorized personnel for centrifuge cleaning tasks. • Conduct toolbox talks and awareness sessions focusing on "safe handling of equipment doors and panels." Supervision & Monitoring: • Ensure responsible chemist/supervisor presence during cleaning and maintenance activities.	Closed	0	Contract

11	2025-09-26	Aug-25	FY 25-26	AO-BLOCK	12.00	AO-BLOCK	Near AO Bipolar	On 26/09/2025, Mr. Raju, working as a helper in AO–Block, was walking along the pathway from AO–Block to Bipolar. Due to rainfall, water had stagnated in the pathway. While crossing through the waterlogged area, Mr. Raju accidentally stepped into a small drain that was not visible under the stagnant water. In an attempt to prevent a fall, he grabbed the frame of a nearby tank level indicator, which had sharp edges. As a result of the impact, he sustained a cut injury on his left-hand thumb finger.	Mr.Raju	100033	1)Mr. Ramu 2) Mr.Manoj	MTC	LOW	Not Aplicable	1. Unsafe Footwear: • The injured person (Mr. Raju) was wearing slippers instead of safety shoes, which reduced grip and protection. 2. Unsafe Condition – Pathway: • Rainwater had accumulated on the pathway, creating stagnant water. • A small drain was concealed under the stagnant water, making it invisible to the worker. 3. Unsafe Condition – Equipment: • The nearby tank level indicator frame had sharp, unprotected edges. 4. Lack of Preventive Measures: • No barricading or warning signage was provided near the waterlogged/drain area. • Lack of inspection and timely action to clear water stagnation or cover the drain. .	1. Injured employee immediately shifted to OHC and later to hospital for treatment. 2. Pathway inspected; stagnant water was cleared. 3. Drain area temporarily covered to prevent recurrence. Preventive Action 1. PPE Enforcement: • Strict monitoring to ensure all employees wear safety shoes inside the plant premises. • Disciplinary action for non-compliance. 2. Pathway Maintenance: • Regular inspection of pathways during/after rain to prevent water stagnation. • Permanent covering of open drains and proper slope for rainwater drainage. 3. Hazard Elimination: • All sharp edges of equipment/structures in work areas to be rounded off or covered with protective guards. 4. Awareness & Training: • Refresher training for employees on safe walking practices, PPE importance, and reporting unsafe conditions. • Toolbox talks emphasizing risks of waterlogging and unsafe equipment edges.	Closed	0	Contract
12	2025-09-27	Sep-25	FY 25-26	CDMO	11.30	CDMO	Inside CDMO Lab	On 27th September 2025, Mr. Darshan Kasture, Sr. Chemist in the CDMO Lab, was performing the work-up of Amriserten KSM-2 / Stage-2. Reaction going on After completing solvent distillation, he was carrying a 2-liter round bottom flask (RBF) to the fume hood for further processing. During this time, the RBF slipped from his hand. In an attempt to save the flask and its solvent contents, the flask broke, resulting in a cut injury to his left middle finger.	Mr. Darshan Kasture	7646	1) Dr.Asish Kumar Singh 2) Mr.Darmendra Kumar Singh	MTC	LOW	Not Aplicable	1. Human Factor: • Attempted to catch the falling round bottom flask instead of allowing it to drop safely, which resulted in direct hand contact with broken glass. 2. Material Handling: • Improper grip/handling of a large (2-liter) round bottom flask while carrying it to the fume hood. 3. PPE Non-compliance: • Lack of use of cut-resistant gloves while handling and transporting heavy glassware.	Corrective Actions (Immediate): 1. Immediate first aid provided at OHC, followed by referral to hospital for further medical treatment. 2. Injured area was cleaned and dressed to prevent infection. 3. Broken glassware and solvent spill were cleaned and disposed of safely as per SOP. 4. Safety communication given to all lab employees about the incident and the importance of not attempting to catch falling glassware. Preventive Action 1. Training & Awareness • Conduct refresher training on safe handling of glassware and solvents. • Reinforce the message: "Never attempt to catch falling glassware." 2. PPE Compliance • Enforce mandatory use of cut-resistant gloves, goggles, and lab coats while handling glassware. 3. Engineering & Administrative Controls • Provide trays, carriers, or trolleys for safe transportation of large/heavy round bottom flasks. • Review and update SOPs for solvent handling and glassware transportation. 4. Monitoring & Reinforcement • Regular safety audits in labs to ensure compliance. • Display posters/visual reminders on safe glassware handling.	Closed	0	OWN
13	2025-09-30	Sep-25	FY 25-26	AO-BLOCK	3.00	AO-BLOCK	MS Structure First floor	On 24th September 2025, a leakage was observed in the heating jacket of AO-Block Reactor RE/04 and rectified the same day. During the repair, only the insulation material at the leakage point was replaced, while the surrounding insulation was not changed. This surrounding insulation had absorbed thermic fluid. Following the repair, one process batch was completed successfully and the second batch was ongoing when the incident occurred. On 30th September 2025, around 2:00 AM, smoke was noticed from the top side insulation area of Reactor RE/04. At approximately 03:00 AM, a small fire broke out in the insulation area. The fire was immediately controlled, and no injuries were reported.	No any injured	No any injured	1)Mr. Venkateshwarlu 2) Mr.Kalshetty	FIRE	LOW	Not Aplicable	fully extinguishing the fire. Root Cause Analysis: Probable Root Cause Analysis:N17 After the 24-Sep-2025 heating-jacket leak, only the immediate damaged insulation was replaced; surrounding insulation that had absorbed thermic fluid remained in place and later ignited. • soaked insulation provides fuel close to the reactor heat source; ignition is a direct physical consequence of contamination + heat. • The insulation material used (glass wool) is inherently non-combustible and does not support fire. • The fire originated from thermic fluid leakage and accumulation within the insulation layer. • Continuous heating caused the soaked thermic fluid to dry at the surface, leaving behind organic residues. • Overheating of this residue triggered localized ignition, leading to a small fire. • A thermal fluid leak into glass wool can lead to spontaneous combustion, as the porous material allows the oil to disperse and later ignite once exposed to oxygen (e.g., when cladding is removed or oxygen ingress occurs). • While glass wool itself is non-flammable, it becomes a fire hazard when saturated with flammable thermic fluid.	Corrective Actions (Immediate): 1. Removed and replaced all contaminated insulation material from Reactor RE/04. 2. Thorough cleaning of reactor outer surface to eliminate thermic fluid traces. 3. Inspection of surrounding area and adjacent pipelines/equipment for any further thermic fluid leakage or contamination. 4. Fire safety verification – check CO_2 extinguishers and hydrant system readiness after use; refill/replace used extinguishers. 5. Awareness session conducted for the shift team on handling insulation soaked with thermic fluid. 6. Fire hydrant hose valve operating time damaged immediate new valve arranged. Preventive Action 1. Replace all insulation that has come into contact with thermic fluid, not only the leakage-affected portion. 2. Strengthen inspection and maintenance procedures for thermic fluid systems (jackets, pipelines, valves, gaskets). 3. Carry out thermal scanning and monitoring to detect early hotspots. 4. Establish a standard procedure: after any thermic fluid leakage, ensure complete removal and replacement of all contaminated insulation. 5. Provide refresher training to operators on thermic fluid fire risks and emergency response. 6. Replace glass wool insulation in reactor heating systems with ceramic blanket insulation, which offers higher temperature resistance, lower fluid absorption, and reduces the risk of fire hazards in case of thermic fluid leakage	Closed	0	NA

14	2025-10-03	Sep-25	FY 25-26	AO-Block	16.30	AO-BLOCK	MS Structure Ground floor	The AO-Block hot oil system circulates thermal oil between a storage tank and reactor jacket for heating/cooling purposes. The storage tank was already out of service due to jacket leakage. To continue operation, oil was being directly circulated to the reactor jacket, bypassing the storage tank. To Avoid the repeated Reactor jacket dated 03/10/25 To restore safe and efficient operation, we are planning to replace the existing tank with a new one.at dated 03/10/25 16:30 work start During the removal of the existing tank oil line, all first ensured line valves was closed. But Hot oil system 02 main valve not ensured. While loosening flange one bolt on the heating outlet line flange, approximately 5 liter of cool oil was collected in a 50 L container. During this activity don't know the a 3" globe valve passing. Then Suddenly, hot oil started flowing through the line due to a 3" globe valve passing hot oil continuous leakage from the flange.	No any injured	No any injured	1)Mr. Rajiv 2) Mr. Srinivas Rao	PSI	LOW	Not Aplicable	• Hot Oil System-02 main isolation valve was not ensured in fully closed condition before starting the dismantling activity, resulting in unintended flow of hot oil. • Internal passing of the 3" globe valve was not identified or verified prior to loosening the flange, allowing hot oil to leak suddenly. • Absence of positive isolation (double isolation and draining) of the hot oil line before maintenance work. • Inadequate line clearance and verification procedure, as residual and live hot oil presence was not fully checked. • Insufficient hazard identification during pre-job planning, specifically regarding valve passing and stored thermal energy in the hot oil system. • Lack of a detailed permit-to-work checklist confirming closure and integrity of all critical isolation valves. • Reliance on assumed valve closure instead of physical verification and lock-out of the Hot Oil System-02 main valve.	Corrective Actions (Immediate): 1. Hot Oil System-02 was immediately stopped, and the main isolation valve was closed to arrest further leakage. 2. All running batches in the MS structure were stopped to eliminate escalation risk. 3. Oil spillage was controlled using sand, and the affected area was promptly barricaded. 4. Spilled hot oil and contaminated absorbent material were collected using proper PPE and transferred to drums. 5. The collected waste material was disposed of safely as per hazardous waste disposal procedure. 6. Work was suspended until safe isolation was ensured and the area was declared safe. Preventive Action 1. Ensure positive isolation (double isolation and draining) of hot oil lines before any maintenance or dismantling activity. 2. Mandatory verification of main isolation valve closure with physical checking before starting work. 3. Inspection and maintenance of all isolation valves, especially globe valves, to identify and rectify internal passing. 4. Implementation of Lock-Out / Tag-Out (LOTO) system for hot oil and other energy systems during maintenance. 5. Strengthen Permit-to-Work (PTW) system, including a checklist for valve isolation, line draining, and zero-energy confirmation. 6. Conduct detailed Job Safety Analysis (JSA) focusing on stored thermal energy and valve failure risks. 7. Provide refresher training to operations and maintenance personnel on hot oil system hazards and safe isolation practices. 8. Use blind flanges or spades where feasible during critical dismantling activities involving hot oil systems. 9. Improve supervision during high-risk maintenance activities, ensuring all safety steps are followed before execution.	Closed	0	NA
15	2025-10-10	Sep-25	FY 25-26	CDMO	15.15	CDMO	AM-Block First Floor	In CDMO Lab It is noted that a 3 days prior to the same fume hood had experienced electrical switch tripping issues. The user department had informed the Electrical Department, and the issue was reportedly checked and rectified at that time. On 10/10/2025 at 10:15 AM, during the AIU Batch Step-II reaction being carried out by Sr. Chemist Mr. Darshan Kasture in Fume Hood FH-01, at that time electrical short circuit resulting in a fire and cable burning inside the fume hood.	No any injured	No any injured	1) Mr. Darshan Kasture 2) Dr.Anant	FIRE	LOW	Not Aplicable	Direct Cause: • Electrical short circuit occurred inside Fume Hood FH-01, leading to cable fire and smoke generation during the running reaction. Immediate Cause: • A gap was observed on the top side of the fume hood, and continuous exposure of electrical wires to chemical vapors inside the fume hood led to deterioration of wire insulation, which eventually caused a short circuit and fire incident. • Possibility of defective or loosened electrical connections in the fume hood switch assembly, which had been reported earlier for tripping but was not fully rectified. • Presence of solvent vapors in the fume hood during the reaction near the affected area increased the potential fire risk. Root Cause: • Inadequate corrective action after the earlier electrical tripping complaint — only temporary rectification was done without detailed inspection or testing of the fume hood electrical system. • Continuous chemical exposure and aging of wire insulation inside the fume hood, combined with a gap on the top side, weakened the electrical wiring, increasing the likelihood of short circuits. • Unsafe storage and handling of solvents — solvent vapors were present near the electrical wiring, which increased the potential for fire. • Lack of preventive maintenance and inspection system for fume hood electrical components, allowing defects to go unnoticed. • Insufficient awareness and training of laboratory personnel regarding electrical hazards and safe solvent handling practices.	Corrective Action 1 Fire inside fume hood extinguished using DCP fire extinguisher by the EHS team. 2 All solvent drums near the fume hood were shifted to a safe area to avoid escalation. 3 Area isolated and electrical supply to the affected fume hood disconnected. 4 Damaged cables and switch assembly inspected and removed from service. 5 Used DCP extinguisher replaced with a new one in CDMO Lab. Preventive Action Conduct detailed inspection and preventive maintenance of all fume hood electrical connections and sockets in the CDMO Lab Implement electrical safety checklist and record review system for all fume hoods. Ensure no solvent storage inside or near active fume hoods during reactions. Conduct awareness and refresher training for lab personnel on response to electrical and fire incidents Damaged cables and wiring inside the fume hood were replaced with Teflon-insulated or chemically resistant cables suitable for exposure to solvent vapors, ensuring long-term safety and preventing deterioration. Maintain readiness of fire extinguishers – monthly inspection and timely refill/replacement after every use.	Closed	0	NA

16	2025-11-30	Sep-25	FY 25-26	AO7-BLOCK	2.30	AO7-BLOCK	HOT Oil System	At approximately 02:30 AM, Operator Mr. Prakash observed a fire near the thermal oil pump CP-02 section of the AO-7 Hot Oil System-03. He immediately alerted the supporting operator and simultaneously informed the Engineering and Production teams. At the time of the incident, ammonia gas passing activity was in progress in Reactor RE-18, with the hot oil temperature maintained between 280–290°C, as required for the operation. The thermal oil pumps were operating under normal load to maintain the reactor jacket temperature. No abnormal noise or vibration was observed from the pump prior to or during the incident.	No any injured	No any injured	1)Mr. Prakash	FIRE	LOW	Not Aplicable	Probable Root Cause Analysis: • Coupling Failure • The Lovejoy coupling spider appears to have failed during operation. • Coupling failure resulted in misalignment and transmission of abnormal load to the pump shaft. • Bearing Damage • Due to coupling failure and misalignment, pump bearings were subjected to excessive radial and axial loads. • This caused bearing overheating and damage during running condition. • Excessive Shaft Play • Bearing failure led to increased shaft play, exceeding acceptable design limits. • Shaft movement directly impacted the mechanical seal integrity. • Mechanical Seal Failure • Excessive shaft play and elevated temperature caused the mechanical seal faces to fail. • This resulted in leakage of hot thermic fluid from the pump. • Ignition of Leaked Hot Oil • The leaked high-temperature thermal oil came in contact with hot pump surfaces and insulation material. • Due to the operating temperature being close to the oil's ignition range, auto-ignition occurred, leading to a localized fire	Corrective action Isolate the affected thermal oil circulation pump and keep it out of service until rectification is completed. Dismantle the pump assembly in the presence of KSB service personnel to confirm the exact failure mode. Replace damaged components including mechanical seal, bearings, shaft, coupling spider, and associated hardware. Replace all damaged insulation and control cable wiring affected by the fire. readiness. Clean leaked thermal oil residue from the pump area to eliminate fire and slip hazards.. Inspect alignment of motor–pump assembly and correct as per OEM tolerance. Conduct trial run of the pump at no-load and full-load conditions after repair and record vibration, temperature, and pressure readings Preventive Action CReplace or modify existing pumps with KSB-recommended new design to address known design limitations. Replace Lovejoy coupling with tyre coupling to accommodate minor misalignment and reduce shock loading. Implement periodic vibration analysis and thermography for all hot oil circulation pumps. Establish bearing temperature and seal leakage monitoring checklist per shift. Strengthen preventive maintenance schedule for coupling, bearings, and mechanical seals in thermic fluid systems. Ensure proper lubrication practices, including lubricant quality checks and intervals as per OEM recommendations. Conduct alignment checks after every major maintenance activity. Review and upgrade fire-resistant insulation and routing of electrical cables near hot oil systems. Conduct operator and maintenance training on early signs of pump failure (seal leakage, abnormal heat, vibration).	Closed	0	NA
17	2025-12-02	Dec-25	FY 25-26	CR&D	11.30	CR&D	CR&D	On 02/12/2025, Mr. Dhiraj Shinde, working in CR&D as a Trainee Chemist, was handling a Vancomycin product reaction. During the activity, a Buchner funnel fell from the glassware rack and got damaged. The damaged Buchner funnel was kept on the floor. While locking the glassware rack, Mr. Dhiraj Shinde leg slipped and fell, and the sharp edge of the damaged Buchner funnel hit his knee, resulting in an injury.	Mr.Dhiraj Shinde	7675	1) Mr. Yuvateja B 2) Mr. Narasimha M	MTC	LOW	Not Aplicable	Probable Root Cause Analysis: • Improper handling of glassware led to the Buchner funnel falling and getting damaged. • The damaged glassware was not immediately removed from the work area and was kept on the floor, creating a trip and injury hazard. • Poor housekeeping practices in the laboratory contributed to the unsafe condition. • Lack of immediate disposal or isolation procedure for damaged glassware. • Inadequate awareness/training regarding safe handling and storage of damaged glassware	Corrective Actions 1. Immediate first aid was provided to Mr. Dhiraj Shinde at the OHC. 2. The damaged Buchner funnel was safely removed from the laboratory floor and disposed of as per glassware waste disposal procedure. 3. The incident area was cleaned to eliminate any further hazard. 4. The incident was reported to the EHS Department and recorded for investigation. Preventive Actions 1. Strict housekeeping practices to be ensured in all laboratories. 2. Damaged or broken glassware must not be kept on the floor and should be immediately discarded in designated glass disposal bins. 3. Training and awareness to be provided to laboratory personnel on safe glassware handling and disposal procedures. 4. Periodic inspection of glassware racks to identify and remove damaged glassware. 5. Use of appropriate PPE (safety shoes, gloves) to be reinforced in laboratory areas. 6. Display safety signage related to glassware handling and housekeeping in CR&D labs.	Closed	0	OWN

Incident Type	Count	% of Total
FAC (First Aid Case)	1	5.90%
MTC (Medical Treatment Case)	7	41.20%
Fire	4	23.50%
Environmental Incident	1	5.90%
Toxic Release	0	0.00%
RLTI/LWC	1	5.90%
Fatality	0	0.00%
HCI	0	0.00%
RWC	0	0.00%
Near Miss (NM)	0	0.00%
PSI (Process Safety Incident)	3	17.60%
Total	**17**	**100%**



SHILPA PHARMA LIFESCIENCES LIMITED - UNIT 2 - MAN-HOURS SUMMARY - FY25-26

Category	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FY25-26
Company	225184	246744	193396	200600	191504	197888	209760	203256	208328	219192	195368	221588	**2512808**
Contractor	78245	77925	80236	80165	79126	82129	81126	78126	81126	81236	79146	81926	**960512**
Visitors	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Total	**303429**	**324669**	**273632**	**280765**	**270630**	**280017**	**290886**	**281382**	**289454**	**300428**	**274514**	**303514**	**3473320**

Occupational Health & Safety	1	2	2	2	1	3	0	0	1	0	0	0	12
Fatalities - Own Employees	0	0	0	0	0	0	0	0	0	0	0	0	0
Fatalities - Contract Employees	0	0	0	0	0	0	0	0	0	0	0	0	0
High Consequence Work-related Injury or Ill-health - Own Employees (RTLI/Reportable accident*, excluding fatalities)	0	0	0	0	0	0	0	0	0	0	0	0	0
High Consequence Work-related Injury or Ill-health - Contract Employees (RTLI/Reportable accident*, excluding fatalities)	0	0	1	0	0	0	0	0	0	0	0	0	1
Dangerous Occurrences/Process Safety Incidents (High Severity Incidents)	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Recordable Work-related Injuries - Own Employees**	1	1	0	1	1	1	0	0	1	0	0	0	6
Total Recordable Work-related Injuries - Contract Employees**	0	1	1	1	0	2	0	0	0	0	0	0	5
	1	2	2	2	1	3	0	0	1	0	0	0	12

Number of work related lost workdays as per incident summary	
Own	0
Contractor employees	3

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)
08/07/25	11:30	Boiler	Near 10 THP Boiler	**07**

INJURED PERSON (If more than one person involved, use back side of this paper with below particulars)	
Name: Mr. Shalam	Employee Type: Company
Gender: Male	Contractor Name: NA
Age: 41 Year	Name of the shift in charge: NA
Identity No: 1904	Name of the Block in charge: Mr Sharanbaswa
Designation: Fitter	Name of the block HOD: Mr.Manjunatha D N
Names of the Witnesses: 1) Mr.Rangaswamy 3) Mr.Madhu M 2)Mr.Sharanbaswa	
Nature of Injury if any: MTC	**Damaged Property if any**
	No any Property damaged
Treatment	
First Aid Given OHC	YES
Hospitalization	YES

DETAILS OF INCIDENT:
On 08/07/2025 during G-Shift at approximately 11:30 AM, Mr. Shalam was assigned to perform maintenance work on the 10 TPH Boiler Down Comer Header as per the scheduled plan. While removing the dummy from the top side of the header (membrane side), the bottom side of the header had already been drained. the blowdown valve of the top-side header was not opened, which resulted in residual hot water remaining trapped inside. During the removal process, the trapped hot water was suddenly released from the dummy, resulting in splashing on Mr. Shalam face and causing a skin burn injury.
Immediate Measures taken to control the incident: Mr. Sharanbaswa, witnessed the incident, responded promptly and shifted Mr. Shalam to the Occupation Health Centre for first aid. After initial treatment, Mr. Shalam was immediately sent to the hospital for further medical Treatment.

Signature of Incharge	**Signature of HOD/Designee**
8/07/25	08/07/25

EHS INCIDENT - INVESTIGATION REPORT

Date & Time of the Incident: 08/07/25 & 11:00 Hours **Shift: G**

Incident No: 07

Description of the Event:

On 08/07/2025 during G-Shift at approximately 11:30 AM, Mr. Shalam was assigned to perform maintenance work on the 10 TPH Boiler Down Comer Header as per the scheduled plan. While removing the dummy from the top side of the header (membrane side), the bottom side of the header had already been drained. the blowdown valve of the top-side header was not opened, which resulted in residual hot water remaining trapped inside. During the removal process, the trapped hot water was suddenly released from the dummy, resulting in splashing on Mr. Shalam's face and causing a skin burn injury.

Immediate Measures taken to control the incident:

Mr. Sharanbaswa, witnessed the incident, responded promptly and shifted Mr. Shalam to the Occupationa Health Centre for first aid. After initial treatment, Mr. Shalam was immediately sent to the hospital for further medical Treatment.

Nature of Incident	**MTC INCIDENT**					
Classification	FATAL / HCI / LWC / RWC / **MTC** / FAC / NM / PSI / FIRE / TOXIC RELEASE / ENVIRONMENTAL INCIDENT (Refer Section 3 for definitions of these terms)					
	PSI INCIDENT					
Incident Potential	Worst Case Severity	**Major**	Likelihood	**Rare**	Worst Case Risk	**High**
		-		√		-
Details of the Person	Mr. Shalam , Age-41 year , Emp Id-1904					

IICFT Members (Investigation Team):

i) Mr. Shaikh B.H

ii) Mr. Sharanbaswa

iii) Mr. Manjunatha D N

iv) Mr. R Elangovan

Chronological Actions:

- **11:15 AM – Task Initiation:**
  - Mr. Shalam, a fitter, was performing scheduled maintenance work on the 10 TPH Boiler Down Comer Header during G-Shift.
- **Header Draining :**
  - The bottom side of the down comer header was drained.
  - The blowdown valve on the top side (membrane side) was not opened, leaving hot water trapped inside.
- **Dummy Removal:**
  - Mr. Shalam proceeded to remove the dummy from the top side of the header.
  - Due to the trapped hot water, hot water splashed out during the dummy removal process.
- **Injury Occurrence:**
  - Hot water splashed onto Mr. Shalam Nose and forehead, causing minor burns and facial injury.
- **Immediate Response by Witness:**
  - Mr. Sharanbaswa, was present at the scene, acted promptly upon witnessing the incident.
- **First Aid Provided:**
  - Mr. Shalam was immediately taken to the Occupational Health Centre for first aid treatment.
- **Medical Referral:**
  - After initial assessment and treatment, Mr. Shalam was send to a hospital for further medical treatment.

Root Cause Analysis:

Root Causes:

Probable Root cause:

Probable Root Cause Analysis:

As per the investigation, the probable root cause of the incident can be identified as follows:

During the incident investigation, the following observations

The primary cause of the incident appears to be incomplete isolation of the boiler header system before commencing maintenance activity. Specifically:

- The blowdown valve on the top-side (membrane side) of the Down Comer Header trap valve was not opened, which resulted in residual hot water remaining trapped in the system.
- Lack of verification or checklist-based confirmation before dummy removal led to the assumption that the system was fully drained.
- Inadequate communication or coordination among maintenance personnel regarding the status of valve operations and system isolation.
- Insufficient adherence to standard operating procedures (SOPs) for boiler maintenance and safety isolation protocols.

Corrective Action and Preventive Action: (CAPA)

Corrective Actions:

1. Immediate medical attention was provided to Mr. Shalam, including first aid at the Occupational Health Centre and subsequent treatment at the hospital.
2. The incident was reported to the EHS and maintenance departments for investigation and analysis.
3. The maintenance work was halted, and the boiler header was fully drained and isolated before resuming any further activity.
4. A toolbox talk was conducted with the maintenance team to highlight the incident and reinforce immediate safety awareness.

Preventive Actions

1. Strict adherence to Lockout–Tag out (LOTO) and isolation procedures to be ensured before starting any maintenance on boiler systems.
2. Mandatory use of a pre-maintenance checklist, including confirmation of:
    - Valve status (open/closed)
    - System drainage
    - Residual pressure/temperature
3. Training sessions to be conducted for all boiler and maintenance personnel on:
    - Hazard identification and risk mitigation
4. Sign-off requirement by a competent person (e.g., boiler in-charge or EHS representative) before allowing any critical maintenance work to begin.
5. Before start the work line breaking work permit must be require.
6. Periodic audits of boiler maintenance practices to ensure compliance with SOPs and identify gaps proactively.

Leader comment:

The incident highlights a critical lapse in verifying residual pressure and temperature before dismantling boiler components. Pre-job safety checks and proper isolation procedures were not thoroughly implemented. Moving forward, all maintenance personnel must ensure that the complete system is depressurized and drained, and all valves are opened as per SOP before beginning any dismantling work. Toolbox talks should be strictly conducted, and job-specific risk assessments must be reviewed before starting any maintenance activities.

Recommended Action:

- Reinforce SOP compliance for boiler maintenance.
- Conduct refresher training on boiler safety and isolation procedures for all maintenance staff.

Approver comment:

This is a preventable incident caused by procedural deviation. It is imperative that maintenance jobs involving high-risk systems like boilers follow strict line clearance and pre-check protocols. EHS and Maintenance departments must jointly audit all boiler-related maintenance tasks for procedural compliance. All corrective and preventive actions suggested must be tracked for implementation within the stipulated timelines. Ensure medical follow-up and support for the injured employee. Incident report is reviewed and approved with the instruction to expedite the CAPA implementation and monitor for effectiveness.

CAPA closure status: Open and Target Date: 30.07.2025

Learnings from past EHS Incidents shared with concerned.

Investigation Team	Department	Signature	Date
IICFT-Member	Mr. Shaikh B.H		18/07/25
IICFT-Member	Mr. M.Madhu		18/07/25
IICFT-Member	Mr. Sharanabaswa		18/07/25
IICFT-Leader	Mr. Manjunatha D N		18/07/25
IICFT-Approver	Mr. R. Elangovan		18/07/25

SHILPA PHARMA LIFESCIENCE LIMTIED - UNI+A1:C16T-2A1:C12A1:C10A1:C9A1:C8A1:C9A1:A1:C16

ANNEXURE-1

WHY-WHY ANALYSIS FOR INCIDENT HAVING POTENTIAL HIGH RISK

Incident: On 08/07/2025 during G-Shift at approximately 11:30 AM, Mr. Shalam was assigned to perform maintenance work on the 10 TPH Boiler Down Comer Header as per the scheduled plan. While removing the dummy from the top side of the header (membrane side), the bottom side of the header had already been drained. the blowdown valve of the top-side header was not opened, which resulted in residual hot water remaining trapped inside. During the removal process, the trapped hot water was suddenly released from the dummy, resulting in splashing on Mr. Shalam face and causing a skin burn injury.

Why	Due to
1 Why did hot water splash on Mr. Shalam?	Because residual hot water was trapped in the top side (membrane side) of the header and was released during dummy removal.
2. Why was hot water trapped in the top side of the header?	Because the blowdown valve on the top-side header trap valve was not opened before beginning the maintenance activity.
3 Why was the blowdown valve not opened?	Because there was no proper verification or checklist used to confirm full drainage and valve status before starting the work.
4 Why was there no verification or checklist used?	Due to failure of ensure adherence to basic safety protocols.
5 Why was SOP not followed, and why was there lack of awareness or supervision?	Because of insufficient training, poor supervision, and lack of safety awareness among the personnel involved.

Root Cause/Most Probable Causes:

'Probable Root Cause Analysis:
During the incident investigation, the following observations
The primary cause of the incident appears to be incomplete isolation and depressurization of the boiler header system before commencing maintenance activity. Specifically:

- The blowdown valve on the top-side (membrane side) of the Down Comer Header trap valve was not opened, which resulted in residual hot water remaining trapped in the system.
- Lack of verification or checklist-based confirmation before dummy removal led to the assumption that the system was fully drained.
- Inadequate communication or coordination among maintenance personnel regarding the status of valve operations and system isolation.
- Insufficient adherence to standard operating procedures (SOPs) for boiler maintenance and safety isolation protocols.

Corrective Action(s):

1. Immediate medical attention was provided to Mr. Shalam, including first aid at the Occupational Health Centre and subsequent treatment at the hospital.
2. The incident was reported to the EHS and maintenance departments for investigation and analysis.
3. The maintenance work was halted, and the boiler header was fully drained and isolated before resuming any further activity.
4. A toolbox talk was conducted with the maintenance team to highlight the incident and reinforce immediate safety awareness.

Responsibility: EHS Dept.
Target: 30-07-2025

18/07/25	18/07/25	18/07/25	18/07/25
Mr. Shaikh B.H Jr. Executive-EHS	Mr.Sharanabaswa Asst.Manager-Engineering	Mr. Manjunatha D N DGM-Engineering	Mr. R. Elangovan DGM- EHS

CAPA

MTC Boiler CAPA Action Plan and Status :					
Sr No.	Discrition of Corrective action	Responsibility	Current Status	Target Date	Status
1	Immediate medical attention provided at OHC and further hospital treatment.	EHS	Completed	08/07/2025	Closed
2	Reported incident to EHS and Maintenance for investigation and analysis.	Maintenance In-charge /	Completed	08/07/2025	Closed
3	Halted maintenance work and ensured complete drainage and isolation.	Boiler In-charge	Completed	08/07/2025	Closed
4	Conducted toolbox talk with team to raise awareness.	EHS	Completed	09/07/2025	Closed

Preventive Action					
Sr No.	Description of Preventive action	Responsibility	Current Status	Target Date	Status
1	Conduct training sessions on hazard identification and risk mitigation.	EHS	Planned	10/08/2025	Open
2	Introduce mandatory sign-off by competent person before critical maintenance.	Boiler In-charge/EHS	In Progress	25/07/2025	Closed
3	Enforce requirement of "line breaking work permit" before job initiation.	Boiler In-charge / EHS	In Progress	25/07/2025	Closed

18/07/25

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

Document No.: SOP/U-2/PA/GEN/005
Form No: FM-PA-005-06
Page No.: 1456

Title of Program : Aspects / Hazard's Identification and Evaluation. (SOP/U-2/EHS/GEN/023/02)

Training location : Boiler
Date : 22/07/25

Trainer Name : Badesab Husen Shaikh
Time : From 14:15 To 14:45

Trainer EMP. code : 7188

S.No.	Emp.Code	Employee Name	Designation	Department	Signature
01	2546	Sharanabasawa	Asst manager	Engineering	[illegible]
02	1889	MD Balesha	Fitter	Eng	MDBalesh
03	1904	Shalaly	Fitter	Eng	[illegible]
04	1890	MOINODDIN	Fitter	E.N.G	[illegible]
05	1887	Irfan	operator	ENGG	[illegible]
06	1899	Sannabasava	Fireman	ENGG	[illegible]
07	1892	Rangaswami	Operator	ENGG	[illegible]

NA

Tick "√" Whichever is applicable and "X" Whichever is not applicable.

Annual/ refresher Training [X] / cGMP training [X] / Ad-hoc training [✓] / External Training [X]

Comments by trainer (if any): NA

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

Signature of Trainer:
Date: 22/07/25

Issued By QA
I.Praveenkumar
D/T: 20/06/25 14:24

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

TEMPORARY / CASUAL / CONTRACT WORKERS / OPERATOR TRAINING ATTENDANCE RECORD

Document No.: SOP/U-2/PA/GEN/005
Form No: FM-PA-023-02

Effective date: 22/07/24
Page 1 of 1

Title of Program : Aspect's/Hazard's Identification and Evalution. (SOP/U-2/EHS/GEN/023/02)

Trainer Name : Badesab Husen Shaikh

Date : 22/07/25

Duration : 00:30 Hrs

Attendance Details

S. No	Name	Employee code	Designation	Department	Signature
01	Abdul Rahman	200031	Helper	Boiler (Eng)	[signature]
02	Gagan	200037	Helper	Boiler (EHS)	[signature]
03	Vijay Kumar	200005	Helper	(Boiler) (Eng)	[signature]
			NA		[signature] 22/07/25

Remarks: Knowledge and understanding level of the employee(s) is satisfactory / ~~Not satisfactory~~.

Sign of the Trainer: [signature]
Date: 22/07/25

Note: Attach additional sheets wherever necessary.

To

Date
08/07/25

EHS Department
Shiepa pharma life sciences Pvt

Subject:- Personal Statement.

My name is Sharanabasawa (2546) working as a Asst manager in Boiler. at dated 08/07/25 in general shift arround 11:00 AM as per schedule 10 TPH Boiler Down Comer Header inspection planned that time I was given instruction to Fitter Shalam. to remove all down comer header inside water. But MR Shalam way. Bottom side header valve opened and drained water. But top side header (header membrane) Drain valve not opened during this top side header removing time inside Hold up Hot water splashed on MR. Shalam face. immidiately I was take Shalam outside shifted to EHS. for first Aid treatment. After that send to Hospital for further treatement.

Thanking you

Sharanabasawa
08/07/25

08/07/25

To

Date : 19/07/25

ETS dept

Respected Sir

I am Salam emp-ID 1904 working as a fitter in GPU 107, EOU, on dated 09/07/25 Sohan incharge Bussan called me for removing of steam header dummy. while loosing the bolts of header dummy the pressure was build up in line as the same time the hot condensate water spilled in my face and forehead caused steam burns injury. immediately shift me to ETS office for first aid treatment after ETS team shift me to Kumarbhai hospital for further treatment, I was wearing the helmet and safety goggles unexpectedly it was happen with me.

Now I am cheering well, I am very thankful to management to taking care of me and better treatment.

Now I am alright and fit for work

Thanking you

19/07/25

SHALAM

fitter - 1904

19/07/25.

	SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)
WORK AT HEIGHT PERMIT SYSTEM	
Document Number: SPL2/EHS/SOP/GEN/0011-03	Effective Date: 24 Sep 2026
Review Date: 23 Sep 2028	Supersede No: SPL2/EHS/SOP/GEN/0011-02

Controlled Copy

Prepared By			
Name:	BADESAB HUSEN SHAIKH	Designation:	Junior Executive
Date:	15 Sep 2026 15:10:39	Department:	Environment Health and Safety
Reviewed By			
Name:	ELANGOVAN .	Designation:	Deputy General Manager
Date:	15 Sep 2026 16:53:51	Department:	Environment Health and Safety
Approved By			
Name:	SHARATH REDDY KALKOTA	Designation:	Director
Date:	16 Sep 2026 11:46:53	Department:	Administration

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This document is electronically signed and doesn't require manual signature.

Request Number: 9967	Copy Number: 00003	Copy Type: Controlled Copy
Printed By: 8398-INAPURAPU PRAVEEN KUMAR	Printed Date: 24 Sep 2026 14:42:40	Validity: (N/A)

Controlled Copy

1.0 Purpose:

To provide rules procedures mandatory requirements to protect M/s Shilpa Pharma Lifesciences Limited (Unit-2) employees from hazards of working at heights activity.

2.0 Scope:

This procedure is applicable for M/s Shilpa Pharma Lifesciences Limited, Unit-2. Work at Height permits System activity.

3.0 Definitions/Abbreviations:

3.1 SOP - Standard Operating Procedures

3.2 WH - Ware House

3.3 QA - Quality Assurance

3.4 PPE - Personal protective equipment

3.5 MSDS - Material safety data sheet

3.6 EHS - Environment, Health &Safety

3.7 **Anchor Point-** A secures point of attachment for lifelines, lanyards, or retractable lifelines. Structural steel or piping of 2" (5 cm) diameter or greater may be used as an anchor point. Sprinkler piping, process instrument tubing, or conduit shall not be used as an anchor point.

3.8 Two individual anchoring points must be use for anchoring during work at height

3.9 Nearby any structure not available for anchoring, anchoring system to be develop before start work, select anchoring point which having enough strength to hold employee weight during hanging position.

3.10 **Attendant-** A person at the perimeter of the work area who is assigned the role of monitoring and communicating with the authorized workers, controlling access to the area, maintaining designated conditions as specified on the permit, and initiating the rescue plan.

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3.11 **Continuous Tie-** Off - The requirement that a person be tied off at all times when working in an elevated area where the potential for falls exists. This is most commonly accomplished by using double lanyards, a vertical lifeline, or a retractable lifeline.

3.12 **Double Lanyard -** A system utilizing two lanyards connected in a "Y" configuration, which allows one lanyard to be attached to an anchor point while the second lanyard is being moved to a new anchor point, thus providing protection from falls at all times.

3.13 **Double Action Locking Snap Hook** - A device for securing lanyards that requires two separate locking pins be depressed before the snap will open. .

3.14 **Hazard:** Source or situation with potential for harm, something that can cause body injury / occupational illness, damage company property.

3.15 **Job:** A piece of physical work defined by time or other limits and that has a clear start and end point.

3.16 **Lanyard -** A flexible line to secure the wearer of a safety harness to a lifeline or fixed tie-off point.

3.17 **Lifeline -** A flexible rope or cable, either horizontal or vertical, which is anchored at both ends and to which other personal fall prevention devices can be attached and which meets the minimum load specifications.

3.18 **Permit-To-Work-** The written or printed document that is issued to control working at heights.

3.19 **Retractable Lifeline-** A retracting lifeline which allows free travel without slack rope, but locks instantly when a fall begins. These devices must limit the force of deceleration to no more than 800 lbs. (365 kgs) and are only recommended for vertical descent.

3.20 **Shock Absorber –** A device used in combination with lanyards that is designed to reduce the force when fall is broken.

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3.21 **Task / Activity:** A sequence of steps taken to conduct a job. A task is a sub element of a Job.

3.22 **Working at Heights-** Any work at height of 1.8 meter or more from the ground level or floor. Elevated working positions where the hazard of a fall exists and where there is no physical protection such as handrails. Types of work covered include working from all types of ladders, scaffolds, mechanical lifts, working on transmission towers and conductors, inside confined spaces, sloped roofs, areas where there are no overhead tie-off points, when working within 6 feet (1.8mt) of the edge of a flat roof, erecting steel or installing/replacing roofing and in pipe racks. This does not include normal work on low stepladders, loading platforms, or similar locations.

3.23 **Work supervisor-** A person who is authorized to verify that all conditions for working at heights have been met, to define ongoing precautions to maintain safe working conditions during the work, to authorize the work to occur, and to cancel the permit allowing the work; also known as proprietor, work group supervisor, or authorizing person

4.0 Responsibility:

4.1 User Department: Initiate work permit system and get authorization from required department as mention work at height work permit. and comply all requirements related work at height activity as mention in Work at height sop& work permit

4.2 Engineering, Electrical and other supportive department will comply required work at height work permit requirements including restoration of normal conditions after work completion

4.3 Safety / EHS Department shall verify compliance with the Work at Height permit requirements before work initiation, including valid worker medical fitness / vertigo screening, fall-protection equipment condition, anchorage / lifeline arrangements, and other field controls. EHS shall also conduct routine internal audits of the Work at Height PTW system and track corrective actions to closure.

5.0 Accountability:

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5.1 The Accountability of work at height initiation and monitoring entire activity lies with the user department in charge/ Designee,

5.2 Support functions like Engineering, Electrical and utilities responsible for arrange facilities and systems as required work permit system and monitor activity till restoration of activity initiated place, and restoration of work initiation systems normal safe condition.

5.3 EHS Department shall evaluate compliance with the Work at Height permit conditions, verify the mandatory vertigo / medical fitness status of all persons listed on the permit, provide safety recommendations, and periodically audit completed permits and field implementation.

5.4 Training to required employees on work at height work permit standard periodically
Evaluate work at height required personal protective equipment periodically.

6.0 Procedure:

6.1 General Requirements:

6.1.1 Proper work platforms shall be provided for working at height at elevations 1.8 meters or more where no permanent work platform is available to work safely.

6.1.2 The elevated work platforms shall have guardrails and provided with ladders for access/egress.

6.1.3 Where it is not feasible to erect temporary plat form, suitable hydraulically elevated work platforms or portable platform with wheel locks / chokes and guardrails shall be used.

6.1.4 Ladders shall not be used as work platforms.

6.1.5 Employees or contractors working on unguarded surfaces, steep slopes and similar locations; temporary platform, during scaffold construction; or when otherwise exposed to the possibility of falls hazardous to life or limb, shall be secured by full body harness with double lanyard and use safety net as per requirement

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6.1.6 Full body harness with double lanyard shall be worn when work requires persons closer than 1.8 meters from roof edge without parapets, or floor opening

6.1.7 Full body harness with double lanyard shall be used by persons where work requires persons to move or walk from one place to another for changing work locations at height and where it is not feasible to provide guarded platforms and scaffolds (e.g., pipe racks) so as to ensure one lifeline is always tied with a fixed support.

6.1.8 Persons shall always keep one lanyard anchored/tied with the fixed support while walking/moving on unguarded surface/edges or structures.

6.1.9 Where ever appropriate fixed support is not available to anchor lanyard of full body harness, lifelines certified by qualified inspector shall be used to anchor lanyard.

6.1.10 The intended load shall not exceed the maximum working load of portable work platforms.

6.1.11 Full body harness, lanyard and snap hook, which conform IS standard, (IS 3521: 1999) shall be used.

6.1.12 Lanyard shall be attached to the D-ring on the back of the Full body harness between the shoulder straps.

6.1.13 Snap hooks shall be of double locking type.

6.1.14 Fall arresting devices may be used depending on the requirement of situation, i.e. Chimney painting, wall painting, working on the transmission towers, etc.

6.1.15 Anchor points for fall arresting systems must be capable of withstanding a 2300 kg of l per person attached.

6.1.16 Personal Fall Arrest System components shall be visually inspected before each use& periodically required checking with third party competent person

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6.1.17 Proper area barricading to prevent people walking across below the working area shall be done before commencing any work at height. If such barricading is not possible, safety net shall be provided and "Work in Progress" boards shall be displayed.

6.1.18 No working at height shall be carried out without supervision.

6.1.19 Working at Height after daylight hours shall be authorized by HOD / Project Head with appropriate control in place.

6.1.20 When performing man lift operations, all personnel in the personnel basket (platform) shall wear full body's double harness with the lanyard attached to the man lift or permanent structure. Do not anchor a lanyard with personnel platforms (work baskets)

6.1.21 Temporary platforms and scaffolds should be provided with solid grating (free of openings) and standard guardrails with toe boards attached. Employees working from such completed temporary platforms and scaffolds are not required to wear fall arrest equipment as long as they stay inside the confines of the guardrail system.

6.1.22 In case of hazard of Honeybees, help from pest control, water spray, steam jet and PVC apron with hood shall be used. Hazard of bird hit and monkey attack is to be considered at high rise tower and prone areas Suitable net/arrangement shall be provided to avoid fall of coconut.

6.1.23 Installation of a Guardrail System around the work area is required for fall protection. Guardrail Systems shall meet the following minimum requirements:

6.1.24 Top rail (handrail) shall be 1200 mm from the working surface. Top rails must be capable of withstanding an expected force which may arise while working.

6.1.25 Mid rails shall be located midway 600 mm between the top rail and the working surface. The mid rail must be capable of withstanding a force of 70kg.

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6.1.26 Toe boards should be provided to prevent persons falling off the working surface. Toe boards must be a minimum of 150 mm / 6 inches in vertical height and capable of withstanding 23.00 kg / 50 lbs. of outward force. 6.1.25.4. Screens or paneling from the toe board to the mid or top rail should be required when equipment or material is piled higher than the toe board and is capable of being ejected from the working surface to the level below.

6.1.27 Where gates or openings are required in the guardrail system to facilitate material movement, personal fall arrest or restraint systems shall be used.

6.1.28 All platform / walkway above 1.8 M from floor shall be provided with guardrail system.

6.1.29 Every floor opening into which any person can fall shall be guarded by a standard guardrail system or by a metallic grating duly fixed in position.

6.1.30 Any floor opening, for temporary maintenance work, shall be fixed with proper size cover having sufficient strength.

6.1.31 Fall arrest systems mitigate the consequences of a fall. The system consists of a proven anchor point, connectors, full body harness, and lanyard and deceleration device. The entire system shall be capable of withstanding impact forces involved in stopping or arresting the fall. Consideration must be given to what is below the area of work and what the person may strike during the fall.

6.1.32 Fall Protection system is full body harness with double line lanyard of 1.8 meters length out of which, one has to go to the fixed anchorage and another one for movement. Shock absorbers are preferred to ascertain adequacy of harness in case of sudden fall. Safety nets shall be provided for protecting from human fall and material fall. Hand tools used while working at height should be securely tied to avoid free fall in case of accidental slippage.

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6.1.33 Personal Fall Arrest System components shall be visually inspected before each use.

6.1.34 Whenever it is required to carry out work at height where scaffolding cannot be provided, use of safety net is must.

6.1.35 All safety net systems shall meet the requirements of Indian Standard (IS: 5175).

6.1.36 Safety net mesh openings shall have a maximum size of 6 inches' x 6 inches and be secured at each crossing to prevent elongation of the opening. All nets must meet IS: 5175 and IS 11057 standards.

6.1.37 Safety nets shall be installed as close as possible to the working level but in no case more than 25 feet below the working level.

6.1.38 The safety nets shall extend out at least 8 ft. from the side of the open edge.

6.1.39 Material, equipment and other items that fall into the net shall be promptly removed.

6.1.40 Safety nets are shall be inspected before use and then daily for wear or damage caused by falling materials.

6.1.41 Safety net installation shall be inspected by the concerned maintenance / construction supervisor.

6.1.42 Lifelines, if used, shall be of sufficient strength to withstand the large forces involved in falls.

6.1.43 When more than one person will be utilizing a lifeline simultaneously, the load allowance of the lifeline shall be increased so as to provide the same level of support as it did while one person was using it. This use has to be approved by qualified person. Requirement for capacity lifeline shall be 2300 kgs per person.

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6.1.44 If working from a step ladder, with your feet less than 1.8 meters above the floor, use of fall protection equipment is not required, unless working backwards, then fall protection is required.

6.1.45 If working on a stepladder with your feet 1.8 meters or higher above the floor, fall protection equipment shall be used.

6.1.46 Retractable fall arrester shall be used for climbing as well as coming down the ladder where ever it is required. First the retractable fall arrestor shall be fitted and attached while climbing.

6.1.47 Electrical hazard: Portable metal ladders, and wood ladders with metal reinforcements shall not be used for any electrical work or work in substations, switch yards, power plants, or in any area where contact can be made with energized circuits.

6.1.48 Securing ladders: All ladders shall be placed on firm ground, secured at top and intermediate positions to maintain them rigidly in place and to support the loads imposed upon them.

6.1.49 Restrictions: Ladders will not be used as work platforms or scaffolding or as structured members of scaffolds or walkways. Ladders shall not be used in horizontal position.

6.2 **Straight Ladders, Extension Ladders:**

6.2.1 Rung spacing shall not be more than 30 cm.

6.2.2 All metal parts or fittings of Ladders shall be made of steel, wrought iron, malleable cast iron or other equivalent material

6.2.3 Landing platforms shall be provided every 9 m.

6.2.4 Monkey ladder to cage strip clear distance shall be more than 70 cm

6.2.5 If monkey ladder length is more than 8' to 10', cage guard shall be provided

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6.2.6 Ladder shall rise 1 m above stepping point.

6.2.7 Snap chains shall be provided at the end of landing platform and the ladder.

6.2.8 If working with your feet 6 feet (1.8 meters) or more above the floor, harnesses shall be used whenever a suitable anchor point is available.

6.2.9 Straight Ladders and extension ladders will be tied off at the top. A co-worker shall always hold straight ladders and extension ladders while the ladder is being tied off. The person on the ladder shall attach their lanyard to the anchor point first before tying off the ladder itself.

6.2.10 If a straight ladder or extension ladder is being used for access to a work area (as opposed to working from the ladder) where frequent trips up the ladder will be made, consideration shall be given to providing fall protection such as a retractable lifeline or rope grab for those climbing the ladder

6.2.11 Face the ladder when working from it. When it is not possible to work facing a ladder or when performing some task requiring both hands, fall protection should be worn and properly anchored

6.2.12 Ladder shall be placed in such a way that it bottom should be away from wall equal to ¼ th of the working height. (At least 75 deg. to the floor). 6.2.13. Ladder shall extend 3 feet to 4 feet above the point of Landing and topmost 3 rungs shall not be used.

6.3 **Rope Ladders**:

6.3.1 The diameter of manila rope shall not be less than 25 mm.

6.3.2 Wooden planks forming steps shall not be less than 38 mm thick.

6.2.13 Rope ladder made of 12 mm nylon rope with 25 mm dia. fluted aluminum pipes and with the provision of stop hook at the free end are also available.

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6.4 **Scaffolds:**

6.4.1 Fall protection is required whenever working from scaffolds 6 ft (1.8 meters) or higher above the ground or floor level that have incomplete standard handrails (42" high) or standard mid-rails (21" high) or is not completely decked.

6.4.2 Fall protection is required whenever working outside the plane of the handrails or if working against the handrails with awkward body position. Personnel shall not climb on, or work from, any scaffold handrail, mid-rail, or bracing member and shall use ladders to get into the scaffold.

6.4.3 On scaffolds of 12 feet (3.6Mt) or higher, fall protection shall be considered for those climbing the scaffold ladder (based on number of people on scaffold, number of climbs per day, etc). Consideration should be given to the amount of risk associated with installing the equipment versus the risk involved in climbing the ladder without fall protection

6.4.4 Fall protection may be required when climbing scaffolds of less than 12 feet if there is an unusual hazard, such as a scaffold next to the edge of an elevated work area.

6.4.5 Fall protection shall be used while building scaffolds. Where practical, a retractable lifeline should be used to protect those building scaffolds but is not permitted to be attached to the scaffolding due to the side force thrust hazard. Double lanyards should be used in this case so that the person may maintain continuous tie-off

6.4.6 If tying off to scaffolds, the stability of the scaffold must be considered. If the scaffold does not have stability for anchorage, it should be tied off to a permanent structure or fitted with outriggers to increase stability.

6.4.7 Persons shall not be allowed to work on scaffolds during storms or high winds

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6.5 **Self-retractable Lifelines:**

6.5.1 Self-Retractable lifelines can be used as a method of providing vertical lifelines for ladders, scaffolds, etc. Self-retracting lifelines and lanyards that automatically limit free fall distance to 2 feet or less shall be capable of sustaining a minimum tensile load of 1360kg applied to the device with the lifeline or lanyard in the fully extended position

6.6 **Flat roofs, slopping roofs, fragile roof:**

6.6.1 Flat roofs: All roofs in horizontal plane, not fragile in nature. For any job within six feet from the edge of the roof, use of lifeline on any fixed structure for anchoring the lanyard is must. Warning signboards shall be displayed all around. Access to the flat roof shall be provided if not existing in the absence of staircase

6.6.2 Fragile roofs: Crawling ladders must be used while working on the fragile roofs. Proper fall arrest system must be ensured

6.6.3 Slopping roofs: Before working on a slopping roof ensure anchor points are available for fixing of lifeline, if not provided at design stage.

6.7 **Structure Erection/ Special Structure:**

6.7.1 Fall protection is required whenever working in an elevated work area 6 ft or higher above the floor, where handrails do not exist.

6.7.2 Double lanyards should be used to provide continuous tie-off while moving along pipe racks, cable trays, etc.

6.7.3 Lanyard length should be kept as short as practical to limit the potential all distance. This is accomplished by utilizing a tie-off point overhead and not below the waistline

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6.7.4 While working in pipe racks, etc., if no overhead tie-off point is available, the lanyard should be tied off at foot level, and all movement must be done by crawling. "Walking the pipes" is not permitted if no overhead tie-off point exists. If "Walking the pipes" is utilized, the material of construction, diameter, wall thickness and integrity best be evaluated to assure pipes will support the load.

6.7.5 When working on roofs, fall protection equipment shall be used when working less than 6 feet (1.8Mt) from roof edges, unless roof edges are protected by a Protective Barricade. Additionally, any work on a sloped roof requires fall protection on Pipe racks and cable trays, tank roofs, lighting towers, Tank Roofs:

6.7.6 Standing, walking or working on the tops of tanks/vessels with standard handrails and toe boards are only allowed when the following conditions are met:

6.7.7 The tank/vessel inspection, inspection documentation is reviewed and is current.

6.7.8 The tank/vessel must be capable of supporting the intended load (personnel, tools, etc.) particularly Acid and Caustic storage tanks and corrosive tanks & vessels

6.7.9 If it is necessary to stand, walk, or work on the top of a vessel or tank in order to build scaffolding or a working platform, all of the provisions in this section must be met before building it.

6.8 **Insulation and painting jobs at height:**

6.8.1 For work involving painting jobs on equipment, pipelines, structures, buildings, walls/ surfaces, roofs and insulation jobs on equipment / pipelines requiring persons to work from elevations 1.8 meters or more from ground having risk of injuries due to fall, proper scaffolds or portable hydraulically elevated work platforms shall be provided and used, if there is no permanent provision is available to work safely.

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6.9 **Confined space at height:**

While working in confined space at height use of rescue harness and self-retractable full body harness is must.

6.10 **Loading and unloading of road tankers:**

6.10.1 Jackets with fall protection shall be used while working on tankers and trucks, Bucket trucks and lifts

6.10.2 When working from man lifts, scissor lifts, bucket trucks, or other similar equipment, tie-off is required. Most such devices have internal tie-off points, and these should be used

6.11 **Medical Fitness and Vertigo Test Requirements:**

6.11.1 No Work at Height permit shall be issued unless every employee / contract worker assigned to the job has a valid Work at Height medical fitness / vertigo screening record verified before permit authorization.

6.11.2 The User Department / Work Supervisor shall submit the names of all persons attending the work. The permit issuer shall cross-check the worker name / ID, vertigo certificate number, test date and validity status against the approved Vertigo Test Certificate format.

6.11.3 The Work at Height permit shall contain a mandatory field confirming that the vertigo / medical fitness verification has been completed. A "No", expired certificate, missing record or mismatch of worker details shall prevent permit issuance until compliance is established.

6.11.4 Any worker reporting dizziness, loss of balance, fainting, blurred or double vision, severe headache, ear / balance problems, or use of medication that may cause

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drowsiness or dizziness shall not be permitted to work at height and shall be referred for medical evaluation.

6.11.5 The Vertigo Test Certificate shall be completed and signed by the authorized Paramedic / Occupational Health Medical Personnel. The final screening status shall be recorded as FIT for Work at Height, TEMPORARILY UNFIT, or REFERRED FOR MEDICAL REVIEW, as applicable.

6.11.6 When the list of workers changes, the permit is extended to another shift, or a worker develops symptoms affecting balance or alertness, the Work Supervisor / EHS representative shall re-verify the worker fitness status before allowing work to continue.

6.11.7 Before starting work, the Work Supervisor shall verify the pre-use condition of the full-body harness, double lanyard, shock absorber, snap hooks and lifeline / anchorage arrangement and ensure 100% tie-off wherever exposure to a fall hazard exists.

6.11.8 The permit shall be displayed at the work location, and the worker list, vertigo verification and fall-protection checks shall remain traceable to the permit until the work is completed and closed.

6.12 **Internal Audit of Work at Height Permit-to-Work System:**

6.12.1 EHS shall conduct a formal internal audit of the Work at Height PTW system at least once every quarter. In addition, EHS personnel shall perform routine sample checks of active and completed permits during normal workplace inspections.

6.12.2 The audit shall evaluate permit completeness and authorization, worker identity and vertigo / medical fitness verification, harness and lifeline checks, anchorage and 100%

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tie-off, ladder / scaffold / platform condition, barricading, supervision, rescue / emergency arrangements, permit validity / extension and work completion / closure.

6.12.3 The audit shall include both document review and field verification. Deviations shall be recorded with responsible person and target completion date, and corrective / preventive actions shall be tracked by EHS to closure.

6.12.4 Trends and repeated PTW deficiencies shall be reviewed periodically by EHS and the concerned HOD, and the SOP, permit format, training or field controls shall be revised where necessary to improve PTW effectiveness.

7.0 Related Documents:

- Work at Height Permit : SPL2/EHS/SOP/GEN/0011/F01
- Vertigo Test Certificate / Work at Height Fitness Verification : SPL2/EHS/SOP/GEN/0011/F02

8.0 Distribution Record:

S. No	Department/Block	No. of Copies	Remarks
1.	Environment, Health & Safety	01	----
2.	Quality Control	01	----
3.	Production	10	----
4.	Engineering	01	----
5.	Warehouse	01	----
6.	Quality Assurance	01	----

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9.0 Revision Record:

S.No	Revision Status	Details of Revision	Effective date	Remarks
1.	4	• Fifth issue (SOP/U-2/EHS/GEN/011/04) • Periodical review • Typographical errors are rectified • Format FM-EHS-007-01 additional information add and changed to FM-EHS-007-02	31.01.22	---
2.	5	• SOP Revised as per the Change Control Ref: • (.CRAF No.CRAF/EHS/081/22/U-2) • In the Header Company name changed from Shilpa Medicare Limited to Shilpa Pharma Lifesciences Limited. • Shilpa Medicare limited Logo removed. • Distribution list updated as per current practices	05.09-22	---
3.	00	• SOP is periodically (SOP/U-2/EHS/GEN/011/05)	23.08.24	Effective Date Considered as that

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				of Document No: SOP/U-2/EHS/GEN/011/06
4.	01	• SOP Revised as per the Change Control (Ref. CRAF No.CRAF/EHS/192/25/U-2). • The numbering system and revision for the SOP and associated formats was changed as per Docuzen Application • Revision Number Assigned as "01" to make in line with the procedure related to the Docuzen application. • Document Number updated as SPL2/EHS/SOP/GEN/0011/01. • Work at Height Permit Format No FM-EHS-007-03 identification updated as SPL2/EHS/SOP/GEN/0011/T01	01.01.26	---
5.	02	• Revised as per CRAF No CRAF/EHS/033/26/U-2 • The following templates have been changed to formats. • Template SPL2/EHS/SOP/GEN/0011/T01 has been changed to format SPL2/EHS/SOP/GEN/0011/F01	03.04.26	---
6.	03	• SOP Revised as per the Change Control No PCC/SPL2/EHS/2026/002 • Section 6.11 Medical Fitness and Vertigo Test Requirements incorporated.		---

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		• Section 6.12 Internal Audit of Work at Height Permit-to-Work System incorporated. • Revised to address Work at Height PTW audit observation. Added mandatory verification of worker medical fitness / vertigo test before permit issue; strengthened pre-use fall-protection checks and 100% tie-off requirements; introduced quarterly internal PTW audit and CAPA tracking; revised associated Work at Height Permit F01 and introduced / revised Vertigo Test Certificate F02.		

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Work initiating Dept. Copy

Date:

Routing of format:
User Dept → Eng. Dept (Electrical → Mechanical) → EHS Dept

To be filled by User Dept.			
Department		Block / Location	
No. of persons involved		Approximate Height / Level	
Work description:			

Precautionary Check list:

S. No	**Precaution**	**Yes**	**No**	**NA**
	I. Precautionary Check List filled by User Dept			
1	Arranged required PPE in good condition as,			
	a. Full body safety harness with double lanyard and shock absorber			
	b. Safety Net			
	c. Rope Ladder			
	d. Helmet with chin strap			
	e. Goggles			
2	Suitable certified anchorage point / lifeline is available for connection of the full body harness			
3	100% tie-off / continuous attachment is ensured while moving or working in exposed areas			
4	Suitable ladder / scaffold / platform / manlift is inspected, properly secured and safe for use, as applicable			
5	Structure / platform and access arrangement are adequate to support the intended load and are in safe condition			
6	The structure/platform is free from corrosion and other damage/openings.			

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7	The workplace is free from oil and slippery condition			
8	Barricaded the work area and no personnel are allowed to stand/pass over/Work on/nearer			
9	Warning / No Entry board is displayed, and the area below is effectively barricaded			
10	Full body harness, double lanyard, shock absorber and snap hooks visually inspected before use; inspection / identification tag is valid.			
11	Hand tools / loose materials are secured against falling and suitable fall-object controls are provided.			
12	Work-at-height rescue / emergency arrangement has been discussed and is available for the activity.			
13	Prepared By Name: Sign: Date & Time:			
14	Checked by (In-charge) Name: Sign: Date & Time:			
	II. Precautionary Check List filled by Eng Dept.			
01	The power is isolated for the equipment nearby work at height and working location			
02	Check whether HT lines/Electrical cables are nearby. If so, disconnect the power supply and display Electrical Tag at the Electrical panel board and keep the fuses under control of workplace in-charge.			
03	Name of the Electrician & Sign Name: Sign: Date & Time:			
04	The machine/tools have arranged proper earth connection			
05	Name and signature of Electrical supervisor Name: Sign: Date & Time:			
06	Name of the Persons attending work: 1. 2. 3.			

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	4.	5.	6.
07	Name & Sign of Eng Dept. In charge Name:	Sign:	Date & Time:
	III. Permit granting (to be filled by EHS Dept.)		
01	All the above precautions are checked & completed		
02	Valid Work at Height Medical Fitness / Vertigo Test Certificates have been verified for all persons listed on this permit.		
03	EHS field verification completed: harness condition, anchorage / lifeline, 100% tie-off and work-at-height access arrangements are satisfactory.		
04	Checked By Name:	Sign:	Date & Time:
05	Permit granted and valid from:	To:	Duration:
06	Name & Sign of EHS in charge Name:	Sign:	Date & Time:
07	Name & Sign of Plant Head Name:	Sign:	Date & Time:
	IV. Completion of Work (to filled by User / Eng Dept.)		
01	Name & Sign of person carrying the work Name:	Sign:	Date & Time:
02	**Work started at:**	**Completed at:**	
03	All waste/garbage generated during work cleared from area.		
04	Sign of Eng / Projects In charge:		Date & Time:
05	Sign of workplace In charge:		Date & Time:
06	Sign of Safety In charge:		Date & Time:

Note: If the work does not complete with in the permitted time, obtain extension permit. Get the extension from EHS Dept

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	V. Extension of Work Permit (To be filled by User / Engg Dept.)		
01	Request to permit time from:	To:	Duration:
02	Name & Sign of User / Engg Personnel Name: Sign:		Date & Time:
	VI. Permit Granting: (To be filled by EHS Dept)		
01	Permit granted and valid from:	To:	Duration:
02	Sign of EHS Personnel:		Date & Time:
03	Sign of Plant Head:		Date & Time:
	VII. Completion of Work (to filled by User / Engg Dept.)		
01	**Work started at:**	**Completed at:**	
02	Sign of Electrical In charge:		Date & Time:
03	Sign of Engg / Projects In charge:		Date & Time:
04	Sign of work place In charge:		Date & Time:
05	Sign of work EHS In charge:		Date & Time:

VIII. Instructions:

a. Permit must be display at work site until completion of work
b. Completed permit forms should be returned to EHS department immediately.
c. Engineering Dept. copy will be with the person who will be doing the work (engineering). EHS Dept. copy will be with the EHS department. Work initiating dept. copy will be with the department where the work is being initiated.
d. Work will execute after work permit authorization
e. Work permit extension procures must be follow
f. All other required work permits shall be initiated and authorized before starting Work at Height. The permit shall not be issued unless the valid Vertigo Test / Work at Height medical fitness of each listed worker is verified.
g. In case of emergency, unsafe condition, worker dizziness / loss of balance, change of personnel, or invalid / expired fitness record, stop work immediately, make the area safe and revalidate the permit before restart.

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Engineering Dept. Copy

Date:

Routing of format:
User Dept → Eng. Dept (Electrical → Mechanical) → EHS Dept

To be filled by User Dept.			
Department		Block / Location	
No. of persons involved		Approximate Height / Level	
Work description:			

Precautionary Check list:

S. No	Precaution	Yes	No	NA
I. Precautionary Check List filled by User Dept				
1	Arranged required PPE in good condition as,			
	a. Full body safety harness with double lanyard and shock absorber			
	b. Safety Net			
	c. Rope Ladder			
	d. Helmet with chin strap			
	e. Goggles			
2	Suitable certified anchorage point / lifeline is available for connection of the full body harness			
3	100% tie-off / continuous attachment is ensured while moving or working in exposed areas			
4	Suitable ladder / scaffold / platform / manlift is inspected, properly secured and safe for use, as applicable			
5	Structure / platform and access arrangement are adequate to support the intended load and are in safe condition			
6	The structure/platform is free from corrosion and other damage/openings.			

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7	The workplace is free from oil and slippery condition			
8	Barricaded the work area and no personnel are allowed to stand/pass over/Work on/nearer			
9	Warning / No Entry board is displayed, and the area below is effectively barricaded			
10	Full body harness, double lanyard, shock absorber and snap hooks visually inspected before use; inspection / identification tag is valid.			
11	Hand tools / loose materials are secured against falling and suitable fall-object controls are provided.			
12	Work-at-height rescue / emergency arrangement has been discussed and is available for the activity.			
13	Prepared By Name: Sign: Date & Time:			
14	Checked by (In-charge) Name: Sign: Date & Time:			
II. Precautionary Check List filled by Eng Dept.				
01	The power is isolated for the equipment nearby work at height and working location			
02	Check whether HT lines/Electrical cables are nearby. If so, disconnect the power supply and display Electrical Tag at the Electrical panel board and keep the fuses under control of workplace in-charge.			
03	Name of the Electrician & Sign Name: Sign: Date & Time:			
04	The machine/tools have arranged proper earth connection			
05	Name and signature of Electrical supervisor Name: Sign: Date & Time:			
06	Name of the Persons attending work: 1. 2. 3.			

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	4.	5.	6.		
07	Name & Sign of Eng Dept. In charge Name:	Sign:	Date & Time:		
III. Permit granting (to be filled by EHS Dept.)					
01	All the above precautions are checked & completed				
02	Valid Work at Height Medical Fitness / Vertigo Test Certificates have been verified for all persons listed on this permit.				
03	EHS field verification completed: harness condition, anchorage / lifeline, 100% tie-off and work-at-height access arrangements are satisfactory.				
04	Checked By Name:	Sign:	Date & Time:		
05	Permit granted and valid from:	To:	Duration:		
06	Name & Sign of EHS in charge Name:	Sign:	Date & Time:		
07	Name & Sign of Plant Head Name:	Sign:	Date & Time:		
IV. Completion of Work (to filled by User / Eng Dept.)					
01	Name & Sign of person carrying the work Name:	Sign:	Date & Time:		
02	**Work started at:**	**Completed at:**			
03	All waste/garbage generated during work cleared from area.				
04	Sign of Eng / Projects In charge:		Date & Time:		
05	Sign of workplace In charge:		Date & Time:		
06	Sign of Safety In charge:		Date & Time:		

Note: If the work does not complete with in the permitted time, obtain extension permit. Get the extension from EHS Dept

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V. Extension of Work Permit (To be filled by User / Engg Dept.)			
01	Request to permit time from:	To:	Duration:
02	Name & Sign of User / Engg Personnel Name: Sign:		Date & Time:
VI. Permit Granting: (To be filled by EHS Dept)			
01	Permit granted and valid from:	To:	Duration:
02	Sign of EHS Personnel:		Date & Time:
03	Sign of Plant Head:		Date & Time:
VII. Completion of Work (to filled by User / Engg Dept.)			
01	**Work started at:**	**Completed at:**	
02	Sign of Electrical In charge:		Date & Time:
03	Sign of Engg / Projects In charge:		Date & Time:
04	Sign of work place In charge:		Date & Time:
05	Sign of work EHS In charge:		Date & Time:

VIII Instructions:

h. Permit must be display at work site until completion of work
i. Completed permit forms should be returned to EHS department immediately.
j. Engineering Dept. copy will be with the person who will be doing the work (engineering). EHS Dept. copy will be with the EHS department. Work initiating dept. copy will be with the department where the work is being initiated.
k. Work will execute after work permit authorization
l. Work permit extension procures must be follow
m. All other required work permits shall be initiated and authorized before starting Work at Height. The permit shall not be issued unless the valid Vertigo Test / Work at Height medical fitness of each listed worker is verified.
n. In case of emergency, unsafe condition, worker dizziness / loss of balance, change of personnel, or invalid / expired fitness record, stop work immediately, make the area safe and revalidate the permit before restart.

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EHS Dept. Copy

Date:

Routing of format:
User Dept → Eng. Dept (Electrical → Mechanical) → EHS Dept

To be filled by User Dept.			
Department		Block / Location	
No. of persons involved		Approximate Height / Level	
Work description:			

Precautionary Check list:

S. No	Precaution	Yes	No	NA
I. Precautionary Check List filled by User Dept				
1	Arranged required PPE in good condition as,			
	a. Full body safety harness with double lanyard and shock absorber			
	b. Safety Net			
	c. Rope Ladder			
	d. Helmet with chin strap			
	e. Goggles			
2	Suitable certified anchorage point / lifeline is available for connection of the full body harness			
3	100% tie-off / continuous attachment is ensured while moving or working in exposed areas			
4	Suitable ladder / scaffold / platform / manlift is inspected, properly secured and safe for use, as applicable			
5	Structure / platform and access arrangement are adequate to support the intended load and are in safe condition			
6	The structure/platform is free from corrosion and other damage/openings.			

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7	The workplace is free from oil and slippery condition			
8	Barricaded the work area and no personnel are allowed to stand/pass over/Work on/nearer			
9	Warning / No Entry board is displayed, and the area below is effectively barricaded			
10	Full body harness, double lanyard, shock absorber and snap hooks visually inspected before use; inspection / identification tag is valid.			
11	Hand tools / loose materials are secured against falling and suitable fall-object controls are provided.			
12	Work-at-height rescue / emergency arrangement has been discussed and is available for the activity.			
13	Prepared By Name: Sign: Date & Time:			
14	Checked by (In-charge) Name: Sign: Date & Time:			
II. Precautionary Check List filled by Eng Dept.				
01	The power is isolated for the equipment nearby work at height and working location			
02	Check whether HT lines/Electrical cables are nearby. If so, disconnect the power supply and display Electrical Tag at the Electrical panel board and keep the fuses under control of workplace in-charge.			
03	Name of the Electrician & Sign Name: Sign: Date & Time:			
04	The machine/tools have arranged proper earth connection			
05	Name and signature of Electrical supervisor Name: Sign: Date & Time:			
06	Name of the Persons attending work: 1. 2. 3.			

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	4.	5.	6.		
07	Name & Sign of Eng Dept. In charge Name:	Sign:	Date & Time:		
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02	Valid Work at Height Medical Fitness / Vertigo Test Certificates have been verified for all persons listed on this permit.				
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05	Permit granted and valid from:	To:	Duration:		
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07	Name & Sign of Plant Head Name:	Sign:	Date & Time:		
IV. Completion of Work (to filled by User / Eng Dept.)					
01	Name & Sign of person carrying the work Name:	Sign:	Date & Time:		
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03	All waste/garbage generated during work cleared from area.				
04	Sign of Eng / Projects In charge:		Date & Time:		
05	Sign of workplace In charge:		Date & Time:		
06	Sign of Safety In charge:		Date & Time:		

Note: If the work does not complete with in the permitted time, obtain extension permit. Get the extension from EHS Dept

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V. Extension of Work Permit (To be filled by User / Engg Dept.)			
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02	Name & Sign of User / Engg Personnel Name: Sign: Date & Time:		
VI. Permit Granting: (To be filled by EHS Dept)			
01	Permit granted and valid from:	To:	Duration:
02	Sign of EHS Personnel:		Date & Time:
03	Sign of Plant Head:		Date & Time:
VII. Completion of Work (to filled by User / Engg Dept.)			
01	**Work started at:**	**Completed at:**	
02	Sign of Electrical In charge:		Date & Time:
03	Sign of Engg / Projects In charge:		Date & Time:
04	Sign of work place In charge:		Date & Time:
05	Sign of work EHS In charge:		Date & Time:

VIII. Instructions:

o. Permit must be display at work site until completion of work
p. Completed permit forms should be returned to EHS department immediately.
q. Engineering Dept. copy will be with the person who will be doing the work (engineering). EHS Dept. copy will be with the EHS department. Work initiating dept. copy will be with the department where the work is being initiated.
r. Work will execute after work permit authorization
s. Work permit extension procures must be follow
t. All other required work permits shall be initiated and authorized before starting Work at Height. The permit shall not be issued unless the valid Vertigo Test / Work at Height medical fitness of each listed worker is verified.
u. In case of emergency, unsafe condition, worker dizziness / loss of balance, change of personnel, or invalid / expired fitness record, stop work immediately, make the area safe and revalidate the permit before restart.

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VERTIGO TEST CERTIFICATE / WORK AT HEIGHT FITNESS VERIFICATION

Document Number: SPL2/EHS/SOP/GEN/0011/F02-00

Name of Worker		**Employee / Contractor ID**	
Department / Contractor		**Block / Work Location**	
Date & Time of Screening		**Work at Height Permit No.**	
Nature of Height Work		**Approx. Height**	

A. Medical / Symptom Screening (to be verified on the day of Work at Height)

S. No.	Check Item	Yes	No	Remarks
1	Worker has a valid occupational medical fitness status for Work at Height, where applicable.	☐	☐	
2	No vertigo, dizziness, giddiness or loss of balance reported today.	☐	☐	
3	No recent fainting / loss of consciousness or unexplained collapse reported.	☐	☐	
4	No blurred vision / double vision or visual disturbance affecting safe work reported.	☐	☐	
5	No ear pain, active ear infection or balance-related complaint reported.	☐	☐	
6	No severe headache / migraine or other symptom affecting alertness reported today.	☐	☐	
7	Worker is not under the influence of alcohol / intoxicants.	☐	☐	
8	Worker is not taking medication known to cause drowsiness / dizziness, or medical clearance has been obtained.	☐	☐	

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Printed By: 8398-INAPURAPU PRAVEEN KUMAR	Printed Date: 24 Sep 2026 14:42:40	Validity: (N/A)

9	Worker feels confident and comfortable to perform the assigned Work at Height activity.	☐	☐	

B. Balance / Vertigo Screening (to be performed by authorized Paramedic / Occupational Health Medical Personnel)

S. No.	Check Item	Yes	No	Remarks
1	General observation: worker is alert, oriented and able to stand / walk without obvious imbalance.	☐	☐	
2	Romberg balance screening completed satisfactorily.	☐	☐	
3	Tandem / heel-to-toe walking screening completed satisfactorily.	☐	☐	
4	No dizziness, instability or abnormal balance response observed during the screening.	☐	☐	
5	Worker has been advised to immediately report dizziness, giddiness, visual disturbance or loss of balance during the job.	☐	☐	

C. Screening Result / Fitness Status

Result	☐ **FIT for Work at Height** ☐ **TEMPORARILY UNFIT** ☐ **REFERRED FOR MEDICAL REVIEW**		
Certificate / Record No.		**Valid Until / Review Due**	
Restrictions / Remarks			
Worker Acknowledgement	Name : Sign & Date	**Paramedic / Medical Personnel**	Name : Sign & Date:

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Important: A Work at Height permit shall not be issued when the screening result is "Temporarily Unfit", when referral is pending, when the certificate / record is not valid, or when the worker details do not match the permit. This format is a work-at-height safety screening record and does not replace any statutory or physician-directed medical examination.

EHS Permit Verification: Worker name / ID and Vertigo Test Certificate verified before PTW issue: ☐ **Yes** ☐ **No**

EHS Name:

Sign / Date & Time:

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Document Completed Training Report

Department	:	Environment Health and Safety	**Doc Type / Content Type**	:	SOP/GEN
Document Number	:	SPL2/EHS/SOP/GEN/0009	**From Date**	:	N/A
Version Number	:	02	**To Date**	:	N/A
Source	:	Document	**Total Trained Duration**	:	14h 5m 39s
Document Name	:	HOT WORK PERMIT SYSTEM			
Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1218-RAMAKRISHNA KALIPINDI	26 Mar 2026	31 Mar 2026	ELANGOVAN ., VIJAY KUMAR N	Target Training - Revision	100.0	0h 5m 37s	Shift Incharge	6808 - ELANGOVAN .
1394-SURESH AKKENA	26 Mar 2026	30 Mar 2026	ELANGOVAN ., VIJAY KUMAR N	Target Training - Revision	100.0	0h 5m 1s	Executive	6808 - ELANGOVAN .
2789-SRINIVASULU REDDY KONDA	26 Mar 2026	29 Mar 2026	ELANGOVAN ., VIJAY KUMAR N	Target Training - Revision	100.0	0h 5m 2s	Executive	6808 - ELANGOVAN .
3784-NARASIMHULU AMJALA	26 Mar 2026	01 Apr 2026	ELANGOVAN ., VIJAY KUMAR N	Target Training - Revision	100.0	0h 5m 1s	Chemist	6808 - ELANGOVAN .
4901-THAMATAM SANTI	30 Jul 2026	08 Aug 2026	N/A	JR Training	100.0	0h 40m 21s	Senior Chemist	1198 - SASIDHAR AVULA

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Document Completed Training Report

Department : Environment Health and Safety
Document Number : SPL2/EHS/SOP/GEN/0009
Version Number : 02
Source : Document
Document Name : HOT WORK PERMIT SYSTEM
Business Unit : SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

Doc Type / Content Type : SOP/GEN
From Date : N/A
To Date : N/A
Total Trained Duration : 14h 5m 39s

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
5503-S SUMAN .	26 Mar 2026	04 Apr 2026	ELANGOVAN ., VIJAY KUMAR N	Target Training - Revision	100.0	0h 5m 7s	Executive	6808 - ELANGOVAN .
7188-BADESAB HUSEN SHAIKH	26 Mar 2026	31 Mar 2026	ELANGOVAN ., VIJAY KUMAR N	Target Training - Revision	100.0	0h 6m 47s	Junior Executive	6808 - ELANGOVAN .
7260-NAGARAJ GANGANNAVAR	26 Mar 2026	01 Apr 2026	ELANGOVAN ., VIJAY KUMAR N	Target Training - Revision	100.0	0h 5m 20s	Junior Executive	6808 - ELANGOVAN .
7524-RAHUL .	26 Aug 2026	04 Sep 2026	N/A	JR Training	100.0	0h 6m 23s	Executive	1355 - ARUN KUMAR SINGH
7835-SOMANATH ANNAYYA HIREMATH	22 May 2026	08 Jun 2026	N/A	JR Training	100.0	0h 55m 39s	Senior Chemist	1355 - ARUN KUMAR SINGH

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Source	:	Document	**Total Trained Duration**	:	14h 5m 39s
Document Name	:	HOT WORK PERMIT SYSTEM			
Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8872-SANTHA VIJAYA KUMAR	12 Jun 2026	23 Jun 2026	N/A	JR Training	100.0	0h 5m 3s	Chemist	1209 - DEVENDRA PRATAP SINGH
8873-BURI SAI KUMAR	23 May 2026	09 Jun 2026	N/A	JR Training	100.0	0h 5m 1s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH
8913-JITENDRA KUMAR RAM	24 Jun 2026	08 Jul 2026	N/A	JR Training	100.0	0h 12m 23s	Executive	4332 - MANJUNATHA D N
9273-TADI SIVA RAMA KRISHNA REDDY	26 Mar 2026	01 Apr 2026	ELANGOVAN ., VIJAY KUMAR N	Target Training - Revision	90.00	0h 14m 20s	Senior Chemist	6808 - ELANGOVAN .
9342-MOSURU SANTHOSH	16 Mar 2026	08 Apr 2026	N/A	JR Training	90.00	0h 11m 0s	Senior Chemist	9646 - KUTALA ANANDA

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Source	:	Document	**Total Trained Duration**	:	14h 5m 39s
Document Name	:	HOT WORK PERMIT SYSTEM			
Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
9343-NAMILA KONDA VAMSHIDHAR RAO	14 Mar 2026	25 Apr 2026	N/A	JR Training	100.0	0h 10m 8s	Senior Executive	1198 - SASIDHAR AVULA
9363-PRAFULLA ROUT	25 Jul 2026	01 Aug 2026	N/A	JR Training	100.0	1h 2m 42s	Senior Chemist	9646 - KUTALA ANANDA
9371-ANUJ YADAV	27 Mar 2026	15 Apr 2026	N/A	JR Training	100.0	0h 12m 21s	Senior Chemist	9646 - KUTALA ANANDA
9386-KURUBA GANESH	30 Mar 2026	15 Apr 2026	N/A	JR Training	90.00	0h 6m 2s	Senior Chemist	9646 - KUTALA ANANDA
9395-SURESH .	01 Apr 2026	22 Apr 2026	N/A	JR Training	100.0	0h 5m 4s	Executive	8767 - SANDIPOGU SHARATH BABU
9402-VASA DURGARAO	03 Apr 2026	21 Apr 2026	N/A	JR Training	100.0	0h 10m 12s	Executive	9646 - KUTALA ANANDA

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Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
9409-RUSHIKESH SOMNATH SHINDE	08 Apr 2026	27 Apr 2026	N/A	JR Training	90.00	0h 6m 31s	Senior Process Engineer	9646 - KUTALA ANANDA
9423-J EUNICE ARUL RAJ	11 Apr 2026	21 Apr 2026	N/A	JR Training	100.0	0h 36m 4s	Executive	6808 - ELANGOVAN .
9427-KURVA SHASHIDHAR	11 Apr 2026	05 May 2026	N/A	JR Training	100.0	0h 5m 22s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH
9428-CHANNAMALLIKARJUN SANGAPPA BURLI	11 Apr 2026	05 May 2026	N/A	JR Training	90.00	0h 6m 8s	Trainee Chemist	1209 - DEVENDRA PRATAP SINGH
9443-ABHAY SINGH	14 Apr 2026	14 May 2026	N/A	JR Training	90.00	0h 57m 17s	Trainee Chemist	1355 - ARUN KUMAR SINGH

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Doc Type / Content Type : SOP/GEN
From Date : N/A
To Date : N/A
Total Trained Duration : 14h 5m 39s

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
9448-KISHOR SINGH	14 Apr 2026	21 Apr 2026	N/A	JR Training	100.0	0h 6m 28s	Junior Executive	6808 - ELANGOVAN .
9458-KASA SUBBARAO	16 Apr 2026	08 May 2026	N/A	JR Training	90.00	0h 10m 34s	Senior Chemist	9646 - KUTALA ANANDA
9466-VIJAY SIDDHESHWAR JADHAV	20 Apr 2026	16 May 2026	N/A	JR Training	90.00	0h 14m 5s	Senior Chemist	1198 - SASIDHAR AVULA
9506-JAGANNATH BISOYI	28 Apr 2026	16 May 2026	N/A	JR Training	100.0	0h 21m 21s	Senior Chemist	9646 - KUTALA ANANDA
9511-AMIT KANT KUSHWAHA	29 Apr 2026	14 May 2026	N/A	JR Training	100.0	0h 33m 5s	Senior Chemist	1355 - ARUN KUMAR SINGH
9527-GORLE PARAMESH	08 May 2026	28 May 2026	N/A	JR Training	100.0	0h 22m 46s	Chemist	9646 - KUTALA ANANDA

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Document Completed Training Report

Department	:	Environment Health and Safety	**Doc Type / Content Type**	:	SOP/GEN
Document Number	:	SPL2/EHS/SOP/GEN/0009	**From Date**	:	N/A
Version Number	:	02	**To Date**	:	N/A
Source	:	Document	**Total Trained Duration**	:	14h 5m 39s
Document Name	:	HOT WORK PERMIT SYSTEM			
Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
9531-KANCHERLA SRINIVASA RAO	08 May 2026	28 May 2026	N/A	JR Training	90.00	0h 13m 35s	Senior Chemist	9646 - KUTALA ANANDA
9549-BHEEMAGARI PRABHAKAR	12 May 2026	09 Jun 2026	N/A	JR Training	90.00	0h 10m 10s	Senior Chemist	9646 - KUTALA ANANDA
9550-NAGARAJ .	12 May 2026	25 May 2026	N/A	JR Training	100.0	0h 14m 23s	Executive	9646 - KUTALA ANANDA
9553-MANJUNATH .	13 May 2026	06 Jun 2026	N/A	JR Training	90.00	0h 22m 46s	Senior Process Engineer	1209 - DEVENDRA PRATAP SINGH
9559-NAGARAJ RAMA NAIK	16 May 2026	02 Jun 2026	N/A	JR Training	100.0	0h 6m 32s	General Manager	9545 - MANICKAVASAGAM J
9590-RAFIK JINDALI SHEKH	23 May 2026	09 Jun 2026	N/A	JR Training	100.0	0h 8m 37s	Senior Chemist	1355 - ARUN KUMAR SINGH

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
9596-AJAY KUMAR CHAPALA	25 May 2026	23 Jun 2026	N/A	JR Training	100.0	0h 6m 6s	Senior Chemist	9646 - KUTALA ANANDA
9597-SURESH GURUGUBELLI	25 May 2026	23 Jun 2026	N/A	JR Training	100.0	0h 5m 18s	Senior Chemist	9646 - KUTALA ANANDA
9603-RAHUL YADAV	03 Jun 2026	20 Jun 2026	N/A	JR Training	100.0	1h 24m 5s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH
9646-KUTALA ANANDA	15 Jun 2026	02 Jul 2026	N/A	JR Training	100.0	0h 6m 8s	Senior Manager	9559 - NAGARAJ RAMA NAIK
9647-KARIMULLA SHAIK	15 Jun 2026	03 Jul 2026	N/A	JR Training	90.00	0h 17m 45s	Chemist	9646 - KUTALA ANANDA
9663-SHYAM RAJENDRA BADGUJAR	24 Jun 2026	15 Jul 2026	N/A	JR Training	90.00	0h 17m 27s	Chemist	1209 - DEVENDRA PRATAP SINGH

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Document Completed Training Report

Department : Environment Health and Safety
Document Number : SPL2/EHS/SOP/GEN/0009
Version Number : 02
Source : Document
Document Name : HOT WORK PERMIT SYSTEM
Business Unit : SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

Doc Type / Content Type : SOP/GEN
From Date : N/A
To Date : N/A
Total Trained Duration : 14h 5m 39s

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
9688-BADRINATH DAS	24 Jun 2026	09 Jul 2026	N/A	JR Training	100.0	0h 5m 41s	Chemist	1355 - ARUN KUMAR SINGH
9708-GUDURI LEELA NARESH	29 Jun 2026	15 Jul 2026	N/A	JR Training	100.0	0h 5m 1s	Senior Chemist	9646 - KUTALA ANANDA
9730-SAGAR GORAKSHA KARALE	08 Jul 2026	01 Aug 2026	N/A	JR Training	90.00	0h 10m 30s	Chemist	1198 - SASIDHAR AVULA
9739-SUNIL KUMAR DHARA	10 Jul 2026	01 Aug 2026	N/A	JR Training	90.00	0h 12m 38s	Process Engineer	9646 - KUTALA ANANDA
9740-ARLAGADDA NARESH	10 Jul 2026	01 Aug 2026	N/A	JR Training	100.0	0h 6m 46s	Executive	9646 - KUTALA ANANDA
9780-ARAVIND NANDI	20 Jul 2026	03 Sep 2026	N/A	JR Training	90.00	0h 11m 37s	Senior Chemist	1355 - ARUN KUMAR SINGH

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Document Completed Training Report

Department : Environment Health and Safety
Document Number : SPL2/EHS/SOP/GEN/0009
Version Number : 02
Source : Document
Document Name : HOT WORK PERMIT SYSTEM
Business Unit : SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

Doc Type / Content Type : SOP/GEN
From Date : N/A
To Date : N/A
Total Trained Duration : 14h 5m 39s

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
9792-SAHU NARESHKUMAR	25 Jul 2026	13 Aug 2026	N/A	JR Training	90.00	0h 10m 25s	Chemist	9646 - KUTALA ANANDA
9797-VADTHE VENKATESH NAIK	28 Jul 2026	13 Aug 2026	N/A	JR Training	90.00	0h 5m 41s	Senior Chemist	9646 - KUTALA ANANDA
9804-TAPAS KUMAR MOHAPATRA	01 Aug 2026	27 Aug 2026	N/A	JR Training	90.00	0h 10m 22s	Senior Chemist	9646 - KUTALA ANANDA
9870-SUNIL SHEKHAR DIXIT	07 Sep 2026	N/A	N/A	JR Training	90.00	0h 15m 56s	Engineer	6595 - LAV KUMAR GUPTA
9871-MEDISETTI DURGA VENU GOPAL	04 Sep 2026	19 Sep 2026	N/A	JR Training	100.0	0h 5m 23s	Chemist	9646 - KUTALA ANANDA

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Department	:	Environment Health and Safety	**Doc Type / Content Type**	:	SOP/GEN
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Source	:	Document	**Total Trained Duration**	:	14h 5m 39s
Document Name	:	HOT WORK PERMIT SYSTEM			
Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
9872-SURNEEDI MANI RAMAKRISHNA	04 Sep 2026	19 Sep 2026	N/A	JR Training	100.0	0h 11m 57s	Senior Chemist	9646 - KUTALA ANANDA
9878-JANNU VENKATESH BABU	10 Sep 2026	28 Sep 2026	N/A	JR Training	100.0	0h 6m 35s	Senior Chemist	9646 - KUTALA ANANDA

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	SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)
HOT WORK PERMIT SYSTEM	
Document Number: SPL2/EHS/SOP/GEN/0009-02	Effective Date: 03 Apr 2026
Review Date: 02 Apr 2028	Supersede No: SPL2/EHS/SOP/GEN/0009-01

Prepared By			
Name:	VIJAY KUMAR N	Designation:	Executive
Date:	18 Mar 2026 09:41:10	Department:	Environment Health and Safety
Reviewed By			
Name:	ELANGOVAN .	Designation:	Deputy General Manager
Date:	24 Mar 2026 15:07:49	Department:	Environment Health and Safety
Approved By			
Name:	SHARATH REDDY KALKOTA	Designation:	Director
Date:	24 Mar 2026 15:51:09	Department:	Environment Health and Safety

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Printed By: 8666-PENDURTHI CHAKRAVARTHI	Printed Date: 14 Apr 2026 17:40:46	Validity: (N/A)

1.0 Purpose:

To describe the system to be followed through a work permit system and steps to be taken for Safety during Hot work activities, procedure will explain how to access hazardous and controls & roles and responsibilities to avoid incidents and accidents

2.0 Scope:

This procedure is applicable for the hot work permit system in M/s. Shilpa pharma life sciences limited (Unit-2).

3.0 Definitions/ Abbreviations:

3.1 Hot work is a process that involves welding, soldering, brazing, cutting, grinding, drilling, chipping burning or melting metals, Use of open flame in the furnace or sparks or such ignition tools are considered hot work

3.2 Hot work permit will access pre and post hot works hazards and control actions compliance status & roles and responsibilities.

3.3 %LEL Percentage of Lower Explosive Limit

3.4 MCB Miniature Circuit Breaker

4.0 Responsibility:

4.1 EHS Department senior executive will prepare Standard and update required information, EHS Department HOD will review standard.

4.2 All Department HOD responsible to comply Standard at pre and post work permit activities.

4.3 Work permit Initiator from user department initiate work permit do all work permit required works & fill same in work permit, supporting functions will visit work place and

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complete work permit requirement & filled same in work permit & signed on work permit.

4.4 Safety department will review all activities related work permit and give work permission if comply all conditions. if not comply suggest to comply required conditions to start work.

5.0 Accountability:

5.1 The accountability of Hot Work permit system lies with EHS Chemist, Sr. Chemist, and Executive.

6.0 Procedure:

6.1 The user department raises the hot work permit.

6.2 The user department will check and make the arrangements mentioned in Hot Work Permit Template No. SPL2/EHS/SOP/GEN/0009/F01.

6.3 After preparing work permit requirements with the help of supporting functions like electrical, engineering, fabrication, surrounding work place in charges, safety department will check work permit compliance and give permission if comply requirements

6.3.1 Material from the equipment / vessel / pipeline /is drained in the drums / suitable containers and shall be removed to the safe place& arrange dummies if required. If required flush till contamination free

6.3.2 Equipment or plant have to be depressurized to atmospheric pressure & flush till contamination free

6.3.3 All inlet& outlet lines to the plant or equipment have to be isolated blanked, flushed till contamination free.

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6.3.4 Vessel or equipment and pipeline thoroughly cleaned &flushed with water or compatible material till contamination free.

6.3.5 Equipment, plant have to be cooled down to room temperature and ventilated till contaminated free

6.3.6 All work place inlet& outlet gutters, drains open pits and pipe trenches of plant area concerned have to be effectively cleaned, blanked or blocked check % of LEL. ensure 0% LEL levels before start activity

6.3.7 Equipment or plant and pipeline and surrounding area shall be check for any explosive substances (% of LEL).

6.3.8 Equipment, plant, area shall be checked to be free from toxic chemicals& atmosphere.

6.3.9 Surround vessels or equipment should be free from solvents & flushed with water.

6.3.10 Ensure no vehicle movement and bulk solvent handling or unwanted flammable scrap storage

6.3.11 Stop work by disconnection all power or fuel source, if work carried out side area where bad weather effect like heavy wind & rain, lightning

6.3.12 Ensure good housekeeping like to surrounding activity

6.3.13 Blanketing surround work area and take precautions to travel sparks or flame heat towards other area

6.3.14 The surrounding is wet with water and keep water line ready for spraying water

6.3.15 To confine the spark and flame or ignition, screen of the tarpaulin should be provided around the job & wet with water.

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6.3.16 Ensure that Welding cables, holder plugs& f power junction boxes are in good working condition and should compatible as per hazardous area classification

6.3.17 Gas cylinders are kept away from the job and the gas tubes should be in good working condition.

6.3.18 Ensure Welders to use all necessary PPE like welding hood/face shield and welding gloves etc.

6.3.19 Welding machine body, power cables & holder must be good and healthy condition. Machine should have two earthing connectivity system.

6.3.20 Equipment should be electrically isolated by disconnection it's feeder supply and tag should be displayed to that particular MCB inside the panel room. Take precautions to avoid return current from any source to equipment

6.3.21 In case of gas cutting work ensure the supplied LPG cylinder should be covered with wet fire blanket. & use commercial grade gas cylinder with proper gas regulator &insulated heat protection type gas transfer pipeline with flash back fire control regulator and heat resistant made welding torch.

6.3.22 Gas cylinder used for gas welding must have pressure test qualified & in good condition pressure regulators and pressure gauges with gas cylinder movement trolley.

6.3.23 Any other safety precautions as deemed fit, shall be taken.

6.3.24 Before start of the work information should be passed to surrounding departments area authorities regarding hot work.

6.3.25 Allot the one person from Engineering, one person from user department for monitoring the job/ work.

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6.3.26 Each cylinder connected line must use Flash back arrestor

6.3.27 Electrical welding machine body must be in good condition and should have all cables properly insulation & joints free. if joints use flame proof cable junction box

6.3.28 Electrical welding machine required to check electrical department in charge or in charge nominated employee for comply electrical safety requirement to avoid work place incidents

6.3.29 Workers who are attending should use all required personal protective equipment's like heat resistant gloves, Helmet, Goggles or face shield and shock resistant and heat resistant safety shoes, Heat resistant cloth wear by welder

6.3.30 Before start welding should check dryness condition of all work area

6.3.31 Hot work must start after proper Lock Out Tag as per SPL2/EHS/SOP/GEN/0002

6.3.32 LOTO tag must have specific number on

6.3.33 For LOTO Station: Block-ID/LOTOS-XX

6.3.34 Block ID shall be as Block-E, Block-ETP etc.,

6.3.35 LOTOS defined as LOTO Station

6.3.36 XX refers the Sequential number starts with 01,02...

6.3.37 Example: For E-Block as "E/LOTOS-XX"

6.3.38 LOTO Number must be different to different energy areas

6.3.39 EHS Dept. Shift in charge shall inspect the above points and then certify the job to be carried out safely after comply with all requirement EHS Department head and work area in charges & plant head will sign after conform as comply all work permit requirements.

6.4 This work permit should be displayed at the place of work

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6.5 Extension of this permit required work place head, work execution head & plant head EHS head permission is required.

6.6 After completion of the hot work, surrounding areas of the equipment shall be cleaned and all lines all disconnected lines and system must be re store normal safety condition & do check before close work permit initiation.

6.7 Fire watch from user department must be check all activities till starting to ending & ensure work area should be safe after work complete. minimum 15 minutes must be thoroughly check work area and surrounding areas

6.8 All waste arise from hot work must be cooled safely and shift to suitable dedicated storage place with proper labeling

6.9 The work permit is in TRIPLICATE form, Engineering Dept. copy will be with the person who will be doing the work (engineering). EHS Dept. copy will be with the EHS department. Work initiating dept. copy will be with the department where the work is being initiated.

7.0 Related Documents:

7.1 Hot Work Permit : SPL2/EHS/SOP/GEN/0009/F01.

8.0 Distribution Record:

S. No	Department/Block	No. of Copies	Remarks
1	Environment, Health & Safety	01	----
2	Quality Assurance	01	----
3	Quality Control	01	----
4	Production	10	----

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S. No	Department/Block	No. of Copies	Remarks
5	Engineering	01	----
6	Warehouse	01	----
7	IT	01	----
8	R&D	01	----

9.0 Revision Record:

S.No	Revision Status	Details of Revision	Effective date	Remarks
1.	03	• Third issue (SOP/U-2/EHS/GEN/009/03) • Format FM-EHS-005-01 is modified 7 change the Format number FM-EHS-005-02	20.04.18	---
2.	04	• Fourth issue (SOP/U-2/EHS/GEN/009/04) • Periodical review, Typographical errors rectified	14.05.20	---
3.	05	• Company name changed from Shilpa Medicare Limited to Shilpa Pharma Lifesciences Limited. • Shilpa Medicare limited Logo removed. • Distribution list updated as per current practices (Ref. CRAF No. CRAF/EHS/081/22/U-2) • Format, no: FM-EHS-005-02 changed to FM-EHS-005-03.	20.07.22	---

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S.No	Revision Status	Details of Revision	Effective date	Remarks
4.	00	• SOP has been revised periodically (SOP/U-2/EHS/GEN/009/05) • Section no 6.3.35 Example of LOTO identification number has been elaborated. • Hot Work Permit format, no: FM-EHS-005-03 Example of LOTO identification number has been elaborated	19.07.24	Effective Date Considered as that of Document No: SOP/U-2/EHS/GEN/009/06
5.	01	• SOP Revised as per the Change Control (Ref. CRAF No. CRAF/EHS/192/25/U-2). • The numbering system and revision for the SOP and associated formats was changed as per Docuzen Application • Revision Number Assigned as "01" to make in line with the procedure related to the Docuzen application. • Document Number updated as SPL2/EHS/SOP/GEN/0009/01 • Hot Work Permit FM-EHS-005-03 identification updated as SPL2/EHS/SOP/GEN/0009/T01	01.01.26	---
6.	02	• Revised as per CRAF No CRAF/EHS/033/26/U-2 • The following templates have been changed to formats. • Template SPL2/EHS/SOP/GEN/0009/T01 has been changed to format SPL2/EHS/SOP/GEN/0009/F01		---

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Work Initiating Dept. Copy

S. No.: **Date:**

Routing of permit:

User Dept →Eng. Dept. (Electrical→ Mechanical)→EHS Dept.

To be filled by User Dept.			
Department		Block / Location	
Equipment Name		Equipment ID	
Description of work to be carried out:			

Precaution Check list:

S.No	Precaution	Yes	No	NA
I.	**Precautionary Check List filled by User Dept**			
1.	Disconnect inlet & Outlet lines and isolate equipment			
2.	The equipment is thoroughly cleaned and dried up			
3.	Isolate flammable and combustible material from work place			
4.	Clean the floor and drains of flammable and combustible material block drains			
5.	Stop the flow of the material in the drains In/Out of the dept.			
6.	Adequate ventilation and lighting provided in the area			
7.	Inform surrounding departments about the hot work.			
	a. Name: Sign: Date & Time			
	b. Name: Sign: Date & Time			
8.	Arrange fire hose pipe ready to use			
9.	Type of Fire Extinguisher (s) is in place: Capacity (s) : Fire Extinguisher (s) ID No:			
10.	Fire fighter/Safety coordinator from user department (Fire watch): Name: Sign: Date & Time:			
11.	Prepared by: Name: Sign: Date & Time:			
12.	Checked by: (Work place In-charge) Name: Sign: Date & Time:			
II.	**Precautionary Check List filled by Eng. Dept (Electrical)**			
13.	Disconnect the power supply of the equipment and display Electrical Tag. Lockout and Tag out number format Block-ID/LOTOS-XX.			

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	Example: E-Block as "E/LOTOS-01"			
14.	Check the condition of the welding/gas cutting/drilling/buffing machine is in good condition			
15.	Check the cables of the machine have no joints/connections/Using work area compatible equipment			
16.	Check the machine/tools have arranged proper earth connection			
17.	Name and signature of Electrician Name: Sign: Date & Time:			
18.	Name and signature of Electrical in charge Name: Sign: Date & Time:			
III.	**Precautionary Check List filled by Eng. Dept (Mechanical)**			
19.	Barricade the work area and display the caution boards as "Men at work or Danger" at the work place & the electrical panel board.			
20.	The personnel going to attend the work are well trained (Contractor/Vendor etc)			
21.	Gas cutting cylinders (oxygen, Flammable gas) are properly placed and good hoses are used / connected.			
22.	I have understood the job to be done, Hazards involved and precautions to be taken			
23.	Work team Members			
	a. Name: Sign: Date & Time			
	b. Name: Sign: Date & Time			
24.	Request to permit time from: To: Duration:			
25.	Name & Sign of Mechanical Dept. Block/Area Engineer / Designee: Name: Sign: Date & Time:			
26.	Name & Sign of Mechanical dept. HOD / Designee: Name: Sign: Date & Time:			
IV.	**Permit granting for Work (to be filled by EHS Dept.)**			
27.	All the above precautions are completed			
28.	Flammable/explosive gas % levels (Should be 0%)			
29.	Check the Fire extinguishing systems are readiness			
30.	Checked By			

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	Name:	Sign:	Date & Time:
31.	Permit granted and valid from:	To:	Duration:
32.	Name & Sign of EHS dept. HOD/Designee: Name:	Sign:	Date & Time:
33.	Name & Sign of Plant Head / Designee: Name:	Sign:	Date & Time:
V.	**Completion of Work (to be filled by User / Eng Dept.)**		
34.	Name & Sign of person carrying the work Name:	Sign:	Date & Time:
35.	**Work started at:**	**Completed at:**	
36.	Sign of Electrical In charge:		Date & Time:
37.	Sign of Engineering / Projects In charge:		Date & Time:
38.	Sign of work place In charge:		Date & Time:
39.	Sign of work EHS In charge:		Date & Time:
40.	Sign of Fire fighter/Safety coordinator (Fire watch)		Date& Time:
Note: If the work not complete with in the permitted time, obtain extension permit. Get the extension from EHS dept. HOD/Designee and Plant Head / Designee.			
VI.	**Extension of Work Permit (To be filled by User Dept / Eng Dept.)**		
41.	Request to permit time from:	To:	Duration:
42.	Name & Sign of User / Eng Personnel Name:	Sign:	Date & Time:
VII.	**Permit Granting: (To be filled by EHS Dept)**		
43.	Permit granted and valid from:	To:	Duration:
44.	Sign of EHS Personnel:		Date & Time:
45.	Sign of Plant Head:		Date & Time:
VIII.	**Completion of Work (to be filled by User / Eng Dept.)**		
46.	**Work started at:**	**Completed at:**	
47.	Sign of Electrical In charge:		Date & Time:
48.	Sign of Eng / Projects In charge:		Date & Time:
49.	Sign of work place In charge:		Date & Time:
50.	Sign of work EHS In charge:		Date & Time:
51.	Sign of Fire watch after observing 30 minutes		Date& Time:

IX. Instructions:

a. Before start the work Tool Box Talk must require.

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b. Permit must display at work site until completion of work.
c. Engineering Dept. copy will be with the person who will be doing the work (engineering). EHS Dept. copy will be with the EHS department. Work initiating dept. copy will be with the department where the work is being initiated. On hearing of the emergency siren, stop the work safely and come to safe assembly point.
d. Work can be stop if not comply safety work permit conditions.
e. Ensure all debris and restore normal cold condition before resume work place for regular activities.

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Engineering Dept. Copy

S. No.: **Date:**

Routing of permit:

User Dept →Eng. Dept. (Electrical→ Mechanical)→EHS Dept.

To be filled by User Dept.			
Department		Block / Location	
Equipment Name		Equipment ID	
Description of work to be carried out:			

Precaution Check list:

S.No	Precaution	Yes	No	NA
X.	**Precautionary Check List filled by User Dept**			
1.	Disconnect inlet & Outlet lines and isolate equipment			
2.	The equipment is thoroughly cleaned and dried up			
3.	Isolate flammable and combustible material from work place			
4.	Clean the floor and drains of flammable and combustible material block drains			
5.	Stop the flow of the material in the drains In/Out of the dept.			
6.	Adequate ventilation and lighting provided in the area			
7.	Inform surrounding departments about the hot work.			
	a. Name: Sign: Date & Time			
	b. Name: Sign: Date & Time			
8.	Arrange fire hose pipe ready to use			
9.	Type of Fire Extinguisher (s) is in place: Capacity (s) : Fire Extinguisher (s) ID No:			
10.	Fire fighter/Safety coordinator from user department (Fire watch): Name: Sign: Date & Time:			
11.	Prepared by: Name: Sign: Date & Time:			
12.	Checked by: (Work place In-charge) Name: Sign: Date & Time:			
XI.	**Precautionary Check List filled by Eng. Dept (Electrical)**			
13.	Disconnect the power supply of the equipment and display Electrical Tag. Lockout and Tag out number format Block-ID/LOTOS-XX.			

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	Example: E-Block as "E/LOTOS-01"			
14.	Check the condition of the welding/gas cutting/drilling/buffing machine is in good condition			
15.	Check the cables of the machine have no joints/connections/Using work area compatible equipment			
16.	Check the machine/tools have arranged proper earth connection			
17.	Name and signature of Electrician Name: Sign: Date & Time:			
18.	Name and signature of Electrical in charge Name: Sign: Date & Time:			
XII.	**Precautionary Check List filled by Eng. Dept (Mechanical)**			
19.	Barricade the work area and display the caution boards as "Men at work or Danger" at the work place & the electrical panel board.			
20.	The personnel going to attend the work are well trained (Contractor/Vendor etc)			
21.	Gas cutting cylinders (oxygen, Flammable gas) are properly placed and good hoses are used / connected.			
22.	I have understood the job to be done, Hazards involved and precautions to be taken			
23.	Work team Members a. Name: Sign: Date & Time b. Name: Sign: Date & Time			
24.	Request to permit time from: To: Duration:			
25.	Name & Sign of Mechanical Dept. Block/Area Engineer / Designee: Name: Sign: Date & Time:			
26.	Name & Sign of Mechanical dept. HOD / Designee: Name: Sign: Date & Time:			
XIII.	**Permit granting for Work (to be filled by EHS Dept.)**			
27.	All the above precautions are completed			
28.	Flammable/explosive gas % levels (Should be 0%)			
29.	Check the Fire extinguishing systems are readiness			
30.	Checked By			

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	Name: Sign: Date & Time:		
31.	Permit granted and valid from:	To:	Duration:
32.	Name & Sign of EHS dept. HOD/Designee: Name: Sign: Date & Time:		
33.	Name & Sign of Plant Head / Designee: Name: Sign: Date & Time:		
XIV. Completion of Work (to be filled by User / Eng Dept.)			
34.	Name & Sign of person carrying the work Name: Sign: Date & Time:		
35.	**Work started at:** **Completed at:**		
36.	Sign of Electrical In charge: Date & Time:		
37.	Sign of Engineering / Projects In charge: Date & Time:		
38.	Sign of work place In charge: Date & Time:		
39.	Sign of work EHS In charge: Date & Time:		
40.	Sign of Fire fighter/Safety coordinator (Fire watch) Date& Time:		
Note: If the work not complete with in the permitted time, obtain extension permit. Get the extension from EHS dept. HOD/Designee and Plant Head / Designee.			
XV. Extension of Work Permit (To be filled by User Dept / Eng Dept.)			
41.	Request to permit time from:	To:	Duration:
42.	Name & Sign of User / Eng Personnel Name: Sign: Date & Time:		
XVI. Permit Granting: (To be filled by EHS Dept)			
43.	Permit granted and valid from:	To:	Duration:
44.	Sign of EHS Personnel: Date & Time:		
45.	Sign of Plant Head: Date & Time:		
XVII. Completion of Work (to be filled by User / Eng Dept.)			
46.	**Work started at:** **Completed at:**		
47.	Sign of Electrical In charge: Date & Time:		
48.	Sign of Eng / Projects In charge: Date & Time:		
49.	Sign of work place In charge: Date & Time:		
50.	Sign of work EHS In charge: Date & Time:		
51.	Sign of Fire watch after observing 30 minutes Date& Time:		

XVIII. Instructions:

a. Before start the work Tool Box Talk must require.

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b. Permit must display at work site until completion of work.
c. Engineering Dept. copy will be with the person who will be doing the work (engineering). EHS Dept. copy will be with the EHS department. Work initiating dept. copy will be with the department where the work is being initiated. On hearing of the emergency siren, stop the work safely and come to safe assembly point.
d. Work can be stop if not comply safety work permit conditions.
e. Ensure all debris and restore normal cold condition before resume work place for regular activities.

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EHS Dept. Copy

S. No.: **Date:**

Routing of permit:

User Dept →Eng. Dept. (Electrical→ Mechanical)→EHS Dept.

To be filled by User Dept.			
Department		Block / Location	
Equipment Name		Equipment ID	
Description of work to be carried out:			

Precaution Check list:

S.No	Precaution	Yes	No	NA
XIX.	**Precautionary Check List filled by User Dept**			
1.	Disconnect inlet & Outlet lines and isolate equipment			
2.	The equipment is thoroughly cleaned and dried up			
3.	Isolate flammable and combustible material from work place			
4.	Clean the floor and drains of flammable and combustible material block drains			
5.	Stop the flow of the material in the drains In/Out of the dept.			
6.	Adequate ventilation and lighting provided in the area			
7.	Inform surrounding departments about the hot work.			
	a. Name: Sign: Date & Time			
	b. Name: Sign: Date & Time			
8.	Arrange fire hose pipe ready to use			
9.	Type of Fire Extinguisher (s) is in place: Capacity (s) : Fire Extinguisher (s) ID No:			
10.	Fire fighter/Safety coordinator from user department (Fire watch): Name: Sign: Date & Time:			
11.	Prepared by: Name: Sign: Date & Time:			
12.	Checked by: (Work place In-charge) Name: Sign: Date & Time:			
XX.	**Precautionary Check List filled by Eng. Dept (Electrical)**			
13.	Disconnect the power supply of the equipment and display Electrical Tag. Lockout and Tag out number format Block-ID/LOTOS-XX.			

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	Example: E-Block as "E/LOTOS-01"			
14.	Check the condition of the welding/gas cutting/drilling/buffing machine is in good condition			
15.	Check the cables of the machine have no joints/connections/Using work area compatible equipment			
16.	Check the machine/tools have arranged proper earth connection			
17.	Name and signature of Electrician Name: Sign: Date & Time:			
18.	Name and signature of Electrical in charge Name: Sign: Date & Time:			
XXI.	**Precautionary Check List filled by Eng. Dept (Mechanical)**			
19.	Barricade the work area and display the caution boards as "Men at work or Danger" at the work place & the electrical panel board.			
20.	The personnel going to attend the work are well trained (Contractor/Vendor etc)			
21.	Gas cutting cylinders (oxygen, Flammable gas) are properly placed and good hoses are used / connected.			
22.	I have understood the job to be done, Hazards involved and precautions to be taken			
23.	Work team Members			
	a. Name: Sign: Date & Time			
	b. Name: Sign: Date & Time			
24.	Request to permit time from: To: Duration:			
25.	Name & Sign of Mechanical Dept. Block/Area Engineer / Designee: Name: Sign: Date & Time:			
26.	Name & Sign of Mechanical dept. HOD / Designee: Name: Sign: Date & Time:			
XXII.	**Permit granting for Work (to be filled by EHS Dept.)**			
27.	All the above precautions are completed			
28.	Flammable/explosive gas % levels (Should be 0%)			
29.	Check the Fire extinguishing systems are readiness			
30.	Checked By			

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	Name: Sign: Date & Time:		
31.	Permit granted and valid from:	To:	Duration:
32.	Name & Sign of EHS dept. HOD/Designee: Name: Sign: Date & Time:		
33.	Name & Sign of Plant Head / Designee: Name: Sign: Date & Time:		
XXIII. Completion of Work (to be filled by User / Eng Dept.)			
34.	Name & Sign of person carrying the work Name: Sign: Date & Time:		
35.	**Work started at:** **Completed at:**		
36.	Sign of Electrical In charge: Date & Time:		
37.	Sign of Engineering / Projects In charge: Date & Time:		
38.	Sign of work place In charge: Date & Time:		
39.	Sign of work EHS In charge: Date & Time:		
40.	Sign of Fire fighter/Safety coordinator (Fire watch) Date& Time:		
Note: If the work not complete with in the permitted time, obtain extension permit. Get the extension from EHS dept. HOD/Designee and Plant Head / Designee.			
XXIV. Extension of Work Permit (To be filled by User Dept / Eng Dept.)			
41.	Request to permit time from:	To:	Duration:
42.	Name & Sign of User / Eng Personnel Name: Sign: Date & Time:		
XXV. Permit Granting: (To be filled by EHS Dept)			
43.	Permit granted and valid from:	To:	Duration:
44.	Sign of EHS Personnel: Date & Time:		
45.	Sign of Plant Head: Date & Time:		
XXVI. Completion of Work (to be filled by User / Eng Dept.)			
46.	**Work started at:** **Completed at:**		
47.	Sign of Electrical In charge: Date & Time:		
48.	Sign of Eng / Projects In charge: Date & Time:		
49.	Sign of work place In charge: Date & Time:		
50.	Sign of work EHS In charge: Date & Time:		
51.	Sign of Fire watch after observing 30 minutes Date& Time:		

XXVII. Instructions:

a. Before start the work Tool Box Talk must require.

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b. Permit must display at work site until completion of work.
c. Engineering Dept. copy will be with the person who will be doing the work (engineering). EHS Dept. copy will be with the EHS department. Work initiating dept. copy will be with the department where the work is being initiated. On hearing of the emergency siren, stop the work safely and come to safe assembly point.
d. Work can be stop if not comply safety work permit conditions.
e. Ensure all debris and restore normal cold condition before resume work place for regular activities.

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Document Name	:	VESSEL / CONFINED SPACE ENTRY WORK PERMIT SYSTEM			
Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1069-CHANNA REDDY .	14 Jan 2026	20 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 14m 22s	Senior Incharge	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
1070-GOVINDARAJULU MENDI SRINIVASULU	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 8m 42s	Senior Shift Incharge	1355 - ARUN KUMAR SINGH
1071-PARMANAND RAMANNA PATIL	14 Jan 2026	23 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 10m 50s	Senior Shift Incharge	3421 - RAJSHEKHAR BHIMASHA GAIKWAD

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Document Name	:	VESSEL / CONFINED SPACE ENTRY WORK PERMIT SYSTEM			
Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1135-ANJALIYA BABU DANDU	14 Jan 2026	25 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 4s	Shift Incharge	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
1147-VIJAY KUMAR KURUVA	14 Jan 2026	02 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 10m 27s	Senior Shift Incharge	1355 - ARUN KUMAR SINGH
1157-KRISHNA .	14 Jan 2026	18 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 31s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
1162-S.NANDAKISHORE .	14 Jan 2026	19 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 36s	Deputy Manager	4332 - MANJUNATHA D N

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Document Name	:	VESSEL / CONFINED SPACE ENTRY WORK PERMIT SYSTEM			
Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1168-BIJAY KETAN MANGARAJ	14 Jan 2026	23 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 6s	Associate Vice President	7538 - KARUNAKAR ANATAM
1171-RAMACHANDRA RAO PAIDI	14 Jan 2026	10 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 26s	Deputy Manager	8767 - SANDIPOGU SHARATH BABU
1184-MEER MASOOD ALI	14 Jan 2026	27 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 14s	Senior Chemist	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
1186-BHARMANNA SHIVARAYA PETARGE	14 Jan 2026	23 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 1s	Assistant general manager	1168 - BIJAY KETAN MANGARAJ

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Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1190-VENKATESHWARULU C	14 Jan 2026	19 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 52s	Senior Chemist	1045 - VEERESHAPPA .
1193-JINDAPPA K	14 Jan 2026	25 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 8m 57s	Shift Incharge	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
1196-UDAY KUMAR TALLAPALLY	14 Jan 2026	17 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 44s	Senior Chemist	1198 - SASIDHAR AVULA
1198-SASIDHAR AVULA	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 8s	Senior Manager	9559 - NAGARAJ RAMA NAIK

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Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1199-PRAVEEN CHINTALAPATI	14 Jan 2026	31 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 11m 47s	Executive	9646 - KUTALA ANANDA
1200-NAGABABU CHENNU	14 Jan 2026	14 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 11m 12s	Assistant Manager	1198 - SASIDHAR AVULA
1201-SUBBA RAO VENKATA MOTHUKURU	23 Dec 2025	25 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 10m 9s	Senior Executive	1355 - ARUN KUMAR SINGH
1201-SUBBA RAO VENKATA MOTHUKURU	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 41s	Senior Executive	1355 - ARUN KUMAR SINGH

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Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1205-RAJSHEKAR REDDY KANALA	14 Jan 2026	25 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 9m 0s	Assistant Manager	9646 - KUTALA ANANDA
1206-S JAYADEV GORANTLA	14 Jan 2026	16 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 19m 37s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
1209-DEVENDRA PRATAP SINGH	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 6s	Deputy General Manager	1045 - VEERESHAPPA .
1210-ARUN KUMAR .CHAUHAN	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 6m 22s	Deputy Manager	9646 - KUTALA ANANDA

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Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1218-RAMAKRISHNA KALIPINDI	23 Dec 2025	24 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 8s	Shift Incharge	6808 - ELANGOVAN .
1234-SANDEEP KULKARNI	14 Jan 2026	27 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 2s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
1243-SHARANAPPA NAMMAKAM	14 Jan 2026	18 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 33s	Senior Assistant	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI

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Document Name	:	VESSEL / CONFINED SPACE ENTRY WORK PERMIT SYSTEM			
Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1247-SIDDHARTHA REDDY PAMURI	14 Jan 2026	24 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 2s	Senior Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
1248-DEVARAJA .	14 Jan 2026	27 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 13m 2s	Senior Manager	1168 - BIJAY KETAN MANGARAJ
1251-SANDEEP GADDYAPPA VADIGERI	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 6m 28s	Deputy Manager	4332 - MANJUNATHA D N
1257-NARASIMAHLU GADWAL	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 39s	Senior Assistant	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI

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Version Number	:	01	**To Date**	:	N/A
Source	:	Document	**Total Trained Duration**	:	58h 52m 23s
Document Name	:	VESSEL / CONFINED SPACE ENTRY WORK PERMIT SYSTEM			
Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1262-VENKATA SUBBA REDDY DHANI REDDY	14 Jan 2026	20 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 11m 28s	Assistant Manager	1198 - SASIDHAR AVULA
1304-UMESH JALKOTE	14 Jan 2026	20 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 20s	Senior Chemist	1372 - NAGESWARA RAO GUDAVALLI
1307-ARUN KUMAR GUNJANUR	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 11m 59s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH
1308-PRAVEEN KUMAR GADWAL	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 19s	Senior Chemist	1355 - ARUN KUMAR SINGH

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Version Number	:	01	**To Date**	:	N/A
Source	:	Document	**Total Trained Duration**	:	58h 52m 23s
Document Name	:	VESSEL / CONFINED SPACE ENTRY WORK PERMIT SYSTEM			
Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1310-SRINIVAS AVULA	14 Jan 2026	14 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 51s	Senior Executive	1198 - SASIDHAR AVULA
1318-SRINIVASA RAO KODALI	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 8s	Deputy Manager	4332 - MANJUNATHA D N
1321-ANIL GANGADHAR BOLLINENI	14 Jan 2026	25 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 7m 27s	Senior Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
1347-SUMAN MIDDE	14 Jan 2026	21 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 2s	Senior Executive	1355 - ARUN KUMAR SINGH

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Version Number	:	01	**To Date**	:	N/A
Source	:	Document	**Total Trained Duration**	:	58h 52m 23s
Document Name	:	VESSEL / CONFINED SPACE ENTRY WORK PERMIT SYSTEM			
Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1355-ARUN KUMAR SINGH	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 41s	Assistant general manager	1045 - VEERESHAPPA .
1360-LAKSHMI KANTH .	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 19s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
1364-NAGESHWAR RAO PADAMATI	14 Jan 2026	19 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 7m 32s	Senior Executive	1209 - DEVENDRA PRATAP SINGH
1372-NAGESWARA RAO GUDAVALLI	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 15s	Assistant Manager	1045 - VEERESHAPPA .
1389-GURUNATH LOMADA	14 Jan 2026	18 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 6m 6s	Senior Executive	1168 - BIJAY KETAN MANGARAJ

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1394-SURESH AKKENA	23 Dec 2025	25 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 6m 14s	Executive	6808 - ELANGOVAN .
1404-KRISHNA .	14 Jan 2026	24 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 9m 22s	Assistant Manager	4332 - MANJUNATHA D N
1406-SHIVARAJ JOJAN	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 11m 24s	Senior Executive	1168 - BIJAY KETAN MANGARAJ
1411-VITTHAL ABASO BABAR	14 Jan 2026	22 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 46s	Senior Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD

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1413-SHIVYOGI SHANKAR KOGNURE	14 Jan 2026	24 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 37s	Assistant Manager	1209 - DEVENDRA PRATAP SINGH
1418-SURESH SHIVAMURTHI	14 Jan 2026	20 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 41s	Senior Chemist	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
1479-MAHESH NARASIMHULU	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 50s	Electrician	8767 - SANDIPOGU SHARATH BABU
1482-S P PRABHAKAR SIDDESHWAR KUMBHAR	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 17s	Senior Executive	1372 - NAGESWARA RAO GUDAVALLI

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1483-SUDHAKAR CHINDUKURI	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 4s	Senior Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
1486-SURESH GOUD SHAGALA	14 Jan 2026	22 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 37s	Assistant Manager	1168 - BIJAY KETAN MANGARAJ
1495-BALAVEERAIAH VALADASU	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 9s	Shift Incharge	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
1496-PRASANNA RAVINDRA DHANSHETTI	14 Jan 2026	20 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 27s	Assistant Manager	1209 - DEVENDRA PRATAP SINGH

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1497-SHARAN PRASAD HAMPAYYASWAMI SHIVALING	14 Jan 2026	26 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 10s	Senior Manager	1168 - BIJAY KETAN MANGARAJ
1563-LINGA REDDY BANAVASI	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 7m 28s	Senior Assistant	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
1569-SURESH KUMAR REDDY PATCHARLA	14 Jan 2026	18 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 39s	Senior Executive	1168 - BIJAY KETAN MANGARAJ
1581-V.N.PRASAD ANDE	14 Jan 2026	07 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 15s	Assistant general manager	1168 - BIJAY KETAN MANGARAJ

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1588-NAGESH NALLAGORLA	14 Jan 2026	25 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 22s	Senior Executive	1497 - SHARAN PRASAD HAMPAYYAS WAMI SHIVALING
1604-G.NAGARJUNA .	14 Jan 2026	27 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 19m 21s	Deputy Manager	1209 - DEVENDRA PRATAP SINGH
1610-JALANDAR PASULA	14 Jan 2026	21 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 1s	Assistant Manager	1168 - BIJAY KETAN MANGARAJ
1618-BHARATH KUMAR PISAY	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 14s	Manager	4332 - MANJUNATHA D N

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1627-EDIGA KHAJAN GOUD	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 29s	Executive	1168 - BIJAY KETAN MANGARAJ
1657-PAVAN .	14 Jan 2026	19 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 6m 11s	Senior Executive	8767 - SANDIPOGU SHARATH BABU
1679-M.NARESH KUMAR	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 4s	Senior Executive	1355 - ARUN KUMAR SINGH
1697-YOGESH PATIL	14 Jan 2026	20 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 17s	Senior Executive	4332 - MANJUNATHA D N

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1784-CHINNA MASUM KASANNA GARI	14 Jan 2026	21 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 56s	Senior Executive	1168 - BIJAY KETAN MANGARAJ
1793-MEENAPPA MADIGA	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 12s	Manager	4332 - MANJUNATHA D N
1798-RAJA KUMAR ANIPE	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 1s	Assistant Manager	1168 - BIJAY KETAN MANGARAJ
1842-HARI OM KUMAR	14 Jan 2026	30 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 7m 46s	Senior Executive	1198 - SASIDHAR AVULA
1846-PULLA GOWREDDY	14 Jan 2026	20 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 52s	Assistant Manager	1168 - BIJAY KETAN MANGARAJ

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1894-S.A.MAHESH KUMAR	14 Jan 2026	19 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 6s	Electrician	8767 - SANDIPOGU SHARATH BABU
1900-VENKAIAH YADAVA GOLLA	14 Jan 2026	09 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 19s	Supervisor	8767 - SANDIPOGU SHARATH BABU
1902-SHIVAPPA .	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 27s	Senior Electrician	8767 - SANDIPOGU SHARATH BABU
1903-GOUSE MOHINUDDIN	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 6s	Senior Electrician	8767 - SANDIPOGU SHARATH BABU

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1913-DEVARAJA .	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 8s	Assistant	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
1916-VIVEKANAND HOSUR	14 Jan 2026	27 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 15s	Executive	1168 - BIJAY KETAN MANGARAJ
1937-NARASIMHA MURTHY VENKATA NANDURI	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 6m 14s	Assistant Manager	9646 - KUTALA ANANDA
1945-ESWAR RAO BANISETTI	14 Jan 2026	23 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 7s	Deputy Manager	1355 - ARUN KUMAR SINGH

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1958-M RAMU .	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 15s	Manager	9646 - KUTALA ANANDA
1959-BASAVARAJ BASAVALINGAIAH	14 Jan 2026	19 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 11m 58s	Executive	8767 - SANDIPOGU SHARATH BABU
1962-RANGA RAO BAGGU	14 Jan 2026	06 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 10m 15s	Senior Executive	1198 - SASIDHAR AVULA
1974-VENKATARAO SAANA	14 Jan 2026	14 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 55s	Senior Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD

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1978-CHANUKYA SHAUKAR	14 Jan 2026	03 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 2s	Executive	1168 - BIJAY KETAN MANGARAJ
2006-JINDOBA KASHINATH WAGHMODE	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 21s	Senior Executive	9646 - KUTALA ANANDA
2016-MAGANTI VENKATA HARIDEEP	14 Jan 2026	19 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 50s	Senior Executive	8767 - SANDIPOGU SHARATH BABU
2025-ALURE VASANT	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 18s	Senior Executive	9646 - KUTALA ANANDA

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2027-SANTHOSH MIRJI	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 6s	Senior Executive	4332 - MANJUNATHA D N
2033-PAVAN BIJJI	14 Jan 2026	18 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 10m 20s	Executive	1168 - BIJAY KETAN MANGARAJ
2040-DEVA KUMAR AMBIGAR	14 Jan 2026	14 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 11m 4s	Executive	1168 - BIJAY KETAN MANGARAJ
2059-MAHESH NARASU BHANDARI	14 Jan 2026	21 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 3s	Executive	4332 - MANJUNATHA D N
2075-RAMESH BABU YKKALURI	14 Jan 2026	19 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 59s	Executive	1198 - SASIDHAR AVULA

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2078-NAGARAJU EEDA	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 10s	Senior Executive	1168 - BIJAY KETAN MANGARAJ
2085-SRIHARI RAO EMANI	14 Jan 2026	23 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 3s	Assistant Manager	9646 - KUTALA ANANDA
2113-RAJAGOPAL ONTERU	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 2s	Senior Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
2127-MALLESU DALAVAI	14 Jan 2026	14 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 9s	Senior Executive	5528 - NAGARAJU GAMIDI

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2134-VENKATA PRASAD KONDAPALLI	14 Jan 2026	22 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 9s	Executive	1355 - ARUN KUMAR SINGH
2138-SIVAPRASAD REDDY MUNAGALA	14 Jan 2026	25 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 29s	Senior Executive	1168 - BIJAY KETAN MANGARAJ
2142-AMAR SARODE	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 2s	Executive	4332 - MANJUNATHA D N
2193-SOMANATH REDDY GADDAM	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 50s	Executive	1168 - BIJAY KETAN MANGARAJ
2194-KOVELAKUNTLA VENKATESWARLU	14 Jan 2026	26 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 7m 37s	Executive	9646 - KUTALA ANANDA

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2199-OMPRAKASH .	14 Jan 2026	27 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 8m 39s	Executive	1168 - BIJAY KETAN MANGARAJ
2212-K SANKAR	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 16s	Assistant Manager	1372 - NAGESWARA RAO GUDAVALLI
2214-SHRISHAIL SHIVASHARANAPPA BAMBASE	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 1s	Shift Incharge	9646 - KUTALA ANANDA
2229-DEVI KRISHNA GUJJULA	14 Jan 2026	26 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 14m 14s	Senior Executive	1198 - SASIDHAR AVULA

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Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
2236-BOLLA SURENDRA REDDY	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 50s	Deputy Manager	1209 - DEVENDRA PRATAP SINGH
2271-ARVIND CHANDRAKANT BALKUNDI	14 Jan 2026	20 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 10m 35s	Assistant Manager	1168 - BIJAY KETAN MANGARAJ
2307-AVULARAJU POKALA	14 Jan 2026	23 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 8m 31s	Senior Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
2334-SHANKAR MEEDIGADA	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 12s	Senior Executive	1209 - DEVENDRA PRATAP SINGH

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2343-PRASADU NAKKA	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 18s	Executive	1168 - BIJAY KETAN MANGARAJ
2356-BHEEM RAYUDU KONKAL	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 8m 6s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
2362-LINGARAJU CHOLAPPA BETTAPNOR	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 32s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH
2404-BHEEMSINGH .	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 15m 44s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
2408-NISHANT KUMAR	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 9m 9s	Senior Executive	1209 - DEVENDRA PRATAP SINGH

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2409-BRAHMAIAH MANDADAPU	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 41s	Assistant Manager	9646 - KUTALA ANANDA
2412-MADARVALI SYED	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 18s	Senior Executive	1209 - DEVENDRA PRATAP SINGH
2502-VIDYADHAR CHIUVERI	14 Jan 2026	18 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 6s	Executive	1209 - DEVENDRA PRATAP SINGH
2546-SHARANABASAVA REVANNASID KULKARNI	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 12m 2s	Assistant Manager	4332 - MANJUNATHA D N

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2601-MULAPARTHI SAMRAJ	14 Jan 2026	20 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 6m 32s	Senior Executive	9646 - KUTALA ANANDA
2615-MALLIKARJUNA RAO BATHULA	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 33s	Senior Executive	1168 - BIJAY KETAN MANGARAJ
2636-B.SHIVA KUMAR	14 Jan 2026	10 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 9m 9s	Assistant Manager	1198 - SASIDHAR AVULA
2637-NAGA SAI KOLLIPARA	14 Jan 2026	23 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 10s	Senior Executive	1355 - ARUN KUMAR SINGH
2695-NARESH BHANDARIGAL	14 Jan 2026	19 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 8m 30s	Engineer	4332 - MANJUNATHA D N

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2787-RAJEEV PERIMI	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 5s	Senior Executive	9646 - KUTALA ANANDA
2789-SRINIVASULU REDDY KONDA	23 Dec 2025	25 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 4s	Executive	6808 - ELANGOVAN .
2793-IRFAN MAHAMMAD	14 Jan 2026	24 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 9m 14s	Executive	1168 - BIJAY KETAN MANGARAJ
2796-G SUBRAMANYAM REDDY	14 Jan 2026	27 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 26s	Senior Executive	1355 - ARUN KUMAR SINGH

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2834-SAMEER M	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 12m 34s	Assistant	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
2837-SRINIVAS REDDY NARAVA	14 Jan 2026	23 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 25s	Executive	1168 - BIJAY KETAN MANGARAJ
2849-EDUKONDALU PAGOLU	14 Jan 2026	20 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 55s	Senior Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD

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2884-SRINIVASA RAO MUVVALA	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 48s	Senior Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
2895-J RAGHAVENDRA YADAV	14 Jan 2026	20 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 14s	Senior Executive	1168 - BIJAY KETAN MANGARAJ
2900-GUNTI VENKATESWARLU	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 12m 51s	Senior Executive	1209 - DEVENDRA PRATAP SINGH
2908-PURAMSHETTI SRINIVAS	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 1s	Senior Executive	1355 - ARUN KUMAR SINGH

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
2911-BOYINI PARUSHURAM	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 6s	Executive	1355 - ARUN KUMAR SINGH
2919-NAVEEN SAMGAPU	14 Jan 2026	25 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 32s	Executive	5528 - NAGARAJU GAMIDI
2922-VSV PRASAD AKULA	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 2s	Senior Executive	1355 - ARUN KUMAR SINGH
2952-ATTUNURU PRASAD REDDY	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 11m 33s	Assistant Manager	1209 - DEVENDRA PRATAP SINGH
2972-CHANDRA SEKHAR KUMMARI	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 6m 13s	Executive	1168 - BIJAY KETAN MANGARAJ

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2995-ARAVIND GIDDALUR	14 Jan 2026	27 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 3s	Senior Executive	1355 - ARUN KUMAR SINGH
3017-KASI SANDEEP BURUGUPALLI	14 Jan 2026	19 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 3s	Senior Executive	5528 - NAGARAJU GAMIDI
3019-FAYAZ AHMAD SHAIK	14 Jan 2026	31 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 25s	Senior Executive	5528 - NAGARAJU GAMIDI
3084-CHANDRA SHEKAR .	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 8m 16s	Supervisor	8767 - SANDIPOGU SHARATH BABU

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
3085-RANGANATHA	14 Jan 2026	11 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 4s	Electrician	8767 - SANDIPOGU SHARATH BABU
3086-SURESH .	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 7s	Jr.Electrician	8767 - SANDIPOGU SHARATH BABU
3087-ASHOK .	14 Jan 2026	31 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 9s	Jr.Electrician	8767 - SANDIPOGU SHARATH BABU
3090-RAKESH KUMAR K	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 13s	Site Incharge	4332 - MANJUNATHA D N

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3100-THONDAMALLA VENKATA PRAVEEN KUMAR	14 Jan 2026	20 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 0s	Executive	9646 - KUTALA ANANDA
3152-SUDHIR PATANGE	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 8s	Engineer	4332 - MANJUNATHA D N
3239-SANTOSH .	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 12m 53s	Executive	1168 - BIJAY KETAN MANGARAJ
3323-PURNAPRAJNA KULKARNI	14 Jan 2026	31 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 11m 48s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ

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3382-LEELA MOHAN BURRA	14 Jan 2026	20 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 15m 41s	Executive	1168 - BIJAY KETAN MANGARAJ
3406-VAIBHAV VILAS DESHPANDE	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 42s	Senior Executive	9646 - KUTALA ANANDA
3421-RAJSHEKHAR BHIMASHA GAIKWAD	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 11m 17s	Deputy Manager	9559 - NAGARAJ RAMA NAIK
3476-MASULDAR ABDUL ZABER SHAIK	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 23s	Executive	9646 - KUTALA ANANDA
3480-SATISH KASHINATH DUMNE	14 Jan 2026	19 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 7s	Senior Executive	9904 - P.Tirumala Vara Prasad Reddy

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3481-BALACHANDAR B	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 1s	Senior Executive	9646 - KUTALA ANANDA
3484-NITIN TUKARAM GHADGE	14 Jan 2026	25 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 20s	Senior Executive	9904 - P.Tirumala Vara Prasad Reddy
3499-BASAVARAJ .	14 Jan 2026	24 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 2s	Executive	9154 - V.S.B.Govinda Reddy
3520-MOHAMMED GOUSE S S	14 Jan 2026	20 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 25s	Executive	1618 - BHARATH KUMAR PISAY
3523-AMARSING KISANSING RAJPUT	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 9s	Senior Executive	1209 - DEVENDRA PRATAP SINGH

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3573-AVINASH DIGAMBAR BHALERAO	14 Jan 2026	27 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 19s	Senior Executive	1209 - DEVENDRA PRATAP SINGH
3612-SANTHOSH RAJU POSANI	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 51s	Senior Executive	1168 - BIJAY KETAN MANGARAJ
3644-PRASHANT KALYANI GUNDURE	14 Jan 2026	14 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 6s	Executive	1372 - NAGESWARA RAO GUDAVALLI
3776-RAJASHEKHAR .	14 Jan 2026	21 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 3s	Senior Executive	1045 - VEERESHAPPA .

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3784-NARASIMHULU AMJALA	23 Dec 2025	30 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 2s	Chemist	6808 - ELANGOVAN .
3785-G PRATAP REDDY .	14 Jan 2026	30 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 10m 10s	Senior Executive	1168 - BIJAY KETAN MANGARAJ
3822-KADATHALA SRAVAN GOUD	14 Jan 2026	19 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 51s	Executive	1355 - ARUN KUMAR SINGH
3853-KALLIPATI NAGABHUSHANAM .	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 6m 46s	Assistant Manager	1168 - BIJAY KETAN MANGARAJ

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Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
3917-SANTOSH KUMAR	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 10m 13s	Senior Executive	1372 - NAGESWARA RAO GUDAVALLI
3920-RAMAKRISHNA K. S	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 12m 21s	Junior Executive	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
3978-GIRISH MOHAN BHANDARE	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 43s	Manager	1045 - VEERESHAPPA .
3996-ANILKUMAR POLISETTY	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 3s	Senior Executive	1209 - DEVENDRA PRATAP SINGH

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4000-BALAJI VAMANRAO HANDGE	14 Jan 2026	01 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 17s	Senior Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
4078-YALLALING .	14 Jan 2026	21 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 6s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
4173-DEVIDAS DATTATRAY GUND	14 Jan 2026	06 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 11m 3s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
4324-BASWRAJ KALYANI GUNDURE	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 7m 37s	Executive	1355 - ARUN KUMAR SINGH

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4332-MANJUNATHA D N	14 Jan 2026	13 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 10m 5s	General Manager	1013 - SHARATH REDDY KALKOTA
4344-BADRINATH .	14 Jan 2026	25 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 2s	Senior Chemist	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
4412-VIRENDRA BHIMASHANKAR KALSHETTI	14 Jan 2026	21 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 14m 32s	Senior Chemist	9646 - KUTALA ANANDA
4453-P NAGARAJU .	14 Jan 2026	19 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 10m 58s	Executive	1198 - SASIDHAR AVULA

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4454-PASUMARTHI OMKARESWARARAO	14 Jan 2026	20 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 25s	Executive	9646 - KUTALA ANANDA
4606-SAGAR M	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 3s	Executive	1209 - DEVENDRA PRATAP SINGH
4609-UMESHA .	14 Jan 2026	26 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 27s	Senior Chemist	1198 - SASIDHAR AVULA
4649-GOOTLO PAVAN KUMAR	14 Jan 2026	14 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 30s	Executive	9646 - KUTALA ANANDA

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4664-MOHAN KUMAR B	14 Jan 2026	19 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 14s	Executive	8767 - SANDIPOGU SHARATH BABU
4666-PERUMALA SATISH KUMAR	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 14s	Senior Executive	1355 - ARUN KUMAR SINGH
4716-BIRENDRA KUMAR RANA	14 Jan 2026	20 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 3s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
4788-AMARRAYYA .	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 16s	Executive	4332 - MANJUNATHA D N

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4799-DEEPAK GOVINDRAO NATKARE	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 1s	Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
4826-GYANESHWAR MANIKRAO SHEP	14 Jan 2026	30 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 7m 14s	Manager	1168 - BIJAY KETAN MANGARAJ
4866-DIVI VENUGOPAL	14 Jan 2026	11 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 20s	Deputy Manager	9559 - NAGARAJ RAMA NAIK
4901-THAMATAM SANTI	14 Jan 2026	22 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 2s	Senior Chemist	1198 - SASIDHAR AVULA

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4980-MULAKA MADHU	14 Jan 2026	20 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 14s	Deputy Manager	4332 - MANJUNATHA D N
4985-THEJA P	14 Jan 2026	18 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 4s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
5029-RAGHAVENDRA RAO K	14 Jan 2026	20 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 1s	Senior Assistant	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
5030-VIJAYA VIJAY BHASKAR K	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 12m 42s	Executive	1209 - DEVENDRA PRATAP SINGH

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5049-SHARANAYYA .	14 Jan 2026	17 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 3s	Microbiologist	9154 - V.S.B.Govinda Reddy
5050-PRATAP .	14 Jan 2026	18 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 3s	Microbiologist	9154 - V.S.B.Govinda Reddy
5155-PARAMESHWAR .	14 Jan 2026	24 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 10m 55s	Executive	1355 - ARUN KUMAR SINGH
5184-MADHAV VINAYAK KUMBHAR .	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 1s	Chemist	1168 - BIJAY KETAN MANGARAJ

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5208-VIJAY KUMAR N	23 Dec 2025	27 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 3s	Executive	6808 - ELANGOVAN .
5217-AKKULA PRATHAP GOWD	14 Jan 2026	26 Mar 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 15m 2s	Executive	1168 - BIJAY KETAN MANGARAJ
5301-MAHESH MANIK VANVE	14 Jan 2026	20 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 12m 21s	Senior Chemist	1198 - SASIDHAR AVULA
5314-BASANA GOWDA C	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 3s	Engineer	4332 - MANJUNATHA D N

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5350-KIRAN KUMAR S	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 6m 12s	Executive	9646 - KUTALA ANANDA
5376-SAGAR BALU BAGAV	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 3s	Chemist	1168 - BIJAY KETAN MANGARAJ
5379-MAHESH BASAPPA HATTALI	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 2s	Chemist	1168 - BIJAY KETAN MANGARAJ
5438-BEERAPPA BALBHIM GAWADE	14 Jan 2026	19 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 10m 7s	Executive	5528 - NAGARAJU GAMIDI
5491-SUKADEV MOHANTY	14 Jan 2026	12 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 47s	Senior Executive	1198 - SASIDHAR AVULA

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5503-S SUMAN .	23 Dec 2025	28 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 3s	Executive	6808 - ELANGOVAN .
5528-NAGARAJU GAMIDI	14 Jan 2026	25 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 1s	Manager	9559 - NAGARAJ RAMA NAIK
5548-SUSHANT PANDURANG PATIL	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 7s	Senior Executive	9646 - KUTALA ANANDA
5549-PINJARI SAIFULLA	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 39s	Executive	9646 - KUTALA ANANDA

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5592-VENKATESU NAIK RAMAVATH	14 Jan 2026	24 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 24s	Executive	9646 - KUTALA ANANDA
5596-GOLLA SURENDRA BABU	14 Jan 2026	26 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 11m 10s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
5675-NITIN DILIP GAIKWAD	14 Jan 2026	23 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 6s	Sr.Microbiologist	1168 - BIJAY KETAN MANGARAJ
5687-D BALAKRISHNA .	14 Jan 2026	28 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 1s	Senior Executive	9646 - KUTALA ANANDA
5694-AVADHUT ASHOK KULKARNI .	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 1s	Executive	9646 - KUTALA ANANDA

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5858-KUKUNOOR HANMANTHU	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 12m 25s	Chemist	1168 - BIJAY KETAN MANGARAJ
5880-AMIT ASHOK MALI	14 Jan 2026	23 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 11m 2s	Chemist	1168 - BIJAY KETAN MANGARAJ
5928-KOTHARE VAIBHAV SANJAY	14 Jan 2026	14 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 3s	Executive	1209 - DEVENDRA PRATAP SINGH
5954-TUSAR KUMAR MOHAPATRA	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 14s	Chemist	1168 - BIJAY KETAN MANGARAJ
6033-S MAHESH	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 6m 41s	Executive	1209 - DEVENDRA PRATAP SINGH

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6040-AJIT CHANDRAKANT BORUTE	14 Jan 2026	23 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 6m 9s	Executive	1209 - DEVENDRA PRATAP SINGH
6069-GOLLA PANDUKUMAR	14 Jan 2026	30 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 18s	Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
6096-SUDHARSHAN DATTRAO GIRI	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 1s	Chemist	1168 - BIJAY KETAN MANGARAJ
6157-CHEKU BOYINA SURYAVAMSI G	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 41s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ

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6196-BANDAMEEDI RAMESH	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 37s	Executive	1355 - ARUN KUMAR SINGH
6254-AMIT ANNAPPA ATHANI	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 16m 26s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
6284-HANUMANTHA J GOWDA	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 11m 4s	Senior Executive	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
6285-JOSHI ASHWIN SHRINIVAS	14 Jan 2026	25 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 18s	Microbiologist	1168 - BIJAY KETAN MANGARAJ

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6286-PARASHURAMA .	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 58s	Senior Chemist	9646 - KUTALA ANANDA
6331-PEGGI RAJU	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 24s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
6355-SURAJ ANANDA DADMODE	14 Jan 2026	24 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 8s	Chemist	1497 - SHARAN PRASAD HAMPAYYAS WAMI SHIVALING
6427-SANDRALA PRASAD	14 Jan 2026	31 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 42s	Executive	7539 - SHANI PT

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Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
6501-MANIDEEP BH	14 Jan 2026	20 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 7m 2s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
6542-APPIKATLA SAI KUMAR	14 Jan 2026	18 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 7m 53s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH
6585-T BALAJI SAVANTH	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 9s	Assistant Manager	1355 - ARUN KUMAR SINGH
6596-MUDRAGADDA SRINU	14 Jan 2026	28 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 8m 29s	Microbiologist	1168 - BIJAY KETAN MANGARAJ
6631-RAKESH KUMAR P	14 Jan 2026	27 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 9s	Chemist	1168 - BIJAY KETAN MANGARAJ

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6645-CHANDRASHEKAR SHANTAMALLAPPA DUDHANI	14 Jan 2026	31 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 9s	Assistant general manager	9545 - MANICKAVASAGAM J
6670-OJA SUBRAMANYAM	14 Jan 2026	29 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 10m 19s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
6683-SURYA PRAKASH MAURYA	14 Jan 2026	20 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 8m 49s	Senior Chemist	1355 - ARUN KUMAR SINGH
6793-RUSHIKESH BALASAHEB MALI	14 Jan 2026	18 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 39s	Chemist	1168 - BIJAY KETAN MANGARAJ

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
6960-ANISH CHANDRAN	14 Jan 2026	18 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 6m 3s	Assistant	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
6961-BOOSUPALLI SANJEEVA REDDY	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 15m 1s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
7049-SANTOSH K	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 6m 12s	Senior Chemist	9646 - KUTALA ANANDA
7110-SHRIKRUSHNA SUBHASH TELORE	14 Jan 2026	20 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 41s	Executive	1355 - ARUN KUMAR SINGH

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7168-SALUNKHE NAMDEO SHIVAJI	14 Jan 2026	18 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 7m 15s	Assistant	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
7260-NAGARAJ GANGANNAVAR	23 Dec 2025	01 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 51s	Junior Executive	6808 - ELANGOVAN .
7273-KUMMARI RAMESH	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 9s	Senior Chemist	9646 - KUTALA ANANDA
7277-PRITHVIRAJ POPAT RANANAVARE	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 8m 56s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH

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7282-RAJ KUMAR VISHWAKARMA	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 15m 32s	Chemist	1209 - DEVENDRA PRATAP SINGH
7283-MANOJ KUMAR	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 58s	Process Engineer	1209 - DEVENDRA PRATAP SINGH
7286-NITINKUMAR VIRABHADRAPPA NASALE	14 Jan 2026	21 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 11s	Executive	9646 - KUTALA ANANDA
7293-CHILUKU HARIKRISHNA	14 Jan 2026	20 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 12m 15s	Chemist	1168 - BIJAY KETAN MANGARAJ

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7311-BYRAKONDA HARI KRISHNA	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 11s	Executive	1372 - NAGESWARA RAO GUDAVALLI
7322-MANVENDRA SINGH	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 17m 46s	Process Engineer	9646 - KUTALA ANANDA
7336-KASHINATH SHASHIKANT KASTURE	14 Jan 2026	30 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 24s	Trainee	1168 - BIJAY KETAN MANGARAJ
7343-VISHAL KUMAR	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 27s	Chemist	1209 - DEVENDRA PRATAP SINGH

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7371-AKSHAY MALLU BODHALE	14 Jan 2026	19 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 6m 49s	Trainee Chemist	5528 - NAGARAJU GAMIDI
7387-BISWARANJAN PADHY	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 12s	Process Engineer	7539 - SHANI PT
7388-ABINASH PARIDA	14 Jan 2026	14 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 10m 59s	Process Engineer	9646 - KUTALA ANANDA
7393-MALKARI BHIMRAYA CHOUGULE	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 46s	Trainee	1168 - BIJAY KETAN MANGARAJ
7420-ATAR SINGH	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 10m 45s	Chemist	1209 - DEVENDRA PRATAP SINGH

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7426-MAHESH SIDDAPPA JATTI	14 Jan 2026	14 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 8m 17s	Senior Process Engineer	9646 - KUTALA ANANDA
7427-DEEPAK NAVNATH TONDE	14 Jan 2026	14 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 4s	Chemist	9646 - KUTALA ANANDA
7441-VENKAT PRASAD G	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 4s	Chemist	9646 - KUTALA ANANDA
7446-MILIND MANIK SARPE	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 18s	Chemist	3421 - RAJSHEKHAR BHIMASHA GAIKWAD

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7447-RAVSAHEB CHANDRAKANT RAYKAR	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 12m 54s	Chemist	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
7450-BAPALA MANOJ KUMAR	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 7m 46s	Senior Chemist	9646 - KUTALA ANANDA
7459-MAHADEV RAMESH	14 Jan 2026	18 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 11m 6s	Senior Process Engineer	9646 - KUTALA ANANDA
7460-PRATAP SUBHASH BHOSALE	14 Jan 2026	23 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 9m 12s	Chemist	7539 - SHANI PT

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7464-AKSHAY CHANGDEO SALUNKE	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 7s	Chemist	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
7466-A VEERESHA	14 Jan 2026	18 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 11m 25s	Senior Chemist	9646 - KUTALA ANANDA
7487-SHIVNARAYAN PRAJAPATI	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 7m 53s	Process Engineer	7539 - SHANI PT
7504-RITESH SUKHDEV SALUNKE	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 23s	Chemist	7539 - SHANI PT

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7505-GIJE MOKIND SONIBA	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 1s	Process Engineer	7539 - SHANI PT
7509-SURAJ MARUTI GAWADE	14 Jan 2026	31 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 32s	Senior Chemist	1198 - SASIDHAR AVULA
7519-MALLIKARJUNA GOWDA GM	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 12m 17s	Chemist	1372 - NAGESWARA RAO GUDAVALLI
7520-KEDARANATH BASAVARAJ	14 Jan 2026	02 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 9s	Microbiologist	1168 - BIJAY KETAN MANGARAJ

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7524-RAHUL .	14 Jan 2026	06 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 16s	Executive	1355 - ARUN KUMAR SINGH
7539-SHANI PT	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 7s	Senior Manager	9559 - NAGARAJ RAMA NAIK
7540-MAHADEV .	14 Jan 2026	14 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 41s	Chemist	1372 - NAGESWARA RAO GUDAVALLI
7545-PAVAN SARJERAO GURAV	14 Jan 2026	25 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 39s	Senior Chemist	3421 - RAJSHEKHAR BHIMASHA GAIKWAD

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7549-A VENKATA SHIVA REDDY	14 Jan 2026	05 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 34s	Deputy Manager	9646 - KUTALA ANANDA
7565-SAGAR LAXMAN GAVALI	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 7m 33s	Executive	9646 - KUTALA ANANDA
7569-S SATISH .	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 1s	Trainee Chemist	9646 - KUTALA ANANDA
7594-LOKESH SHIVANAND ATHANI	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 7m 26s	Trainee Chemist	1209 - DEVENDRA PRATAP SINGH
7605-SHABBIR HADI	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 6m 11s	Trainee Chemist	1168 - BIJAY KETAN MANGARAJ

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7607-VIKAS ASHOK DHANWAT	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 1s	Chemist	1209 - DEVENDRA PRATAP SINGH
7615-VELPULA MALLESWARA RAO	14 Jan 2026	18 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 12m 50s	Senior Chemist	9646 - KUTALA ANANDA
7628-MUPPALLA RAMA KRISHNA	14 Jan 2026	14 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 8m 0s	Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
7635-K KARTHIK .	14 Jan 2026	22 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 10m 2s	Trainee Chemist	1168 - BIJAY KETAN MANGARAJ

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7656-PRASAD PRAKASH SURYAWANSHI	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 30s	Trainee Chemist	1168 - BIJAY KETAN MANGARAJ
7659-MOHAMMED NASEER HUSSAIN	14 Jan 2026	27 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 20s	Chemist	1355 - ARUN KUMAR SINGH
7660-AVINASH ANNASO BHUJAWADKAR	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 14s	Chemist	1355 - ARUN KUMAR SINGH
7664-VEEREJU CHITTIBABU	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 6s	Senior Chemist	7539 - SHANI PT
7665-AMRUTHALURI SURESHBABU	14 Jan 2026	21 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 4s	Senior Chemist	7539 - SHANI PT

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7670-JEETENDRA SINGH	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 28s	Process Engineer	1209 - DEVENDRA PRATAP SINGH
7671-GAWADE NILESH BAPUSAHEB	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 10s	Chemist	1209 - DEVENDRA PRATAP SINGH
7673-PRAVEEN MALLIKARJUN HADIMANI	14 Jan 2026	24 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 10m 46s	Senior Assistant	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
7694-MANNU KUMAR KUSHWAHA	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 6m 58s	Senior Chemist	1355 - ARUN KUMAR SINGH

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Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7695-SANTOSH KUMAR MAHARANA	14 Jan 2026	21 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 16s	Assistant Manager	9646 - KUTALA ANANDA
7706-KAVALI NARSIMLU	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 11m 25s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH
7718-BASAVARAJ KUMBAR	14 Jan 2026	20 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 8s	Executive	4332 - MANJUNATHA D N
7720-NASIRAHMAD MAKANDAR	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 2s	Process Engineer	9646 - KUTALA ANANDA
7722-SRIHARI CHOUDHURY	14 Jan 2026	25 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 15m 28s	Process Engineer	1209 - DEVENDRA PRATAP SINGH

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7723-RAJPUT PRUTHVISINHA BHARAT SINHA	14 Jan 2026	18 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 13s	Trainee	1497 - SHARAN PRASAD HAMPAYYAS WAMI SHIVALING
7740-TEJAS ANANDA KAMBLE	14 Jan 2026	18 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 12m 47s	Trainee Chemist	1168 - BIJAY KETAN MANGARAJ
7741-SURAJKUMAR ABASO MANE	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 30s	Trainee Chemist	1168 - BIJAY KETAN MANGARAJ
7761-SAURAV SANJAY SURWADE	14 Jan 2026	18 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 10s	Process Engineer	5528 - NAGARAJU GAMIDI

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7777-ATISH SHARMA	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 9m 46s	Senior Process Engineer	9646 - KUTALA ANANDA
7784-SHIVANSH SINGH	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 22s	Trainee	1168 - BIJAY KETAN MANGARAJ
7791-MD JAVEED	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 53s	Junior Executive	8767 - SANDIPOGU SHARATH BABU
7796-KESANA SIVA NAGA RAJU	14 Jan 2026	25 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 7m 37s	Trainee Chemist	1209 - DEVENDRA PRATAP SINGH

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7803-RAMAWTAR RATHOUR	14 Jan 2026	15 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 18m 17s	Process Engineer	1355 - ARUN KUMAR SINGH
7817-AVINASH TAKALE	14 Jan 2026	14 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 35s	Chemist	1209 - DEVENDRA PRATAP SINGH
7824-SWAPNIL SHIVAJI KANDEKAR	14 Jan 2026	18 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 28s	Chemist	1198 - SASIDHAR AVULA
7832-CHAITANYA RAVINDRA WALIMBE	14 Jan 2026	19 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 7m 32s	Chemist	1198 - SASIDHAR AVULA
7835-SOMANATH ANNAYYA HIREMATH	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 21s	Senior Chemist	1355 - ARUN KUMAR SINGH

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7844-SHIVANAND .	14 Jan 2026	18 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 33s	Senior Assistant	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
7862-ASHOK BALASAHEB BAGAL	14 Jan 2026	18 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 2s	Chemist	1209 - DEVENDRA PRATAP SINGH
7872-ANIL MARUTI JANKAR	14 Jan 2026	01 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 3s	Chemist	1198 - SASIDHAR AVULA
7873-MOHAMMAD AZAM SIDDIQUI	14 Jan 2026	18 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 6m 29s	Process Engineer	1355 - ARUN KUMAR SINGH

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7893-SHINGADE BHAUSAHEB RATAN	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 7m 21s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH
7894-VIJAY DNYANDEO KOTHAWALE	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 17s	Executive	1209 - DEVENDRA PRATAP SINGH
7906-RAHIL RAJUSHA FAKIR	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 22s	Chemist	9646 - KUTALA ANANDA
7907-MULLA KHALEEL AHMED	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 46s	Senior Chemist	9646 - KUTALA ANANDA
7910-PRABHAKAR SHIVAJI LOHAR	14 Jan 2026	18 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 56s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7911-PRASHANT .	14 Jan 2026	21 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 2s	Senior Chemist	9646 - KUTALA ANANDA
7925-SATHISH KUMARESAN	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 45s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH
7948-POOJARI VINOD KUMAR	14 Jan 2026	27 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 43s	Senior Executive	5528 - NAGARAJU GAMIDI
7960-AMIT BHAGWAT SHINDE	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 2s	Chemist	9646 - KUTALA ANANDA
7981-SHINDE AVINASH MACHINDRA	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 7m 7s	Chemist	9646 - KUTALA ANANDA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7983-ARUN KUMAR .	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 8m 55s	Senior Chemist	9646 - KUTALA ANANDA
7986-SHUBHAM DILIP PHASE	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 6m 11s	Senior Chemist	9646 - KUTALA ANANDA
7998-DHEERAJ DIPAK KANASE	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 44s	Chemist	9646 - KUTALA ANANDA
8007-CH MANIKANTHA .	14 Jan 2026	08 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 28s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
8014-JAVED GHUDULAL SAYYAD	14 Jan 2026	14 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 24s	Senior Chemist	9646 - KUTALA ANANDA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8015-LAKSHMI REDDY VELPULA	14 Jan 2026	20 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 12m 22s	Executive	9646 - KUTALA ANANDA
8016-VIKAS SINGH	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 13m 35s	Process Engineer	1209 - DEVENDRA PRATAP SINGH
8022-RAHUL .	14 Jan 2026	28 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 11m 4s	Trainee Chemist	1168 - BIJAY KETAN MANGARAJ
8028-PRADEEP S HANCHINAL	14 Jan 2026	18 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 6m 9s	Trainee Chemist	9559 - NAGARAJ RAMA NAIK
8074-BORRA NAGAKRISHNA	14 Jan 2026	05 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 19s	Executive	1168 - BIJAY KETAN MANGARAJ

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8076-RAM NAGNATH PATIL	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 10m 54s	Senior Chemist	7539 - SHANI PT
8098-MANTHAN GANESH BONGANE	14 Jan 2026	14 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 9m 12s	Process Engineer	7539 - SHANI PT
8110-KARRA SAI CHARAN	14 Jan 2026	18 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 36s	Trainee Chemist	1209 - DEVENDRA PRATAP SINGH
8167-KAMBLE VISHWAJEET JAGNNATH	14 Jan 2026	06 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 15s	Senior Chemist	1198 - SASIDHAR AVULA
8172-RAMESH .	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 7m 1s	Trainee Chemist	1355 - ARUN KUMAR SINGH

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8184-SRIRAMULU MANDA	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 6m 28s	Executive	9646 - KUTALA ANANDA
8186-KUNDA RAJAVARMA	14 Jan 2026	28 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 37s	Senior Chemist	9646 - KUTALA ANANDA
8195-VIVEK TULSHIRAM JADHAV	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 16m 9s	Chemist	1372 - NAGESWARA RAO GUDAVALLI
8214-NIKHIL RAJENDRA VAYAL	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 8m 45s	Chemist	9646 - KUTALA ANANDA

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8218-SATENDRA VERMA	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 7s	Senior Chemist	1372 - NAGESWARA RAO GUDAVALLI
8220-ANIL .	14 Jan 2026	24 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 11m 14s	Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
8234-NILKANTH HANUMANT SARATE	14 Jan 2026	26 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 11s	Senior Chemist	1355 - ARUN KUMAR SINGH
8237-DATTATRAY RAMCHANDRA GADEKAR	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 9s	Chemist	7539 - SHANI PT

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8243-AAYUSH NAHAR	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 52s	Trainee Chemist	1168 - BIJAY KETAN MANGARAJ
8249-G SUDARSHAN	14 Jan 2026	31 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 58s	Trainee Chemist	1168 - BIJAY KETAN MANGARAJ
8252-PARAPATI MOHAN KUMAR REDDY	14 Jan 2026	24 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 2s	Senior Chemist	9646 - KUTALA ANANDA
8254-NITIN BABAN SHINDE	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 56s	Chemist	9646 - KUTALA ANANDA
8255-PRAVIN BAPU ROTE	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 14s	Chemist	9646 - KUTALA ANANDA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8256-REVANSIDDHESHWAR RAMLINGAYYA S	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 6m 11s	Chemist	9646 - KUTALA ANANDA
8257-SHRISHAIL JYOTIBA GADE	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 20s	Executive	9646 - KUTALA ANANDA
8259-MODI RAMAKRISHNA	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 3s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH
8260-SANJAY KUMAR	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 10s	Process Engineer	1355 - ARUN KUMAR SINGH

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8269-ANKE BHASKER	14 Jan 2026	08 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 5s	Senior Chemist	5528 - NAGARAJU GAMIDI
8273-JEYARAJ .	14 Jan 2026	13 Mar 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 19m 16s	Senior Chemist	1198 - SASIDHAR AVULA
8275-SURESH GADAD	14 Jan 2026	19 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 3s	Instrument Engineer	8767 - SANDIPOGU SHARATH BABU
8280-DODDI VENKATESH	14 Jan 2026	28 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 17m 24s	Senior Chemist	9646 - KUTALA ANANDA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8308-PRASHANT KAILAS IGHE	14 Jan 2026	20 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 36s	Chemist	1355 - ARUN KUMAR SINGH
8309-P VIKRANTH BABU	14 Jan 2026	21 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 17m 43s	Deputy Manager	1168 - BIJAY KETAN MANGARAJ
8310-DEVARAJ GE	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 10s	Executive	4332 - MANJUNATHA D N
8323-BASAVRAJ SHARANAPPA DEVARAMANI	14 Jan 2026	19 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 6m 1s	Trainee Chemist	1168 - BIJAY KETAN MANGARAJ
8326-NAYADU PRABHANNA	14 Jan 2026	27 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 11m 55s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8340-THOTA ATCHAIAH	14 Jan 2026	05 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 17s	Executive	9646 - KUTALA ANANDA
8350-THITE NITEEN KAILAS	14 Jan 2026	14 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 34s	Senior Chemist	7539 - SHANI PT
8351-RAHUL MOHAN JANKAR	14 Jan 2026	25 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 44s	Chemist	1198 - SASIDHAR AVULA
8383-VEER PRATAP SINGH	14 Jan 2026	23 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 20m 22s	Process Engineer	1355 - ARUN KUMAR SINGH
8389-SAPPOGU RATHNAM	14 Jan 2026	17 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 40s	Senior Executive	1168 - BIJAY KETAN MANGARAJ

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8420-ARAVIND KUMAR	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 7m 6s	Process Engineer	9646 - KUTALA ANANDA
8433-SUNIL KUMAR	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 11m 25s	Process Engineer	9646 - KUTALA ANANDA
8436-SOURABH RAMDAS SURYAWANSHI	14 Jan 2026	21 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 28s	Chemist	1168 - BIJAY KETAN MANGARAJ
8440-OMKAR CHINTAMANI GURAV	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 24s	Chemist	1168 - BIJAY KETAN MANGARAJ

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8453-CHANDRASHEKHAR GORAKSHNATH SHINDE	14 Jan 2026	28 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 9m 26s	Senior Chemist	1198 - SASIDHAR AVULA
8461-S ANILA KUMAR	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 51s	Chemist	9646 - KUTALA ANANDA
8476-VEMULA CHINNAVEERANJANEYULU	14 Jan 2026	10 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 5s	Executive	1198 - SASIDHAR AVULA
8519-RAJSHEKAR .	14 Jan 2026	03 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 31s	Trainee	4332 - MANJUNATHA D N

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8530-SATYAVRATHA PULVENDRA	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 10m 40s	Trainee	1168 - BIJAY KETAN MANGARAJ
8547-VENNA PUNNA REDDY	14 Jan 2026	21 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 27s	Assistant Manager	1168 - BIJAY KETAN MANGARAJ
8548-ABHISHEK HIPPARAGI	14 Jan 2026	23 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 13m 23s	Trainee Chemist	1168 - BIJAY KETAN MANGARAJ
8557-KRISHNA .	14 Jan 2026	19 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 9s	Chemist	1168 - BIJAY KETAN MANGARAJ

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8563-THATTE VINAY KUMAR	14 Jan 2026	19 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 6m 15s	Trainee	8767 - SANDIPOGU SHARATH BABU
8643-MARNENI MAHESH	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 11m 49s	Chemist	9646 - KUTALA ANANDA
8647-J MALLIKARJUN	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 2s	Trainee Chemist	1209 - DEVENDRA PRATAP SINGH
8648-NARESH .	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 7m 24s	Trainee Chemist	1209 - DEVENDRA PRATAP SINGH

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8661-M ABHISHEK	14 Jan 2026	18 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 22s	Trainee	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
8665-SAKALA DILEEP VENKATA SAI KUMAR	14 Jan 2026	25 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 9m 38s	Senior Chemist	5528 - NAGARAJU GAMIDI
8667-AKASH .	14 Jan 2026	02 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 2s	Chemist	5528 - NAGARAJU GAMIDI
8712-SACHIN SHANTINATH NARADE	14 Jan 2026	24 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 6m 20s	Chemist	1209 - DEVENDRA PRATAP SINGH

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8713-MANDATI ESWARA REDDY	14 Jan 2026	22 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 35s	Senior Chemist	5528 - NAGARAJU GAMIDI
8723-GURAV GOVIND DNYANDEV	14 Jan 2026	20 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 20s	Trainee Chemist	1198 - SASIDHAR AVULA
8734-VISHWAS VIJAY BASAVANTBAGADE	14 Jan 2026	01 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 46s	Trainee Chemist	1198 - SASIDHAR AVULA
8735-BASANA GOUDA	14 Jan 2026	18 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 35s	Process Engineer	9646 - KUTALA ANANDA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8767-SANDIPOGU SHARATH BABU	14 Jan 2026	19 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 4s	Manager	4332 - MANJUNATHA D N
8795-ROHIT VERMA	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 7s	Process Engineer	1355 - ARUN KUMAR SINGH
8835-NAGESH .	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 6m 19s	Trainee	9646 - KUTALA ANANDA
8843-DUMPA MALLIKARJUNA REDDY	14 Jan 2026	18 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 3s	Senior Executive	1168 - BIJAY KETAN MANGARAJ

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8855-BUDEYYA .	14 Jan 2026	20 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 16s	Trainee	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
8856-CHAVAN GANESH BALASAHEB	14 Jan 2026	05 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 13m 26s	Senior Chemist	1355 - ARUN KUMAR SINGH
8857-AJINATH SHRIDHAR KHALATE	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 31s	Senior Chemist	1355 - ARUN KUMAR SINGH
8863-D JOHN	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 16m 13s	Senior Chemist	1355 - ARUN KUMAR SINGH

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8864-BHEEMASHAPPA MADUGU	14 Jan 2026	18 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 17m 30s	Senior Chemist	1355 - ARUN KUMAR SINGH
8867-RAMANAND KUMAR	14 Jan 2026	31 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 8m 34s	Process Engineer	1209 - DEVENDRA PRATAP SINGH
8872-SANTHA VIJAYA KUMAR	14 Jan 2026	19 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 9m 43s	Chemist	1209 - DEVENDRA PRATAP SINGH
8873-BURI SAI KUMAR	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 7s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH
8874-MANDE NARESH	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 13s	Senior Chemist	5528 - NAGARAJU GAMIDI

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8882-MENDA PRASANT	14 Jan 2026	31 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 20m 20s	Senior Chemist	5528 - NAGARAJU GAMIDI
8883-KALISETTI SANKARA RAO	14 Jan 2026	02 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 16m 19s	Senior Chemist	5528 - NAGARAJU GAMIDI
8884-SANJEET KUMAR	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 1s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH
8887-RAM REDDY T	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 9s	Trainee	1209 - DEVENDRA PRATAP SINGH
8897-THAIDALA MAHESH	14 Jan 2026	27 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 12m 7s	Chemist	9646 - KUTALA ANANDA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8908-K GURU SWAMY	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 6s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
8909-SANAPATHI VENKATESH	14 Jan 2026	29 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 27s	Chemist	9646 - KUTALA ANANDA
8913-JITENDRA KUMAR RAM	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 14s	Executive	4332 - MANJUNATHA D N
8921-MADHAV .	14 Jan 2026	29 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 32s	Chemist	9646 - KUTALA ANANDA
8931-NAVEEN PRASAD S	14 Jan 2026	20 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 39s	Trainee	1168 - BIJAY KETAN MANGARAJ

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8936-GOLAMARI MAHESWARREDDY	14 Jan 2026	20 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 9m 34s	Senior Chemist	9646 - KUTALA ANANDA
8938-PODILI PRASANNA KUMAR	14 Jan 2026	08 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 29s	Executive	9646 - KUTALA ANANDA
8944-ADIMULAM RAMAKRISHNA	14 Jan 2026	19 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 6m 12s	Executive	9646 - KUTALA ANANDA
8945-BETHA VINAY	14 Jan 2026	14 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 34s	Senior Chemist	9646 - KUTALA ANANDA
8946-AMOL DNYNESHWAR BHOSALE	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 15m 14s	Senior Chemist	9646 - KUTALA ANANDA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8953-SATHARLA RAJA SEKHAR	23 Dec 2025	25 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 1s	Trainee	1209 - DEVENDRA PRATAP SINGH
8953-SATHARLA RAJA SEKHAR	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 4s	Trainee	1209 - DEVENDRA PRATAP SINGH
8954-DULLA NAGA VENKATA SAMBASIVA RAO	23 Dec 2025	28 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 58s	Executive	7539 - SHANI PT
8954-DULLA NAGA VENKATA SAMBASIVA RAO	14 Jan 2026	16 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 10m 36s	Executive	7539 - SHANI PT

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Document Number	:	SPL2/EHS/SOP/GEN/0010	**From Date**	:	N/A
Version Number	:	01	**To Date**	:	N/A
Source	:	Document	**Total Trained Duration**	:	58h 52m 23s
Document Name	:	VESSEL / CONFINED SPACE ENTRY WORK PERMIT SYSTEM			
Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8959-DEVAGUDI VISWANATHA REDDY	23 Dec 2025	24 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 6m 49s	Chemist	9646 - KUTALA ANANDA
8959-DEVAGUDI VISWANATHA REDDY	14 Jan 2026	19 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 12m 46s	Chemist	9646 - KUTALA ANANDA
8962-PENUMARTHI NARENDRA BABU	23 Dec 2025	30 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 10s	Senior Chemist	9646 - KUTALA ANANDA
8962-PENUMARTHI NARENDRA BABU	14 Jan 2026	19 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 3s	Senior Chemist	9646 - KUTALA ANANDA

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Document Name	:	VESSEL / CONFINED SPACE ENTRY WORK PERMIT SYSTEM			
Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8970-CHUKKA VENKATESH	23 Dec 2025	29 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 36s	Executive	9646 - KUTALA ANANDA
8970-CHUKKA VENKATESH	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 6m 6s	Executive	9646 - KUTALA ANANDA
8971-MAJJI MOHAN KUMAR	23 Dec 2025	27 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 19s	Senior Chemist	9646 - KUTALA ANANDA
8971-MAJJI MOHAN KUMAR	14 Jan 2026	11 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 2s	Senior Chemist	9646 - KUTALA ANANDA

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Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8976-GALAM MASTAN VALI	23 Dec 2025	24 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 52s	Chemist	9646 - KUTALA ANANDA
8976-GALAM MASTAN VALI	14 Jan 2026	09 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 22s	Chemist	9646 - KUTALA ANANDA
8977-SUDDALA SURYA TEJA	23 Dec 2025	01 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 7m 43s	Chemist	9646 - KUTALA ANANDA
8977-SUDDALA SURYA TEJA	14 Jan 2026	23 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 2s	Chemist	9646 - KUTALA ANANDA

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Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8990-DINESH CHOUDHARY	23 Dec 2025	25 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 7s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH
8990-DINESH CHOUDHARY	14 Jan 2026	24 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 9s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH
9003-KANALA PULLAREDDY	23 Dec 2025	26 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 3s	Executive	1355 - ARUN KUMAR SINGH
9003-KANALA PULLAREDDY	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 29s	Executive	1355 - ARUN KUMAR SINGH

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Source	:	Document	**Total Trained Duration**	:	58h 52m 23s
Document Name	:	VESSEL / CONFINED SPACE ENTRY WORK PERMIT SYSTEM			
Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
9030-BAAD AUDUMBAR SHIVDAS	23 Dec 2025	24 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 7m 32s	Senior Chemist	1355 - ARUN KUMAR SINGH
9030-BAAD AUDUMBAR SHIVDAS	14 Jan 2026	22 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 6m 22s	Senior Chemist	1355 - ARUN KUMAR SINGH
9042-KANDRU YOHAN RAJU	23 Dec 2025	27 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 6m 1s	Executive	1355 - ARUN KUMAR SINGH
9042-KANDRU YOHAN RAJU	14 Jan 2026	02 Feb 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 7m 37s	Executive	1355 - ARUN KUMAR SINGH

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Source	:	Document	**Total Trained Duration**	:	58h 52m 23s
Document Name	:	VESSEL / CONFINED SPACE ENTRY WORK PERMIT SYSTEM			
Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
9052-BOTSA VENKATA RAMANA	23 Dec 2025	26 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 2s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH
9052-BOTSA VENKATA RAMANA	14 Jan 2026	19 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 7m 3s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH
9066-SHIVKUMAR VYANKATESH KANKI	14 Jan 2026	17 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	90.00	0h 5m 31s	Senior Chemist	1372 - NAGESWARA RAO GUDAVALLI
9070-AKASH DATTARAM KHETALE	14 Jan 2026	15 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 6m 6s	Senior Chemist	1355 - ARUN KUMAR SINGH

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Source	:	Document	**Total Trained Duration**	:	58h 52m 23s
Document Name	:	VESSEL / CONFINED SPACE ENTRY WORK PERMIT SYSTEM			
Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
9074-ANKUSH KUMAR BISEN	14 Jan 2026	18 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 2s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH
9083-PYNEEDI SRIRAM	14 Jan 2026	21 Jan 2026	BADESAB HUSEN SHAIKH	Target Training - General	100.0	0h 5m 5s	Senior Chemist	7539 - SHANI PT

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	SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)
VESSEL / CONFINED SPACE ENTRY WORK PERMIT SYSTEM	
Document Number: SPL2/EHS/SOP/GEN/0010-03	Effective Date: 24 Sep 2026
Review Date: 23 Sep 2028	Supersede No: SPL2/EHS/SOP/GEN/0010-02

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Prepared By			
Name:	VIJAY KUMAR N	Designation:	Executive
Date:	17 Sep 2026 15:45:10	Department:	Environment Health and Safety
Reviewed By			
Name:	ELANGOVAN .	Designation:	Deputy General Manager
Date:	17 Sep 2026 16:18:03	Department:	Environment Health and Safety
Approved By			
Name:	SHARATH REDDY KALKOTA	Designation:	Director
Date:	18 Sep 2026 12:14:10	Department:	Administration

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1.0 **Purpose:**

To describe the system to be followed through a work permit system and steps to be taken for Safety during Vessel / Confined space entry activities performed by contractors, service providers, projects and Engineering department personnel which involves hazardous operations, potential danger and exposure of personnel to risks.

2.0 **Scope:**

This procedure is applicable for the Vessel Entry / Confined Space entry work permit system in M/s. Shilpa Pharma Life Sciences limited (Unit-2).

3.0 **Definitions/ Abbreviations:**

3.1 Confined Space:

A confined space is a space with limited entry and egress and not suitable for human inhabitants.

% LEL	:	Percentage of Lower Explosive Limit.			
% O_2	:	Percentage of Oxygen	EHS	:	Environment, Health & Safety
PPM	:	Parts per million	MCB	:	Miniature Circuit Breaker
H2S	:	Hydrogen Sulfide			

4.0 **Responsibility:**

4.1 User Department: Initiate work permit system and get authorization from required department as mention at Vessel/Confined Space work permit and comply all requirements related activity as mention in Vessel/Confined SOP & work permit.

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4.2 Engineering, Electrical and other supportive department will work to comply required Vessel / Confined Space work permit including restoration of normal conditions after work completion.

4.3 Safety department will evaluate user and supportive functions comply conditions according to Vessel/Confined Space work permit requirements before work initiation and after work completed complying conditions, if necessary safety suggestion will give to carried out activity safely, conducting training on Standards as required.

5.0 **Accountability:**

5.1 The Accountability of Vessel / Confined Space work permit initiation and monitoring entire activity lies with the user department in charge/ Designee,

5.2 Support functions like Engineering, Electrical and utilities responsible for arrange facilities and systems as required work permit system and monitor activity till restoration of activity initiated place, and restoration of work initiation systems normal safe condition.

5.3 EHS Department evaluate required comply conditions according to Vessel/Confined Space work permit and give safety suggestion as per observation made during work permit evaluation

5.4 EHS Department will train to require employees on Vessel/Confined Space work permit standard periodically,

5.5 Attendant will keep contentiously touch with vessel entry employee & get confirmation from vessel entered employee's healthiness condition, if found any problem inform to vessel enter employees to reach out side from vessel if not able to reach out side start rescue operation to reach vessel entered employees outside safely

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5.6 The user Department Confined Space Attendant shall maintain a continuous entrant entry/exit log, continuously account for all persons inside the confined space, maintain effective communication with entrants, and immediately initiate evacuation/rescue actions when an unsafe condition is detected.

5.7 EHS Department shall implement a routine internal audit mechanism for the Permit to Work (PTW) system. Confined Space permits shall be audited at least quarterly through document review and field verification. Audit findings shall be recorded, assigned for corrective action and tracked to closure.

6.0 **Procedure:**

6.1 User department raises the Vessel / Confined Space entry work permit

6.2 The User Department Manager/Shift In charge should be thoroughly checked the below points of the work permit Template No. SPL2/EHS/SOP/GEN/0010/F01.

6.2.1 Equipment should be electrically isolated by disconnecting the feeder supply inside the panel room and tag should be displayed to that particular MCB. Lockout, Tag out and Try out system to be followed.

6.2.2 Tripod system to be followed for confined space entry permits.

6.2.3 Inlet & outlet service lines / process line / Nitrogen line should be isolated/blinded/removed from manifold/disconnected.

6.2.4 Drain lines and nearby drains required to clean and close properly

6.2.5 Equipment purged with air and bottom valve should be disconnected.

6.2.6 Equipment should be cooled down to room temperature (25 to 30 C).

6.2.7 Equipment should be cleaned from inside make contamination free before start vessel entry work

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6.2.8 Equipment should be properly ventilated and adequate lighting provided.

6.2.9 Ensure that equipment should be checked for its dryness before going to perform the work inside.

6.2.10 Continuous supply of fresh air inside the confined space has to be ensured by purging air / ventilation.

6.2.11 Safety ladder for entering into the vessel/confined space and safety belt should be kept ready for instant use near the confined space.

6.2.12 Vessel / Confined space attendant or Fire watcher any case of hot work in vessel/confined space shall stand at workplace up to completion of the job safely.

6.2.13 No entry shall be permitted without a person being kept on standby outside the vessel/confined space. Such person/s shall be suitably trained in rescue procedures. Adequate escape equipment shall be made available.

6.2.14 Entrant required for carrying out a task shall be adequately trained in the use of breathing apparatus and other personal protective equipment.

6.2.15 Equipment lids should be kept open and free from danger of falling objects.

6.2.16 Suitable/Required personnel protective equipment should be worn by the personnel who are going to perform the work inside the vessel/confined space.

6.2.17 An Entrant Entry/Exit Log shall be maintained for every confined space entry. The log shall record entrant name/ID, department or contractor, time-in, time-out, entrant signature and attendant verification. No entrant shall enter or leave without the attendant updating the log.

6.2.18 Atmospheric testing shall be carried out before initial entry and shall continue throughout confined space occupancy wherever the risk assessment/permit requires

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continuous monitoring. Monitoring shall cover Oxygen (% O2), combustible/explosive gas (% LEL), H2S, CO and any other process-specific toxic gas/vapour identified by the risk assessment.

6.2.19 The confined space permit shall record gas detector identification number, calibration/bump-test verification, test date/time, atmospheric readings and the name/signature of the person performing or verifying the test.

6.2.20 If Oxygen is outside 19.5% to 23.5%, LEL exceeds the approved safe limit, toxic gas is detected above the approved limit, ventilation fails, communication is lost, or any other unsafe condition develops, all entrants shall immediately evacuate and the permit shall be suspended until safe conditions are re-established and re-authorized.

6.2.21 A full-body rescue harness connected to a suitable lifeline/retrieval system shall be used where the confined space configuration or rescue assessment requires non-entry retrieval. For vertical entry, a tripod with approved winch/retrieval device and lifeline shall be provided and verified before entry.

6.2.22 Lifeline, rescue harness, tripod, winch/retrieval device and other rescue equipment shall be inspected before use. The inspection status shall be recorded in the Confined Space Entry Permit.

6.2.23 A documented confined space rescue arrangement shall be established before entry. The attendant shall not leave the entry point while persons remain inside and shall not enter the confined space for rescue unless specifically trained, equipped and authorized as part of the rescue team.

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6.2.24 6.2.24 The permit issuer shall verify that entrant log, atmospheric monitoring, attendant, communication system, isolation/LOTO, ventilation, lifeline/retrieval equipment, PPE and rescue arrangements are in place before granting the permit.

6.3 The safety officer shall personally inspect the above points and then EHS department representative/Safety officer certify the job to be done safely

6.3.1 LEL% has to be below limit 0%

6.3.2 H2S% has to be below limit (0 ppm).

6.3.3 CO % has to be below limit (0 PPM)

6.3.4 Air test should be conducted for O_2 %, O_2% shall be between 19.5% to 23.5% Remaining H2S % CO gas should be 0% if any traces found of H2S % and CO% identity source of gas and control gas supply source and flush with plenty of fresh air till get 0% of H2S % CO

6.3.5 Required personnel protective equipment is to be worn by the person doing work inside the confined space

6.3.6 This work permit should be keep at the workplace until the completion of work.

6.3.7 Once the work is completed, the Equipment/Vessel, area is made safe to Operate & handed over by the Engineering department, checked & accepted by the Production manager/User department in charge review will be done by EHS department & fire watch.

6.3.8 The work permit is in Triplicate form, Engineering Dept. copy will be with the person who will be doing the work (engineering). EHS Dept. copy will be with the

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EHS department. Work initiating dept. copy will be with the department where the work is being initiated.

6.4 Internal Audit of Confined Space PTW System:

6.4.1 EHS shall conduct a documented internal audit of the Confined Space PTW system at least once every quarter. The audit shall include a representative sample of completed permits and active field permits

6.4.2 The audit shall verify permit authorization, LOTO/isolation, entrant entry/exit records, pre-entry and continuous gas monitoring records, detector calibration/bump-test status, ventilation, attendant availability, communication, rescue harness/lifeline/tripod/retrieval arrangement, PPE, emergency preparedness, permit closure and record retention.

6.4.3 Non-compliances identified during the internal audit shall be documented in an audit report and corrective/preventive actions shall be assigned with responsibility and target date. EHS shall verify effectiveness and closure of the actions.

7.0 **Related Documents:**

7.1 Vessel / Confined Space Entry Work Permit : SPL2/EHS/SOP/GEN/0010/F01

8.0 **Distribution Record:**

S. No	Department/Block	No. of Copies	Remarks
1	EHS	01	----
2	Production	10	----
3	Engineering	01	----
4	Warehouse	01	----

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5	QA	01	----

9.0 **Revision Record:**

S.No	Revision Status	Details of Revision	Effective date	Remarks
1.	07	• SOP Revised as per the Change Control Ref:(CRAF No.CRAF/EHS/081/22/U-2) • In the Header Company name changed from Shilpa Medicare Limited to Shilpa Pharma Lifesciences Limited. • Shilpa Medicare Limited Logo Removed. • Distribution list updated as per current practices	05.09.22	---
2.	08	• Scope section changed from Shilpa Medicare Limited Unit-2 to Shilpa Pharma Life Sciences Limited Unit-2 as per change control CRAF No. CRAF/EHS/228/22/U-2 • Typographical Errors Rectified • 7.2 List Of Vessel / Confined Space Entry Details : Annexure -1 Removed	21.01.23	---
3.	00	• SOP Revised Periodically • Typographical Errors Rectified	15.01.25	Effective Date Considered as that of Document No: SOP/U-2/EHS/GEN/010/09

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4.	01	• SOP Revised as per the Change Control (Ref. CRAF No. CRAF/EHS/192/25/U-2). • The numbering system and revision for the SOP and associated formats was changed as per Docuzen Application • Revision Number Assigned as "01" to make in line with the procedure related to the Docuzen application. • Document Number updated as SPL2/EHS/SOP/GEN/0010/01 • Vessel / Confined Space Entry Work Permit FM-EHS-006-04 identification updated as SPL2/EHS/SOP/GEN/0010/T01	01.01.26	---
5.	02	• Revised as per CRAF No CRAF/EHS/033/26/U-2 • The following templates have been changed to formats. • Template SPL2/EHS/SOP/GEN/0010/T01 has been changed to format SPL2/EHS/SOP/GEN/0010/F01	03.04.26	---

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6.	03	• SOP Revised as per the Change Control No PCC/SPL2/EHS/2026/002 • In Accountability Section 5.6 & Section 5.7 incorporated. • In Procedure Section 6.2.17 section 6.2.18, section 6.2.19, section 6.2.20 section,6.2.21 section 6.2.22 & Section 6.2.23 incorporated • Section 6.0 Internal Audit of Confined Space PTW System: Incorporated • Entrant Entry/Exit Log and Continuous Atmospheric Monitoring Record - incorporated in Work permit Format SPL2/EHS/SOP/GEN/0010/F01 • SOP revised to address PTW audit observation. Added quarterly internal PTW audit mechanism; mandatory entrant entry/exit log; pre-entry and continuous atmospheric monitoring records; gas detector ID and calibration/bump-test verification; full-body rescue harness, lifeline/tripod/retrieval requirements; rescue arrangement; stop-work criteria; and permit verification requirements.		---

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Work Initiating Dept. Copy

Date:

Work Permit Flow:
User Dept → Eng (Electrical / Mechanical / Instrumentation) → EHS

To be filled by User Dept.			
Department		Block / Location	
Equipment Name		Equipment ID	
Description to be carried out:			

Other Work permit details which are required to be fill if required	**Permit Number**
Hot work permit	
Tank loading and unloading Permit	
Height work permit	

Precaution Check list:

S.No	**Precaution**	**Yes**	**No**	**NA**
I.	**Precautionary Check List filled by User Dept**			
1.	Disconnect inlet & Outlet lines and isolate equipment			
2.	The equipment is thoroughly cleaned and washed with Cold/hot water and dried up			
3.	Isolated the Nitrogen line			
4.	Isolated the all Utility lines			
5.	The vessel/Confined space is having room temperature as 25 to 30^0 C.			
6.	Adequate ventilation and lighting provided the area			
7.	Display the caution boards at the workplace as well as at the electrical panel board.			
8.	Check whether Electrical connection isolation and Lock out Tag out Try out procedure followed electrical tag/lock No:			
	Name & Signature of Electrician			

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	Name: Sign: Date & Time:			
9.	Firefighting system readiness if Hot work in Vessel / Confined Entry			
10.	Entrants shall wear task/risk-specific PPE. Where retrieval is required, a full-body rescue harness shall be worn and connected to the approved lifeline/retrieval system before entry.			
11.	Trained Vessel/Confined Space Entry Attendant posted continuously outside the entry point and communication arrangement established.			
	Name: Sign: Date & Time:			
	Fire Watcher if Hot work in Vessel / Confined Entry			
	Name: Sign: Date & Time:			
12.	Prepared by: Name: Sign: Date & Time:			
13.	Checked by (Work place in charge) Name: Sign: Date & Time:			
II.	**Precautionary Check List filled by Engineering**			
14.	<12V Portable FLP light arranged if required			
15.	Safe access/egress provided. Rope ladder, where used, is secured and inspected before use.			
16.	Tripod with approved winch/retrieval device and lifeline provided for vertical entry / where required by rescue assessment; pre-use inspection completed.			
17.	Portable tools properly earthed if hot work in the Vessel/Confined space			
18.	Name of the Eng Person Supervising the Job: Name: Sign: Date & Time:			
19.	Name of the person Entering the Confined space / Vessel: Name: Sign: Date & Time:			
20.	Name of the Engineering Department in charge: Name: Sign: Date & Time:			

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III.	Permit Granting: to be filled by EHS & Electrical Dept..			
21.	Check whether Electrical connection isolation and Lock out Tag out Try out procedure followed electrical tag/lock No:			
22.	Checked by Signature of Electrician Name: Sign: Date & Time:			
23.	All the above precautions are checked			
24.	Pre-entry reading - Combustible / Explosive gas (% LEL) Reading: _____ Time: _____			
25.	Pre-entry reading - H2S (ppm) Reading: _____ Time: _____			
26.	Pre-entry reading - CO (ppm) Reading: _____ Time: _____			
27.	Pre-entry reading - Oxygen (% O2), acceptable range 19.5% to 23.5% Reading: _____ Time: _____			
28.	Name & EHS personnel Name: Sign: Date & Time:			
29.	Valid Permit from		To	Duration
30.	Name & Sign of EHS In-charge Name: Sign: Date & Time:			
31.	Name & Sign of Plant Head / Area HOD Name: Sign: Date & Time:			
32.	Gas detector ID: _____ Calibration/Bump-test valid: Yes / No Verification Date/Time: _____			
33.	Continuous atmospheric monitoring required: Yes / No If Yes, monitoring record completed below: Yes / No			
34.	Entrant Entry/Exit Log started and verified by Attendant: Yes / No			
35.	Full-body rescue harness / lifeline / tripod / winch-retrieval system verified as applicable: Yes / No / NA			
36.	Rescue arrangement and communication system verified before entry: Yes / No			

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IV.	**Completion of Job:** (To be filled by user / Eng. Dept.)	
37.	Work started at	Completed at
38.	All isolations are replaced and the equipment is kept in normal condition.	
39.	Name of the person Entering the Confined space / Vessel, after completion of Specified Work. Name: Sign: Date & Time:	
40.	Name & Sign of Workplace In-charge, after Ensuring, No-One Inside the Reactor / Vessel. Name: Sign: Date & Time:	
41.	Name & Sign of Electrician, Re-Connects the Power, after Ensuring, No-One Inside the Reactor. Name: Sign: Date & Time:	
42.	Name & Sign of EHS In-charge, after Ensuring, No-One Inside the Reactor Name: Sign: Date & Time:	
43.	Name & Sign of Block Engineer / Eng. Dept. IN charge, Before Handover the Reactor / Vessel. Name: Sign: Date & Time:	
44.	Fire watch kept for monitor 15 minutes after complete work	
45.	Name & Sign of Fire Watch Closing work by declare all fire related materials removed and work place replaced safely Name: Sign: Date & Time	

CONTINUOUS ATMOSPHERIC MONITORING RECORD (mandatory where required by risk assessment/permit)

Time	O2 %	LEL %	H2S ppm	CO ppm	Other gas / ppm	Detector ID	Tested / Verified by	Remarks
Pre-entry								

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ENTRANT ENTRY / EXIT LOG

S.No.	Entrant Name	Employee/Contractor ID	Time In	Time Out	Entrant Signature	Attendant Signature
1						
2						
3						
4						
5						
6						

Permit closure verification: All entrants accounted for: Yes / No Final head count verified by Attendant: Yes / No Confined space confirmed vacant before closure: Yes / No

Instructions:

1. Any workspace not intended /designed for continuous worker occupancy, any space, which has a limited or restricted way of entering or leaving, any work space in which there is a chance that normal level of Oxygen may be reduced or in which Toxic or Explosive gases may be accumulated or released are categorized as Confined Space, Permit form must available with User at work place till completion of work.
2. Completed permit forms should be returned to EHS/QA department
3. Permit approval Authority: Plant Head / Area HOD.
4. Copies distributions: Engineering Dept. copy will be with the person who will be doing the work (engineering). EHS Dept. copy will be with the EHS department. Work initiating dept. copy will be with the user department where the work is being initiated.
5. Permit Review Authority can stop work if any violation of conditions mentioned in the work permit
6. Fire watch must be monitor activity till completion and restore normal safe condition of workplace
7. Attendant shall remain continuously at the entry point, maintain the Entrant Entry/Exit Log, continuously account for all entrants and maintain effective communication throughout the confined space entry.

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8. Continuous gas monitoring records shall be maintained where required. If unsafe atmospheric conditions, ventilation failure, communication loss or other unsafe conditions occur, all entrants shall evacuate immediately, and the permit shall be suspended until re-authorized.
9. Lifeline/retrieval arrangements and rescue equipment shall remain ready for use throughout the entry. The permit shall not be closed until all entrants are accounted for and the confined space is verified vacant.
10. On hearing of the emergency siren, stop the work safely and come to safe assembly point.

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Engineering Dept. Copy

Date:

Work Permit Flow:
User Dept→ Eng (Electrical / Mechanical / Instrumentation)→EHS

To be filled by User Dept.			
Department		Block / Location	
Equipment Name		Equipment ID	
Description to be carried out:			

Other Work permit details which are required to be fill if required	**Permit Number**
Hot work permit	
Tank loading and unloading Permit	
Height work permit	

Precaution Check list:

S.No	Precaution	Yes	No	NA
I.	**Precautionary Check List filled by User Dept**			
1.	Disconnect inlet & Outlet lines and isolate equipment			
2.	The equipment is thoroughly cleaned and washed with Cold/hot water and dried up			
3.	Isolated the Nitrogen line			
4.	Isolated the all Utility lines			
5.	The vessel/Confined space is having room temperature as 25 to 30^0 C.			
6.	Adequate ventilation and lighting provided the area			
7.	Display the caution boards at the workplace as well as at the electrical panel board.			
8.	Check whether Electrical connection isolation and Lock out Tag out Try out procedure followed electrical tag/lock No:			
	Name & Signature of Electrician			

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	Name: Sign: Date & Time:			
9.	Firefighting system readiness if Hot work in Vessel / Confined Entry			
10.	Entrants shall wear task/risk-specific PPE. Where retrieval is required, a full-body rescue harness shall be worn and connected to the approved lifeline/retrieval system before entry.			
11.	Trained Vessel/Confined Space Entry Attendant posted continuously outside the entry point and communication arrangement established.			
	Name: Sign: Date & Time:			
	Fire Watcher if Hot work in Vessel / Confined Entry			
	Name: Sign: Date & Time:			
12.	Prepared by: Name: Sign: Date & Time:			
13.	Checked by (Work place in charge) Name: Sign: Date & Time:			
II.	**Precautionary Check List filled by Engineering**			
14.	<12V Portable FLP light arranged if required			
15.	Safe access/egress provided. Rope ladder, where used, is secured and inspected before use.			
16.	Tripod with approved winch/retrieval device and lifeline provided for vertical entry / where required by rescue assessment; pre-use inspection completed.			
17.	Portable tools properly earthed if hot work in the Vessel/Confined space			
18.	Name of the Eng Person Supervising the Job: Name: Sign: Date & Time:			
19.	Name of the person Entering the Confined space / Vessel: Name: Sign: Date & Time:			
20.	Name of the Engineering Department in charge: Name: Sign: Date & Time:			

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III.	Permit Granting: to be filled by EHS & Electrical Dept..			
21.	Check whether Electrical connection isolation and Lock out Tag out Try out procedure followed electrical tag/lock No:			
22.	Checked by Signature of Electrician Name: Sign: Date & Time:			
23.	All the above precautions are checked			
24.	Pre-entry reading - Combustible / Explosive gas (% LEL) Reading: _____ Time: _____			
25.	Pre-entry reading - H2S (ppm) Reading: _____ Time: _____			
26.	Pre-entry reading - CO (ppm) Reading: _____ Time: _____			
27.	Pre-entry reading - Oxygen (% O2), acceptable range 19.5% to 23.5% Reading: _____ Time: _____			
28.	Name & EHS personnel Name: Sign: Date & Time:			
29.	Valid Permit from	To	Duration	
30.	Name & Sign of EHS In-charge Name: Sign: Date & Time:			
31.	Name & Sign of Plant Head / Area HOD Name: Sign: Date & Time:			
32.	Gas detector ID: _____ Calibration/Bump-test valid: Yes / No Verification Date/Time: _____			
33.	Continuous atmospheric monitoring required: Yes / No If Yes, monitoring record completed below: Yes / No			
34.	Entrant Entry/Exit Log started and verified by Attendant: Yes / No			
35.	Full-body rescue harness / lifeline / tripod / winch-retrieval system verified as applicable: Yes / No / NA			
36.	Rescue arrangement and communication system verified before entry: Yes / No			

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IV.	**Completion of Job:** (To be filled by user / Eng. Dept.)	
37.	Work started at	Completed at
38.	All isolations are replaced and the equipment is kept in normal condition.	
39.	Name of the person Entering the Confined space / Vessel, after completion of Specified Work. Name: Sign: Date & Time:	
40.	Name & Sign of Workplace In-charge, after Ensuring, No-One Inside the Reactor / Vessel. Name: Sign: Date & Time:	
41.	Name & Sign of Electrician, Re-Connects the Power, after Ensuring, No-One Inside the Reactor. Name: Sign: Date & Time:	
42.	Name & Sign of EHS In-charge, after Ensuring, No-One Inside the Reactor Name: Sign: Date & Time:	
43.	Name & Sign of Block Engineer / Eng. Dept. IN charge, Before Handover the Reactor / Vessel. Name: Sign: Date & Time:	
44.	Fire watch kept for monitor 15 minutes after complete work	
45.	Name & Sign of Fire Watch Closing work by declare all fire related materials removed and work place replaced safely Name: Sign: Date & Time	

CONTINUOUS ATMOSPHERIC MONITORING RECORD (mandatory where required by risk assessment/permit)

Time	O2 %	LEL %	H2S ppm	CO ppm	Other gas / ppm	Detector ID	Tested / Verified by	Remarks
Pre-entry								

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ENTRANT ENTRY / EXIT LOG

S.No.	Entrant Name	Employee/Contractor ID	Time In	Time Out	Entrant Signature	Attendant Signature
1						
2						
3						
4						
5						
6						

Permit closure verification: All entrants accounted for: Yes / No Final head count verified by Attendant: Yes / No Confined space confirmed vacant before closure: Yes / No

Instructions:

1. Any workspace not intended /designed for continuous worker occupancy, any space, which has a limited or restricted way of entering or leaving, any work space in which there is a chance that normal level of Oxygen may be reduced or in which Toxic or Explosive gases may be accumulated or released are categorized as Confined Space, Permit form must available with User at work place till completion of work.
2. Completed permit forms should be returned to EHS/QA department
3. Permit approval Authority: Plant Head / Area HOD.
4. Copies distributions: Engineering Dept. copy will be with the person who will be doing the work (engineering). EHS Dept. copy will be with the EHS department. Work initiating dept. copy will be with the user department where the work is being initiated.
5. Permit Review Authority can stop work if any violation of conditions mentioned in the work permit
6. Fire watch must be monitor activity till completion and restore normal safe condition of workplace
7. Attendant shall remain continuously at the entry point, maintain the Entrant Entry/Exit Log, continuously account for all entrants and maintain effective communication throughout the confined space entry.

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9. Lifeline/retrieval arrangements and rescue equipment shall remain ready for use throughout the entry. The permit shall not be closed until all entrants are accounted for and the confined space is verified vacant.
10. On hearing of the emergency siren, stop the work safely and come to safe assembly point.

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EHS Dept. Copy

Date:

Work Permit Flow:
User Dept→ Eng (Electrical / Mechanical / Instrumentation)→EHS

To be filled by User Dept.			
Department		Block / Location	
Equipment Name		Equipment ID	
Description to be carried out:			

Other Work permit details which are required to be fill if required	**Permit Number**
Hot work permit	
Tank loading and unloading Permit	
Height work permit	

Precaution Check list:

S.No	**Precaution**	**Yes**	**No**	**NA**
I.	**Precautionary Check List filled by User Dept**			
1.	Disconnect inlet & Outlet lines and isolate equipment			
2.	The equipment is thoroughly cleaned and washed with Cold/hot water and dried up			
3.	Isolated the Nitrogen line			
4.	Isolated the all Utility lines			
5.	The vessel/Confined space is having room temperature as 25 to 30^0 C.			
6.	Adequate ventilation and lighting provided the area			
7.	Display the caution boards at the workplace as well as at the electrical panel board.			
8.	Check whether Electrical connection isolation and Lock out Tag out Try out procedure followed electrical tag/lock No:			
	Name & Signature of Electrician			

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	Name: Sign: Date & Time:			
9.	Firefighting system readiness if Hot work in Vessel / Confined Entry			
10.	Entrants shall wear task/risk-specific PPE. Where retrieval is required, a full-body rescue harness shall be worn and connected to the approved lifeline/retrieval system before entry.			
11.	Trained Vessel/Confined Space Entry Attendant posted continuously outside the entry point and communication arrangement established.			
	Name: Sign: Date & Time:			
	Fire Watcher if Hot work in Vessel / Confined Entry			
	Name: Sign: Date & Time:			
12.	Prepared by: Name: Sign: Date & Time:			
13.	Checked by (Work place in charge) Name: Sign: Date & Time:			
II.	**Precautionary Check List filled by Engineering**			
14.	<12V Portable FLP light arranged if required			
15.	Safe access/egress provided. Rope ladder, where used, is secured and inspected before use.			
16.	Tripod with approved winch/retrieval device and lifeline provided for vertical entry / where required by rescue assessment; pre-use inspection completed.			
17.	Portable tools properly earthed if hot work in the Vessel/Confined space			
18.	Name of the Eng Person Supervising the Job: Name: Sign: Date & Time:			
19.	Name of the person Entering the Confined space / Vessel: Name: Sign: Date & Time:			
20.	Name of the Engineering Department in charge: Name: Sign: Date & Time:			

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III. Permit Granting: to be filled by EHS & Electrical Dept..				
21.	Check whether Electrical connection isolation and Lock out Tag out Try out procedure followed electrical tag/lock No:			
22.	Checked by Signature of Electrician Name: Sign: Date & Time:			
23.	All the above precautions are checked			
24.	Pre-entry reading - Combustible / Explosive gas (% LEL) Reading: _____ Time: _____			
25.	Pre-entry reading - H2S (ppm) Reading: _____ Time: _____			
26.	Pre-entry reading - CO (ppm) Reading: _____ Time: _____			
27.	Pre-entry reading - Oxygen (% O2), acceptable range 19.5% to 23.5% Reading: _____ Time: _____			
28.	Name & EHS personnel Name: Sign: Date & Time:			
29.	Valid Permit from	To	Duration	
30.	Name & Sign of EHS In-charge Name: Sign: Date & Time:			
31.	Name & Sign of Plant Head / Area HOD Name: Sign: Date & Time:			
32.	Gas detector ID: _____ Calibration/Bump-test valid: Yes / No Verification Date/Time: _____			
33.	Continuous atmospheric monitoring required: Yes / No If Yes, monitoring record completed below: Yes / No			
34.	Entrant Entry/Exit Log started and verified by Attendant: Yes / No			
35.	Full-body rescue harness / lifeline / tripod / winch-retrieval system verified as applicable: Yes / No / NA			
36.	Rescue arrangement and communication system verified before entry: Yes / No			

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IV.	**Completion of Job:** (To be filled by user / Eng. Dept.)	
37.	Work started at	Completed at
38.	All isolations are replaced and the equipment is kept in normal condition.	
39.	Name of the person Entering the Confined space / Vessel, after completion of Specified Work. Name: Sign: Date & Time:	
40.	Name & Sign of Workplace In-charge, after Ensuring, No-One Inside the Reactor / Vessel. Name: Sign: Date & Time:	
41.	Name & Sign of Electrician, Re-Connects the Power, after Ensuring, No-One Inside the Reactor. Name: Sign: Date & Time:	
42.	Name & Sign of EHS In-charge, after Ensuring, No-One Inside the Reactor Name: Sign: Date & Time:	
43.	Name & Sign of Block Engineer / Eng. Dept. IN charge, Before Handover the Reactor / Vessel. Name: Sign: Date & Time:	
44.	Fire watch kept for monitor 15 minutes after complete work	
45.	Name & Sign of Fire Watch Closing work by declare all fire related materials removed and work place replaced safely Name: Sign: Date & Time	

CONTINUOUS ATMOSPHERIC MONITORING RECORD (mandatory where required by risk assessment/permit)

Time	O2 %	LEL %	H2S ppm	CO ppm	Other gas / ppm	Detector ID	Tested / Verified by	Remarks
Pre-entry								

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ENTRANT ENTRY / EXIT LOG

S.No.	Entrant Name	Employee/Contractor ID	Time In	Time Out	Entrant Signature	Attendant Signature
1						
2						
3						
4						
5						
6						

Permit closure verification: All entrants accounted for: Yes / No Final head count verified by Attendant: Yes / No Confined space confirmed vacant before closure: Yes / No

Instructions:

1. Any workspace not intended /designed for continuous worker occupancy, any space, which has a limited or restricted way of entering or leaving, any work space in which there is a chance that normal level of Oxygen may be reduced or in which Toxic or Explosive gases may be accumulated or released are categorized as Confined Space, Permit form must available with User at work place till completion of work.
2. Completed permit forms should be returned to EHS/QA department
3. Permit approval Authority: Plant Head / Area HOD.
4. Copies distributions: Engineering Dept. copy will be with the person who will be doing the work (engineering). EHS Dept. copy will be with the EHS department. Work initiating dept. copy will be with the user department where the work is being initiated.
5. Permit Review Authority can stop work if any violation of conditions mentioned in the work permit
6. Fire watch must be monitor activity till completion and restore normal safe condition of workplace
7. Attendant shall remain continuously at the entry point, maintain the Entrant Entry/Exit Log, continuously account for all entrants and maintain effective communication throughout the confined space entry.

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10. On hearing of the emergency siren, stop the work safely and come to safe assembly point.

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SHILPA PHARMA LIFE SCIENCES LIMITED						
Unit:	**II**	**Date: 26.09.2026**	**Septemeber**			
Reporting Period: 24 Hours (6.00 AM previous day till 6.00 AM today)						
From: EHS-Safety						
To: Mr.Sharath Reddy,Mr.Veereshappa,Mr.Manickavasagam & Mr.Elangovan						
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	0	0	0
5	Unsafe Act	Number	0	0	0	0
6	Unsafe Condition	Number	0	3	0	3
7	Work Permits Issued	Number	0	4	0	4
8	Fire incident	Number	0	0	0	0
9	Environmental incident	Number	0	0	0	0
10	SAFE Rounds Conducted	Number	Daily	1	0	1
11	Good Safety practice	Number	0	0	0	0
12	HIRA/EAIA Updated	Number	0	0	0	0
13	Emergency Drills (Local) Conducted	Number	0	0	0	0
14	MoCs Issued	Number	0	0	0	0
15	PSSRs Conducted	Number	As per plan	0	0	0
16	TBT/Training Conducted	Number	As per plan	0	As per plan	0
17	PPE Adherence (Yes=1, No=0)	%	100	95	100	95
18	Site Periphery Round Conducted (Yes=1, No=0)	Yes/No	Daily	1	Daily	1

19	Visit by/letter from statutory authority (Yes=1, No=0)	Yes/No	0	0	0	0

Important Points Requiring Immediate Attention, if any:

S.No	Location	Observation	Unsafe Condition/Unsafe act/ Near Miss
1	R&D Terrace – Top Side	Heavy water overflow observed from utility water tank.	Unsafe Condition
2	AO MS Structure	Steam line gasket found in damaged condition.	Unsafe Condition
3	G Block	Flange joint found with only 2 bolts installed; remaining 2 bolts missing. Required jumper/earthing connection was also not provided.	Unsafe Condition

Regular Activities

1	Fire hydrant Pump house monitored and pressure guage-7 kg.
2	Jockey pump Will Start Auto 6.0 Kg and off Auto 7.0 Kg
3	High pressure pump will start auto mode at 4.5 kg and off Manual mode only.
4	Diesel pump will start auto mode at 4.5 kg below and off Manual mode .
5	Work permit clearance issuance and official work permits taken back and kept in EHS Office
6	Eye wash bottles and portable eye wash bottles daily water changing labels prepared and arranged all blocks.
7	Daily QA log books updated like eye wash bottles and eye wash showers Ambulance
8	Fire Tender and Ambulance Site Rounding Done

Work Permit Details

S.No	Date	Type of Work Permit	Block	EQP Num/Location	Permission Given by	Remarks
1	26/9/2026	Unloading Permit	WH	IPA	Kishore Singh	
2	26/9/2026	Vessel Entry	AO7	RE-20	Kishore Singh	
3	26/9/2026	Vessel Entry	I	RE-17	Kishore Singh	
4	26/9/2026	Hot Work	R&D	Hydrogen gas line purpose	Kishore Singh	

MATERIAL COMPATIBILITY BASED ON HAZARD CLASSIFICATION

Hazard Classification – 8 (Corrosive Materials) | Storage Compatibility Matrix

S. No.	Material compatibility based on the Hazard classification	Hazard Classification	FORMIC ACID 100 ML	Methane sulfonic acid standard (Merck)	DICHLORO ACETIC ACID	HYDROFLUOURIC ACID AR – 500ML	DIMETHYLCARBAMOYL CHLORIDE	ACETIC ACID 100ML LCMS GRADE\	TRIFLUORO ACETIC ACID-500ML	ACETIC ACID GLACIAL 500ML (LR)	ORTHO-PHOSPHORIC ACID 500 ML AR	ACETIC ACID GLACIAL - 2.5 LTRS	HYDROCHLORIC ACID 34-37% FOR TRACE METAL	HYDROCHLORIC ACID LR GRADE-500 ML	THIOGLYCOLIC ACID-500 ML AR GRADE	Methane sulfonic acid standard (Merck)	COBALT CHLORIDE HEXA HYDRATE-500 G	ETHYLENE DI AMINE – 500ML CAS NO: 107-15	1-METHYLIMIDAZOLE > 99% - 100 G	AMMONIA SOLUTION 500 ML	POTASSIUM HYDROXIDE-500 G MAKE:RANKEM	SODIUM HYDROXIDE - 500 G	NITRIC ACID 67-70% FOR TRACE METAL	NITRIC ACID-2.5 L MAKE:RANKEM
			8	8	8	8	8	8	8	8	8	8	8	8	8	8	9	8	8	8	8	8	8	8
1	FORMIC ACID 100 ML	8 – Corrosive Substance	Same	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate
2	Methane sulfonic acid standard (Merck)	8 – Corrosive Substance	OK	Same	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate
3	DICHLORO ACETIC ACID	8 – Corrosive Substance	OK	OK	Same	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate
4	HYDROFLUOURIC ACID AR – 500ML	8 – Corrosive Substance	OK	OK	OK	Same	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate
5	DIMETHYLCARBAMOYL CHLORIDE	8 – Corrosive Substance	OK	OK	OK	OK	Same	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	Segregate	Segregate
6	ACETIC ACID 100ML LCMS GRADE\	8 – Corrosive Substance	OK	OK	OK	OK	OK	Same	OK	OK	OK	OK	OK	OK	OK	OK	OK	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate
7	TRIFLUORO ACETIC ACID-500ML	8 – Corrosive Substance	OK	OK	OK	OK	OK	OK	Same	OK	OK	OK	OK	OK	OK	OK	OK	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate
8	ACETIC ACID GLACIAL 500ML (LR)	8 – Corrosive Substance	OK	OK	OK	OK	OK	OK	OK	Same	OK	OK	OK	OK	OK	OK	OK	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate
9	ORTHO-PHOSPHORIC ACID 500 ML AR	8 – Corrosive Substance	OK	OK	OK	OK	OK	OK	OK	OK	Same	OK	OK	OK	OK	OK	OK	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate
10	ACETIC ACID GLACIAL - 2.5 LTRS	8 – Corrosive Substance	OK	OK	OK	OK	OK	OK	OK	OK	OK	Same	OK	OK	OK	OK	OK	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate
11	HYDROCHLORIC ACID 34-37% FOR TRACE METAL	8 – Corrosive Substance	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	Same	OK	OK	OK	OK	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate
12	HYDROCHLORIC ACID LR GRADE-500 ML	8 – Corrosive Substance	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	Same	OK	OK	OK	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate
13	THIOGLYCOLIC ACID-500 ML AR GRADE	8 – Corrosive Substance	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	Same	OK	OK	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate
14	Methane sulfonic acid standard (Merck)	8 – Corrosive Substance	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	Same	OK	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate
15	COBALT CHLORIDE HEXA HYDRATE-500 G	9 – Miscellaneous Dangerous Goods	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	Same	OK	OK	OK	OK	OK	Segregate	Segregate
16	ETHYLENE DI AMINE – 500ML CAS NO: 107-15	8 – Corrosive Substance	Segregate	Segregate	Segregate	Segregate	OK	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	OK	Same	OK	OK	OK	OK	Segregate	Segregate
17	1-METHYLIMIDAZOLE > 99% - 100 G	8 – Corrosive Substance	Segregate	Segregate	Segregate	Segregate	OK	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	OK	OK	Same	OK	OK	OK	Segregate	Segregate
18	AMMONIA SOLUTION 500 ML	8 – Corrosive Substance	Segregate	Segregate	Segregate	Segregate	OK	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	OK	OK	OK	Same	OK	OK	Segregate	Segregate
19	POTASSIUM HYDROXIDE-500 G MAKE:RANKEM	8 – Corrosive Substance	Segregate	Segregate	Segregate	Segregate	OK	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	OK	OK	OK	OK	Same	OK	Segregate	Segregate
20	SODIUM HYDROXIDE - 500 G	8 – Corrosive Substance	Segregate	Segregate	Segregate	Segregate	OK	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	OK	OK	OK	OK	OK	Same	Segregate	Segregate
21	NITRIC ACID 67-70% FOR TRACE METAL	8 – Corrosive / Oxidizing	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Same	OK
22	NITRIC ACID-2.5 L MAKE:RANKEM	8 – Corrosive / Oxidizing	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	Segregate	OK	Same

LEGEND	
OK	
Segregate	Segregate / Separate storage required
Same	Same material

BASIS OF COMPATIBILITY:
- Acids with acids: OK
- Alkalis / amines with alkalis / amines: OK
- Acids with alkalis / amines: SEGREGATE
- Nitric acid / oxidizing acid with other materials: SEGREGATE
- Other combinations: OK, subject to approved site SOP and supplier SDS.

Prepared By	Reviwed By	Approved By
Name: SHAIKH B.H (Jr.Executive -EHS)	Name : BIJAY KETAN MANGARAJ (AVP-QC)	Name: R.ELANGOVAN (DGM-EHS)
Sign & Date: 10/08/26	Sign & Date: 10/08/26	Sign & Date: 10/08/26

MATERIAL COMPATIBILITY BASED ON HAZARD CLASSIFICATION – QC LAB

S. No.	Material compatibility based on the Hazard classification	Hazard Classification	SILVER NITRATE-25G,CAT.NO:30076, RANKEM	PERCHLORIC ACID – 500ML (LR)	HYDROGEN PEROXIDE 30% -500 ML	SILVER NITRATE ,25G , CAT-S0076 - RANKEM
			5	5	5	5
1	SILVER NITRATE-25G,CAT.NO:30076, RANKEM	5 – Oxidizing Substance	Same	OK	OK	OK
2	PERCHLORIC ACID – 500ML (LR)	5 – Oxidizing Substance	OK	Same	OK	OK
3	HYDROGEN PEROXIDE 30% -500 ML	5 – Oxidizing Substance	OK	OK	Same	OK
4	SILVER NITRATE ,25G , CAT-S0076 - RANKEM	5 – Oxidizing Substance	OK	OK	OK	Same

LEGEND	
OK	OK to Store together within the designated hazard-class storage area
Segregate	Segregate / separate storage required
Verify SDS	Verify current supplier SDS Sections 7 and 10 before co-storage
Same	Same material

Prepared By	Reviwed By	Approved By
Name: SHAIKH B.H (Jr.Executive -EHS)	Name : BIJAY KETAN MANGARAJ (AVP-QC)	Name: R.ELANGOVAN (DGM-EHS)
Sign & Date: 10/08/26	Sign & Date: 10/08/26	Sign & Date: 10/08/26

MATERIAL COMPATIBILITY BASED ON HAZARD CLASSIFICATION – Hazard Classification -6

S. No.	Material compatibility based on the Hazard classification	Hazard Classification	4-(DIMETHYLAMINO) PYRIDINE - 25 G	HYDRAZINE SULPHATE AR GRADE - 100 G	MERCURIC IODIDE RED	N,N DICYCLOHEXYL CARBODAMIDE - 25 G	POTASSIUM CHROMATE-500 G	POTASSIUM DICHROMATE - 80 G	RESORCINOL	METHYL METHANE SULFONATE 5G MAKE:SIGMA	ETHYL METHANE SULFONATE	PHENYL CHLOROFORMATE ;CAT NO;167525-100G	CHLOROFORM - 2.5 LTR	METHYLENE CHLORIDE-1000 ML	MERCURIC CHLORIDE 250 G	BUTYL METHANESULFONATE >98.0%GC,STANDARD
			6	6	6	6	6	6	6	6	6	6	6	6	6	6
1	4-(DIMETHYLAMINO) PYRIDINE - 25 G	6 – Toxic Substance	Same	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK
2	HYDRAZINE SULPHATE AR GRADE - 100 G	6 – Toxic Substance	OK	Same	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK
3	MERCURIC IODIDE RED	6 – Toxic Substance	OK	OK	Same	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK
4	N,N DICYCLOHEXYL CARBODAMIDE - 25 G	6 – Toxic Substance	OK	OK	OK	Same	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK
5	POTASSIUM CHROMATE-500 G	6 – Toxic Substance	OK	OK	OK	OK	Same	OK	OK	OK	OK	OK	OK	OK	OK	OK
6	POTASSIUM DICHROMATE - 80 G	6 – Toxic Substance	OK	OK	OK	OK	OK	Same	OK	OK	OK	OK	OK	OK	OK	OK
7	RESORCINOL	6 – Toxic Substance	OK	OK	OK	OK	OK	OK	Same	OK	OK	OK	OK	OK	OK	OK
8	METHYL METHANE SULFONATE 5G MAKE:SIGMA	6 – Toxic Substance	OK	OK	OK	OK	OK	OK	OK	Same	OK	OK	OK	OK	OK	OK
9	ETHYL METHANE SULFONATE	6 – Toxic Substance	OK	OK	OK	OK	OK	OK	OK	OK	Same	OK	OK	OK	OK	OK
10	PHENYL CHLOROFORMATE ;CAT NO;167525-100G	6 – Toxic Substance	OK	OK	OK	OK	OK	OK	OK	OK	OK	Same	OK	OK	OK	OK
11	CHLOROFORM - 2.5 LTR	6 – Toxic Substance	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	Same	OK	OK	OK
12	METHYLENE CHLORIDE-1000 ML	6 – Toxic Substance	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	Same	OK	OK
13	MERCURIC CHLORIDE 250 G	6 – Toxic Substance	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	Same	OK
14	BUTYL METHANESULFONATE >98.0%GC,STANDARD	6 – Toxic Substance	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	OK	Same

LEGEND		
OK	OK to Store together within the designated hazard-class storage area	
Segregat	Segregate / separate storage required	
Verify SI	Verify current supplier SDS Sections 7 and 10 before co-storage	
Same	Same material	

Prepared By	Reviwed By	Approved By
Name: SHAIKH B.H (Jr.Executive -EHS)	Name : BIJAY KETAN MANGARAJ (AVP-QC)	Name: R.ELANGOVAN (DGM-EHS)
Sign & Date: 10/08/26	Sign & Date: 10/08/26	Sign & Date: 10/08/26

	SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

OCCUPATIONAL HEALTH CENTER INSPECTION CHECKLIST

Document Number: SPL2/EHS/SOP/GEN/0006/F01-00

Issued Copy

Inspected On: 14/09/26

S No.	Check Point	Condition (Ok/Not Ok)	Inspected by	Reviewed by
1.	Is the OHC Room is clean and tidy free form obstructions.	ok	R— 14/09/26	15/09/26
2.	Is the condition of patient Bed and bedsheet and pillow	ok	R— 14/09/26	15/09/26
3.	Wheel chair availability and condition	ok	R— 14/09/26	15/09/26
4.	Stretcher availability and condition	ok	R— 14/09/26	15/09/26
5.	Fire extinguisher condition	ok	R— 14/09/26	15/09/26

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	SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

OCCUPATIONAL HEALTH CENTER INSPECTION CHECKLIST

Document Number: SPL2/EHS/SOP/GEN/0006/F01-00

Issued Copy

6.	Refrigerator availability and working condition	OK	R – 14/09/26	15/09/26
7.	Is sufficient Antidotes and Medicine available	OK	R – 14/09/26	15/09/26
8.	All the antidotes and Medicine having validity and expire details	OK	R – 14/09/26	15/09/26
9.	First aid box availability and condition	OK	R – 14/09/26	15/09/26
10.	Oxygen gas cylinders, regulators and breathing set condition	OK	R – 14/09/26	15/09/26
11.	Other If any	Nil	R – 14/09/26	15/09/26

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Request Number: 13410	Copy Number: 00017	Copy Type: Issued Copy
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SHILPA PHARMA LIFESCIENCS LIMITED

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

Financial Year: 2025-26

S. NO	Description	Values
1	Number of Fatalities - Own Employees	0
2	Number of Fatalities - Contract Employees	0
3	High Consequence Work-related Injury or Ill-health (LWC, excluding fatalities) - Own Employees	0
4	High Consequence Work-related Injury or Ill-health (LWC, excluding fatalities) - Contract Employees	1
5	Number of Dangerous Occurrences/Process Safety Incidents (High Severity Incidents)	0
6	Number of Total Recordable Work-related Injuries - Own Employees	6
7	Number of Total Recordable Work-related Injuries - Contract Employees	6
8	Total Man-hours Worked (including OT) - Own Employees	3585787
9	Total Man-hours Worked (including OT) - Contract Employees	1273552
10	Total Man-hours Worked (including OT) - Own + Contract Employees	4859339
11	Number of work related lost workdays as per incident summary - Own employees	0
12	Number of work related lost workdays as per incident summary - Contractor employees	4
13	Number of work related lost workdays as per incident summary - Own + Contractor employees	4
14	Lost Time Injury Frequency Rate per Million Man Hours (LTIFR) - Own Employees	0.000
15	Lost Time Injury Frequency Rate per Million Man Hours (LTIFR) - Contract Employees	0.785
16	Lost Time Injury Frequency Rate per Million Man Hours (LTIFR) - Own + Contract Employees	0.206
17	Lost Time Injury Severity Rate per Million Man Hours (LTISR) - Own Employees	0.000
18	Lost Time Injury Severity Rate per Million Man Hours (LTISR) - Contract Employees	3.141
19	Lost Time Injury Severity Rate per Million Man Hours (LTISR) - Own + Contract Employees	0.823

	Prepared by	Reviewed by	Approved by
Name	Vijay Kumar N	R Elangovan	K. Sharath Reddy
Designation	Executive - EHS	DGM - EHS	Director
Sign & Date	15/05/26	15/05/26	15/05/26

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	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	12/04/25
3.	Check the tiles condition (if. applicable), repair with same tiles or with suitable materials to ensure intactness.	- NA -	- NA -	12/04/25
4.	Check the stains on side walls, if required paint with suitable material.	ok	Checked, painting touchup done for required area	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.	12/04/25

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

DYKE WALL / CONTAINMENT WALL MAINTENANCE CHECKLIST

01

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

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.	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	12/04/25
8.	Check the staircase and if not good condition, repair suitably for safe usage.	Ok	Checked and found ok	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 -	12/04/25

Verified by:

Date: 12/04/25

TAN
TRUST AND DISTINCTIVE
#5-3-140, Jeera, RP Road, Ranigunj,Secunderabad – 500003.Off: +9140 29559966
Email: info@tan.group/info.tanindustrial@gmail.com

Fire Extinguisher Inspection Report

Date: 29/DEC/2025

Ref.No:01202601

To,

Shilpa Pharma Life Sciences Limited, Unit-2

Raichur Industrial GrowthCentre, Chicksugur

1.	Security	SEC/FE/DCP/001	DCP	10 KG	In time office
2.	R&D	R&D/FE/DCP/002	DCP	10 KG	Entrance right side
3.		R&D/FE/DCP/003	DCP	10 KG	Entrance Left side
4.		R&D/FE/DCP/004	DCP	10 KG	Corridor
5.		R&D/FE/DCP/005	DCP	10 KG	Corridor
6.		R&D/FE/DCP/006	DCP	10 KG	Material Entry exit door out side
7.		R&D/FE/CO2/007	CO2	4.5 KG	Onco Laboratory entrance
8.		R&D/FE/DCP/008	DCP	10 KG	Onco Laboratory
9.		R&D/FE/DCP/009	DCP	10 KG	Onco Laboratory
10.		R&D/FE/DCP/010	DCP	10 KG	Apposite FH-11
11.	R1-Block	R1/FE/DCP/011	DCP	10 KG	R1 Near entry exit door
12.	AR&D	R1/FE/DCP/012	DCP	05 KG	R1 Near Emergency exit door
13.		AR&D/FE/DCP/013	DCP	10 KG	SpectroscopyLaboratory Entrance
14.		AR&D/FE/DCP/014	DCP	10 KG	entrance door apposite
15.		AR&D/FE/CO2/015	CO2	4.5 KG	Gas chromatography entrance apposite
16.		AR&D/FE/CO2/016	CO2	4.5 KG	Entry Exit balance room
17.		AR&D/FE/CO2/017	CO2	4.5 KG	Beside of dacument room
18.		AR&D/FE/CO2/018	CO2	4.5 KG	Office out side
19.		AR&D/FE/CO2/019	CO2	4.5 KG	Panel Room
20.	QC	QC/FE/CO2/020	CO2	4.5 KG	Entrance Office quality control Inside
21.		QC/FE/CO2/021	CO2	4.5 KG	Corridor
22.		QC/FE/CO2/022	CO2	4.5 KG	Corridor
23.		QC/FE/CO2/023	CO2	4.5 KG	Corridor
24.		QC/FE/CO2/024	CO2	4.5 KG	Corridor

25.		QC/FE/CO2/025	CO2	4.5 KG	Microbiology entry exit
26.		QC/FE/CO2/026	CO2	4.5 KG	Chemical storage room out side
27.		QC/FE/DCP/146	DCP	10 kg	Chemical storage room In side
28.	QA	QA/FE/CO2/027	CO2	4.5 KG	QA Quanference Hall out side
29.		QA/FE/CO2/028	CO2	4.5 KG	Stability Chamber
30.		QA/FE/CO2/029	CO2	4.5 KG	
31.		QA/FE/CO2/030	CO2	4.5 KG	Corridor
32.		QA/FE/CO2/031	CO2	4.5 KG	Production dacumentation Outside
33.		QA/FE/DCP/032	DCP	10 KG	Dacument Archival Room
34.		QA/FE/CO2/033	CO2	4.5 KG	Dacument Archival Room
35.	Hazardous Material storage	HMSA/FE/DCP/34	DCP	25 KG	Acid /Alkali Storage
36.		HMSA/FE/DCP/35	DCP	10 KG	Entrance Of sodium Storage room
37.		HMSA/FE/DCP/36	DCP	10 KG	Entrance Of sodium Storage room
38.		HMSA/FE/DCP/37	DCP	10 KG	Aposite Of entrance
39.		HMSA/FE/DCP/38	DCP	25 KG	Exit Of sodium Storage room
40.		HMSA/FE/DCP/39	DCP	05 KG	sodium Storage room
41.		HMSA/FE/DCP/40	DCP	05 KG	sodium Storage room
42.		HMSA/FE/DCP/41	DCP	05 KG	sodium Storage room
43.		HMSA/FE/DCP/42	DCP	05 KG	sodium Storage room
44.	Warehouse	WH/FE/DCP/043	DCP	10 KG	Presonal Entry and Exit
45.		WH/FE/CO2/044	CO2	4.5 kg	Rejected material storage emeregency exit
46.		WH/FE/DCP/045	DCP	10 KG	Finished /Goods (Reject/Recall/Return Non onco API
47.		WH/FE/DCP/046	DCP	25 KG	Emeregency Exit at IM RM storage area
48.		WH/FE/DCP/047	DCP	25 KG	Raw material unloading area
49.		WH/FE/DCP/048	DCP	10 KG	Raw material unloading area left side
50.		WH/FE/CO2/049	CO2	4.5 KG	Raw material dispensing area

51.		WH/FE/CO2/050	CO2	4.5 KG	Cytotoxic Raw material dispensing area
52.		WH/FE/DCP/051	DCP	10 KG	Cytotoxic Raw material dispensing area Left side
53.		WH/FE/DCP/052	DCP	10 KG	Low volume onco raw material storage room
54.		WH/FE/DCP/053	DCP	10 KG	Low volume onco raw material storage room left side
55.		WH/FE/DCP/054	DCP	10 KG	Cold storage room left side
56.		WH/FE/DCP/055	DCP	05 kG	Cool room
57.		WH/FE/CO2/056	CO2	4.5 KG	finished goods store onco inside
58.		WH/FE/DCP/057	DCP	5 KG	finished goods store Non onco inside
59.		WH/FE/DCP/058	DCP	5 KG	
60.		WH/FE/DCP/059	DCP	10 KG	Left side of packing material storage area-02
61.		WH/FE/DCP/060	DCP	10 KG	Left side of engineering store
62.	New Drum Storage area	DSA-II/FE/DCP/061	DCP	10 KG	Presonal Entry
63.		DSA-II/FE/MF/062	MF	9 LITR	Corridor
64.		DSA-II/FE/MF/063	MF	9 LITR	Corridor
65.		DSA-II/FE/DCP/064	DCP	10 KG	Drums Unloading area
66.	Solvent Soarage Yard	SY/FE/CO2/065	CO2	9 KG	Solvent despensing area
67.		SY/FE/MF/066	MF	9 LITR	Front side Of Bund wall
68.		SY/FE/MF/067	MF	9 LITR	Right side Of Bund wall
69.		SY/FE/MF/068	MF	9 LITR	Right side Of Bund wall
70.		SY/FE/MF/069	MF	9 LITR	Left side Of Bund wall
71.		SY/FE/DCP/070	DCP	10 kG	Left side Of Bund wall
72.		SY/FE/MF/071	MF	9 LITR	Front side Of Bund wall
73.	Hydrent room	FHH/FE/CO2/072	CO2	9 KG	Fire Hydrent pump house
74.		FHH/FE/CO2/073	CO2	9 KG	Fire Hydrentpannel room
75.	Production E-Block	PBE/FE/DCP/074	DCP	10 KG	Personnel Entry / Exit
76.		PBE/FE/DCP/075	DCP	10 KG	In between Centrifuge 01& 02
77.		PBE/FE/DCP/076	DCP	10 KG	Left Side centrifuge room-02

78.		PBE/FE/DCP/077	DCP	10 KG	Front Side of driying room
79.		PBE/FE/DCP/078	DCP	10 KG	RVPD room pass box left side
80.		PBE/FE/DCP/079	DCP	10 KG	Left Side centrifuge room-04
81.		PBE/FE/DCP/080	DCP	10 KG	Right side OF RE-01
82.		PBE/FE/DCP/081	DCP	05 KG	Front Side Of RE-03
83.		PBE/FE/DCP/082	DCP	10 KG	Front Side Of RE-07
84.		PBE/FE/DCP/083	DCP	10 KG	Beside of Weighing Machine
85.		PBE/FE/CO2/084	CO2	9 KG	Out side of raw material storage
86.		PBE/FE/DCP/085	DCP	10 KG	Pharma Entry/Exit
87.		PBE/FE/CO2/086	CO2	4.5 KG	
88.		PBE/FE/CO2/087	CO2	4.5 KG	Centrifuge -05 room
89.		PBE/FE/CO2/088	CO2	4.5 KG	RCVD -02 Entry
90.		PBE/FE/CO2/089	CO2	9 KG	Crystlisation room out side
91.		PBE/FE/CO2/090	CO2	4.5 KG	Crystlisation room Emergency Exit
92.		PBE/FE/CO2/091	CO2	4.5 KG	electrical Pannel entry /exit
93.		PBE/FE/CO2/092	CO2	4.5 KG	Air Handling Unit room
94.		PBE/FE/DCP/093	DCP	10 KG	Left side of Pharma Entry / Exit
95.		PBE/FE/DCP/094	DCP	10 KG	Corner
96.		PBE/FE/DCP/095	DCP	25 KG	Intermediate area entry /Exit
97.		PBE/FE/DCP/096	DCP	10 KG	Left side of Intermediate area entry /Exit
98.		PBE/FE/DCP/097	DCP	10 KG	Near sodium biocarbonate addition tank
99.		PBE/FE/DCP/098	DCP	10 KG	Back side Of the Block
100.	Production D-Block	PBD/FE/DCP/099	DCP	10 KG	Entry of intermediate
101.		PBD/FE/CO2/100	CO2	4.5 KG	Near CTD-05 room hatch door
102.		PBD/FE/CO2/101	CO2	4.5 KG	Near Emergency exit G/F
103.		PBD/FE/CO2/102	CO2	4.5 KG	apposite to CF-04 G/F
104.		PBD/FE/CO2/103	CO2	4.5 KG	Near Staircase G/F
105.		PBD/FE/CO2/104	CO2	4.5 KG	Near fire alarm manual call point F/F
106.		PBD/FE/MF/105	MF	9 LITR	Back side Of the Block
107.		PBD/FE/CO2/106	CO2	4.5 KG	Aposite Of RE-15 F/F
108.		PBD/FE/CO2/107	CO2	4.5 KG	Near Accessories room F/F

109.		PBD/FE/CO2/108	CO2	4.5 KG	Near No entry way pharma
110.		PBD/FE/CO2/109	CO2	4.5 KG	near qurantine room pharma
111.		PBD/FE/CO2/110	CO2	4.5 KG	apposite to IS-01 pharma
112.		PBD/FE/CO2/111	CO2	4.5 KG	Near emergency exit pharma
113.		PBD/FE/CO2/112	CO2	4.5 KG	Aposite of RE-11 pharma
114.		PBD/FE/CO2/113	CO2	4.5 KG	Near RE-11 Pharma
115.		PBD/FE/DCP/114	DCP	10 KG	Cooling tower column terrious
116.		PBD/FE/CO2/115	CO2	4.5 KG	
117.		PBD/FE/DCP/116	DCP	10 kG	apposite RE-10 Intermediate F/F
118.		PBD/FE/DCP/117	DCP	10 kG	Apposite RE-116 Intermediate F/F
119.		PBD/FE/CO2/118	CO2	4.5 KG	Panel Room terrous
120.		PBD/FE/DCP/119	DCP	10 kG	Near LST-02 tank ouside
121.		PBD/FE/DCP/120	DCP	10 kG	Near RC-16A outside
122.	Production C-Block	PBC/FE/DCP/121	DCP	10 kG	Near Staircase entrance
123.		PBC/FE/MF/122	MF	9 LTR	Near RCVD-01 Room
124.		PBC/FE/DCP/123	DCP	05 KG	Ground floor RE-13 area
125.		PBC/FE/MF/124	MF	9 LTR	Ground floor RE-08 area
126.		PBC/FE/DCP/125	DCP	10 kG	Ground floor RE-09 area
127.		PBC/FE/DCP/126	DCP	10 kG	Near LST-01 tank
128.		PBC/FE/DCP/127	DCP	10 kG	Ground floor RE-07 area
129.		PBC/FE/DCP/128	DCP	10 kG	Ground floor RE-11 area
130.		PBC/FE/CO2/129	CO2	9 KG	Ground floor RE-12 area
131.		PBC/FE/MF/130	MF	9 LTR	Inside RCVD-01 Room
132.		PBC/FE/DCP/131	DCP	10 kG	Near RE-13
133.		PBC/FE/DCP/132	DCP	10 kG	Near RE-12
134.		PBC/FE/DCP/133	DCP	10 kG	Near RE-08
135.		PBC/FE/CO2/134	CO2	9 kG	Near RE-09
136.		PBC/FE/DCP/135	DCP	10 kG	Block outside Near CPCF-05 Catch pot
137.		PBC/FE/DCP/136	DCP	10 kG	Beside CPCF-05 Catch pot
138.		PBC/FE/DCP/137	DCP	25 kG	Back side Of the Block Near staircase
139.		PBC/FE/DCP/138	DCP	10 kG	Backside Of Jet vaccume -01
140.		PBC/FE/CO2/139	CO2	4.5 KG	In pharma near ISVTD-01
141.		PBC/FE/CO2/140	CO2	4.5 KG	In pharma near ISVTD-02

142.		PBC/FE/CO2/141	CO2	4.5 KG	Near Pharma panel board
143.		PBC/FE/CO2/142	CO2	4.5 KG	
144.		PBC/FE/CO2/143	CO2	4.5 KG	AHU room
145.		PBC/FE/CO2/144	CO2	9 kG	Raw Material storage area
146.		PBC/FE/DCP/145	DCP	10 kG	To be arranged when ever necessary
147.	QC	QC/FE/DCP/146	DCP	4.5 KG	chemical storage room inside
148.	Drum Storage area-I	DSA-I/FE/MF/147	MF	9 LTR	Near fire alarm manual call point Mterial loading /Unloading area
149.		DSA-I/FE/MF/148	MF	9 LTR	Near Mterial loading /Unloading area
150.		DSA-I/FE/DCP/149	DCP	05 KG	Emeregency Exit at IM RM storage area
151.		DSA-I/FE/MF/150	MF	9 LTR	Material Despensing area
152.	Production G-Block	PBG/FE/DCP/151	DCP	10 kG	Entry Staircase
153.		PBG/FE/DCP/152	DCP	25 kg	Entry Staircase
154.		PBG/FE/DCP/153	DCP	10 kG	Left side of reciver-09 A
155.		PBG/FE/DCP/154	DCP	25 kg	Near OF Reactor -05
156.		PBG/FE/DCP/155	DCP	10 kG	Infront Of RE-01
157.		PBG/FE/DCP/156	DCP	10 kG	Left side OF reactor-10
158.		PBG/FE/DCP/157	DCP	10 kG	Right side OF reactor-09
159.		PBG/FE/DCP/158	DCP	10 kG	Collection tank 01 B 3rd floor
160.		PBG/FE/DCP/159	DCP	10 kG	Right Side OF collection tank -02B
161.	Production H-Block	PBH/FE/DCP/160	DCP	10 KG	Aposite of packing material room
162.		PBH/FE/CO2/161	CO2	4.5 KG	Intermediate corridor
163.		PBH/FE/CO2/162	CO2	4.5 KG	In between washing room &robo filter 01 Room
164.		PBH/FE/MF/163	MF	9 LTR	Intermediate corridor
165.		PBH/FE/CO2/164	CO2	4.5 KG	In between Vaccume tray dryer 02 & 03 Room
166.		PBH/FE/CO2/165	CO2	4.5 KG	Near emergency exit
167.		PBH/FE/CO2/166	CO2	4.5 KG	utitlity room entry Apposite
168.		PBH/FE/CO2/167	CO2	4.5 KG	Reactor-02 Apposite
169.		PBH/FE/DCP/168	DCP	10 kG	Reactor-03 Apposite

170.		PBH/FE/MF/169	MF	9 LTR	Reactor-05 Apposite
171.		PBH/FE/MF/170	MF	9 LTR	Reactor-06 Apposite
172.		PBH/FE/CO2/171	CO2	4.5 KG	Reactor-08 Apposite
173.		PBH/FE/CO2/172	CO2	4.5 KG	
174.		PBH/FE/CO2/173	CO2	4.5 KG	Pharma corridor apposite to Ar lock room
175.		PBH/FE/CO2/174	CO2	4.5 KG	Infront Of isolator -01
176.		PBH/FE/CO2/175	CO2	4.5 KG	back side of cntrifuge-01
177.		PBH/FE/CO2/176	CO2	4.5 KG	apposite of packing isolator
178.		PBH/FE/CO2/177	CO2	4.5 KG	Right side of RE-12
179.		PBH/FE/CO2/178	CO2	4.5 KG	Right side of RE-11
180.		PBH/FE/DCP/179	DCP	05 KG	Ahu room entrance
181.		PBH/FE/DCP/180	DCP	05 KG	Ahu room left side of the electrical panell
182.		PBH/FE/CO2/181	CO2	4.5 KG	electrical panell room
183.		PBH/FE/CO2/182	CO2	4.5 KG	Entry/exit GF hydrogeneror room
184.		PBH/FE/CO2/183	CO2	4.5 KG	hydrogeneror room Entry/exit
185.		PBH/FE/CO2/184	CO2	4.5 KG	Back side of production block H
186.	Production I-Block	PBI/FE/DCP/185	DCP	10 kG	Aposite of packing material room
187.		PBI/FE/CO2/186	CO2	4.5 KG	Intermediate corridor
188.		PBI/FE/CO2/187	CO2	4.5 KG	Left side of VTD-01 Room
189.		PBI/FE/CO2/188	CO2	4.5 KG	Left side of VTD-03 Room
190.		PBI/FE/CO2/189	CO2	4.5 KG	Near emergency Exit
191.		PBI/FE/CO2/190	CO2	4.5 KG	Left Side fire alarm manual cal point
192.		PBI/FE/CO2/191	CO2	4.5 KG	Aposite Of Utility room door
193.		PBI/FE/CO2/192	CO2	4.5 KG	Reactor-02 Apposite
194.		PBI/FE/CO2/193	CO2	4.5 KG	Reactor-05 Apposite
195.		PBI/FE/CO2/194	CO2	4.5 KG	Reactor-09 Apposite
196.		PBI/FE/CO2/195	CO2	4.5 KG	Pharma Personel entry
197.		PBI/FE/CO2/196	CO2	4.5 KG	In Between pharma packing material room finished good air lock room
198.		PBI/FE/CO2/197	CO2	4.5 KG	Front Of Isolator-01
199.		PBI/FE/CO2/198	CO2	4.5 KG	Right Side of Equipment

					wash room
200.		PBI/FE/CO2/199	CO2	4.5 KG	Infront OF Packing Isolator
201.		PBI/FE/CO2/200	CO2	4.5 KG	
202.		PBI/FE/CO2/201	CO2	4.5 KG	Back Side OF Reactor-11
203.		PBI/FE/DCP/202	DCP	10 kG	Cooling Tower Poll
204.		PBI/FE/CO2/203	CO2	4.5 KG	Right Side Entry /Exit Of AHU Room
205.		PBI/FE/CO2/204	CO2	4.5 KG	Left side of electrical pannel back side of window
206.		PBI/FE/DCP/205	DCP	10 kG	Vaccume trap-01
207.		PBI/FE/DCP/206	DCP	10 kG	Brine tank front
208.		PBI/FE/DCP/207	DCP	10 kG	Near emergency exit module-II
209.	Utility building	UTB/FE/DCP/208	DCP	10 kG	Entry /Exit Left side VAM front
210.		UTB/FE/CO2/209	CO2	4.5 KG	Entry /Exit Right side
211.		UTB/FE/CO2/210	CO2	4.5 KG	Near air Compressor-03
212.		UTB/FE/DCP/211	DCP	10 kG	Near air Compressor-02
213.		UTB/FE/CO2/212	CO2	9 kG	Apposite to Utility MCC room
214.	Portable Generation Plant	PWGP/FE/DCP/213	DCP	10 kG	Purified Water generation Plant
215.	Canteen	CTN/FE/DCP/214	DCP	10 kG	Dining Hall
216.		CTN/FE/DCP/215	DCP	5 kG	Entrance Of cooking room
217.	PCC Room	PCC/FE/CO2/216	CO2	9 kG	Left Side OF the entry /Exit
218.		PCC/FE/DCP/217	DCP	10 KG	Entry /Exit
219.		PCC/FE/CO2/218	CO2	4.5 KG	Backside Of transformer-02 air circuit Breaker
220.		PCC/FE/CO2/219	CO2	4.5 KG	33 KV VCB Pannel Room
221.		PCC/FE/DCP/220	DCP	10 KG	Deisel Generotor-01
222.		PCC/FE/DCP/221	DCP	25 KG	Deisel Generotor-02
223.	Boiler	BOH/FE/DCP/222	DCP	10 kG	Entry /Exit
224.	Production AI-Block	PBAI/FE/DCP/223	DCP	10 kG	Near staircase to Mazzine Floor
225.		PBAI/FE/DCP/224	DCP	10 kG	Near Reactor-05 Charging line
226.		PBAI/FE/DCP/225	DCP	10 kG	Reactor-08 Apposite
227.		PBAI/FE/DCP/226	DCP	10 kG	Infront of layer sepration

					tank-01
228.		PBAI/FE/DCP/227	DCP	10 kG	Reactor-05 Apposite
229.		PBAI/FE/DCP/228	DCP	10 kG	Reactor-03 Apposite
230.		PBAI/FE/DCP/229	DCP	10 kG	
231.		PBAI/FE/DCP/230	DCP	10 kG	Hacth door right side
232.		PBAI/FE/DCP/231	DCP	10 kG	Vaccume Tray drier Isolator Apposite
233.		PBAI/FE/DCP/232	DCP	10 kG	Pharma Entry/Exit
234.		PBAI/FE/DCP/233	DCP	10 kG	Crystlization Room Entry/Exit
235.		PBAI/FE/DCP/234	DCP	10 kG	Front of packing material room entrance
236.		PBAI/FE/DCP/235	DCP	10 kG	Isolator-01Back side
237.		PBAI/FE/DCP/236	DCP	10 kG	Reactor-10 Staircase
238.		PBAI/FE/DCP/237	DCP	10 kG	Quarantine and finished goods room
239.		PBAI/FE/CO2/238	CO2	4.5 KG	Panel Entry/Exit
240.		PBAI/FE/CO2/239	CO2	4.5 KG	Left side of Panel Entry/Exit door
241.		PBAI/FE/CO2/240	CO2	4.5 KG	AHU Ducts
242.		PBAI/FE/DCP/241	DCP	10 kG	Purified Water circulation Room outside
243.	Production AJ-Block	PBAJ/FE/DCP/242	DCP	25 KG	Entry /Exit left side
244.		PBAJ/FE/DCP/243	DCP	05 KG	Near Centrifuge qurantine area
245.		PBAJ/FE/DCP/244	DCP	05 KG	Entry /Exit
246.		PBAJ/FE/MF/245	MF	9 LTR	left side of centrifuge area
247.		PBAJ/FE/MF/246	MF	9 LTR	Entry /Exit Raw Water Tank side
248.		PBAJ/FE/CO2/247	CO2	4.5 KG	Entry /Exit Raw Water Tank side
249.		PBAJ/FE/DCP/248	DCP	10 kG	RE-01 Left Side
250.		PBAJ/FE/MF/249	MF	9 LTR	RE-04 Right Side
251.		PBAJ/FE/DCP/250	DCP	10 kG	
252.		PBAJ/FE/DCP/251	DCP	10 KG	RE-03 Right Side
253.		PBAJ/FE/MF/252	MF	9 LTR	RE-01 Left Side
254.		PBAJ/FE/CO2/253	CO2	4.5 KG	Out side of Of the pannel Room
255.		PBAJ/FE/CO2/254	CO2	4.5 KG	Out side of Of the drier

					Room
256.		PBAJ/FE/DCP/255	DCP	10 KG	Near Tray drier
257.		PBAJ/FE/DCP/256	DCP	10 KG	at VTD-01
258.	ETP	ETP/FE/MF/257	MF	9 TRS	To be required
259.		ETP/FE/DCP/258	DCP	10 kG	To be required
260.		ETP/FE/DCP/259	DCP	10 kG	To be required
261.		ETP/FE/CO2/260	CO2	4.5 KG	MEE Pannel room 1st floor
262.		ETP/FE/CO2/261	CO2	4.5 KG	ETP panel room -01
263.		ETP/FE/CO2/262	CO2	4.5 KG	Hazardous waste storage area
264.		ETP/FE/CO2/263	CO2	4.5 KG	MCC panel room -03 Near ETP lab
265.		ETP/FE/CO2/264	CO2	4.5 KG	Rochem RO Plant Entrance
266.		ETP/FE/CO2/265	CO2	4.5 KG	Reject RO plant
267.		ETP/FE/CO2/266	CO2	4.5 KG	AO ETP entrance.
268.		ETP/FE/DCP/267	DCP	10 KG	MEE Panel room near steps
269.	Solvent Yard	SSSA/FE/MF/268	MF	9 ltr	Shed-01
270.		SSSA/FE/MF/269	MF	9 ltr	Shed-04
271.		SSSA/FE/MF/270	MF	9 ltr	Shed-06
272.	Production AM-Block	PBAM/FE/DCP/271	DCP	25 KG	Entry / Exit
273.		PBAM/FE/MF/272	MF	9 ltr	Entry / Exit Left side
274.		PBAM/FE/DCP/273	DCP	10 kG	Apposite RE-02
275.		PBAM/FE/DCP/274	DCP	10 kG	Apposite RE-10
276.		PBAM/FE/DCP/275	DCP	10 kG	Apposite RE-12
277.		PBAM/FE/MF/276	MF	9 ltr	Entry / Exit of drying room left side
278.		PBAM/FE/DCP/277	DCP	10 kG	Left side of the vacuum tray Dreier
279.		PBAM/FE/CO2/278	CO2	4.5 kg	Apposite of CF-02
280.		PBAM/FE/DCP/279	DCP	25 kG	Emergency Exit
281.		PBAM/FE/DCP/280	DCP	10 kG	Electrical Panel room outside
282.		PBAM/FE/CO2/281	CO2	4.5 kg	Electrical Panel room
283.	Production G-Block	PBG/FE/DCP/282	DCP	10 KG	Back side of the production block
284.		PBG/FE/DCP/283	DCP	10 kg	
285.	Production AO-Block	PBAO/FE/CO2/284	CO2	4.5 KG	Outside Of AO-Block
286.		PBAO/FE/CO2/285	CO2	4.5 KG	Outside Of AO-Block
287.		PBAO/FE/DCP/286	DCP	10 KG	Left side of AOD/ST-01
288.		PBAO/FE/CO2/287	CO2	4.5 KG	Backside of AO/PNF-02

289.		PBAO/FE/DCP/288	DCP	10 KG	In front Of H2 cylinder
290.		PBAO/FE/CO2/289	CO2	4.5 KG	In front Of AO/SWT/02
291.		PBAO/FE/CO2/290	CO2	4.5 KG	Entry /Exit first floor
292.		PBAO/FE/DCP/291	DCP	10 KG	Apposite of AO/RC-01B
293.		PBAO/FE/CO2/292	CO2	4.5 KG	Apposite of AO/HY/01
294.		PBAO/FE/DCP/293	DCP	10 KG	Apposite of RE-03
295.		PBAO/FE/CO2/294	CO2	4.5 KG	Apposite of RE-04
296.		PBAO/FE/DCP/295	DCP	10 KG	First floor of AO-block near AHU
297.		PBAO/FE/MF/296	MF	9 LTR	Near distillation column
298.		PBAO/FE/DCP/297	DCP	5 KG	Near distillation column
299.		PBAO/FE/CO2/298	CO2	4.5 KG	Panel Room
300.		PBAO/FE/CO2/299	CO2	4.5 KG	Panel Room
301.		PBAO/FE/CO2/300	CO2	4.5 KG	Thermic fluid Panel Room
302.		PBAO/FE/CO2/301	CO2	4.5 KG	Thermic fluid Room
303.		PBAO/FE/MF/302	MF	9 LTR	H2-cylinder shed
304.		PBAO/FE/MF/303	MF	9 LTR	H2-cylinder shed
305.		PBAO/FE/CO2/304	CO2	4.5 KG	H2-cylinder shed
306.		PBAO/FE/DCP/305	DCP	10 kG	H2-cylinder shed
307.		PBAO/FE/DCP/306	DCP	10 kG	H2-cylinder shed
308.		PBAO/FE/DCP/307	DCP	10 kG	Ammonia gas passing station
309.		PBAO/FE/DCP/308	DCP	10 kG	Ammonia gas passing station left side of AO
310.		PBAO/FE/MF/309	MF	9 ltr	RE-08 Near
311.		PBAO/FE/CO2/310	CO2	4.5 KG	Near LF-02 G/Floor
312.	Production AO-Block	PBAO/FE/MF/311	MF	9 ltr	apposite of LF-02 G/F
313.		PBAO/FE/MF/312	MF	9 ltr	apposite of CF-01 G/F
314.		PBAO/FE/CO2/313	CO2	4.5 KG	backside of CF-01 G/F
315.		PBAO/FE/CO2/314	CO2	4.5 KG	Packing Material entry Room
316.		PBAO/FE/CO2/315	CO2	4.5 KG	Packing Material entry Room
317.		PBAO/FE/CO2/316	CO2	4.5 KG	finished product room
318.		PBAO/FE/CO2/317	CO2	4.5 KG	Quarantine room
319.		PBAO/FE/MF/318	MF	9 ltr	Packing Material Exit area
320.		PBAO/FE/MF/319	MF	9 ltr	apposite equipment wash room
321.		PBAO/FE/MF/320	MF	9 ltr	Near RE-08 first floor
322.		PBAO/FE/MF/321	MF	9 ltr	Near RE-07 first floor
323.		PBAO/FE/CO2/322	CO2	4.5 KG	Near RE-06 first floor
324.		PBAO/FE/MF/323	MF	9 ltr	Near RE-05 first floor

325.		PBAO/FE/MF/324	MF	9 ltr	Near Emergency door first floor
326.		PBAO/FE/MF/325	MF	9 ltr	Left side of RE-09
327.		PBAO/FE/CO2/326	CO2	4.5 KG	Apposite ANFD-01
328.		PBAO/FE/CO2/327	CO2	4.5 KG	Panel Room
329.		PBAO/FE/CO2/328	CO2	4.5 KG	Panel Room
330.		PBAO/FE/CO2/329	CO2	4.5 KG	Utility room Apposite
331.	Stripper	ST/FE/CO2/330	CO2	4.5 KG	Stripper Ground Floor
332.		ST/FE/CO2/331	CO2	4.5 KG	Stripper 1st Floor
333.		ST/FE/CO2/332	CO2	4.5 KG	Stripper 2nd Floor
334.	R&D	R&D/FE/DCP/333	DCP	01 KG	In Non onco lab between FH-01 & FH-02
335.		R&D/FE/DCP/334	DCP	01 KG	In Non onco lab between FH-04 & FH-05
336.		R&D/FE/DCP/335	DCP	01 KG	In Non onco lab between FH-04 & FH-05
337.		R&D/FE/DCP/336	DCP	01 KG	In Non onco lab between FH-01 & FH-02
338.		R&D/FE/DCP/337	DCP	01 KG	In onco lab between FH-04 & FH-05
339.		R&D/FE/DCP/338	DCP	01 KG	In onco lab between FH-07 & FH-08
340.		R&D/FE/MF/339	MF	9 LITR	Beside R&D at spent solvent handling area
341.	Production D-Block	PBD/FE/MF/340	MF	9 LITR	D-Block Front side at solvent handling area
342.	PCC Room	PCC/FE/MF/341	MF	9 LITR	33kw VCB panel room
343.	Production G-Block	PBGPR/FE/DCP/353	DCP	05 KG	G-Block Pannel room entrence
344.		PBGPR/FE/DCP/354	DCP	05 KG	G-Block Pannel room first Floor
345.	Production AO-Block	PBAO/FE/CO2/355	CO2	4.5 KG	First Floor AO/RE-29
346.		PBAO/FE/DCP/356	DCP	10 kG	AO Block Ground floor
347.		PBAO/FE/CO2/357	CO2	4.5 KG	Module-I aposite of AO/RE-18
348.		PBAO/FE/DCP/358	DCP	10 kG	Module-I aposite of AO/RE-22
349.		PBAO/FE/CO2/359	CO2	4.5 KG	Module-II aposite of AO/RE-29

350.		PBAO/FE/DCP/360	DCP	10 kG	Module-II aposite of AO/RE-29
351.		PBAO/FE/DCP/361	DCP	50 kg	Module-II Ground Floor
352.		PBAO/FE/CO2/362	CO2	4.5 KG	Module-I aposite of AO/RE-20
353.		PBAO/FE/CO2/363	CO2	4.5 KG	Module-I aposite of AO/RE-25
354.		PBAO/FE/DCP/364	DCP	10 kG	Module-I Second Floor aposite of AO/RE-21
355.		PBAO/FE/CO2/365	CO2	4.5 KG	Module-II Second Floor aposite of AO/RE-27
356.	Production AM-Block	PBAM/FE/DCP/369	DCP	10 kG	Ground Floor AM -Block
357.		PBAM/FE/CO2/370	CO2	05 KG	AM-Block First Floor
358.		PBAM/FE/DCP/371	DCP	10 kG	AM-Block First Floor
359.		372 Missing FE			
360.		PBAO/FE/CO2/373	CO2	4.5 KG	ShericalDriyer room
361.	Boiler	BOH/FE/DCP/380	DCP	10 kG	Boiler ground floor
362.		BOH/FE/DCP/381	DCP	10 kG	Entrence Of husk yard
363.	Production E-Block	PBE/FE/DCP/382	DCP	10 kG	Peeler Centrifuge Area
364.		PBE/FE/DCP/383	DCP	10 kG	ShericalDriyer room
365.		PBE/FE/CO2/384	CO2	4.5 KG	
366.	Emergency Trolly	ET/FE/DCP/385	DCP	10 kG	Emergency Trolly
367.		ET/FE/CO2/386	CO2	4.5 KG	
368.		ET/FE/MF/387	MF	9 LITR	
369.	Hot oil Boiler	BOH/FE/DCP/388	DCP	10 KG	Hot oil Boiler Area
370.		BOH/FE/CO2/389	CO2	4.5 KG	Hot oil Boiler Area
371.	H-Block hydrogenation	PBH/FE/DCP/390	DCP	10 KG	H-Block hydrogenation Area
372.		PBH/FE/DCP/391	DCP	10 KG	H-Block hydrogenation Area
373.		PBH/FE/DCP/392	DCP	10 KG	H-Block hydrogenation Area
374.		PBH/FE/DCP/393	DCP	10 KG	H-Block hydrogenation Area
375.	E-Block	PBE/FE/DCP/394	DCP	10 KG	Ground Floor
376.		PBE/FE/CO2/395	CO2	4.5 KG	Near Emergrncy Exit ground Floor
377.		PBE/FE/MF/396	MF	9 ltr	Near Staircase step in first floor

378.		PBE/FE/DCP/397	DCP	10 kG	Near RE-22 first floor
379.	New Warehouse Shed-I New Warehouse Shed-II	WH/SHED-I/FE/CO2/001	CO2	9 KG	Inside Of New ware House shed-I
380.		WH/SHED-I/FE/DCP/002	DCP	10 KG	New Warehouse Shed-I New Warehouse Shed-
381.		WH/SHED-I/FE/DCP/003	DCP	10 KG	
382.		WH/SHED-I/FE/DCP/004	DCP	10 KG	
383.		WH/SHED-I/FE/DCP/005	DCP	50 kG	
384.		WH/SHED-I/FE/DCP/006	DCP	10 KG	
385.		WH/SHED-I/FE/DCP/007	DCP	50 KG	
386.		WH/SHED-I/FE/DCP/008	DCP	50 kG	
387.		WH/SHED-I/FE/DCP/009	DCP	10 KG	
388.		WH/SHED-I/FE/DCP/010	DCP	50 KG	
389.		WH/SHED-I/FE/DCP/011	DCP	50 KG	
390.		WH/SHED-I/FE/DCP/012	DCP	25 KG	
391.		WH/SHED-I/FE/DCP/013	DCP	25 KG	
392.		WH/SHED-I/FE/DCP/014	DCP	25 KG	
393.		WH/SHED-I/FE/DCP/015	DCP	25 KG	
394.		WH/SHED-II/FE/DCP/016	DCP	25 KG	Inside Of New ware House shed-II
395.		WH/SHED-II/FE/DCP/017	DCP	25 KG	
396.		WH/SHED-II/FE/DCP/018	DCP	25 KG	
397.		WH/SHED-II/FE/DCP/019	DCP	25 KG	

398.		WH/SHED-II/FE/DCP/020	DCP	50 KG	
399.		WH/SHED-II/FE/DCP/021	DCP	50 KG	
400.		WH/SHED-II/FE/DCP/022	DCP	50 KG	
401.		WH/SHED-II/FE/CO2/023	CO2	9 KG	
402.		WH/SHED-II/FE/DCP/024	DCP	50 KG	
403.		WH/SHED-II/FE/DCP/025	DCP	10 KG	
404.		WH/SHED-II/FE/DCP/026	DCP	50 KG	
405.		WH/SHED-II/FE/DCP/027	DCP	10 KG	
406.		WH/SHED-II/FE/DCP/028	DCP	10 KG	
407.		WH/SHED-II/FE/DCP/029	DCP	10 KG	
408.		WH/SHED-II/FE/DCP/030	DCP	10 KG	
409.	Peptide	PEP/FE/CO2/374	CO2	4.5 KG	Purification lab Door intrence
410.		PEP/FE/DCP/375	DCP	10 KG	Purification lab Door intrence
411.		PEP/FE/CO2/376	CO2	4.5 KG	synthesis Lab Inside
412.		PEP/FE/DCP/377	DCP	10 KG	synthesis Lab Inside
413.		PEP/FE/DCP/378	DCP	10 KG	In front of cold storage room
414.		PEP/FE/DCP/379	DCP	25 KG	Peptide &R&d lab door Entrence
415.		PEP/FE/DCP/380	DCP	25 KG	Conference Hall door entrence
416.	Polymer	PM/FE/CO2/001	CO2	4.5 KG	PR&T Lab-01 Inside
417.		PM/FE/DCP/002	DCP	10 KG	PR&T FH-005 Aposite
418.		PM/FE/CO2/003	CO2	4.5 KG	PR&T Lab-02 Inside area
419.		PM/FE/DCP/004	DCP	10 KG	PR&T FH-011 Aposite
420.		PM/FE/CO2/005	CO2	4.5 KG	PR&T Pilot Lab Inside
421.		PM/FE/DCP/006	DCP	10 KG	PR&T Pilot Lab Inside

422.		PM/FE/DCP/007	DCP	25 KG	PR&T lab-01 door Entrence Right side
423.		PM/FE/DCP/008	DCP	25 KG	PR&T Pilot lab Inside door Entrence Right side
424.	AO7-Modification New added	PBAO7/FE/DCP/403	DCP	9 KG	AO7 Block Entrence
425.		PBAO7/FE/DCP/404	DCP	9 KG	AO7 Block Ground Floor
426.		PBAO7/FE/DCP/405	DCP	4.5 KG	AO7 Block Ground Floor
427.		PBAO7/FE/CO2/406	CO2	9 KG	AO7 Block In First Floor
428.		PBAO7/FE/DCP/407	DCP	25 KG	AO7 Block In Second Floor
429.		PBAO7/FE/DCP/408	DCP	25 KG	AO7 Block In Third Floor
430.		PBAO7/FE/CO2/409	CO2	9 KG	AO7 Block In Third Floor
431.		PBAO7/FE/DCP/410	DCP	9 KG	AO7 Block In Third Floor
432.		PBAO7/FE/DCP/411	DCP	9 KG	AO7 Block In Fourth Floor
433.		PBAO7/FE/CO2/412	CO2	9 KG	AO Block In Fourth Floor
434.		PBAO7/FE/DCP/413	DCP	9 KG	AO7 Block In Fourth Floor
435.		PBAO7/FE/DCP/414	DCP	9 KG	AO7 Block In Fifth Floor
436.		PBAO7/FE/DCP/415	DCP	9 KG	AO7 Block In Fifth Floor
437.	Solvent Yard	SY/FE/DCP/416	DCP	10KG	Solvent tanker Unloading area
438.		SY/FE/MF/417	MF	45 Litr	Bulk Solvent tanker Unloading area
439.		SY/FE/MF/418	MF	45 Litr	Bulk Solvent Dispensing Area
440.	G-Block	PBG/FE/DCP/419	DCP	25 kg	Solvent Storage Tank area
441.	OHC	OHC/FE/DCP/420	DCP	10KG	At OHC Room
442.	Ammonia Tonner Shed	BH/FE/DCP/421	DCP	25KG	Ammonia Tonner Cylinder Storage shed
443.		BH/FE/DCP/422	DCP	25KG	Ammonia Tonner Cylinder Storage Entrance
444.		BF/FE/DCP/423	DCP	25KG	Hydrogen Gas Storage Cylinder area
445.		BF/FE/DCP/424	DCP	25KG	Hydrogen Gas Storage Cylinder Entrance Area
446.	Hydrogen Gas Passing Station AO-Block	PBAO/FE/DCP/425	DCP	4.5 KG	Gas Passing Station area
447.		PBAO/FE/DCP/426	DCP	25KG	Hydrogen Gas Passing Station
448.		PBAO/FE/DCP/427	DCP	25KG	Hydrogen Gas Passing Station
449.		PBAO/FE/DCP/428	DCP	9 KG	Hydrogen Gas Passing Station

450.		PBAO/FE/DCP/429	DCP	9 KG	Hydrogen Gas Passing Station
451.	Hydrogen Gas Storage Cylinder	BF/FE/DCP/430	CO2	4.5 KG	Hydrogen Gas Storage Cylinder Entrance Are
452.		BF/FE/DCP/431	CO2	4.5 KG	Hydrogen Gas Storage Cylinder Left Side Area
453.		BF/FE/DCP/432	CO2	4.5 KG	Hydrogen Gas Storage Cylinder Right Side Area
454.		BF/FE/DCP/433	CO2	4.5 KG	Hydrogen Gas Storage Cylinder Right Side Area
455.	QC	QC/FE/DCP/434	DCP	9 KG	At QC Analytical Room

Regards

Prakash J

For

TAN INDUSTRIAL SOLUTIONS

	SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)
TENTATIVE ENVIRONMENTAL & OHS AUDIT SCHEDULE	
Document Number: SPL2/EHS/YPR/EOHS/0001-00	Department : EHS
Effective Date: 02 Jan 2026	Ref. Document Number : SPL2/EHS/SOP/GEN/0026/T26

Prepared By			
Name:	BADESAB HUSEN SHAIKH	Designation:	Junior Executive
Date:	01 Jan 2026 14:57:06	Department:	EHS
Reviewed By			
Name:	ELANGOVAN .	Designation:	Deputy General Manager
Date:	01 Jan 2026 15:07:53	Department:	EHS
Approved By			
Name:	SHARATH REDDY KALKOTA	Designation:	Director
Date:	01 Jan 2026 17:27:39	Department:	Administration

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	SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)
TENTATIVE ENVIRONMENTAL & OHS AUDIT SCHEDULE	
Document Number: SPL2/EHS/YPR/EOHS/0001-00	Ref. Document Number : SPL2/EHS/SOP/GEN/0026/T26

Year-2026

Month → / **Department ↓**		**January**	**February**	**March**	**April**	**May**	**June**	**July**	**August**	**September**	**October**	**November**	**December**
Environmental Audit	**Audit Scheduled on**												
	Audit conducted on			18/03/26						18/09/26			
	Sign& Date			18/03/26						18/09/26			

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	SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)
TENTATIVE ENVIRONMENTAL & OHS AUDIT SCHEDULE	
Document Number: SPL2/EHS/YPR/EOHS/0001-00	Ref. Document Number : SPL2/EHS/SOP/GEN/0026/T26

OHS Audit	**Audit Scheduled on**												
	Audit conducted on			17/03/26						19/09/26			
	Sign& Date			17/08/26						19/09/26			

Note: Environmental & OHS Audit shall be carried out Every Six month on or before 30 days.

Prepared by:
Sign & Date: 01/01/26

Checked by:
Sign & Date: 01/01/26

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SHILPA PHARMA LIFESCIENCS LIMITED (UNIT-2)	
OCCUPATIONAL HEALTH & SAFETY PERFORMANCE EVALUATION OF CONTRACTORS	
Document No.: SPL2/EHS/SOP/GEN/0029/F05-00	Page 01 of 02

Occupational Health & Safety Performance Evaluation of Contractors	
Name of Contractor:	Anma 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 No.	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

17	Number of unsafe movements of vehicle incidents.	Nill	NA
18	Number of alcoholism incidents.	0	NA
19	Number of smoking/chewing incidents.	Nill	NA
20	Number of theft incidents.	Nill	NA

PART B (to be filled by User Department)

Review Comments (User Department):
Positive Feedback:

Improvement Areas:

Signature
Date 18/03/26

PART C (to be filled by EHS Department)

Review Comments (EHS Department):

Signature
Date 16/03/26

PART D (to be filled by HR Department)

Review Comments (HR Department):

Signature
Date 16/03/26

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)	
OHS INDUCTION TRAINING MODULE FOR CONTRACTORS	
Doc. Ref. No.: SPL2/EHS/SOP/GEN/0029/T04/00	Page :1 of 1

Date: 12/01/26

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

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

Name of the Contract Person: AB N Enterprise. Signature: Narasappa

Evaluation by trainer: Satisfactory / ~~Retraining Needed~~

Name of the Trainer: Vijay Kumar. N Signature: 12/01/26

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Department	:	Environment Health and Safety	**Doc Type / Content Type**	:	SOP/GEN
Document Number	:	SPL2/EHS/SOP/GEN/0002	**From Date**	:	N/A
Version Number	:	01	**To Date**	:	N/A
Source	:	Document	**Total Trained Duration**	:	56h 55m 43s
Document Name	:	ELECTRICAL AND NON-ELECTRICAL LOCKOUT AND TAGOUT			
Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1069-CHANNA REDDY .	11 Dec 2025	23 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 20m 25s	Senior Incharge	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
1070-GOVINDARAJULU MENDI SRINIVASULU	11 Dec 2025	25 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 16m 36s	Senior Shift Incharge	1355 - ARUN KUMAR SINGH
1071-PARMANAND RAMANNA PATIL	11 Dec 2025	23 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 12s	Senior Shift Incharge	3421 - RAJSHEKHAR BHIMASHA GAIKWAD

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Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1135-ANJALIYA BABU DANDU	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 15s	Shift Incharge	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
1147-VIJAY KUMAR KURUVA	11 Dec 2025	30 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 10m 27s	Senior Shift Incharge	1355 - ARUN KUMAR SINGH
1155-KHAJA SAB	11 Dec 2025	30 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 6m 23s	Senior Operator	4332 - MANJUNATHA D N
1162-S.NANDAKISHORE .	11 Dec 2025	12 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 11m 53s	Deputy Manager	4332 - MANJUNATHA D N

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Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1171-RAMACHANDRA RAO PAIDI	11 Dec 2025	30 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 2s	Deputy Manager	8767 - SANDIPOGU SHARATH BABU
1173-GANGANNA NAGALLAPUR	11 Dec 2025	24 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 49s	Senior Operator	4332 - MANJUNATHA D N
1178-ABDUL AZEEM	11 Dec 2025	26 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 10m 22s	Senior Operator	4332 - MANJUNATHA D N
1184-MEER MASOOD ALI	11 Dec 2025	30 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 34m 52s	Senior Chemist	3421 - RAJSHEKHAR BHIMASHA GAIKWAD

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Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1190-VENKATESHWARULU C	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 15m 9s	Senior Chemist	1045 - VEERESHAPPA .
1192-SURESH .	11 Dec 2025	29 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 14m 25s	Senior Operator	4332 - MANJUNATHA D N
1193-JINDAPPA K	11 Dec 2025	26 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 17m 12s	Shift Incharge	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
1196-UDAY KUMAR TALLAPALLY	11 Dec 2025	05 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 26s	Senior Chemist	1198 - SASIDHAR AVULA

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Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1198-SASIDHAR AVULA	11 Dec 2025	27 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 6m 50s	Senior Manager	9559 - NAGARAJ RAMA NAIK
1199-PRAVEEN CHINTALAPATI	11 Dec 2025	26 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 10m 25s	Executive	9646 - KUTALA ANANDA
1200-NAGABABU CHENNU	11 Dec 2025	02 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 35s	Assistant Manager	1198 - SASIDHAR AVULA
1205-RAJSHEKAR REDDY KANALA	11 Dec 2025	27 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 15m 31s	Assistant Manager	9646 - KUTALA ANANDA

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Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1209-DEVENDRA PRATAP SINGH	11 Dec 2025	16 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 11s	Deputy General Manager	1045 - VEERESHAPPA .
1210-ARUN KUMAR .CHAUHAN	11 Dec 2025	29 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 6s	Deputy Manager	9646 - KUTALA ANANDA
1218-RAMAKRISHNA KALIPINDI	11 Dec 2025	14 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 10m 49s	Shift Incharge	6808 - ELANGOVAN .

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Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1243-SHARANAPPA NAMMAKAM	11 Dec 2025	29 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 17s	Senior Assistant	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
1247-SIDDHARTHA REDDY PAMURI	11 Dec 2025	26 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 9m 53s	Senior Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
1251-SANDEEP GADDYAPPA VADIGERI	11 Dec 2025	02 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 12m 17s	Deputy Manager	4332 - MANJUNATHA D N

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1257-NARASIMAHLU GADWAL	11 Dec 2025	14 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 11m 52s	Senior Assistant	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
1262-VENKATA SUBBA REDDY DHANI REDDY	11 Dec 2025	01 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 2s	Assistant Manager	1198 - SASIDHAR AVULA
1304-UMESH JALKOTE	11 Dec 2025	20 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 14m 37s	Senior Chemist	1372 - NAGESWARA RAO GUDAVALLI

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1307-ARUN KUMAR GUNJANUR	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 14m 43s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH
1308-PRAVEEN KUMAR GADWAL	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 1s	Senior Chemist	1355 - ARUN KUMAR SINGH
1310-SRINIVAS AVULA	11 Dec 2025	03 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 6m 1s	Senior Executive	1198 - SASIDHAR AVULA
1318-SRINIVASA RAO KODALI	11 Dec 2025	14 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 29s	Deputy Manager	4332 - MANJUNATHA D N

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1321-ANIL GANGADHAR BOLLINENI	11 Dec 2025	25 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 6s	Senior Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
1347-SUMAN MIDDE	11 Dec 2025	27 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 6m 7s	Senior Executive	1355 - ARUN KUMAR SINGH
1355-ARUN KUMAR SINGH	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 11m 8s	Assistant general manager	1045 - VEERESHAPPA .
1364-NAGESHWAR RAO PADAMATI	11 Dec 2025	16 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 3s	Senior Executive	1209 - DEVENDRA PRATAP SINGH

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1372-NAGESWARA RAO GUDAVALLI	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 27s	Assistant Manager	1045 - VEERESHAPPA .
1394-SURESH AKKENA	11 Dec 2025	15 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 6m 38s	Executive	6808 - ELANGOVAN .
1404-KRISHNA .	11 Dec 2025	02 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 12m 11s	Assistant Manager	4332 - MANJUNATHA D N
1411-VITTHAL ABASO BABAR	11 Dec 2025	26 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 2s	Senior Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD

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1413-SHIVYOGI SHANKAR KOGNURE	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 7m 47s	Assistant Manager	1209 - DEVENDRA PRATAP SINGH
1418-SURESH SHIVAMURTHI	11 Dec 2025	12 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 5s	Senior Chemist	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
1479-MAHESH NARASIMHULU	11 Dec 2025	26 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 48s	Electrician	8767 - SANDIPOGU SHARATH BABU
1482-S P PRABHAKAR SIDDESHWAR KUMBHAR	11 Dec 2025	28 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 16m 40s	Senior Executive	1372 - NAGESWARA RAO GUDAVALLI

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1483-SUDHAKAR CHINDUKURI	11 Dec 2025	12 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 12m 18s	Senior Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
1495-BALAVEERAIAH VALADASU	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 5s	Shift Incharge	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
1496-PRASANNA RAVINDRA DHANSHETTI	11 Dec 2025	12 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 28s	Assistant Manager	1209 - DEVENDRA PRATAP SINGH

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1563-LINGA REDDY BANAVASI	11 Dec 2025	16 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 5s	Senior Assistant	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
1604-G.NAGARJUNA .	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 9m 20s	Deputy Manager	1209 - DEVENDRA PRATAP SINGH
1618-BHARATH KUMAR PISAY	11 Dec 2025	26 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 6m 6s	Manager	4332 - MANJUNATHA D N

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1657-PAVAN .	11 Dec 2025	24 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 32s	Senior Executive	8767 - SANDIPOGU SHARATH BABU
1679-M.NARESH KUMAR	11 Dec 2025	18 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 14s	Senior Executive	1355 - ARUN KUMAR SINGH
1697-YOGESH PATIL	11 Dec 2025	17 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 13s	Senior Executive	4332 - MANJUNATHA D N
1793-MEENAPPA MADIGA	11 Dec 2025	12 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 11m 37s	Manager	4332 - MANJUNATHA D N

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1842-HARI OM KUMAR	11 Dec 2025	03 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 9s	Senior Executive	1198 - SASIDHAR AVULA
1894-S.A.MAHESH KUMAR	11 Dec 2025	26 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 26s	Electrician	8767 - SANDIPOGU SHARATH BABU
1900-VENKAIAH YADAVA GOLLA	11 Dec 2025	27 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 1s	Supervisor	8767 - SANDIPOGU SHARATH BABU
1902-SHIVAPPA .	11 Dec 2025	26 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 3s	Senior Electrician	8767 - SANDIPOGU SHARATH BABU

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1903-GOUSE MOHINUDDIN	11 Dec 2025	26 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 47s	Senior Electrician	8767 - SANDIPOGU SHARATH BABU
1913-DEVARAJA .	11 Dec 2025	15 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 2s	Assistant	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
1937-NARASIMHA MURTHY VENKATA NANDURI	11 Dec 2025	14 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 23s	Assistant Manager	9646 - KUTALA ANANDA

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1945-ESWAR RAO BANISETTI	11 Dec 2025	19 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 14s	Deputy Manager	1355 - ARUN KUMAR SINGH
1958-M RAMU .	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 6m 19s	Manager	9646 - KUTALA ANANDA
1959-BASAVARAJ BASAVALINGAIAH	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 15s	Executive	8767 - SANDIPOGU SHARATH BABU
1962-RANGA RAO BAGGU	11 Dec 2025	01 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 10m 14s	Senior Executive	1198 - SASIDHAR AVULA

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1974-VENKATARAO SAANA	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 8s	Senior Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
2006-JINDOBA KASHINATH WAGHMODE	11 Dec 2025	27 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 10m 4s	Senior Executive	9646 - KUTALA ANANDA
2016-MAGANTI VENKATA HARIDEEP	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 12m 32s	Senior Executive	8767 - SANDIPOGU SHARATH BABU
2025-ALURE VASANT	11 Dec 2025	14 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 7s	Senior Executive	9646 - KUTALA ANANDA

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2027-SANTHOSH MIRJI	11 Dec 2025	24 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 11s	Senior Executive	4332 - MANJUNATHA D N
2059-MAHESH NARASU BHANDARI	11 Dec 2025	25 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 18s	Executive	4332 - MANJUNATHA D N
2075-RAMESH BABU YKKALURI	11 Dec 2025	28 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 10m 42s	Executive	1198 - SASIDHAR AVULA
2085-SRIHARI RAO EMANI	11 Dec 2025	08 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 6m 9s	Assistant Manager	9646 - KUTALA ANANDA

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2113-RAJAGOPAL ONTERU	11 Dec 2025	23 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 11m 33s	Senior Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
2127-MALLESU DALAVAI	11 Dec 2025	15 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 12m 43s	Senior Executive	5528 - NAGARAJU GAMIDI
2134-VENKATA PRASAD KONDAPALLI	11 Dec 2025	15 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 43s	Executive	1355 - ARUN KUMAR SINGH
2142-AMAR SARODE	11 Dec 2025	30 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 2s	Executive	4332 - MANJUNATHA D N

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
2194-KOVELAKUNTLA VENKATESWARLU	11 Dec 2025	28 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 7s	Executive	9646 - KUTALA ANANDA
2212-K SANKAR	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 16s	Assistant Manager	1372 - NAGESWARA RAO GUDAVALLI
2214-SHRISHAIL SHIVASHARANAPPA BAMBASE	11 Dec 2025	14 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 15m 28s	Shift Incharge	9646 - KUTALA ANANDA
2229-DEVI KRISHNA GUJJULA	11 Dec 2025	30 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 54s	Senior Executive	1198 - SASIDHAR AVULA

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Version Number	:	01	**To Date**	:	N/A
Source	:	Document	**Total Trained Duration**	:	56h 55m 43s
Document Name	:	ELECTRICAL AND NON-ELECTRICAL LOCKOUT AND TAGOUT			
Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
2236-BOLLA SURENDRA REDDY	11 Dec 2025	12 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 6m 24s	Deputy Manager	1209 - DEVENDRA PRATAP SINGH
2307-AVULARAJU POKALA	11 Dec 2025	26 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 25s	Senior Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
2334-SHANKAR MEEDIGADA	11 Dec 2025	26 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 2s	Senior Executive	1209 - DEVENDRA PRATAP SINGH
2362-LINGARAJU CHOLAPPA BETTAPNOR	11 Dec 2025	26 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 12m 55s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH

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2408-NISHANT KUMAR	11 Dec 2025	16 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 6m 52s	Senior Executive	1209 - DEVENDRA PRATAP SINGH
2409-BRAHMAIAH MANDADAPU	11 Dec 2025	29 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 17m 33s	Assistant Manager	9646 - KUTALA ANANDA
2412-MADARVALI SYED	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 20s	Senior Executive	1209 - DEVENDRA PRATAP SINGH
2502-VIDYADHAR CHIUVERI	11 Dec 2025	14 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 6m 19s	Executive	1209 - DEVENDRA PRATAP SINGH

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2546-SHARANABASAVA REVANNASID KULKARNI	11 Dec 2025	15 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 14m 4s	Assistant Manager	4332 - MANJUNATHA D N
2601-MULAPARTHI SAMRAJ	11 Dec 2025	16 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 6m 29s	Senior Executive	9646 - KUTALA ANANDA
2636-B.SHIVA KUMAR	11 Dec 2025	02 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 2s	Assistant Manager	1198 - SASIDHAR AVULA
2637-NAGA SAI KOLLIPARA	11 Dec 2025	26 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 10s	Senior Executive	1355 - ARUN KUMAR SINGH

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2695-NARESH BHANDARIGAL	11 Dec 2025	08 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 13m 25s	Engineer	4332 - MANJUNATHA D N
2787-RAJEEV PERIMI	11 Dec 2025	17 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 10m 27s	Senior Executive	9646 - KUTALA ANANDA
2789-SRINIVASULU REDDY KONDA	11 Dec 2025	17 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 19s	Executive	6808 - ELANGOVAN .
2796-G SUBRAMANYAM REDDY	11 Dec 2025	29 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 16s	Senior Executive	1355 - ARUN KUMAR SINGH

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2834-SAMEER M	11 Dec 2025	17 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 6m 15s	Assistant	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
2849-EDUKONDALU PAGOLU	11 Dec 2025	19 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 8s	Senior Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
2884-SRINIVASA RAO MUVVALA	11 Dec 2025	16 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 28s	Senior Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD

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2900-GUNTI VENKATESWARLU	11 Dec 2025	15 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 9s	Senior Executive	1209 - DEVENDRA PRATAP SINGH
2908-PURAMSHETTI SRINIVAS	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 10m 11s	Senior Executive	1355 - ARUN KUMAR SINGH
2911-BOYINI PARUSHURAM	11 Dec 2025	30 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 12m 16s	Executive	1355 - ARUN KUMAR SINGH
2919-NAVEEN SAMGAPU	11 Dec 2025	03 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 15s	Executive	5528 - NAGARAJU GAMIDI

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2922-VSV PRASAD AKULA	11 Dec 2025	24 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 6m 27s	Senior Executive	1355 - ARUN KUMAR SINGH
2952-ATTUNURU PRASAD REDDY	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 11m 57s	Assistant Manager	1209 - DEVENDRA PRATAP SINGH
2995-ARAVIND GIDDALUR	11 Dec 2025	16 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 7m 44s	Senior Executive	1355 - ARUN KUMAR SINGH
3017-KASI SANDEEP BURUGUPALLI	11 Dec 2025	26 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 6m 1s	Senior Executive	5528 - NAGARAJU GAMIDI

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3019-FAYAZ AHMAD SHAIK	11 Dec 2025	15 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 32s	Senior Executive	5528 - NAGARAJU GAMIDI
3084-CHANDRA SHEKAR .	11 Dec 2025	28 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 11m 23s	Supervisor	8767 - SANDIPOGU SHARATH BABU
3085-RANGANATHA	11 Dec 2025	26 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 1s	Electrician	8767 - SANDIPOGU SHARATH BABU
3086-SURESH .	11 Dec 2025	26 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 11m 49s	Jr.Electrician	8767 - SANDIPOGU SHARATH BABU

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3087-ASHOK .	11 Dec 2025	27 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 28s	Jr.Electrician	8767 - SANDIPOGU SHARATH BABU
3090-RAKESH KUMAR K	11 Dec 2025	16 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 14s	Site Incharge	4332 - MANJUNATHA D N
3100-THONDAMALLA VENKATA PRAVEEN KUMAR	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 29s	Executive	9646 - KUTALA ANANDA
3152-SUDHIR PATANGE	11 Dec 2025	02 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 51s	Engineer	4332 - MANJUNATHA D N

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3406-VAIBHAV VILAS DESHPANDE	11 Dec 2025	27 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 11m 19s	Senior Executive	9646 - KUTALA ANANDA
3421-RAJSHEKHAR BHIMASHA GAIKWAD	11 Dec 2025	25 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 57s	Deputy Manager	9559 - NAGARAJ RAMA NAIK
3476-MASULDAR ABDUL ZABER SHAIK	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 13m 15s	Executive	9646 - KUTALA ANANDA
3481-BALACHANDAR B	11 Dec 2025	21 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 11m 58s	Senior Executive	9646 - KUTALA ANANDA

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3520-MOHAMMED GOUSE S S	11 Dec 2025	16 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 9m 42s	Executive	1618 - BHARATH KUMAR PISAY
3523-AMARSING KISANSING RAJPUT	11 Dec 2025	12 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 12m 47s	Senior Executive	1209 - DEVENDRA PRATAP SINGH
3573-AVINASH DIGAMBAR BHALERAO	11 Dec 2025	24 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 6s	Senior Executive	1209 - DEVENDRA PRATAP SINGH
3644-PRASHANT KALYANI GUNDURE	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 3s	Executive	1372 - NAGESWARA RAO GUDAVALLI

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3776-RAJASHEKHAR .	11 Dec 2025	25 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 29s	Senior Executive	1045 - VEERESHAPPA .
3784-NARASIMHULU AMJALA	11 Dec 2025	04 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 7s	Chemist	6808 - ELANGOVAN .
3822-KADATHALA SRAVAN GOUD	11 Dec 2025	25 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 49s	Executive	1355 - ARUN KUMAR SINGH
3917-SANTOSH KUMAR	11 Dec 2025	17 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 15m 36s	Senior Executive	1372 - NAGESWARA RAO GUDAVALLI

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3920-RAMAKRISHNA K. S	11 Dec 2025	15 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 6m 14s	Junior Executive	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
3978-GIRISH MOHAN BHANDARE	11 Dec 2025	29 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 11m 52s	Manager	1045 - VEERESHAPPA .
3996-ANILKUMAR POLISETTY	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 11m 5s	Senior Executive	1209 - DEVENDRA PRATAP SINGH

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4000-BALAJI VAMANRAO HANDGE	11 Dec 2025	18 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 11m 52s	Senior Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
4324-BASWRAJ KALYANI GUNDURE	11 Dec 2025	15 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 16m 58s	Executive	1355 - ARUN KUMAR SINGH
4332-MANJUNATHA D N	11 Dec 2025	25 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 38s	General Manager	1013 - SHARATH REDDY KALKOTA
4344-BADRINATH .	11 Dec 2025	15 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 29s	Senior Chemist	3421 - RAJSHEKHAR BHIMASHA GAIKWAD

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4412-VIRENDRA BHIMASHANKAR KALSHETTI	11 Dec 2025	15 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 8m 3s	Senior Chemist	9646 - KUTALA ANANDA
4453-P NAGARAJU .	11 Dec 2025	20 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 11m 39s	Executive	1198 - SASIDHAR AVULA
4454-PASUMARTHI OMKARESWARARAO	11 Dec 2025	15 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 7m 59s	Executive	9646 - KUTALA ANANDA
4606-SAGAR M	11 Dec 2025	02 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 11m 57s	Executive	1209 - DEVENDRA PRATAP SINGH

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
4609-UMESHA .	11 Dec 2025	02 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 16s	Senior Chemist	1198 - SASIDHAR AVULA
4649-GOOTLO PAVAN KUMAR	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 16m 21s	Executive	9646 - KUTALA ANANDA
4664-MOHAN KUMAR B	11 Dec 2025	25 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 14m 23s	Executive	8767 - SANDIPOGU SHARATH BABU
4666-PERUMALA SATISH KUMAR	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 10m 7s	Senior Executive	1355 - ARUN KUMAR SINGH

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
4788-AMARRAYYA .	11 Dec 2025	14 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 14m 23s	Executive	4332 - MANJUNATHA D N
4799-DEEPAK GOVINDRAO NATKARE	11 Dec 2025	24 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 11m 24s	Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
4866-DIVI VENUGOPAL	11 Dec 2025	30 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 13s	Deputy Manager	9559 - NAGARAJ RAMA NAIK
4901-THAMATAM SANTI	11 Dec 2025	06 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 27s	Senior Chemist	1198 - SASIDHAR AVULA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
4980-MULAKA MADHU	11 Dec 2025	14 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 24s	Deputy Manager	4332 - MANJUNATHA D N
5029-RAGHAVENDRA RAO K	11 Dec 2025	16 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 2s	Senior Assistant	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
5155-PARAMESHWAR .	11 Dec 2025	19 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 18s	Executive	1355 - ARUN KUMAR SINGH

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5208-VIJAY KUMAR N	11 Dec 2025	17 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 6m 9s	Executive	6808 - ELANGOVAN .
5301-MAHESH MANIK VANVE	11 Dec 2025	27 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 10m 18s	Senior Chemist	1198 - SASIDHAR AVULA
5314-BASANA GOWDA C	11 Dec 2025	15 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 10m 37s	Engineer	4332 - MANJUNATHA D N
5350-KIRAN KUMAR S	11 Dec 2025	15 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 12m 49s	Executive	9646 - KUTALA ANANDA

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5438-BEERAPPA BALBHIM GAWADE	11 Dec 2025	29 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 28s	Executive	5528 - NAGARAJU GAMIDI
5491-SUKADEV MOHANTY	11 Dec 2025	21 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 16m 27s	Senior Executive	1198 - SASIDHAR AVULA
5503-S SUMAN .	11 Dec 2025	22 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 2s	Executive	6808 - ELANGOVAN .
5528-NAGARAJU GAMIDI	11 Dec 2025	02 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 15m 15s	Manager	9559 - NAGARAJ RAMA NAIK

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5548-SUSHANT PANDURANG PATIL	11 Dec 2025	31 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 16m 9s	Senior Executive	9646 - KUTALA ANANDA
5549-PINJARI SAIFULLA	11 Dec 2025	14 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 1s	Executive	9646 - KUTALA ANANDA
5592-VENKATESU NAIK RAMAVATH	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 41s	Executive	9646 - KUTALA ANANDA
5687-D BALAKRISHNA .	11 Dec 2025	29 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 10m 3s	Senior Executive	9646 - KUTALA ANANDA

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5694-AVADHUT ASHOK KULKARNI .	11 Dec 2025	27 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 13m 18s	Executive	9646 - KUTALA ANANDA
5910-KAUTIK MUKTAJI JADHAV	11 Dec 2025	31 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 1s	Senior Chemist	5528 - NAGARAJU GAMIDI
5928-KOTHARE VAIBHAV SANJAY	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 5s	Executive	1209 - DEVENDRA PRATAP SINGH
6033-S MAHESH	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 15m 6s	Executive	1209 - DEVENDRA PRATAP SINGH

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6040-AJIT CHANDRAKANT BORUTE	11 Dec 2025	27 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 18m 21s	Executive	1209 - DEVENDRA PRATAP SINGH
6069-GOLLA PANDUKUMAR	11 Dec 2025	30 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 19m 48s	Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
6196-BANDAMEEDI RAMESH	11 Dec 2025	19 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 7m 20s	Executive	1355 - ARUN KUMAR SINGH
6222-RAGHUPATHI ACHARI	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 10m 3s	Senior Process Engineer	9559 - NAGARAJ RAMA NAIK

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
6284-HANUMANTHA J GOWDA	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 26s	Senior Executive	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
6286-PARASHURAMA .	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 4s	Senior Chemist	9646 - KUTALA ANANDA
6427-SANDRALA PRASAD	11 Dec 2025	12 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 10m 47s	Executive	7539 - SHANI PT

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
6542-APPIKATLA SAI KUMAR	11 Dec 2025	14 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 11m 5s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH
6585-T BALAJI SAVANTH	11 Dec 2025	02 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 12m 58s	Assistant Manager	1355 - ARUN KUMAR SINGH
6645-CHANDRASHEKAR SHANTAMALLAPPA DUDHANI	11 Dec 2025	25 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 7m 42s	Assistant general manager	9545 - MANICKAVASAGAM J
6683-SURYA PRAKASH MAURYA	11 Dec 2025	25 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 21m 0s	Senior Chemist	1355 - ARUN KUMAR SINGH

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
6960-ANISH CHANDRAN	11 Dec 2025	10 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 2s	Assistant	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
7049-SANTOSH K	11 Dec 2025	14 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 13m 59s	Senior Chemist	9646 - KUTALA ANANDA
7110-SHRIKRUSHNA SUBHASH TELORE	11 Dec 2025	12 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 11s	Executive	1355 - ARUN KUMAR SINGH

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7168-SALUNKHE NAMDEO SHIVAJI	11 Dec 2025	14 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 9s	Assistant	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
7260-NAGARAJ GANGANNAVAR	11 Dec 2025	28 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 11s	Junior Executive	6808 - ELANGOVAN .
7273-KUMMARI RAMESH	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 12m 52s	Senior Chemist	9646 - KUTALA ANANDA

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7277-PRITHVIRAJ POPAT RANANAVARE	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 7m 33s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH
7282-RAJ KUMAR VISHWAKARMA	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 6s	Chemist	1209 - DEVENDRA PRATAP SINGH
7283-MANOJ KUMAR	11 Dec 2025	16 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 11m 28s	Process Engineer	1209 - DEVENDRA PRATAP SINGH
7286-NITINKUMAR VIRABHADRAPPA NASALE	11 Dec 2025	14 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 16s	Executive	9646 - KUTALA ANANDA

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7311-BYRAKONDA HARI KRISHNA	11 Dec 2025	12 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 11m 15s	Executive	1372 - NAGESWARA RAO GUDAVALLI
7322-MANVENDRA SINGH	11 Dec 2025	16 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 33m 27s	Process Engineer	9646 - KUTALA ANANDA
7343-VISHAL KUMAR	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 11m 13s	Chemist	1209 - DEVENDRA PRATAP SINGH
7371-AKSHAY MALLU BODHALE	11 Dec 2025	25 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 8s	Trainee Chemist	5528 - NAGARAJU GAMIDI

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7387-BISWARANJAN PADHY	11 Dec 2025	14 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 15m 13s	Process Engineer	7539 - SHANI PT
7388-ABINASH PARIDA	11 Dec 2025	15 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 12m 21s	Process Engineer	9646 - KUTALA ANANDA
7413-SUNIL KUMAR YADAV	11 Dec 2025	22 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 17m 48s	Chemist	7539 - SHANI PT
7420-ATAR SINGH	11 Dec 2025	12 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 1s	Chemist	1209 - DEVENDRA PRATAP SINGH

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7426-MAHESH SIDDAPPA JATTI	11 Dec 2025	12 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 8m 29s	Senior Process Engineer	9646 - KUTALA ANANDA
7427-DEEPAK NAVNATH TONDE	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 10m 6s	Chemist	9646 - KUTALA ANANDA
7431-SHIVANAND RAMESH KOLLI	11 Dec 2025	16 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 25m 54s	Senior Chemist	1219 - SARAVANAN N
7441-VENKAT PRASAD G	11 Dec 2025	18 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 16m 43s	Chemist	9646 - KUTALA ANANDA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7446-MILIND MANIK SARPE	11 Dec 2025	19 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 13s	Chemist	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
7447-RAVSAHEB CHANDRAKANT RAYKAR	11 Dec 2025	14 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 48s	Chemist	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
7450-BAPALA MANOJ KUMAR	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 2s	Senior Chemist	9646 - KUTALA ANANDA
7459-MAHADEV RAMESH	11 Dec 2025	12 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 12m 35s	Senior Process Engineer	9646 - KUTALA ANANDA

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Source	:	Document	**Total Trained Duration**	:	56h 55m 43s
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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7460-PRATAP SUBHASH BHOSALE	11 Dec 2025	02 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 26m 30s	Chemist	7539 - SHANI PT
7464-AKSHAY CHANGDEO SALUNKE	11 Dec 2025	18 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 7s	Chemist	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
7466-A VEERESHA	11 Dec 2025	27 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 11m 49s	Senior Chemist	9646 - KUTALA ANANDA
7487-SHIVNARAYAN PRAJAPATI	11 Dec 2025	10 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 26s	Process Engineer	7539 - SHANI PT

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7504-RITESH SUKHDEV SALUNKE	11 Dec 2025	12 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 18m 26s	Chemist	7539 - SHANI PT
7505-GIJE MOKIND SONIBA	11 Dec 2025	12 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 6m 28s	Process Engineer	7539 - SHANI PT
7509-SURAJ MARUTI GAWADE	11 Dec 2025	03 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 11m 28s	Senior Chemist	1198 - SASIDHAR AVULA
7519-MALLIKARJUNA GOWDA GM	11 Dec 2025	14 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 17m 10s	Chemist	1372 - NAGESWARA RAO GUDAVALLI

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7524-RAHUL .	11 Dec 2025	30 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 21s	Executive	1355 - ARUN KUMAR SINGH
7539-SHANI PT	11 Dec 2025	16 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 6m 5s	Senior Manager	9559 - NAGARAJ RAMA NAIK
7540-MAHADEV .	11 Dec 2025	15 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 10m 22s	Chemist	1372 - NAGESWARA RAO GUDAVALLI
7545-PAVAN SARJERAO GURAV	11 Dec 2025	24 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 17m 59s	Senior Chemist	3421 - RAJSHEKHAR BHIMASHA GAIKWAD

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7549-A VENKATA SHIVA REDDY	11 Dec 2025	27 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 37s	Deputy Manager	9646 - KUTALA ANANDA
7565-SAGAR LAXMAN GAVALI	11 Dec 2025	14 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 14m 54s	Executive	9646 - KUTALA ANANDA
7569-S SATISH .	11 Dec 2025	12 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 12m 18s	Trainee Chemist	9646 - KUTALA ANANDA
7594-LOKESH SHIVANAND ATHANI	11 Dec 2025	19 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 7m 8s	Trainee Chemist	1209 - DEVENDRA PRATAP SINGH

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7607-VIKAS ASHOK DHANWAT	11 Dec 2025	14 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 14s	Chemist	1209 - DEVENDRA PRATAP SINGH
7615-VELPULA MALLESWARA RAO	11 Dec 2025	15 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 15s	Senior Chemist	9646 - KUTALA ANANDA
7628-MUPPALLA RAMA KRISHNA	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 8m 24s	Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
7659-MOHAMMED NASEER HUSSAIN	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 15m 47s	Chemist	1355 - ARUN KUMAR SINGH

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7660-AVINASH ANNASO BHUJAWADKAR	11 Dec 2025	22 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 9m 57s	Chemist	1355 - ARUN KUMAR SINGH
7664-VEEREJU CHITTIBABU	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 12m 3s	Senior Chemist	7539 - SHANI PT
7665-AMRUTHALURI SURESHBABU	11 Dec 2025	18 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 35s	Senior Chemist	7539 - SHANI PT
7670-JEETENDRA SINGH	11 Dec 2025	12 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 11m 33s	Process Engineer	1209 - DEVENDRA PRATAP SINGH

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7671-GAWADE NILESH BAPUSAHEB	11 Dec 2025	12 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 4s	Chemist	1209 - DEVENDRA PRATAP SINGH
7673-PRAVEEN MALLIKARJUN HADIMANI	11 Dec 2025	25 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 11m 41s	Senior Assistant	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
7694-MANNU KUMAR KUSHWAHA	11 Dec 2025	04 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 11m 16s	Senior Chemist	1355 - ARUN KUMAR SINGH

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7695-SANTOSH KUMAR MAHARANA	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 17s	Assistant Manager	9646 - KUTALA ANANDA
7706-KAVALI NARSIMLU	11 Dec 2025	15 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 15m 17s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH
7718-BASAVARAJ KUMBAR	11 Dec 2025	23 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 13m 13s	Executive	4332 - MANJUNATHA D N
7720-NASIRAHMAD MAKANDAR	11 Dec 2025	17 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 11m 47s	Process Engineer	9646 - KUTALA ANANDA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7722-SRIHARI CHOUDHURY	11 Dec 2025	15 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 12m 36s	Process Engineer	1209 - DEVENDRA PRATAP SINGH
7761-SAURAV SANJAY SURWADE	11 Dec 2025	30 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 6s	Process Engineer	5528 - NAGARAJU GAMIDI
7777-ATISH SHARMA	11 Dec 2025	17 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 25m 6s	Senior Process Engineer	9646 - KUTALA ANANDA
7791-MD JAVEED	11 Dec 2025	26 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 9m 12s	Junior Executive	8767 - SANDIPOGU SHARATH BABU

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7796-KESANA SIVA NAGA RAJU	11 Dec 2025	15 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 4s	Trainee Chemist	1209 - DEVENDRA PRATAP SINGH
7803-RAMAWTAR RATHOUR	11 Dec 2025	02 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 12m 43s	Process Engineer	1355 - ARUN KUMAR SINGH
7817-AVINASH TAKALE	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 7s	Chemist	1209 - DEVENDRA PRATAP SINGH
7824-SWAPNIL SHIVAJI KANDEKAR	11 Dec 2025	23 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 15m 35s	Chemist	1198 - SASIDHAR AVULA

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7832-CHAITANYA RAVINDRA WALIMBE	11 Dec 2025	05 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 59s	Chemist	1198 - SASIDHAR AVULA
7835-SOMANATH ANNAYYA HIREMATH	11 Dec 2025	28 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 15m 29s	Senior Chemist	1355 - ARUN KUMAR SINGH
7844-SHIVANAND .	11 Dec 2025	16 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 17s	Senior Assistant	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI

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7862-ASHOK BALASAHEB BAGAL	11 Dec 2025	14 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 6m 7s	Chemist	1209 - DEVENDRA PRATAP SINGH
7872-ANIL MARUTI JANKAR	11 Dec 2025	26 Feb 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 11m 40s	Chemist	1198 - SASIDHAR AVULA
7873-MOHAMMAD AZAM SIDDIQUI	11 Dec 2025	29 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 25m 10s	Process Engineer	1355 - ARUN KUMAR SINGH
7893-SHINGADE BHAUSAHEB RATAN	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 6m 25s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH

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7894-VIJAY DNYANDEO KOTHAWALE	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 1s	Executive	1209 - DEVENDRA PRATAP SINGH
7906-RAHIL RAJUSHA FAKIR	11 Dec 2025	28 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 19m 54s	Chemist	9646 - KUTALA ANANDA
7907-MULLA KHALEEL AHMED	11 Dec 2025	18 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 46s	Senior Chemist	9646 - KUTALA ANANDA
7910-PRABHAKAR SHIVAJI LOHAR	11 Dec 2025	16 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 15m 6s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH

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7911-PRASHANT .	11 Dec 2025	18 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 4s	Senior Chemist	9646 - KUTALA ANANDA
7925-SATHISH KUMARESAN	11 Dec 2025	26 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 10m 8s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH
7948-POOJARI VINOD KUMAR	11 Dec 2025	29 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 15m 58s	Senior Executive	5528 - NAGARAJU GAMIDI
7960-AMIT BHAGWAT SHINDE	11 Dec 2025	14 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 2s	Chemist	9646 - KUTALA ANANDA

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7981-SHINDE AVINASH MACHINDRA	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 10m 57s	Chemist	9646 - KUTALA ANANDA
7983-ARUN KUMAR .	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 17s	Senior Chemist	9646 - KUTALA ANANDA
7986-SHUBHAM DILIP PHASE	11 Dec 2025	14 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 25s	Senior Chemist	9646 - KUTALA ANANDA
7998-DHEERAJ DIPAK KANASE	11 Dec 2025	15 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 11m 48s	Chemist	9646 - KUTALA ANANDA

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Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8014-JAVED GHUDULAL SAYYAD	11 Dec 2025	23 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 18m 36s	Senior Chemist	9646 - KUTALA ANANDA
8015-LAKSHMI REDDY VELPULA	11 Dec 2025	12 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 22s	Executive	9646 - KUTALA ANANDA
8016-VIKAS SINGH	11 Dec 2025	14 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 10m 10s	Process Engineer	1209 - DEVENDRA PRATAP SINGH
8028-PRADEEP S HANCHINAL	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 17m 50s	Trainee Chemist	9559 - NAGARAJ RAMA NAIK

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8076-RAM NAGNATH PATIL	11 Dec 2025	18 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 9s	Senior Chemist	7539 - SHANI PT
8098-MANTHAN GANESH BONGANE	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 6m 20s	Process Engineer	7539 - SHANI PT
8110-KARRA SAI CHARAN	11 Dec 2025	24 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 23s	Trainee Chemist	1209 - DEVENDRA PRATAP SINGH
8167-KAMBLE VISHWAJEET JAGNNATH	11 Dec 2025	01 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 14m 38s	Senior Chemist	1198 - SASIDHAR AVULA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8172-RAMESH .	11 Dec 2025	28 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 14m 11s	Trainee Chemist	1355 - ARUN KUMAR SINGH
8184-SRIRAMULU MANDA	11 Dec 2025	01 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 6m 22s	Executive	9646 - KUTALA ANANDA
8186-KUNDA RAJAVARMA	11 Dec 2025	25 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 30s	Senior Chemist	9646 - KUTALA ANANDA
8195-VIVEK TULSHIRAM JADHAV	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 37s	Chemist	1372 - NAGESWARA RAO GUDAVALLI

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8214-NIKHIL RAJENDRA VAYAL	11 Dec 2025	05 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 5s	Chemist	9646 - KUTALA ANANDA
8218-SATENDRA VERMA	11 Dec 2025	30 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 18m 29s	Senior Chemist	1372 - NAGESWARA RAO GUDAVALLI
8220-ANIL .	11 Dec 2025	18 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 10m 26s	Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
8234-NILKANTH HANUMANT SARATE	11 Dec 2025	23 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 15m 7s	Senior Chemist	1355 - ARUN KUMAR SINGH

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8237-DATTATRAY RAMCHANDRA GADEKAR	11 Dec 2025	12 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 14m 19s	Chemist	7539 - SHANI PT
8252-PARAPATI MOHAN KUMAR REDDY	11 Dec 2025	14 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 11m 8s	Senior Chemist	9646 - KUTALA ANANDA
8254-NITIN BABAN SHINDE	11 Dec 2025	05 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 11m 26s	Chemist	9646 - KUTALA ANANDA
8255-PRAVIN BAPU ROTE	11 Dec 2025	08 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 21m 54s	Chemist	9646 - KUTALA ANANDA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8256-REVANSIDDHESHWAR RAMLINGAYYA S	11 Dec 2025	17 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 11m 18s	Chemist	9646 - KUTALA ANANDA
8257-SHRISHAIL JYOTIBA GADE	11 Dec 2025	28 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 9m 50s	Executive	9646 - KUTALA ANANDA
8259-MODI RAMAKRISHNA	11 Dec 2025	19 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 6m 10s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH
8260-SANJAY KUMAR	11 Dec 2025	24 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 10m 16s	Process Engineer	1355 - ARUN KUMAR SINGH

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8269-ANKE BHASKER	11 Dec 2025	30 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 1s	Senior Chemist	5528 - NAGARAJU GAMIDI
8273-JEYARAJ .	11 Dec 2025	06 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 6m 54s	Senior Chemist	1198 - SASIDHAR AVULA
8275-SURESH GADAD	11 Dec 2025	25 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 14s	Instrument Engineer	8767 - SANDIPOGU SHARATH BABU
8280-DODDI VENKATESH	11 Dec 2025	17 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 7m 20s	Senior Chemist	9646 - KUTALA ANANDA

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8308-PRASHANT KAILAS IGHE	11 Dec 2025	14 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 19s	Chemist	1355 - ARUN KUMAR SINGH
8310-DEVARAJ GE	11 Dec 2025	27 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 12m 21s	Executive	4332 - MANJUNATHA D N
8340-THOTA ATCHAIAH	11 Dec 2025	14 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 12m 10s	Executive	9646 - KUTALA ANANDA
8350-THITE NITEEN KAILAS	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 11m 23s	Senior Chemist	7539 - SHANI PT

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8351-RAHUL MOHAN JANKAR	11 Dec 2025	05 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 8m 58s	Chemist	1198 - SASIDHAR AVULA
8383-VEER PRATAP SINGH	11 Dec 2025	22 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 6m 31s	Process Engineer	1355 - ARUN KUMAR SINGH
8420-ARAVIND KUMAR	11 Dec 2025	22 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 13m 34s	Process Engineer	9646 - KUTALA ANANDA
8433-SUNIL KUMAR	11 Dec 2025	31 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 10m 35s	Process Engineer	9646 - KUTALA ANANDA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8453-CHANDRASHEKHAR GORAKSHNATH SHINDE	11 Dec 2025	01 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 11m 7s	Senior Chemist	1198 - SASIDHAR AVULA
8461-S ANILA KUMAR	11 Dec 2025	14 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 8m 51s	Chemist	9646 - KUTALA ANANDA
8476-VEMULA CHINNAVEERANJANEYULU	11 Dec 2025	30 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 11m 16s	Executive	1198 - SASIDHAR AVULA
8519-RAJSHEKAR .	11 Dec 2025	05 Feb 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 11m 12s	Trainee	4332 - MANJUNATHA D N

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8563-THATTE VINAY KUMAR	11 Dec 2025	25 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 10m 4s	Trainee	8767 - SANDIPOGU SHARATH BABU
8643-MARNENI MAHESH	11 Dec 2025	27 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 26s	Chemist	9646 - KUTALA ANANDA
8647-J MALLIKARJUN	11 Dec 2025	17 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 6m 23s	Trainee Chemist	1209 - DEVENDRA PRATAP SINGH
8648-NARESH .	11 Dec 2025	26 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 10m 4s	Trainee Chemist	1209 - DEVENDRA PRATAP SINGH

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8661-M ABHISHEK	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 14m 56s	Trainee	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
8665-SAKALA DILEEP VENKATA SAI KUMAR	11 Dec 2025	27 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 16m 3s	Senior Chemist	5528 - NAGARAJU GAMIDI
8667-AKASH .	11 Dec 2025	26 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 6s	Chemist	5528 - NAGARAJU GAMIDI

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8712-SACHIN SHANTINATH NARADE	11 Dec 2025	21 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 6m 28s	Chemist	1209 - DEVENDRA PRATAP SINGH
8713-MANDATI ESWARA REDDY	11 Dec 2025	29 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 16m 5s	Senior Chemist	5528 - NAGARAJU GAMIDI
8723-GURAV GOVIND DNYANDEV	11 Dec 2025	06 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 48s	Trainee Chemist	1198 - SASIDHAR AVULA
8734-VISHWAS VIJAY BASAVANTBAGADE	11 Dec 2025	06 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 8m 37s	Trainee Chemist	1198 - SASIDHAR AVULA

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8735-BASANA GOUDA	11 Dec 2025	14 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 8s	Process Engineer	9646 - KUTALA ANANDA
8767-SANDIPOGU SHARATH BABU	11 Dec 2025	26 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 8s	Manager	4332 - MANJUNATHA D N
8795-ROHIT VERMA	11 Dec 2025	15 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 13s	Process Engineer	1355 - ARUN KUMAR SINGH
8835-NAGESH .	11 Dec 2025	16 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 3s	Trainee	9646 - KUTALA ANANDA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8840-ASHISH FIRANGI	11 Dec 2025	22 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 9m 42s	Trainee	1045 - VEERESHAPPA .
8855-BUDEYYA .	11 Dec 2025	27 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 4s	Trainee	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
8856-CHAVAN GANESH BALASAHEB	11 Dec 2025	22 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 11m 17s	Senior Chemist	1355 - ARUN KUMAR SINGH

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Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8857-AJINATH SHRIDHAR KHALATE	11 Dec 2025	25 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 17m 38s	Senior Chemist	1355 - ARUN KUMAR SINGH
8864-BHEEMASHAPPA MADUGU	11 Dec 2025	27 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 10m 40s	Senior Chemist	1355 - ARUN KUMAR SINGH
8867-RAMANAND KUMAR	11 Dec 2025	14 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 4s	Process Engineer	1209 - DEVENDRA PRATAP SINGH
8872-SANTHA VIJAYA KUMAR	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 3s	Chemist	1209 - DEVENDRA PRATAP SINGH

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Version Number	:	01	**To Date**	:	N/A
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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8873-BURI SAI KUMAR	11 Dec 2025	12 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 10m 2s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH
8874-MANDE NARESH	11 Dec 2025	31 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 34m 38s	Senior Chemist	5528 - NAGARAJU GAMIDI
8882-MENDA PRASANT	11 Dec 2025	30 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 2s	Senior Chemist	5528 - NAGARAJU GAMIDI
8883-KALISETTI SANKARA RAO	11 Dec 2025	25 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 19m 59s	Senior Chemist	5528 - NAGARAJU GAMIDI

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8884-SANJEET KUMAR	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 5m 2s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH
8887-RAM REDDY T	11 Dec 2025	26 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 26m 38s	Trainee	1209 - DEVENDRA PRATAP SINGH
8897-THAIDALA MAHESH	11 Dec 2025	24 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 12m 36s	Chemist	9646 - KUTALA ANANDA
8899-RAVADA VENKATA NAIDU	11 Dec 2025	14 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 51s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8909-SANAPATHI VENKATESH	11 Dec 2025	26 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 18m 44s	Chemist	9646 - KUTALA ANANDA
8913-JITENDRA KUMAR RAM	11 Dec 2025	25 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 6m 27s	Executive	4332 - MANJUNATHA D N
8921-MADHAV .	11 Dec 2025	01 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 10m 37s	Chemist	9646 - KUTALA ANANDA
8936-GOLAMARI MAHESWARREDDY	11 Dec 2025	24 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 11m 33s	Senior Chemist	9646 - KUTALA ANANDA

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Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8938-PODILI PRASANNA KUMAR	11 Dec 2025	29 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 3s	Executive	9646 - KUTALA ANANDA
8941-GOVINDARAJ THIRUPPATHI	11 Dec 2025	13 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 36s	Executive	7539 - SHANI PT
8944-ADIMULAM RAMAKRISHNA	11 Dec 2025	06 Jan 2026	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 16m 27s	Executive	9646 - KUTALA ANANDA
8945-BETHA VINAY	11 Dec 2025	17 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	90.00	0h 10m 33s	Senior Chemist	9646 - KUTALA ANANDA

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Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8946-AMOL DNYNESHWAR BHOSALE	11 Dec 2025	23 Dec 2025	ELANGOVAN ., BADESAB HUSEN SHAIKH	Target Training - Revision	100.0	0h 5m 5s	Senior Chemist	9646 - KUTALA ANANDA

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Version Number	:	02	**To Date**	:	N/A
Source	:	Document	**Total Trained Duration**	:	1h 36m 54s
Document Name	:	ELECTRICAL AND NON-ELECTRICAL LOCKOUT AND TAGOUT			
Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1218-RAMAKRISHNA KALIPINDI	26 Mar 2026	31 Mar 2026	ELANGOVAN ., VIJAY KUMAR N	Target Training - Revision	100.0	0h 10m 35s	Shift Incharge	6808 - ELANGOVAN .
1394-SURESH AKKENA	26 Mar 2026	30 Mar 2026	ELANGOVAN ., VIJAY KUMAR N	Target Training - Revision	100.0	0h 5m 2s	Executive	6808 - ELANGOVAN .
2789-SRINIVASULU REDDY KONDA	26 Mar 2026	29 Mar 2026	ELANGOVAN ., VIJAY KUMAR N	Target Training - Revision	100.0	0h 5m 5s	Executive	6808 - ELANGOVAN .
3784-NARASIMHULU AMJALA	26 Mar 2026	30 Mar 2026	ELANGOVAN ., VIJAY KUMAR N	Target Training - Revision	90.00	0h 5m 44s	Chemist	6808 - ELANGOVAN .
5503-S SUMAN .	26 Mar 2026	03 Apr 2026	ELANGOVAN ., VIJAY KUMAR N	Target Training - Revision	90.00	0h 5m 1s	Executive	6808 - ELANGOVAN .

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Version Number	:	02	**To Date**	:	N/A
Source	:	Document	**Total Trained Duration**	:	1h 36m 54s
Document Name	:	ELECTRICAL AND NON-ELECTRICAL LOCKOUT AND TAGOUT			
Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7188-BADESAB HUSEN SHAIKH	26 Mar 2026	30 Mar 2026	ELANGOVAN ., VIJAY KUMAR N	Target Training - Revision	100.0	0h 20m 1s	Junior Executive	6808 - ELANGOVAN .
7260-NAGARAJ GANGANNAVAR	26 Mar 2026	02 Apr 2026	ELANGOVAN ., VIJAY KUMAR N	Target Training - Revision	100.0	0h 5m 10s	Junior Executive	6808 - ELANGOVAN .
9273-TADI SIVA RAMA KRISHNA REDDY	26 Mar 2026	30 Mar 2026	ELANGOVAN ., VIJAY KUMAR N	Target Training - Revision	90.00	0h 5m 5s	Senior Chemist	6808 - ELANGOVAN .
9423-J EUNICE ARUL RAJ	11 Apr 2026	21 Apr 2026	N/A	JR Training	100.0	0h 29m 55s	Executive	6808 - ELANGOVAN .
9448-KISHOR SINGH	14 Apr 2026	21 Apr 2026	N/A	JR Training	100.0	0h 5m 16s	Junior Executive	6808 - ELANGOVAN .

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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 P	Risk Rating S	Risk Rating Risk Level	Recommendations
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

Review-2 : Financial Year 2025-26

Reviewed on: 10.01.2026

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
		Review-2 (FY 25-26): Monthly spill control kit inspection is continued as per the approved SOP. Inspection records for FY 25-26 were reviewed and the kits were found available and in ready-to-use condition.	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

S. No.	Recommendation	Recommendation Status	Responsibility	Timelines	Remarks
		Review-2 (FY 25-26): Work area monitoring for VOC & LEL continues to be carried out as per the Industrial Hygiene Program SOP (monthly work place monitoring). FY 25-26 results were reviewed; airborne concentrations remain within acceptable limits and no additional engineering control is required. PPEs as per PPE matrix continue to be followed in the 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
		Review-2 (FY 25-26): Air Breathing masks remain available in Production, WH and other applicable areas and PPE matrix is displayed. Breathing air quality analysis by an external agency (quarterly, as per SOP and IS 15879:2009) and respirator training (six-monthly) were reviewed for FY 25-26.	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
		Review-2 (FY 25-26): Work area monitoring for LEL continues as per the SOP. FY 25-26 results were reviewed; no result of concern was observed and the PPE matrix continues to be followed in the 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
		Review-2 (FY 25-26): Dust exposure monitoring during charging of solid RMs is continued periodically. FY 25-26 results were reviewed and exposure	Production	NA	Closed

S. No.	Recommendation	Recommendation Status	Responsibility	Timelines	Remarks
		remains negligible; ventilation systems in the RM charging areas are being maintained.			
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
		Review-2 (FY 25-26): Splash guards on acid liquid charging & pumping lines to reactors were verified during the FY 25-26 review and are in place and in good condition.	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
		Review-2 (FY 25-26): Refresher training on the risk of water spillages at day store area during material charging is continued as an ongoing activity. No incident was reported during FY 25-26.	Production	Ongoing	Closed
8.	Provide Oxygen sensor with Low & Low-Low alarm & visual alarm for	To be done	ENG	30.12.2024	

S. No.	Recommendation	Recommendation Status	Responsibility	Timelines	Remarks
	closed rooms without natural ventilation where Nitrogen gas is being used for Inertization as well as for product safety.	**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	
		Review-2 (FY 25-26): Oxygen sensor with Low & Low-Low alarm & visual alarm is available for the closed room in E-Block. Status of phased installation in the other blocks: QC and ADL	ENG	31-03-2027	Open
9.		To be done	Production	30.12.2023	

S. No.	Recommendation	Recommendation Status	Responsibility	Timelines	Remarks
	Carry out work place personal monitoring for dust emission during Sifting & Milling operation.	**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.			
		Review-2 (FY 25-26): Sifting & milling of oncology products continues in qualified isolators, and non-oncology API areas continue to be equipped with dust extraction systems. Periodic dust monitoring for FY 25-26 was reviewed; dust emission remains negligible and there is no risk of health hazard to personnel.	Production	NA	Closed
10.	Carry out Work place monitoring for Ammonia gas emission near reactor	To be done	Production Team	30.07.2023	

S. No.	Recommendation	Recommendation Status	Responsibility	Timelines	Remarks
	vent area and ammonia scrubber vent area.	**Review-1:** Ammonia sensors are available near reactor vent and scrubber vent to monitor ammonia gas emissions.	Production Team	NA	Closed
		Review-2 (FY 25-26): Ammonia sensors near the reactor vent and scrubber vent remain available and in service to monitor ammonia gas emissions. FY 25-26 review found no deviation.	Production Team	NA	Closed
11	Carry out breathing air quality analysis (IS 15879:2009) through an external agency at least once in three months for all Air Breathing Mask sampling points as per the compressed air distribution layout.	**Raised in Review-2 (FY 25-26):** External agency shall be engaged to analyse breathing air at all Air Breathing Mask sampling points every three months; reports shall be reviewed by EHS and deviations corrected by ENG.	EHS / ENG	31.12.2026	Open
12.	Inspect chemical cartridge type respirators and emergency-use respirators once in a month (Annexure-5 of SOP) and replace filters / cartridges as required; maintain records.	**Raised in Review-2 (FY 25-26):** Monthly inspection of cartridge type and emergency respirators shall be carried out by Safety as per Annexure-5 and filters / cartridges replaced as required.	EHS / Safety	Monthly	Open
13.	Impart PPE & respirator training every six months to employees and contract workers covering selection, donning, fit check, limitations, cleaning, inspection and storage.	**Raised in Review-2 (FY 25-26):** Six-monthly training programme on PPE / RPE shall be scheduled for employees and contract workers and attendance records maintained.	EHS / HR	30.12.2026	Open
14.	Conduct periodical medical examination of employees exposed to hazardous substances / high noise	**Raised in Review-2 (FY 25-26):** Periodic medical examination of employees exposed to hazardous	OHC / HR	31.01.2027	Open

S. No.	Recommendation	Recommendation Status	Responsibility	Timelines	Remarks
	(target organ effects) at Occupational Health Centre and maintain the records.	substances / noise shall be scheduled at the Occupational Health Centre and records maintained.			
15.	Carry out noise level monitoring in utilities, DG set, air compressor and milling / micronization areas and ensure ear plugs / ear muffs are used where noise exceeds 90 dBA.	**Raised in Review-2 (FY 25-26):):** Noise survey shall be carried out in utilities, DG set, air compressor and milling / micronization areas; ear plugs / ear muffs shall be mandated where levels exceed 90 dBA.	EHS / ENG	30.11.2026	Open

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

Attachment-6: Work area monitoring records (VOC, LEL, Ammonia) – FY 25-26

Attachment-7: Breathing air quality analysis report (IS 15879:2009) – FY 25-26

Attachment-8: Respirator / PPE inspection and training records – FY 25-26

Date of Review: 10.01.2026 (FY 2025-26)

APPROVALS:

Names of Members	Mr. Chandra Shekar Dudani (Sr. Manager - WH)	Reviewer	10/01/26
	Mr. R. Elangovan (DGM – EHS)	Reviewer	10/01/26
	Mr. AK Singh (GM - HR)	Reviewer	10/01/26
	Mr. Veereshappa (AVP - PD)	Reviewer	10/01/26
	Mr. K. Sharath Reddy (Director)	Approver	10/01/26

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

INDOOR AIR QUALITY DETAILS

Doc. Ref. No.: SPL2/EHS/SOP/GEN/0028/T09/00

 03

S. No.	Block	Cubical Name	Block Area	VOC (PPM)	H2S (PPM)	O2 % ~~(PPM)~~	CO (PPM)	LEL % ~~(PPM)~~	Signature of In charge
1	AI- Block	Intermediate area	Intermediate Area	0	0	20.9	0	0	R – 18/03/26
		Drying area	Intermediate Area	0	0	20.9	0	0	R – 18/03/26
		Packing & Raw Material Room	Intermediate Area	0	0	20.9	0	0	R – 18/03/26
		Crystallizer Room	Pharma Area	2	0	20.9	0	0	R – 18/03/26
		Wash Room	Pharma Area	0	0	20.9	0	0	R – 18/03/26
		FG Storage Room	Pharma Area	0	0	20.9	0	0	R – 18/03/26
		Racking Material Room	Pharma Area	1	0	20.9	0	0	R – 18/03/26
2	AM-Block	Intermediate area	Intermediate Area	2	0	20.9	0	0	R – 18/03/26
		Pharma Area	Pharma Area	1	0	20.9	0	0	R – 18/03/26
3	C-Block	Intermediate Ground Floor	Intermediate Area	1	0	20.9	0	0	R – 18/03/26
		Intermediate First Floor	Intermediate Area	3	0	20.9	0	0	R – 18/03/26
		RCVD Room	Intermediate Area	0	0	20.9	0	0	R – 18/03/26
		Raw Material Store Room	Intermediate Area	0	0	20.9	0	0	R – 18/03/26
		Accessories & Packing material Store	Intermediate Area	0	0	20.9	0	0	R – 18/03/26

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

INDOOR AIR QUALITY DETAILS

Doc. Ref. No.: SPL2/EHS/SOP/GEN/0028/T09/00

 03

S. No.	Block	Cubical Name	Block Area	VOC (PPM)	H2S (PPM)	O2 % ~~(PPM)~~	CO (PPM)	LEL % ~~(PPM)~~	Signature of In charge
		Room		NA	NA	NA	NA	NA	R – 18/03/26
		Wash Room	Intermediate Area	0	0	20.9	0	0	R – 18/03/26
		Pharma Ground Floor	Pharma Area	0	0	20.9	0	0	R – 18/03/26
		Pharma First Floor	Pharma Area	0	0	20.9	0	0	R – 18/03/26
		Wash Room	Pharma Area	0	0	20.9	0	0	R – 18/03/26
		Spherical Dryer Room	Pharma Area	0	0	20.9	0	0	R – 18/03/26
		Dry Equipment Room	Pharma Area	0	0	20.9	0	0	R – 18/03/26
		FG & Quarantine Room	Pharma Area	0	0	20.9	0	0	R – 18/03/26
		Packing Material Room	Pharma Area	0	0	20.9	0	0	R – 18/03/26
4	AJ-Block	Intermediate Ground Floor	Intermediate Area	2	0	20.9	0	0	R – 18/03/26
		Intermediate First Floor	Intermediate Area	2	0	20.9	0	0	R – 18/03/26
		Tray Dryer-01 Room	Intermediate Area	1	0	20.9	0	0	R – 18/03/26
		Tray Dryer-02 Room	Intermediate Area	0	0	20.9	0	0	R – 18/03/26
		Blender Room	Intermediate Area	0	0	20.9	0	0	R – 18/03/26

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

INDOOR AIR QUALITY DETAILS

Doc. Ref. No.: SPL2/EHS/SOP/GEN/0028/T09/00

S. No.	Block	Cubical Name	Block Area	VOC (PPM)	H2S (PPM)	O2% ~~(PPM)~~	CO (PPM)	LEL% ~~(PPM)~~	Signature of In charge
5	I- Block	Intermediate Ground Floor	Intermediate Area	1	0	20.9	0	0	R— 18/03/26
		Intermediate First Floor	Intermediate Area	2	0	20.9	0	0	R—18/03/26
		Wash Room	Intermediate Area	0	0	20.9	0	0	R— 18/03/26
		Packing Material Room	Intermediate Area	1	0	20.9	0	0	R—18/03/26
		VTD-04 Room	Intermediate Area	1	0	20.9	0	0	R—18/03/26
		VTD-01 Room	Intermediate Area	1	0	20.9	0	0	R—18/03/26
		Wash Room	Intermediate Area	1	0	20.9	0	0	R— 18/03/26
		VTD-02 Room	Intermediate Area	0	0	20.9	0	0	R—18/03/26
		VTD-03 Room	Intermediate Area	0	0	20.9	0	0	R— 18/03/26
		Packing Material Room	Intermediate Area	1	0	20.9	0	0	R—18/03/26
		Raw Material Store Room	Intermediate Area	0	0	20.9	0	0	R— 18/03/26
		Crystallizer Room Ground Flloor	Pharma Area	2	0	20.9	0	0	R—18/03/26
		Crystallizer Room First Flloor	Pharma Area	0	0	20.9	0	0	R—18/03/26

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

INDOOR AIR QUALITY DETAILS

Doc. Ref. No.: SPL2/EHS/SOP/GEN/0028/T09/00

 03

S. No.	Block	Cubical Name	Block Area	VOC (PPM)	H2S (PPM)	O2 % ~~(PPM)~~	CO (PPM)	LEL % ~~(PPM)~~	Signature of In charge
		FG Room	Pharma Area	0	0	20.9	0	0	R — 18/03/26
		Wash Room	Pharma Area	1	0	20.9	0	0	R — 18/03/26
		Packing Material Room	Pharma Area	1	0	20.9	0	0	R — 18/03/26
		FG Quarantine Room	Pharma Area	0	0	20.9	0	0	R — 18/03/26
6	G- Block	Intermediate Ground Floor	Intermediate Area	0	0	20.9	0	0	R — 18/03/26
		Intermediate First Floor	Intermediate Area	1	0	20.9	0	0	R — 18/03/26
		Tray Dryer-01 Room	Intermediate Area	1	0	20.9	0	0	R — 18/03/26
		Tray Dryer-02 Room	Intermediate Area	1	0	20.9	0	0	R — 18/03/26
		Raw Material Store Room	Intermediate Area	0	0	20.9	0	0	R — 18/03/26
7	AO- Block	Milling and sieving room	Intermediate Area	2	0	20.9	0	0	R — 18/03/26
		Drying cum blending and packing room	Intermediate Area	2	0	20.9	0	0	R — 18/03/26
		Quarantine room	Intermediate Area	0	0	20.9	0	0	R — 18/03/26
		Equipment Wash room	Intermediate Area	0	0	20.9	0	0	R — 18/03/26
		Packing material room	Intermediate Area	1	0	20.9	0	0	R — 18/03/26
		Finished	Intermediate	0	0	20.9	0	0	R — 18/03/26

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

INDOOR AIR QUALITY DETAILS

Doc. Ref. No.: SPL2/EHS/SOP/GEN/0028/T09/00

S. No.	Block	Cubical Name	Block Area	VOC (PPM)	H2S (PPM)	O2% ~~(PPM)~~	CO (PPM)	LEL% ~~(PPM)~~	Signature of In charge
		product room	Area	NA	NA	NA	NA	NA	R- 18/03/26
		Crystallizer room-01 GF	Pharma Area	.2	0	20-9	0	0	R- 18/03/26
		ANFD room lower deck	Pharma Area	0	0	20-9	0	0	R- 18/03/26
		Crystallizer room-01 - FF	Pharma Area	.2	0	20-9	0	0	R- 18/03/26
		Change room (FF)	Pharma Area	0	0	20-9	0	0	R- 18/03/26
		ANFD room upper deck	Pharma Area	0	0	20-9	0	0	R- 18/03/26
		Crystallizer room-02 (GF)	Pharma Area	0	0	20-9	0	0	R- 18/03/26
		Crystallizer room-02 (FF)	Pharma Area	0	0	20-9	0	0	R- 18/03/26
8	E- Block	Crystallization Room 1st Floor	Pharma Area	1	0	20-9	0	0	R- 18/03/26
		Centrifuge Room	Pharma Area	1	0	20-9	0	0	R- 18/03/26
		Packing Material Store Room	Pharma Area	2	0	20-9	0	0	R- 18/03/26
		Cleaned Equipment Room	Pharma Area	0	0	20-9	0	0	R- 18/03/26
		Equipment Wash Room	Pharma Area	0	0	20-9	0	0	R- 18/03/26
		Drying	Pharma Area	1	0	20-9	0	0	R- 18/03/26

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

INDOOR AIR QUALITY DETAILS

Doc. Ref. No.: SPL2/EHS/SOP/GEN/0028/T09/00

S. No.	Block	Cubical Name	Block Area	VOC (PPM)	H2S (PPM)	O2 ~~(PPM)~~	CO (PPM)	LEL ~~(PPM)~~	Signature of In charge
		Room-01		NA	NA	NA	NA	NA	R— 18/03/26
		Milling & Sieving Room-01	Pharma Area	3	0	20.9	0	0	R— 18/03/26
		Milling & Sieving Room-02	Pharma Area	3	0	20.9	0	0	R— 18/03/26
		Drying Room-02	Intermediate Area	2	0	20.9	0	0	R— 18/03/26
		Packing & sampling room	Intermediate Area	1	0	20.9	0	0	R— 18/03/26
		Repacking area	Intermediate Area	0	0	20.9	0	0	R— 18/03/26
		Equipment wash room	Intermediate Area	1	0	20.9	0	0	R— 18/03/26
		Peeler Centrifuge room	Pharma Area	0	0	20.9	0	0	R— 18/03/26
		Intermediate area RCVD	Intermediate Area	0	0	20.9	0	0	R— 18/03/26
		Drying area	Intermediate Area	2 ~~0~~ R— 18/03/26	0	20.9	0	0	R— 18/03/26
		Spherical Dryer Room	Pharma Area	0	0	20.9	0	0	R— 18/03/26
9	H- Block	Crystallisation 1st Floor	Pharma Area	2	0	20.9	0	0	R— 18/03/26
		Isolator Room	Pharma Area	2	0	20.9	0	0	R— 18/03/26
		F.G Quarantine	Pharma Area	0	0	20.9	0	0	R— 18/03/26

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

INDOOR AIR QUALITY DETAILS

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S. No.	Block	Cubical Name	Block Area	VOC (PPM)	H2S (PPM)	O2 % ~~(PPM)~~	CO (PPM)	LEL % ~~(PPM)~~	Signature of In charge
		F.G. Stores-01	Pharma Area	0	0	20.9	0	0	R- 18/08/26
		F.G. Stores-02	Pharma Area	0	0	20.9	0	0	R- 18/08/26
		Cleaned Equipment Room	Pharma Area	1	0	20.9	0	0	R- 18/08/26
		Equipment Wash Room	Pharma Area	2	0	20.9	0	0	R- 18/08/26
		Packing Material Stores	Pharma Area	0	0	20.9	0	0	R- 18/08/26
		Packing Material Stores	Intermediate Area	0	0	20.9	0	0	R- 18/08/26
		VTD-02 Room	Intermediate Area	1	0	20.9	0	0	R- 18/08/26
		VTD-06 Room	Intermediate Area	1	0	20.9	0	0	R- 18/08/26
		Packing Material Stores	Intermediate Area	2	0	20.9	0	0	R- 18/08/26
		VTD-01 Room	Intermediate Area	0	0	20.9	0	0	R- 18/08/26
		VTD-03 Room	Intermediate Area	1	0	20.9	0	0	R- 18/08/26
		Robo Filter - 04	Intermediate Area	0	0	20.9	0	0	R- 18/08/26
10	D-Block	Crystalliser first floor	Pharma Area	1	0	20.9	0	0	R- 18/08/26

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

INDOOR AIR QUALITY DETAILS

Doc. Ref. No.: SPL2/EHS/SOP/GEN/0028/T09/00

S. No.	Block	Cubical Name	Block Area	VOC (PPM)	H2S (PPM)	O2% ~~(PPM)~~	CO (PPM)	LEL% ~~(PPM)~~	Signature of In charge
		Crystalliser room Ground floor	Pharma Area	1	0	20.9	0	0	R- 18/03/26
		Dry equipment store and Equipment wash room	Pharma Area	0	0	20.9	0	0	R- 18/03/26
		FG Quarantine	Pharma Area	0	0	20.9	0	0	R- 18/03/26
		FG Store	Pharma Area	0	0	20.9	0	0	R- 18/03/26
		packing material store	Pharma Area	1	0	20.9	0	0	R- 18/03/26
		Exit hand sanitisation room	Intermediate Area	0	0	20.9	0	0	R- 18/03/26
		Janitor Room	Intermediate Area	0	0	20.9	0	0	R- 18/03/26
		VTD-05 Room	Intermediate Area	1	0	20.9	0	0	R- 18/03/26
		VTD-06 Room	Intermediate Area	1	0	20.9	0	0	R- 18/03/26
		Spare Room	Intermediate Area	0	0	20.9	0	0	R- 18/03/26
		Packing material store	Intermediate Area	1	0	20.9	0	0	R- 18/03/26

Shilpa Pharma Lifesciences Limited
Raichur, Karnataka, INDIA

Review Frequency: Monthly

Review Date: 29/09/26

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-Target	KPI-Achieved FY22-23	KPI-Target	FY23-24	KPI-Target	FY24-25	KPI-Target	FY25-26	Remarks	GRI standard Reference	Year / Mapping to UNGC Principles	2023 / 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 717 to 724 of 1318	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	%	70% of Key Suppliers	66%	80% of Key Suppliers	69%	80% of Key Suppliers	71%	80% of Key Suppliers	73%	Enclosed Mail cummuication to vendor. Attachment No 37 Ref Page no 725 to 726 of 1318	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 727 to 729 of 1318	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 dilligence.	%	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 730 to 731of 1318	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 730 to 731 of 1318	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 732 to 741 of 1318	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 742 to 743 of 1318	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 744 to 747 of 1318	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	K Sharath Reddy
Designation	Executive-EHS	Designation	DGM-ENG	Technical Director
Sign & Date	29/09/26	Sign & Date	29/09/26	29/09/26

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	S Shanmukharao	Jr. Executive	EHS	
4	1386	Naresh	Sr. Analyst	P&A	
5	6808	R. Elangovan	DGM	EHS	
6	6512	Bhimareddy	Executive	EHS	
7	5503	S. SUMAN	Sr. 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	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	:	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	:	Srinivas 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 Shamnazkhazee	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	:	R.Elangovan	Employee Code	:	R.E 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. Suman	Employee Code	:	5503
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	:	Suman 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

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

(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 : 4560066865
PO Date : Jul 20, 2026
PR No : 1600050214
RFQ No : 6000184781
FG Code :
Vendor Code : 1004084
Project Code :
Job No :
Pur Group : Engineering Matls

S K ENTERPRISES
Plot No.46,Chamber of 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	31,600	PC	0.85	0	26,860
2	8038371	SHOE COVER-DISPOSABLE		18.00	27,500	PAA	1.85	0	50,875
3	8038359	HEAD CAP-DISPOSABLE		18.00	3,800	PC	0.6	0	2,280
4	8038383	YELLOW COTTON NOSE MASK		18.00	4,800	PC	2.2	0	10,560
5	8038378	SURF HAND GLOVES NITRILE RUBBER - 12"		18.00	304	PAA	54	0	16,416
6	8007909	Latex Medical examination Hand gloves-No	4015	18.00	42,800	PAA	4.78	0	204,584
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	880	PAA	56	0	49,280
9	8000498	3M SPLASH GOGGLES		18.00	180	PC	55	0	9,900
			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 : 4560066865
PO Date : Jul 20, 2026
PR No : 1600050214
RFQ No : 6000184781
FG Code :
Vendor Code : 1004084
Project Code :
Job No :
Pur Group : Engineering Matls

S K ENTERPRISES
Plot No.46,Chamber of 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	230	PC	10	0	2,300
11	8001483	DISPOSABLE APRON- FULL HANDS	6211	18.00	60	PC	58	0	3,480
12	8056059	Disposal Nitrile Examinination Surgical hand Gloves		18.00	1,300	EA	7.5	0	9,750
13	8019953	Venus disposable ear plugs pkt of 100 nos		18.00	400	PC	8	0	3,200

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 ₹.10Crores in the previous financial year(FY 2025-26) &therefore,we would be deducting TDS u/s 194Q r.w.s 206AA of the Income Tax Act at the applicable rates,if the purchases of goods transactions between us exceed ₹50L for the current year with effect from 01/04/2026.
Ethical,Environmental&Social Requirements:All suppliers&service providers are required to address the Ethical,Environmental&Social concerns of their activities/services/products supplied to Shilpa Pharma Life Sciences Limited &its Subsidiaries(SPLL)as per the applicable national,state,local level statutory requirements&other industry current good practices.SPLL has committed to implement the NGRBC Principles(https://iica.nic.in/sob_ngrb.aspx)in its operations&supply chain.SPLL has endorsed the UNGC Principles(https://unglobalcompact.org/what-is-gc/mission/principles)the PSCI Principles (https://pscinitiative.org/resource?resource=1) &committed to the SBTi (https://sciencebasedtargets.org/target-dashboard).SPLL has adopted the Supplier Code of Conduct (https://www.vbshilpa.com/pdf/SPL-Suppliers%20Code%20of%20Conduct1.pdf)aligned with these Principles,Commitments&as a supplier/service provider you are required to adhere with the requirements of this code.Violation to this Supplier Code of Conduct will attract appropriate action as per SPLL policy.

Freight	0
Insurance	0
Other Charges	0
Sub Total	**401,985**
SGST	36,178.65
CGST	36,178.65
IGST	0
Total Tax	72,357.3
Total Amount	**474,342.3**

Value in Words : Rupees FOUR LAKH SEVENTY FOUR THOUSAND THREE HUNDRED FORTY TWO and THIRTY 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 to 3 Weeks
Insurance :
Freight :
Mode of Dispatch :
Packing Details :

Terms & Conditions :

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

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Chicksugur Village Raichur 584134 INDIA

Tel :
Fax:
GSTIN NO :29ABDCS6552L1ZR

P & F : Should be Nil (If any damage or loss during the transit should be in vendor scope)
Transportation : Included – material to be delivered safely at site
Transit Insurance : Should be Included in Vendor Scope
GST : Extra as applicable (GST Amount will be paid within 10 days after Invoice Details Appears in our GSTR 2A WITH "COUNTER PARTY SUBMIT STATUS" AS YES)
Delivery : Within 1 to 2 Week
Payment : 90 Days from the date of receipt of material at site
Jurisdiction : Any disputes raised out of this order must be referred to the courts in Raichur Jurisdiction.

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 and 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)
10) Confidential Information: All the orders placed by Shilpa and documents, specifications, etc., given in pursuance of the order are strictly confidential. Supplier hereby undertakes to treat this order as confidential with respect to all information obtained from Shilpa and will use such information solely in connection with performing its obligations under this order. Without prejudice to any other legal and justifiable remedies, including damages, Shilpa shall have the right to seek injunctive relief and/or specific performance for breach of confidentiality. The supplier shall not publish or cause to be published, any details of this order without Shilpa's written consent. The supplier agrees to share details whether in written, electronic or visual form pertaining to technical details, specifications and such other information as is required to supply the materials usable for the purposes intended. The supplier shall obtain the prior written consent from Shilpa, in the event of change in which likely to have an impact on the regulatory filing subject to the confidentiality obligations. The supplier agrees to provide the Shilpa with the details of changes upon request and agrees to support Shilpa and its affiliates in the event of any litigation.
11) Intellectual Property: All materials delivered by supplier pursuant to the order shall, always, be and remain the sole and exclusive property of Shilpa. Supplier hereby grants to Shilpa a nonexclusive, perpetual, fully paid up license to use all intellectual property rights in the materials which enables routine operation, maintenance and repair of the materials, including any controlling software, with a right to transfer the license to a new owner of the materials. Supplier warrants that the materials supplied here under, does not infringe any third party intellectual property rights.
12) Warranty: The supplier agrees to comply with all applicable laws and follow to ethical business practices. Supplier warrants that all materials supplied, and all relevant regulations and would be fit and sufficient for the purpose and use intended and free from defects in material or workmanship. Warranty shall survive inspection, testing, acceptance and use by Shilpa. Warranty period as agreed between the parties. Supplier's warranty shall continue to be in effect to Shilpa, its successors, assigns and customers and users or beneficiaries of the materials.
13)Rectification: Supplier shall within two 02 days or such other mutually agreed period from delivery, installation or commissioning (as applicable), repair or replace any defective materials not conforming to the foregoing warranty, without additional cost to Shilpa. In the event of Supplier delays or defaults in repairing or replacing or reworking defective materials beyond the agreed period, Supplier shall be liable to pay damages of one percent (1%) of the Price of the materials for every week of continuing delay or default, subject to a maximum of ten percent (10%) as penalty. Notwithstanding the above if the delay to repair or rework or replace the defective materials exceeds two (02) week, without prejudice to Shilpa's rights to recover damages under law, Shilpa shall be entitled to appoint a third party to undertake such repair or replacement, and all actual costs incurred by Shilpa shall be reimbursed by Supplier. If the Supplier informs the defects in materials are incapable of rectification to meet the agreed specifications, Supplier will be liable to pay to Shilpa liquidated damages of two hundred percent of the order value or pay to Shilpa the actual costs incurred by Shilpa, including the differential price arising out of procuring the materials from a third party, whichever is lesser. If Supplier repairs or replaces the defective materials as permitted by Shilpa, the materials so repaired or replaced shall also be subject to the foregoing obligations of warranty throughout the warranty period.
14) Indemnity: Supplier shall indemnify to Shilpa and its representatives from and against all claims, losses and demands including attorneys' fees arising in whole or in part, due to Supplier (a) breach or negligence in the performance of the order or (b) any defects in the materials supplied or (c) any infringement of third party intellectual rights arising from the materials or (d) any damages to person or property of Shilpa or any other party or public caused due to negligence in packaging, handling, installing or commissioning the materials.
15) Force Majeure: Parties shall not be liable for delay in the performance of their obligations under this Order arising due to causes beyond their control, provided, the same is notified in writing to the other party within five (5) days from the date of its occurrence. The parties may agree on revised completion dates. If the force majeure situation continues for more than forty-five (45) days, unless agreed otherwise, either party may cancel this order without any liability. Failure of subcontractors and inability to obtain materials or labour shall not be considered as a force majeure delay. If the delivery, installation or commissioning (as the case may be) of materials are only partially restricted or delayed, Supplier shall use its best efforts to accommodate the requirements of Shilpa, including giving preference and priority Shilpa, Shilpa under no obligation to accept the deliveries of the materials / material here under even when such failure on the part of the supplier is due to any unforeseen event i.e. By an act of God, or of a Public Enemy, fire, earth-quake, floods, lockouts, strikes, labour trouble, transportation embargoes and / or any such other causes whatsoever beyond the control of Shilpa.
16) Amendment of the Order: Purchase order contains the complete and final agreement between supplier and Shilpa and no agreement or the course of dealings between Supplier and Shilpa or any usage or other understanding in any way purporting to modify the terms and conditions hereof shall not be binding upon Shilpa unless made in writing and signed by Shilpa. Shilpa reserves the right to make changes in the order as an amendment to the original order.
17) Materials Testing Period: Payment by Shilpa for materials delivered shall not constitute as an acceptance. Shilpa retains the right to inspect the materials and to reject part or whole of the materials supplied which are not complying with the stipulated specification in the order for a period of three (3) months or such other extended period as mutually agreed, after the date of delivery and/or installation and/or commissioning (as applicable). Goods not approved on inspection, either regarding quality or quantity shall be rejected. The supplier shall collect the goods so rejected at their own cost within 15 days of notification of rejection by Shilpa. Without prejudice to Shilpa rights to recover from the supplier any advances and or expenses incurred by Shilpa upon failure of the supplier to take delivery of the rejected supplies returned as above, Shilpa shall be entitled to sell or dispose of the supplies at any time on the account of risk of the supplier either by public auction or by private sale without any further notice to the supplier.
18) Non-Assignment: Supplier shall not assign or transfer this order without Shilpa's prior written approval.
19) Liability on Injury: If the supplier is required by the terms of this order to deliver any material on Shilpa premises, the supplier agrees that the supplier shall be responsible for any damage or injury to the persons or property including their employees and agents, workers or employees in connection with the delivery of the material and that the supplier shall save harmless and indemnify the Shilpa from and against any liability for such damages and injuries. Before commencing such delivery, the supplier shall furnish to Shilpa a certificate of insurance, for an adequate amount, covering risks under Public Liability and Property Damage and Workman's compensation Insurance.
20) Termination: Shilpa reserves the right to cancel this order or any part thereof. Notwithstanding anything contained hereto Shilpa shall be entitled to withdraw the order, in whole or in part of this order by giving thirty (30) days of prior written notice to Supplier.
21) Compliance with Laws: Supplier warrants that the materials shall comply with all applicable laws. Supplier shall obtain and maintain valid throughout the term all licenses, registrations, permissions, approvals and consents, for performing its obligations under the order. Supplier shall provide all documentation required for the qualification of materials and its usage as required by regulatory agencies, including design, installation, and performance qualification as governed by international regulatory guidelines.
22) Insurance: Supplier shall be liable for all public health, third-party damages, safety and environmental issues arising out of accidents, spillage, and pollution, emissions during transportation of the materials or materials used in relation to the materials. Supplier shall maintain all necessary and valid insurance coverage.
23) Prevention of Child and Forced Labour: Shilpa has corporate policiesagainst hiring of workers below the age of 18 years and forced labour. These requirements also apply to all the temporary workers hiredby third party contractors. (Support and respect the protection of humanrights and labour. (Abolition of child labour and elimination of discrimination).
24) Code of Conduct for Supply Chain Management: The Supplier shall comply with the Code of Conduct for Supply Chain Management.
25) Governing Law:
(i) This Purchase Order shall be governed by the laws of India, excluding however its conflict of law provisions.
(ii) The parties submit to the exclusive jurisdiction of the Courts of Raichur if the Purchase Order/agreement is between Shilpa Medicare Limited and the Supplier.
(iii) The parties submit to the exclusive jurisdiction of the Courts of Raichur if the Purchase Order/agreement is between Shilpa Biocare Pvt Ltd and the Supplier.
(iv) The parties submit to the exclusive jurisdiction of the Courts of Raichur if the Purchase Order/agreement is between Shilpa Pharma Lifesciences Limited and the Supplier.
(v) The parties submit to the exclusive jurisdiction of the Courts of Dharwad if the Purchase Order/agreement is between Shilpa Biologicals Private Limited and the Supplier.

Remarks : All departments including Production, Microbiology, Quality Control (QC), CDMO, Polymer, and Peptide as per safety and operational requirements for 2 Months 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 Completed In PCB and visited no pending notices	NA
2.	Does the requirement of compliance to Labor law, Child labor policy verified as part of supplier assessment.	Yes verified and Compliance	NA
3.	Does awareness training provided to suppliers on sustainable procurement practices.	Yes	NA
4.	Does the requirements of sustainable procurement practices are part of Purchase Order	Yes	NA
5.	Does the Code of Conduct requirements communicated to suppliers and are compliant	Yes & Completed	NA
6.	Does the suppliers communicated about whistle blower requirements and are compliant	Yes, Communicated	NA
7.	Does the requirements of having EHS policies and its compliance is verified as part of supplier assessment	Yes, Verified	NA
8.	Does the sustainable procurement practices were made part of self-assessment questionnaire	Yes	NA
9.	Does the suppliers site compliance for ISO standard requirements were made part of self-assessment questionnaire	Yes	NA
10.	Does the supplier MRM and reports review done as part of self-assessment questionnaire	Yes	NA
11.	Does the CAPA against self-assessment questionnaire is received and reviewed for compliance	Yes, Completed	NA

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)
INTERNAL AUDIT CHECKLIST FOR SUSTAINABLE PROCUREMENT

Audit Findings:

Name of the Department: SCM

Date of Internal audit: 15/12/2025

S.No	Audit Findings and Observations	Category M/Min/C/R
1	NA	
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	15/12/25

Auditee: Mahendra

Sign & Date: 15/12/25

15/12/25

SHILPA PHARMA LIFESCIENCES LIMITED
MANAGEMENT REVIEW ON SUSTAINABLE PROCUREMENT

Date	:	**15.05.2026**
Time	:	**2:30 hrs to 4:30 hrs**
Review Period	:	**01.04.2025 to 31.03.2026 (FY 2025-26)**

The Following persons were attended

Name	Designation	Signature
Mr. K. Sharath Reddy	Director	15/05/26
Mr. Raghavendra	Manager-Purchase	15/05/26
Mr. Veereshappa	AVP - PD	15/05/26
Mr. Chandrashekhar Dudhani	Sr. Manager WH	15/05/26
Mr. Manjunatha DN	DGM Engg	15/05/26
Mr. AK Singh	DGM - HR	15/05/26
Mr. R. Elangovan	DGM – EHS	15/05/26

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 the supplier assessment questionnaire. NOC certificate from local PCB shall be attached along with the supplier assessment questionnaire. Any pending / open observations related to PCB compliance shall be informed to Shilpa as part of supplier assessment.

2) Supplier Compliance to Labor Laws, Child Labor Policy and Code of Conduct

All the suppliers assessed were compliant to Labor Law and Child Labor Policy and the compliance to this requirement is verified as part of supplier assessment. This is a mandatory requirement of the Factories Act which is fulfilled as part of Factory License.

3) Awareness Training to Supplier on Sustainable Procurement

Awareness training is provided 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. The suppliers assessed are taking steps to ensure improvements w.r.t. EHS practices, thereby minimizing 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

The suppliers assessed comply with Environment sustainability & energy conservation requirements, which are assessed as part of the supplier assessment questionnaire. These suppliers have an independent EHS department which ensures compliance to the 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 of vendor assessment and any non-compliance to requirements is communicated to suppliers for necessary corrections and CAPA.

Out of 32 key suppliers, 5 suppliers (Riddhi Lifesciences India Private Limited, Namokar Speciality Chemicals Pvt Ltd, Haresh Petrochem Private Limited, M/s Mitsuchem Plast Ltd. and Synnova Intermediates Private Limited) were assessed during FY 2025-26 through the Supplier Self-Assessment on ESG, Supplier On-site Audit on ESG and Supplier Worker Feedback Evaluation, and the reports were reviewed and accepted.

For any change to the supplier / supplier manufacturing site, a fresh supplier assessment questionnaire shall be received from the supplier to ensure 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, Supplier On-site Audit Reports and Worker Feedback Evaluations of the 5 assessed suppliers were reviewed. Observations and recommendations were shared with the suppliers for CAPA, and follow-up is being made for implementation and closure with supporting details.

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	Yet to Receive	No	No
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

SHILPA PHARMA LIFESCIENCES LIMITED
MANAGEMENT REVIEW ON SUSTAINABLE PROCUREMENT

S No	Vendor Name	Origin	Type of Material	Shared SAQ	Received Filled SAQ	ESA Completed	CAPA Shared
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 ENGINEERING WORKS	INDIA	Process Equipment & Accessories	Yes	Yet to Receive	No	No
7	ASTOM CORPORATION	JAPAN	Bi-Polar Systems	Yes	Yet to Receive	No	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
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

SHILPA PHARMA LIFESCIENCES LIMITED
MANAGEMENT REVIEW ON SUSTAINABLE PROCUREMENT

S No	Vendor Name	Origin	Type of Material	Shared SAQ	Received Filled SAQ	ESA Completed	CAPA Shared
28	Riddhi Lifesciences India Private Limited	INDIA	Raw Materials	Yes	Yes	Yes	Yes
29	Namokar Speciality Chemicals Pvt Ltd	INDIA	Raw Materials	Yes	Yes	Yes	Yes
30	Haresh Petrochem Private Limited	INDIA	Raw Materials	Yes	Yes	Yes	Yes
31	M/s Mitsuchem Plast Ltd.	INDIA	Plastic / Packing Materials	Yes	Yes	Yes	Yes
32	Synnova Intermediates Private Limited	INDIA	Pharmaceutical Intermediates (CDMO)	Yes	Yes	Yes	Yes
TOTAL				**32**	**5**	**5**	**5**

Review of Suppliers on Sustainable Procurement				
Total No. of Key Suppliers	**Total SAQs shared**		**Filled SAQs received**	
	Number	**Percentage**	**Number**	**Percentage**
32	32	100%	5	15.6%

Review of Suppliers on Sustainable Procurement				
Total No. of SAQs received	**ESA completed**		**CAPA received**	
	Number	**Percentage**	**Number**	**Percentage**
5	5	100%	5	100%

Total 32 key suppliers were identified and Supplier Assessment Questionnaires (SAQs) were sent to all key suppliers to assess the compliance to Environment, Health & Safety, Social Accountability requirements and Human Rights & Labor Laws.

Out of 32 SAQs, 05 suppliers filled and shared the SAQs and 27 SAQs are yet to be received. Out of the 5 filled SAQs, Environment & Social Assessment is completed for all 5 suppliers and observations were shared for recommendations / CAPA.

However, our SCM department is following up with the remaining 27 suppliers to arrange filled SAQs. Upon receipt of filled SAQs from the 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 be obtained from vendors.

Conclusion:

From the Management Review it is evident that the supplier assessment program is capable of ensuring sustainable procurement and no instances of interruption in supply of materials were noticed due to failure or non-compliance to EHS requirements.

Prepared by: 15/05/26
VIJAYKUMAR.N

Verified by: 15/05/26

SHILPA PHARMA LIFESCIENCES LTD

Review Frequency: Quarterly **Review Date: 29.09.2026**

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	FY25-26	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%	100%	As part of our organizational practice, all employees undergo Induction Training at the time of joining. This training provides an overview of the Policies and Procedures of Shilpa Pharma Lifesciences Ltd. Additionally, Annual Training sessions on these Policies and Procedures are conducted for all employees to ensure continued awareness and compliance. **(Ref: Enclosed Induction Training Record, Policies & Procedures Manual, and Annual Training Record on Policies & Procedures as Annexure-01). Refer Page No 749 To 961 of 1318**	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	0	No violations recorded under the Anti-Corruption, Bribery & Code of Conduct Policy **(Ref: Enclosed Consolidated Monthly LHRE Dashboard as Annexure-2, Refer S. No. 1,2 & 3). Refer Page No 962 to 966 of 1318**	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%	0%	No whistleblower incidents have been reported. **(Ref: Enclosed Consolidated Monthly LHRE Dashboard as Annexure-2, Refer S. No. 14). Refer Page No 962 To 966 of 1318**	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%	0%	As per the Anti-Corruption, Bribery & Code of Conduct Policy, no whistleblower grievances have been received, and no actions were required. **(Ref: Enclosed Mail Acknowledgement from Representative Persons as Annexure-3). Refer Page No 1008 To 1023 of 1318**	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%	100%	All employees have signed the Non-Disclosure Agreement. **(Ref: Enclosed one sample copy as Annexure-4). Refer Page No 1024 To 1028 of 1318**	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	1	"Risk Assessment has been performed during the year 2026. **(Ref: Enclosed Annexure-5). Refer Page No 1029 To 1055 of 1318**	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	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 1056 To 1071 of 1318**	-	Principle 10	16

Prepared By Date:- 29/09/26

Reviewed By Date:- 29/09/26

Approved By Date:- 29/09/26

	SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)
	Induction Form

Name of Employee: KURUBA GANESH		**Department:** Production
Employee Code: 9386	**Date of Joining:** 26 Mar 2026	**Designation:** Senior Chemist

Initiated By:	GOLLA MADHU	**Initiated Date:**	27 Mar 2026 12:47:08
Approved By:	SURENDER RAMACHANDRUNI	**Approved Date:**	27 Mar 2026 13:54:27

S.No	Department	Topics to be covered	Dept.Representative Sign & Date
1	Personnel and Administration	Employment of appropriate employees for all the Departments.Coordination for training to the new employees.Ensure the personnel Hygiene of all employees and contract labors,Ensure proper Housekeeping.Coordinating and Monitoring all Pest control activities.To ensure smooth functioning of security department and overall responsibility of security activities.All the needs and facilities required for the departmental activities for the employees are to be ensured.Ensuring all statutory requirements are fulfilled.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, Company policies on Code of conduct, Human Rights Policy, Grievance redressal, Anti Bribery and Corruption, Child Labor and Human Trafficking, prevention of sexual harassment at workplace (POSH-Policy) etc.	SURENDER RAMACHANDRUNI 27 Mar 2026 14:18:37

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Approved By:	SURENDER RAMACHANDRUNI	**Approved Date:**	27 Mar 2026 13:54:27

S.No	Department	Topics to be covered	Dept.Representative Sign & Date
2	Chemical Research and Development	Roles and responsibilities of CR and D	BHAGAT RAJ PIPAL 28 Mar 2026 09:32:39
3	Production	Production department consists of two types of Production Blocks, Onco Production Blocks and Non Oncology production blocks. Production area consists of Intermediate Stage production area, Pharma area [Clean room].The finished product will be transferred to finished goods stores for Storage at appropriate conditions. Entry and exist procedures for production areas.	SHANI PT 28 Mar 2026 10:05:17
4	Analytical Research & Development	Roles and responsibilities of AR and D	GOPAL MALLESHA BOBALADE 28 Mar 2026 11:08:32

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Approved By:	SURENDER RAMACHANDRUNI	**Approved Date:**	27 Mar 2026 13:54:27

S.No	Department	Topics to be covered	Dept.Representative Sign & Date
5	Warehouse	Warehouse consists of four divisions. 1. Raw material (RM) Receipt, storage, Dispensing.2. Engineering Material receipt, storage, Issuance3.Finished goods (FG) receipt from production, storage, and dispatch4. Packing materials (PM) receipt storage and Issuance.Raw materials, packing material and finished goods stored under appropriate conditions, Engineering materials were stored Engineering stores building. All Raw materials and Packing materials were received only from Approved vendors.On receipt the RM and PM were checked for their integrity. Kept at quarantine area till their approval from QCBoth RM and PM will be issued to Production based on FIFO/FEFO principle, as per their requirement.All RMs will be dispensed in dispensing room.The finished product will be transferred from Production to FG and stored at appropriate storage conditions. On receipt of Approval from QA, warehouse department will dispatch the finished product through appropriate procedures.	CHANDRASHEKAR SHANTAMALLAPPA DUDHANI 28 Mar 2026 11:28:23

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Approved By:	SURENDER RAMACHANDRUNI	**Approved Date:**	27 Mar 2026 13:54:27

S.No	Department	Topics to be covered	Dept.Representative Sign & Date
6	Environment Health and Safety	Responsibilities and Activities of Environment Health and 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.Ensuring all the safety devices like fire alarms, fire extinguishers are in correct place and in working conditions.Disposal of all effluents and solid waste hazards are disposed appropriately.Maintains the health care center and Ensure appropriate treatments were given to the injured and ill fell employees.Issuance of safety permits and ensuring the safety of the workmen involved in the hazardous works.Issuance and ensure the availability of all personnel protective equipment at all critical operations.Ensuring all statutory requirements for safety and health and environment is fulfilled.	ELANGOVAN . 28 Mar 2026 12:03:34

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Approved By:	SURENDER RAMACHANDRUNI	**Approved Date:**	27 Mar 2026 13:54:27

S.No	Department	Topics to be covered	Dept.Representative Sign & Date
7	Engineering	The Engineering department carries out the following said activities. Operation and Maintenance of Purified water generation and distribution system, HVAC system, Compressed Air, Nitrogen gas, Boiler, Cooling towers, Electrical and Instrumentation related, Drainage system, Civil construction and repairs, Preventive maintenance and break down maintenance of Manufacturing equipment and other equipment except QC department equipment. Equipment qualifications (DQ, IQ, OQ)	MANJUNATHA D N 28 Mar 2026 13:27:51
8	Regulatory Affairs	Roles and responsibilities of Regulatory Affairs (RA)	PURNA CHANDRA RAO BELLAMKONDA 28 Mar 2026 14:31:29

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Approved By:	SURENDER RAMACHANDRUNI	**Approved Date:**	27 Mar 2026 13:54:27

S.No	Department	Topics to be covered	Dept.Representative Sign & Date
9	Quality Control	The quality control (QC) 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. QC responsibilities: 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. Analyzing all the samples and approve or reject the quality of sample categorically. Carrying out Stability studies, Carrying out the Analytical method validations.In wet lab the following activities are carried out, Volumetric analysis, moisture content, (KF auto titrator), Bulk density (Tap density meter), pH. Residue on ignition (using Muffle furnace), In Instrumentation lab, HPLC, UV spectrophotometer, and Infra-red spectrophotometer and Related analysis was carried out. Microbiology related activities.	GYANESHWAR MANIKRAO SHEP 28 Mar 2026 15:00:29
10	Information Technology	Roles and responsibilities of IT (information technology) and IT policy	RAHUL A 28 Mar 2026 15:44:55

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Approved By:	SURENDER RAMACHANDRUNI	**Approved Date:**	27 Mar 2026 13:54:27

S.No	Department	Topics to be covered	Dept.Representative Sign & Date
11	Quality Assurance	Approval of all standard procedures related to all departments activities.Ensuring all the activities are carried out as per the lay down standard procedures. Issuance and control of documents. Conducting Internal audits [Self inspection] and ensuring all CAPA were implemented.Investigation of all product related customer complaints and ensuring recurrence of the defects by implementation of appropriated CAPA.Investigation of Out of specifications, investigation of deviations and implementing appropriate CAPA.Implementation of change control systems to avoid unauthorized changes to the validated systems and procedures. Carrying out Annual Product reviews and ensuring the status of validation of all systems and proceduresCoordination with RA department for updation of DMFs. Data integrity importance and data integrity declaration by each new employee. Examples of data integrity issues and human factor matrix as per “Data integrity” SOP.	CHINNA BHEEMARAJU VIDAPANURU VIRUPANNA GARI 30 Mar 2026 09:27:33

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Approved By:	SURENDER RAMACHANDRUNI	**Approved Date:**	27 Mar 2026 13:54:27

Trainee Comments
All department-related induction training completed, and I have understood the activities of all departments.

Certification

This is to certify that Mr./ Ms./ Mrs.KURUBA GANESH has completed the induction training and He / She can allow to the on - job training.

Personnel and Administration

GOLLA MADHU 30 Mar 2026 09:58:34

Training Coordinator (Name, Sign & Date):

Printed Date: 28 Sep 2026 17:24:14 **Printed By:** YERRAGUDI VENKATESH

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IT USAGE POLICY

	Author	Reviewed By	Approved By
Name	Akesh Kashte	M.P. Naidu	K.H. Hameedhaid
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. I 7 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 *I* 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: K. Ganesh
Employee ID: 9386
Signature with Date: 28/03/26

SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

DATA INTEGRITY DECLARATION

I, K. Ganesh (Employee Name), with Employee Code 9386, hereby declare that I will diligently perform my duties in my respective area and take full responsibility for ensuring cGMP compliance.

I commit to the Management that I shall not be involved in any of the following data integrity issues, including but not limited to:

- Falsification of data.
- Alteration of data and events.
- Providing misleading information, statements, or facts.
- Misrepresentation of actual events.
- Making untruthful statements.
- Forgery.
- Providing questionable information, statements, events, or facts.
- Misreporting or selective reporting of information.
- Failing to record activities contemporaneously.
- Backdating of records.
- Copying existing data as new data.
- Releasing failing products.

Signature of employee:

Date: 30/03/26

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: 02
Revision 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	Naresh K	Srinivas	K. Sharath Reddy
Designation	Sr.Assistant-HR	Executive-HR	Director
Sign &Date	16/07/25	16/07/25	17/07/25

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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
Whole Document	Rev. 01 Eff. Date: 16.07.2025	Attendance was previously maintained through Kagami Software. During the review, the system was changed to Akrivia HCM Software. All related records and documents were updated accordingly.	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.

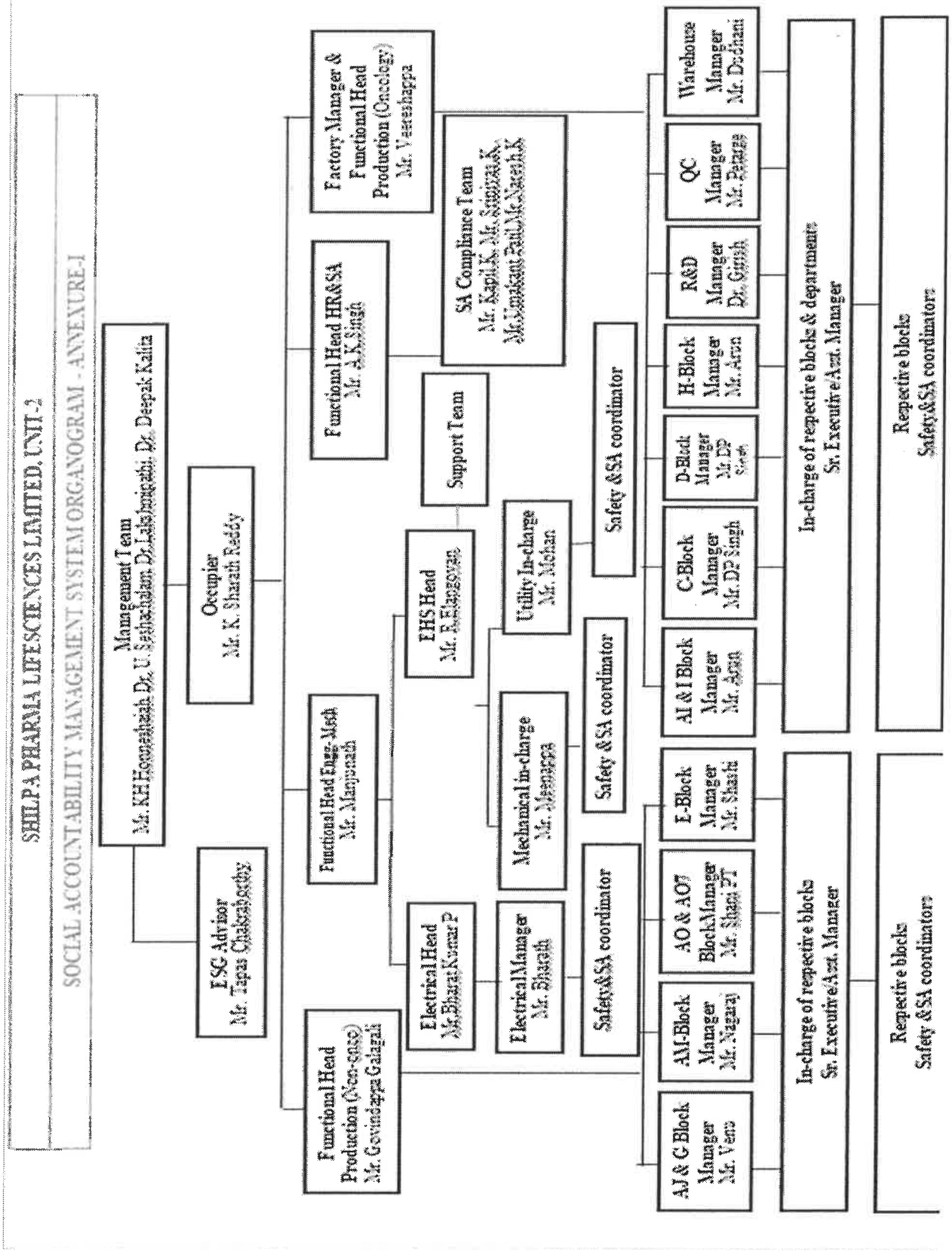
Worker organisation: An autonomous voluntary association of workers organised for the purpose of furthering and defending the rights and interests of workers.

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 Akrivia hcm 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 Akrivia hcm Software for awareness of Employee & Workers.

RECORDS

The Records are maintained in Akrivia hcm 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 Akrivia hcm Software.
2. All employees' leaves are updated in Akrivia hcm 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 Akrivia hcm 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 Akrivia hcm 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 Akrivia hcm 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 Akrivia hcm 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 Akrivia hcm 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	2025-2026

Name	Department	Contact Nos	Role
Varsha Chavan	QC	9920478068	Chairperson
Arvind Kumar Singh	HR	9611168367	Member
Devendra Pratap Singh	Production	9739787879	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

Monthly 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. Monthly 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 Akrivia hcm Software.
2. Employee's in time & out time has been recorded in Akrivia hcm software.
3. HR Assistant/ Executive-HR will register the employee details in Akrivia hcm 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 Akrivia hcm 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 Akrivia hcm 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 Akrivia hcm software.

RECORDS

The Attendance Records are maintained in Akrivia hcm 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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Document Name	:	Code of Conduct,Grievance addressal ,Human rights and POSH policy			
Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1045-VEERESHAPPA .	01 Dec 2025	18 Dec 2025	Self	Target Training - General	N/A	0h 5m 5s	Associate Vice President	9545 - MANICKAVASAGAM J
1069-CHANNA REDDY .	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 27m 14s	Senior Incharge	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
1070-GOVINDARAJULU MENDI SRINIVASULU	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 9m 11s	Senior Shift Incharge	1355 - ARUN KUMAR SINGH

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1071-PARMANAND RAMANNA PATIL	01 Dec 2025	09 Dec 2025	Self	Target Training - General	N/A	0h 5m 10s	Senior Shift Incharge	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
1135-ANJALIYA BABU DANDU	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 2s	Shift Incharge	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
1140-PRAVEEN KUMAR MANNUR	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 6m 59s	Senior Chemist	1198 - SASIDHAR AVULA
1147-VIJAY KUMAR KURUVA	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 45s	Senior Shift Incharge	1355 - ARUN KUMAR SINGH

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1157-KRISHNA .	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 47s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
1160-MANDLA PANDURANGA NAIDU	01 Dec 2025	13 Dec 2025	Self	Target Training - General	N/A	0h 10m 58s	Senior General Manager	7538 - KARUNAKAR ANATAM
1161-M.VEERENDRA KUMAR	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 8m 23s	Senior Shift Incharge	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
1162-S.NANDAKISHORE .	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 5m 26s	Deputy Manager	4332 - MANJUNATHA D N

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1168-BIJAY KETAN MANGARAJ	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 5m 41s	Associate Vice President	7538 - KARUNAKAR ANATAM
1169-MARUTHIRAO JANGITI	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 5m 24s	Deputy Manager	1219 - SARAVANAN N
1171-RAMACHANDRA RAO PAIDI	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 5m 41s	Deputy Manager	8767 - SANDIPOGU SHARATH BABU
1182-NAIDU NARASAPA KANAKANALA	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 13m 36s	Deputy Manager	1185 - GOPAL MALLESHA BOBALADE

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1183-N.RANJEETH .	01 Dec 2025	26 Dec 2025	Self	Target Training - General	N/A	0h 5m 18s	Manager	4492 - DODDAPPA ANEKAL
1184-MEER MASOOD ALI	01 Dec 2025	20 Dec 2025	Self	Target Training - General	N/A	0h 12m 52s	Senior Chemist	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
1185-GOPAL MALLESHA BOBALADE	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 7m 18s	Senior General Manager	7461 - Dr. AVSS. PRASAD
1186-BHARMANNA SHIVARAYA PETARGE	01 Dec 2025	19 Dec 2025	Self	Target Training - General	N/A	0h 5m 20s	Assistant general manager	1168 - BIJAY KETAN MANGARAJ

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1190-VENKATESHWARULU C	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 6s	Senior Chemist	1045 - VEERESHAPPA .
1193-JINDAPPA K	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 5m 28s	Shift Incharge	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
1196-UDAY KUMAR TALLAPALLY	01 Dec 2025	12 Dec 2025	Self	Target Training - General	N/A	0h 5m 6s	Senior Chemist	1198 - SASIDHAR AVULA
1198-SASIDHAR AVULA	01 Dec 2025	05 Jan 2026	Self	Target Training - General	N/A	0h 6m 43s	Senior Manager	9559 - NAGARAJ RAMA NAIK
1199-PRAVEEN CHINTALAPATI	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 17s	Executive	9646 - KUTALA ANANDA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1200-NAGABABU CHENNU	01 Dec 2025	09 Dec 2025	Self	Target Training - General	N/A	0h 5m 2s	Assistant Manager	1198 - SASIDHAR AVULA
1205-RAJSHEKAR REDDY KANALA	01 Dec 2025	11 Dec 2025	Self	Target Training - General	N/A	0h 6m 35s	Assistant Manager	9646 - KUTALA ANANDA
1206-S JAYADEV GORANTLA	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 5m 7s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
1207-CHANDRESH KUMAR TRIPATHI	01 Dec 2025	27 Dec 2025	Self	Target Training - General	N/A	0h 5m 18s	Manager	1621 - GIRISHA MEENEKERE
1209-DEVENDRA PRATAP SINGH	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 12s	Deputy General Manager	1045 - VEERESHAPPA .
1210-ARUN KUMAR .CHAUHAN	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 5m 3s	Deputy Manager	9646 - KUTALA ANANDA

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1218-RAMAKRISHNA KALIPINDI	01 Dec 2025	13 Dec 2025	Self	Target Training - General	N/A	0h 5m 10s	Shift Incharge	6808 - ELANGOVAN .
1219-SARAVANAN N	01 Dec 2025	22 Dec 2025	Self	Target Training - General	N/A	0h 7m 57s	Deputy General Manager	7538 - KARUNAKAR ANATAM
1221-BALAJI KISANRAO KADAM	01 Dec 2025	23 Dec 2025	Self	Target Training - General	N/A	0h 5m 32s	Deputy Manager	7461 - Dr. AVSS. PRASAD
1222-ANUPAM KAPOOR	01 Dec 2025	27 Dec 2025	Self	Target Training - General	N/A	0h 5m 11s	Assistant general manager	9545 - MANICKAVASAGAM J
1230-VIJAYA KUMAR H P	01 Dec 2025	28 Jan 2026	Self	Target Training - General	N/A	0h 6m 13s	Senior Chemist	7705 - SURESH KUMAR S

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1234-SANDEEP KULKARNI	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 5m 10s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
1237-P SATISH .	01 Dec 2025	26 Dec 2025	Self	Target Training - General	N/A	0h 5m 33s	Senior Executive	1621 - GIRISHA MEENEKERE
1238-CHANDRA PRAKASH SINGH	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 5m 10s	Assistant general manager	1168 - BIJAY KETAN MANGARAJ
1243-SHARANAPPA NAMMAKAM	01 Dec 2025	10 Dec 2025	Self	Target Training - General	N/A	0h 8m 58s	Senior Assistant	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI

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Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1247-SIDDHARTHA REDDY PAMURI	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 5s	Senior Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
1248-DEVARAJA .	01 Dec 2025	12 Dec 2025	Self	Target Training - General	N/A	0h 11m 15s	Senior Manager	1168 - BIJAY KETAN MANGARAJ
1251-SANDEEP GADDYAPPA VADIGERI	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 5m 6s	Deputy Manager	4332 - MANJUNATHA D N
1257-NARASIMAHLU GADWAL	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 6m 34s	Senior Assistant	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI

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1259-BHAGAT RAJ PIPAL	01 Dec 2025	23 Jan 2026	Self	Target Training - General	N/A	0h 6m 10s	Associate Vice President	1005 - KESHAV BHUTADA
1260-B.YUVATEJA .	01 Dec 2025	23 Jan 2026	Self	Target Training - General	N/A	0h 6m 19s	Deputy Manager	7705 - SURESH KUMAR S
1262-VENKATA SUBBA REDDY DHANI REDDY	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 1s	Assistant Manager	1198 - SASIDHAR AVULA
1265-U.SREEDHAR BABU	01 Dec 2025	20 Jan 2026	Self	Target Training - General	N/A	0h 5m 24s	Manager	1621 - GIRISHA MEENEKERE
1275-MURALI KRISHNA PINAKANA	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 12m 10s	Engineer	6595 - LAV KUMAR GUPTA

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1296-CHINNA BHEEMARAJU VIDAPANURU VIRUPANNA GARI	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 6m 25s	Assistant Manager	1219 - SARAVANAN N
1299-N PRASAD ACHANTA	01 Dec 2025	23 Dec 2025	Self	Target Training - General	N/A	0h 5m 17s	Senior Manager	1219 - SARAVANAN N
1304-UMESH JALKOTE	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 17s	Senior Chemist	1372 - NAGESWARA RAO GUDAVALLI
1307-ARUN KUMAR GUNJANUR	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 8m 24s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1308-PRAVEEN KUMAR GADWAL	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 8m 41s	Senior Chemist	1355 - ARUN KUMAR SINGH
1310-SRINIVAS AVULA	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 6m 0s	Senior Executive	1198 - SASIDHAR AVULA
1311-KAPIL KHANDELWAL	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 40s	Manager	2766 - ARVIND KUMAR SINGH
1318-SRINIVASA RAO KODALI	01 Dec 2025	11 Dec 2025	Self	Target Training - General	N/A	0h 5m 1s	Deputy Manager	4332 - MANJUNATHA D N

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Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1321-ANIL GANGADHAR BOLLINENI	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 7m 39s	Senior Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
1347-SUMAN MIDDE	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 14s	Senior Executive	1355 - ARUN KUMAR SINGH
1349-RAMESH BABU VALLABHANENI	01 Dec 2025	23 Jan 2026	Self	Target Training - General	N/A	0h 5m 38s	Deputy Manager	1621 - GIRISHA MEENEKERE
1355-ARUN KUMAR SINGH	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 5m 10s	Assistant general manager	1045 - VEERESHAPPA .

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Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1360-LAKSHMI KANTH .	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 22s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
1364-NAGESHWAR RAO PADAMATI	01 Dec 2025	08 Dec 2025	Self	Target Training - General	N/A	0h 5m 2s	Senior Executive	1209 - DEVENDRA PRATAP SINGH
1366-AWNESH KUMAR GOSWAMI	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 5m 7s	Manager	1045 - VEERESHAPPA .
1372-NAGESWARA RAO GUDAVALLI	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 36s	Assistant Manager	1045 - VEERESHAPPA .
1379-GOVINDA PEDDRAI	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 7m 24s	Computer Operator	1045 - VEERESHAPPA .

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Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1384-ASHOK KUMAR ADDANKI	01 Dec 2025	01 Jan 2026	Self	Target Training - General	N/A	0h 5m 11s	Deputy Manager	7705 - SURESH KUMAR S
1386-NARESH K	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 7m 4s	Senior Assistant	2766 - ARVIND KUMAR SINGH
1389-GURUNATH LOMADA	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 21s	Senior Executive	1168 - BIJAY KETAN MANGARAJ
1392-AMARE GOUDA	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 16s	Document Assistant	1045 - VEERESHAPPA .
1394-SURESH AKKENA	01 Dec 2025	15 Dec 2025	Self	Target Training - General	N/A	0h 5m 19s	Executive	6808 - ELANGOVAN .

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Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1395-ANANTHA SENA REDDY GAUNOLLA	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 36s	Senior Executive	1219 - SARAVANAN N
1404-KRISHNA .	01 Dec 2025	29 Dec 2025	Self	Target Training - General	N/A	0h 5m 35s	Assistant Manager	4332 - MANJUNATHA D N
1406-SHIVARAJ JOJAN	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 5m 41s	Senior Executive	1168 - BIJAY KETAN MANGARAJ
1409-MOHAMMED AZHAR HUSSAIN	01 Dec 2025	25 Dec 2025	Self	Target Training - General	N/A	0h 5m 59s	Senior Assistant	1621 - GIRISHA MEENEKERE
1411-VITTHAL ABASO BABAR	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 5m 11s	Senior Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD

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Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1418-SURESH SHIVAMURTHI	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 2s	Senior Chemist	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
1423-UMAKANTH PATIL	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 7m 3s	Assistant Manager	2766 - ARVIND KUMAR SINGH
1441-SRINIVASAKUMAR PRATIPATI	01 Dec 2025	16 Apr 2026	Self	Target Training - General	N/A	0h 7m 7s	Manager	1005 - KESHAV BHUTADA
1478-RAJAVARDHAN GOUD	01 Dec 2025	24 Feb 2026	Self	Target Training - General	N/A	0h 7m 41s	Senior Executive	4492 - DODDAPPA ANEKAL

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1479-MAHESH NARASIMHULU	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 6m 9s	Electrician	8767 - SANDIPOGU SHARATH BABU
1482-S P PRABHAKAR SIDDESHWAR KUMBHAR	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 5m 10s	Senior Executive	1372 - NAGESWARA RAO GUDAVALLI
1483-SUDHAKAR CHINDUKURI	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 38s	Senior Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
1486-SURESH GOUD SHAGALA	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 7m 53s	Assistant Manager	1168 - BIJAY KETAN MANGARAJ

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1489-SATISH BABU KOTA	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 24m 57s	Assistant Manager	1219 - SARAVANAN N
1495-BALAVEERAIAH VALADASU	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 25s	Shift Incharge	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
1496-PRASANNA RAVINDRA DHANSHETTI	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 7m 16s	Assistant Manager	1209 - DEVENDRA PRATAP SINGH
1497-SHARAN PRASAD HAMPAYYASWAMI SHIVALING	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 7m 27s	Senior Manager	1168 - BIJAY KETAN MANGARAJ

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1563-LINGA REDDY BANAVASI	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 5m 22s	Senior Assistant	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
1569-SURESH KUMAR REDDY PATCHARLA	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 31s	Senior Executive	1168 - BIJAY KETAN MANGARAJ
1581-V.N.PRASAD ANDE	01 Dec 2025	25 Dec 2025	Self	Target Training - General	N/A	0h 5m 1s	Assistant general manager	1168 - BIJAY KETAN MANGARAJ
1583-RAVINDER REDDY G	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 5m 1s	Executive	1168 - BIJAY KETAN MANGARAJ

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1588-NAGESH NALLAGORLA	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 7m 33s	Senior Executive	1497 - SHARAN PRASAD HAMPAYYAS WAMI SHIVALING
1595-RAJESH BARI	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 35s	Assistant Manager	1168 - BIJAY KETAN MANGARAJ
1610-JALANDAR PASULA	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 6m 38s	Assistant Manager	1168 - BIJAY KETAN MANGARAJ
1618-BHARATH KUMAR PISAY	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 7m 7s	Manager	4332 - MANJUNATHA D N

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1625-ANWAR BASHA KATIKA	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 48s	Senior Executive	1219 - SARAVANAN N
1627-EDIGA KHAJAN GOUD	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 10m 10s	Executive	1168 - BIJAY KETAN MANGARAJ
1657-PAVAN .	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 19s	Senior Executive	8767 - SANDIPOGU SHARATH BABU
1678-KARUNAKAR CHIDELLA	01 Dec 2025	03 Mar 2026	Self	Target Training - General	N/A	0h 5m 1s	Assistant general manager	1621 - GIRISHA MEENEKERE
1679-M.NARESH KUMAR	01 Dec 2025	11 Dec 2025	Self	Target Training - General	N/A	0h 5m 6s	Senior Executive	1355 - ARUN KUMAR SINGH

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1684-DHARMENDRA GOWDA	01 Dec 2025	06 Mar 2026	Self	Target Training - General	N/A	0h 6m 15s	Deputy Manager	1678 - KARUNAKAR CHIDELLA
1697-YOGESH PATIL	01 Dec 2025	12 Dec 2025	Self	Target Training - General	N/A	0h 9m 39s	Senior Executive	4332 - MANJUNATHA D N
1716-MUJAHID HUSSAIN	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 59s	Executive	1219 - SARAVANAN N
1719-RAJA BABU KAVETI	01 Dec 2025	22 Dec 2025	Self	Target Training - General	N/A	0h 14m 29s	Senior Manager	1219 - SARAVANAN N
1756-VENKATA REDDY PADALA	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 8m 1s	Senior Executive	1219 - SARAVANAN N

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1784-CHINNA MASUM KASANNA GARI	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 12s	Senior Executive	1168 - BIJAY KETAN MANGARAJ
1793-MEENAPPA MADIGA	01 Dec 2025	08 Dec 2025	Self	Target Training - General	N/A	0h 5m 29s	Manager	4332 - MANJUNATHA D N
1798-RAJA KUMAR ANIPE	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 7m 23s	Assistant Manager	1168 - BIJAY KETAN MANGARAJ
1842-HARI OM KUMAR	01 Dec 2025	23 Dec 2025	Self	Target Training - General	N/A	0h 5m 51s	Senior Executive	1198 - SASIDHAR AVULA
1846-PULLA GOWREDDY	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 5m 2s	Assistant Manager	1168 - BIJAY KETAN MANGARAJ

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1894-S.A.MAHESH KUMAR	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 9m 1s	Electrician	8767 - SANDIPOGU SHARATH BABU
1900-VENKAIAH YADAVA GOLLA	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 7s	Supervisor	8767 - SANDIPOGU SHARATH BABU
1902-SHIVAPPA .	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 6m 16s	Senior Electrician	8767 - SANDIPOGU SHARATH BABU
1903-GOUSE MOHINUDDIN	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 7m 40s	Senior Electrician	8767 - SANDIPOGU SHARATH BABU

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1913-DEVARAJA .	01 Dec 2025	10 Dec 2025	Self	Target Training - General	N/A	0h 5m 45s	Assistant	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
1916-VIVEKANAND HOSUR	01 Dec 2025	19 Dec 2025	Self	Target Training - General	N/A	0h 5m 10s	Executive	1168 - BIJAY KETAN MANGARAJ
1917-BRIJESH PATIL	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 8m 15s	Senior Assistant	1185 - GOPAL MALLESHA BOBALADE
1937-NARASIMHA MURTHY VENKATA NANDURI	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 53s	Assistant Manager	9646 - KUTALA ANANDA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1945-ESWAR RAO BANISETTI	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 6m 57s	Deputy Manager	1355 - ARUN KUMAR SINGH
1953-SATYA UGGINA	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 14m 3s	Assistant Manager	1185 - GOPAL MALLESHA BOBALADE
1958-M RAMU .	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 43s	Manager	9646 - KUTALA ANANDA
1959-BASAVARAJ BASAVALINGAIAH	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 23s	Executive	8767 - SANDIPOGU SHARATH BABU
1962-RANGA RAO BAGGU	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 1s	Senior Executive	1198 - SASIDHAR AVULA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
1974-VENKATARAO SAANA	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 43s	Senior Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
1978-CHANUKYA SHAUKAR	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 5m 3s	Executive	1168 - BIJAY KETAN MANGARAJ
1998-SPL RAJU	01 Dec 2025	29 Dec 2025	Self	Target Training - General	N/A	0h 7m 31s	Manager	1621 - GIRISHA MEENEKERE
2006-JINDOBA KASHINATH WAGHMODE	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 5m 48s	Senior Executive	9646 - KUTALA ANANDA

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2016-MAGANTI VENKATA HARIDEEP	01 Dec 2025	12 Dec 2025	Self	Target Training - General	N/A	0h 10m 58s	Senior Executive	8767 - SANDIPOGU SHARATH BABU
2025-ALURE VASANT	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 3s	Senior Executive	9646 - KUTALA ANANDA
2027-SANTHOSH MIRJI	01 Dec 2025	11 Dec 2025	Self	Target Training - General	N/A	0h 5m 30s	Senior Executive	4332 - MANJUNATHA D N
2033-PAVAN BIJJI	01 Dec 2025	11 Dec 2025	Self	Target Training - General	N/A	0h 5m 2s	Executive	1168 - BIJAY KETAN MANGARAJ
2036-SAGAR BALU CHAVAN	01 Dec 2025	08 Dec 2025	Self	Target Training - General	N/A	0h 5m 54s	Executive	1185 - GOPAL MALLESHA BOBALADE

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Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
2040-DEVA KUMAR AMBIGAR	01 Dec 2025	08 Dec 2025	Self	Target Training - General	N/A	0h 5m 12s	Executive	1168 - BIJAY KETAN MANGARAJ
2059-MAHESH NARASU BHANDARI	01 Dec 2025	09 Dec 2025	Self	Target Training - General	N/A	0h 5m 40s	Executive	4332 - MANJUNATHA D N
2075-RAMESH BABU YKKALURI	01 Dec 2025	17 Dec 2025	Self	Target Training - General	N/A	1h 30m 9s	Executive	1198 - SASIDHAR AVULA
2078-NAGARAJU EEDA	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 5m 23s	Senior Executive	1168 - BIJAY KETAN MANGARAJ
2085-SRIHARI RAO EMANI	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 7m 58s	Assistant Manager	9646 - KUTALA ANANDA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
2113-RAJAGOPAL ONTERU	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 5m 2s	Senior Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
2127-MALLESU DALAVAI	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 3s	Senior Executive	5528 - NAGARAJU GAMIDI
2134-VENKATA PRASAD KONDAPALLI	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 6m 47s	Executive	1355 - ARUN KUMAR SINGH
2136-RAKESH .	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 30s	Junior Executive	1222 - ANUPAM KAPOOR
2138-SIVAPRASAD REDDY MUNAGALA	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 5m 33s	Senior Executive	1168 - BIJAY KETAN MANGARAJ

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
2142-AMAR SARODE	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 5m 9s	Executive	4332 - MANJUNATHA D N
2193-SOMANATH REDDY GADDAM	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 13s	Executive	1168 - BIJAY KETAN MANGARAJ
2194-KOVELAKUNTLA VENKATESWARLU	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 21s	Executive	9646 - KUTALA ANANDA
2199-OMPRAKASH .	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 33s	Executive	1168 - BIJAY KETAN MANGARAJ

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
2212-K SANKAR	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 5m 35s	Assistant Manager	1372 - NAGESWARA RAO GUDAVALLI
2214-SHRISHAIL SHIVASHARANAPPA BAMBASE	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 2s	Shift Incharge	9646 - KUTALA ANANDA
2229-DEVI KRISHNA GUJJULA	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 8m 21s	Senior Executive	1198 - SASIDHAR AVULA
2271-ARVIND CHANDRAKANT BALKUNDI	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 9m 48s	Assistant Manager	1168 - BIJAY KETAN MANGARAJ

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
2307-AVULARAJU POKALA	01 Dec 2025	09 Dec 2025	Self	Target Training - General	N/A	0h 6m 44s	Senior Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
2334-SHANKAR MEEDIGADA	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 12s	Senior Executive	1209 - DEVENDRA PRATAP SINGH
2343-PRASADU NAKKA	01 Dec 2025	22 Dec 2025	Self	Target Training - General	N/A	0h 7m 24s	Executive	1168 - BIJAY KETAN MANGARAJ
2356-BHEEM RAYUDU KONKAL	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 4s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
2362-LINGARAJU CHOLAPPA BETTAPNOR	01 Dec 2025	10 Dec 2025	Self	Target Training - General	N/A	0h 10m 13s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH
2398-TIRUPATHI GOUD	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 21s	Assistant Manager	1219 - SARAVANAN N
2404-BHEEMSINGH .	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 5m 2s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
2406-S.MAHESH KALYAN	01 Dec 2025	29 Dec 2025	Self	Target Training - General	N/A	0h 5m 47s	Senior Executive	7705 - SURESH KUMAR S
2408-NISHANT KUMAR	01 Dec 2025	09 Dec 2025	Self	Target Training - General	N/A	0h 5m 6s	Senior Executive	1209 - DEVENDRA PRATAP SINGH

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
2409-BRAHMAIAH MANDADAPU	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 20s	Assistant Manager	9646 - KUTALA ANANDA
2412-MADARVALI SYED	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 5m 29s	Senior Executive	1209 - DEVENDRA PRATAP SINGH
2459-BALA KRISHNA REDDY VAKA	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 10s	Deputy Manager	1219 - SARAVANAN N
2502-VIDYADHAR CHIUVERI	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 5m 23s	Executive	1209 - DEVENDRA PRATAP SINGH
2541-SHIVGANGAPPA .	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 8m 48s	Senior Chemist	1185 - GOPAL MALLESHA BOBALADE

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
2546-SHARANABASAVA REVANNASID KULKARNI	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 9s	Assistant Manager	4332 - MANJUNATHA D N
2601-MULAPARTHI SAMRAJ	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 9s	Senior Executive	9646 - KUTALA ANANDA
2615-MALLIKARJUNA RAO BATHULA	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 32s	Senior Executive	1168 - BIJAY KETAN MANGARAJ
2636-B.SHIVA KUMAR	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 6m 27s	Assistant Manager	1198 - SASIDHAR AVULA
2637-NAGA SAI KOLLIPARA	01 Dec 2025	11 Dec 2025	Self	Target Training - General	N/A	0h 5m 2s	Senior Executive	1355 - ARUN KUMAR SINGH

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
2695-NARESH BHANDARIGAL	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 5m 2s	Engineer	4332 - MANJUNATHA D N
2766-ARVIND KUMAR SINGH	01 Dec 2025	09 Dec 2025	Self	Target Training - General	N/A	0h 5m 43s	General Manager	9545 - MANICKAVASAGAM J
2787-RAJEEV PERIMI	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 40s	Senior Executive	9646 - KUTALA ANANDA
2789-SRINIVASULU REDDY KONDA	01 Dec 2025	17 Dec 2025	Self	Target Training - General	N/A	0h 5m 2s	Executive	6808 - ELANGOVAN .
2793-IRFAN MAHAMMAD	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 9m 45s	Executive	1168 - BIJAY KETAN MANGARAJ

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
2834-SAMEER M	01 Dec 2025	16 Dec 2025	Self	Target Training - General	N/A	0h 5m 18s	Assistant	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
2836-BOYA MALLIKARJUNA	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 19s	Assistant Manager	9545 - MANICKAVASAGAM J
2837-SRINIVAS REDDY NARAVA	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 5m 46s	Executive	1168 - BIJAY KETAN MANGARAJ
2849-EDUKONDALU PAGOLU	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 5m 2s	Senior Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
2884-SRINIVASA RAO MUVVALA	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 6m 36s	Senior Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
2895-J RAGHAVENDRA YADAV	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 5m 50s	Senior Executive	1168 - BIJAY KETAN MANGARAJ
2911-BOYINI PARUSHURAM	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 2s	Executive	1355 - ARUN KUMAR SINGH
2919-NAVEEN SAMGAPU	01 Dec 2025	19 Dec 2025	Self	Target Training - General	N/A	0h 5m 49s	Executive	5528 - NAGARAJU GAMIDI

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
2922-VSV PRASAD AKULA	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 6m 3s	Senior Executive	1355 - ARUN KUMAR SINGH
2952-ATTUNURU PRASAD REDDY	01 Dec 2025	08 Dec 2025	Self	Target Training - General	N/A	0h 6m 14s	Assistant Manager	1209 - DEVENDRA PRATAP SINGH
2972-CHANDRA SEKHAR KUMMARI	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 5m 3s	Executive	1168 - BIJAY KETAN MANGARAJ
2995-ARAVIND GIDDALUR	01 Dec 2025	09 Dec 2025	Self	Target Training - General	N/A	0h 5m 48s	Senior Executive	1355 - ARUN KUMAR SINGH
3017-KASI SANDEEP BURUGUPALLI	01 Dec 2025	08 Dec 2025	Self	Target Training - General	N/A	0h 5m 25s	Senior Executive	5528 - NAGARAJU GAMIDI

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
3019-FAYAZ AHMAD SHAIK	01 Dec 2025	24 Dec 2025	Self	Target Training - General	N/A	0h 5m 27s	Senior Executive	5528 - NAGARAJU GAMIDI
3084-CHANDRA SHEKAR .	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 6m 29s	Supervisor	8767 - SANDIPOGU SHARATH BABU
3085-RANGANATHA	01 Dec 2025	13 Dec 2025	Self	Target Training - General	N/A	0h 5m 2s	Electrician	8767 - SANDIPOGU SHARATH BABU
3086-SURESH .	01 Dec 2025	08 Dec 2025	Self	Target Training - General	N/A	0h 6m 0s	Jr.Electrician	8767 - SANDIPOGU SHARATH BABU

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
3087-ASHOK .	01 Dec 2025	27 Dec 2025	Self	Target Training - General	N/A	0h 5m 43s	Jr.Electrician	8767 - SANDIPOGU SHARATH BABU
3090-RAKESH KUMAR K	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 13s	Site Incharge	4332 - MANJUNATHA D N
3100-THONDAMALLA VENKATA PRAVEEN KUMAR	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 43s	Executive	9646 - KUTALA ANANDA
3152-SUDHIR PATANGE	01 Dec 2025	11 Dec 2025	Self	Target Training - General	N/A	0h 5m 34s	Engineer	4332 - MANJUNATHA D N

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
3192-BAJESWARA RAO GOTTIPATI	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 46s	Assistant Manager	9559 - NAGARAJ RAMA NAIK
3239-SANTOSH .	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 5s	Executive	1168 - BIJAY KETAN MANGARAJ
3245-SRIKANTH SARMA DHULIPALA	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 5m 19s	Assistant Manager	9028 - SARVANA KUMAR
3278-RAMACHANDRUDU BOYA	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 57s	Senior Executive	1219 - SARAVANAN N
3321-ASHOK ELLENDULA	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 9m 54s	Assistant Manager	1219 - SARAVANAN N

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
3323-PURNAPRAJNA KULKARNI	01 Dec 2025	08 Dec 2025	Self	Target Training - General	N/A	0h 5m 15s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
3324-YASHWANTH PASUPULA	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 14s	Senior Chemist	1045 - VEERESHAPPA .
3382-LEELA MOHAN BURRA	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 6m 11s	Executive	1168 - BIJAY KETAN MANGARAJ
3400-YEDUKONDALU KAJA	01 Dec 2025	07 Mar 2026	Self	Target Training - General	N/A	0h 5m 29s	Executive	9557 - KEDARNATH MADOLAPPA BIRAJDAR

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Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
3403-GOPINATH JONNALAGADDA	01 Dec 2025	06 May 2026	Self	Target Training - General	N/A	0h 10m 30s	Deputy General Manager	3236 - SATYANARAYANA GANUGAPATI
3406-VAIBHAV VILAS DESHPANDE	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 1s	Senior Executive	9646 - KUTALA ANANDA
3421-RAJSHEKHAR BHIMASHA GAIKWAD	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 5m 8s	Deputy Manager	9559 - NAGARAJ RAMA NAIK
3440-GANESH ANDHAVARAPU	01 Dec 2025	07 Mar 2026	Self	Target Training - General	N/A	0h 12m 48s	Assistant Manager	1621 - GIRISHA MEENEKERE
3476-MASULDAR ABDUL ZABER SHAIK	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 10s	Executive	9646 - KUTALA ANANDA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
3480-SATISH KASHINATH DUMNE	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 5m 11s	Senior Executive	9154 - V.S.B.Govinda Reddy
3481-BALACHANDAR B	01 Dec 2025	08 Dec 2025	Self	Target Training - General	N/A	0h 6m 8s	Senior Executive	9646 - KUTALA ANANDA
3484-NITIN TUKARAM GHADGE	01 Dec 2025	12 Dec 2025	Self	Target Training - General	N/A	0h 5m 10s	Senior Executive	9154 - V.S.B.Govinda Reddy
3499-BASAVARAJ .	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 5m 19s	Executive	9154 - V.S.B.Govinda Reddy
3502-SRINIVASA REDDY GUDIBANDI	01 Dec 2025	19 Dec 2025	Self	Target Training - General	N/A	0h 10m 8s	Assistant Manager	1185 - GOPAL MALLESHA BOBALADE

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
3515-AMIT BABASAHEB KALE	01 Dec 2025	06 May 2026	Self	Target Training - General	N/A	0h 5m 26s	Senior Manager	3403 - GOPINATH JONNALAGADDA
3520-MOHAMMED GOUSE S S	01 Dec 2025	12 Dec 2025	Self	Target Training - General	N/A	0h 5m 29s	Executive	1618 - BHARATH KUMAR PISAY
3523-AMARSING KISANSING RAJPUT	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 10m 4s	Senior Executive	1209 - DEVENDRA PRATAP SINGH
3612-SANTHOSH RAJU POSANI	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 15s	Senior Executive	1168 - BIJAY KETAN MANGARAJ

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
3614-VENKATESH REGULA	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 6m 34s	Assistant Manager	1045 - VEERESHAPPA .
3644-PRASHANT KALYANI GUNDURE	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 18s	Executive	1372 - NAGESWARA RAO GUDAVALLI
3725-YUVARAJ .	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 6m 2s	Senior Assistant	1045 - VEERESHAPPA .
3742-D JAYA PRAKASH REDDY REDDY	01 Dec 2025	20 Dec 2025	Self	Target Training - General	N/A	0h 6m 52s	Deputy Manager	7461 - Dr. AVSS. PRASAD

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
3749-VENKATA GOURI JANAKIRAM AREPU	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 11s	Senior Executive	1219 - SARAVANAN N
3776-RAJASHEKHAR .	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 16m 37s	Senior Executive	1045 - VEERESHAPPA .
3784-NARASIMHULU AMJALA	01 Dec 2025	20 Dec 2025	Self	Target Training - General	N/A	0h 5m 16s	Chemist	6808 - ELANGOVAN .
3785-G PRATAP REDDY .	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 6m 16s	Senior Executive	1168 - BIJAY KETAN MANGARAJ

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
3822-KADATHALA SRAVAN GOUD	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 9s	Executive	1355 - ARUN KUMAR SINGH
3832-CHALLA RAMBABU	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 29s	Assistant Manager	1045 - VEERESHAPPA .
3845-PATIL SUNIL SHIVAJI .	01 Dec 2025	27 Dec 2025	Self	Target Training - General	N/A	0h 5m 16s	Sr.Chemist	4492 - DODDAPPA ANEKAL
3853-KALLIPATI NAGABHUSHANA M .	01 Dec 2025	09 Dec 2025	Self	Target Training - General	N/A	0h 8m 19s	Assistant Manager	1168 - BIJAY KETAN MANGARAJ

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
3917-SANTOSH KUMAR	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 9m 8s	Senior Executive	1372 - NAGESWARA RAO GUDAVALLI
3920-RAMAKRISHNA K. S	01 Dec 2025	08 Dec 2025	Self	Target Training - General	N/A	0h 6m 2s	Junior Executive	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
3938-ALKESH KASHTE	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 7m 15s	Senior Executive	6595 - LAV KUMAR GUPTA
3940-GOVINDAPPA GALAGALI	01 Dec 2025	10 Dec 2025	Self	Target Training - General	N/A	0h 5m 17s	Deputy General Manager	1005 - KESHAV BHUTADA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
3978-GIRISH MOHAN BHANDARE	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 42s	Manager	1045 - VEERESHAPPA .
3996-ANILKUMAR POLISETTY	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 6m 5s	Senior Executive	1209 - DEVENDRA PRATAP SINGH
4000-BALAJI VAMANRAO HANDGE	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 5m 1s	Senior Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
4045-VENKATESWARARAO KASANI	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 5m 10s	Deputy Manager	1185 - GOPAL MALLESHA BOBALADE

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
4078-YALLALING .	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 5m 4s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
4173-DEVIDAS DATTATRAY GUND	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 43s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
4199-DURGA SANDEEP KORASIKA	01 Dec 2025	11 Dec 2025	Self	Target Training - General	N/A	0h 5m 14s	Senior Executive	1219 - SARAVANAN N
4240-SRINIVAS .	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 7m 18s	Senior Executive	2766 - ARVIND KUMAR SINGH
4324-BASWRAJ KALYANI GUNDURE	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 6s	Executive	1355 - ARUN KUMAR SINGH

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
4332-MANJUNATHA D N	01 Dec 2025	24 Dec 2025	Self	Target Training - General	N/A	0h 9m 42s	General Manager	1013 - SHARATH REDDY KALKOTA
4344-BADRINATH .	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 8s	Senior Chemist	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
4412-VIRENDRA BHIMASHANKAR KALSHETTI	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 18s	Senior Chemist	9646 - KUTALA ANANDA
4453-P NAGARAJU .	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 12s	Executive	1198 - SASIDHAR AVULA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
4454-PASUMARTHI OMKARESWARARAO	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 36s	Executive	9646 - KUTALA ANANDA
4476-DASA RAMANJANEYULU	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 8m 28s	Deputy Manager	1045 - VEERESHAPPA .
4492-DODDAPPA ANEKAL	01 Dec 2025	06 Mar 2026	Self	Target Training - General	N/A	0h 43m 41s	General Manager	7034 - DIPAK KALITA
4606-SAGAR M	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 2s	Executive	1209 - DEVENDRA PRATAP SINGH
4609-UMESHA .	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 5m 18s	Senior Chemist	1198 - SASIDHAR AVULA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
4649-GOOTLO PAVAN KUMAR	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 11s	Executive	9646 - KUTALA ANANDA
4664-MOHAN KUMAR B	01 Dec 2025	25 Dec 2025	Self	Target Training - General	N/A	0h 9m 4s	Executive	8767 - SANDIPOGU SHARATH BABU
4667-RAHUL A	01 Dec 2025	23 Dec 2025	Self	Target Training - General	N/A	0h 5m 18s	Senior Executive	6595 - LAV KUMAR GUPTA
4706-RAVIRAJ KOLKAR	01 Dec 2025	23 Jan 2026	Self	Target Training - General	N/A	0h 5m 43s	Senior Executive	1732 - M.NARASIMHA RAO

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
4712-THANGELLA SRINIVAS	01 Dec 2025	27 Feb 2026	Self	Target Training - General	N/A	0h 5m 7s	Senior Executive	9830 - MANMATH NAGNATH PATIL
4716-BIRENDRA KUMAR RANA	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 5m 7s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
4725-GOLLA MADHU	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 7s	Executive	1489 - SATISH BABU KOTA
4728-GOWRU VISWANATHA REDDY	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 6m 7s	Deputy Manager	1219 - SARAVANAN N
4749-AMOL WAMAN SUTAR	01 Dec 2025	25 Feb 2026	Self	Target Training - General	N/A	0h 5m 4s	Senior Executive	7705 - SURESH KUMAR S

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
4788-AMARRAYYA .	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 5m 38s	Executive	4332 - MANJUNATHA D N
4799-DEEPAK GOVINDRAO NATKARE	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 5m 4s	Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
4802-SEKHAR BABU UPPELLI	01 Dec 2025	27 Feb 2026	Self	Target Training - General	N/A	0h 9m 13s	Deputy Manager	4492 - DODDAPPA ANEKAL
4826-GYANESHWAR MANIKRAO SHEP	01 Dec 2025	13 Dec 2025	Self	Target Training - General	N/A	0h 5m 49s	Manager	1168 - BIJAY KETAN MANGARAJ

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
4866-DIVI VENUGOPAL	01 Dec 2025	24 Dec 2025	Self	Target Training - General	N/A	0h 5m 40s	Deputy Manager	9559 - NAGARAJ RAMA NAIK
4871-MAYUR NILKANTH DESHPANDE	01 Dec 2025	06 May 2026	Self	Target Training - General	N/A	0h 26m 25s	Assistant Manager	8341 - NILESH DAGDU PATIL
4901-THAMATAM SANTI	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 6m 16s	Senior Chemist	1198 - SASIDHAR AVULA
4974-BANDARU DILIP KUMAR .	01 Dec 2025	27 Dec 2025	Self	Target Training - General	N/A	0h 5m 40s	Assistant Manager	7705 - SURESH KUMAR S
4980-MULAKA MADHU	01 Dec 2025	11 Dec 2025	Self	Target Training - General	N/A	0h 14m 52s	Deputy Manager	4332 - MANJUNATHA D N

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4985-THEJA P	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 5m 1s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
5029-RAGHAVENDRA RAO K	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 7m 4s	Senior Assistant	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
5049-SHARANAYYA .	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 17s	Microbiologist	9154 - V.S.B.Govinda Reddy
5050-PRATAP .	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 6s	Microbiologist	9154 - V.S.B.Govinda Reddy

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
5072-SHIVANAND BIRAJADAR	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 6m 8s	Sr.Chemist	1185 - GOPAL MALLESHA BOBALADE
5088-SAMBHAJI SHIVAJI KOLI	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 7m 18s	Senior Executive	1185 - GOPAL MALLESHA BOBALADE
5155-PARAMESHWAR .	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 5m 3s	Executive	1355 - ARUN KUMAR SINGH
5184-MADHAV VINAYAK KUMBHAR .	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 11s	Chemist	1168 - BIJAY KETAN MANGARAJ
5208-VIJAY KUMAR N	01 Dec 2025	19 Dec 2025	Self	Target Training - General	N/A	0h 5m 6s	Executive	6808 - ELANGOVAN .

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Document Name	:	Code of Conduct,Grievance addressal ,Human rights and POSH policy			
Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
5217-AKKULA PRATHAP GOWD	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 5m 2s	Executive	1168 - BIJAY KETAN MANGARAJ
5293-VENKATESHWAR RAO P	01 Dec 2025	24 Dec 2025	Self	Target Training - General	N/A	0h 5m 13s	Senior Executive	1219 - SARAVANAN N
5301-MAHESH MANIK VANVE	01 Dec 2025	08 Dec 2025	Self	Target Training - General	N/A	0h 5m 12s	Senior Chemist	1198 - SASIDHAR AVULA
5314-BASANA GOWDA C	01 Dec 2025	11 Dec 2025	Self	Target Training - General	N/A	0h 5m 57s	Engineer	4332 - MANJUNATHA D N
5350-KIRAN KUMAR S	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 10s	Executive	9646 - KUTALA ANANDA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
5355-NARAYAN TANAJI PAWAR	01 Dec 2025	27 Dec 2025	Self	Target Training - General	N/A	0h 5m 23s	Chemist	1259 - BHAGAT RAJ PIPAL
5376-SAGAR BALU BAGAV	01 Dec 2025	09 Dec 2025	Self	Target Training - General	N/A	0h 5m 10s	Chemist	1168 - BIJAY KETAN MANGARAJ
5379-MAHESH BASAPPA HATTALI	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 6m 19s	Chemist	1168 - BIJAY KETAN MANGARAJ
5438-BEERAPPA BALBHIM GAWADE	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 12s	Executive	5528 - NAGARAJU GAMIDI
5491-SUKADEV MOHANTY	01 Dec 2025	08 Dec 2025	Self	Target Training - General	N/A	0h 5m 4s	Senior Executive	1198 - SASIDHAR AVULA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
5500-MAHESH KUMAR ALLURE	01 Dec 2025	27 Dec 2025	Self	Target Training - General	N/A	0h 5m 19s	Senior Executive	4492 - DODDAPPA ANEKAL
5503-S SUMAN .	01 Dec 2025	15 Dec 2025	Self	Target Training - General	N/A	0h 5m 6s	Executive	6808 - ELANGOVAN .
5527-AMAR S GARJE	01 Dec 2025	23 Jan 2026	Self	Target Training - General	N/A	0h 5m 49s	Senior Executive	4492 - DODDAPPA ANEKAL
5528-NAGARAJU GAMIDI	01 Dec 2025	15 Dec 2025	Self	Target Training - General	N/A	0h 5m 37s	Manager	9559 - NAGARAJ RAMA NAIK
5538-AJIT ARUN CHAVAN	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 5m 18s	Senior Chemist	1185 - GOPAL MALLESHA BOBALADE

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
5548-SUSHANT PANDURANG PATIL	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 44s	Senior Executive	9646 - KUTALA ANANDA
5549-PINJARI SAIFULLA	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 2s	Executive	9646 - KUTALA ANANDA
5572-RAHUL SURESH KANASE	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 16m 54s	Senior Executive	1185 - GOPAL MALLESHA BOBALADE
5573-M RAJU	01 Dec 2025	24 Feb 2026	Self	Target Training - General	N/A	0h 7m 20s	Senior Executive	1185 - GOPAL MALLESHA BOBALADE
5592-VENKATESU NAIK RAMAVATH	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 5m 13s	Executive	9646 - KUTALA ANANDA
5596-GOLLA SURENDRA BABU	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 45s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
5622-SHIVASHARANAPPA .	01 Dec 2025	16 Dec 2025	Self	Target Training - General	N/A	0h 5m 13s	Executive	1185 - GOPAL MALLESHA BOBALADE
5632-RAMESHA G.V	01 Dec 2025	07 Mar 2026	Self	Target Training - General	N/A	0h 6m 3s	Senior Executive	4492 - DODDAPPA ANEKAL
5675-NITIN DILIP GAIKWAD	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 5m 8s	Sr.Microbiologist	1168 - BIJAY KETAN MANGARAJ
5687-D BALAKRISHNA .	01 Dec 2025	10 Dec 2025	Self	Target Training - General	N/A	0h 5m 42s	Senior Executive	9646 - KUTALA ANANDA
5694-AVADHUT ASHOK KULKARNI .	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 4s	Executive	9646 - KUTALA ANANDA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
5813-ABHIJEET IRGONDA BIRADAR	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 6m 6s	Senior Chemist	1185 - GOPAL MALLESHA BOBALADE
5821-MAHANTHASWAMY HIREMATH	01 Dec 2025	29 Dec 2025	Self	Target Training - General	N/A	0h 6m 36s	Deputy General Manager	7034 - DIPAK KALITA
5858-KUKUNOOR HANMANTHU	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 19s	Chemist	1168 - BIJAY KETAN MANGARAJ
5863-PRAVEEN KUMAR N	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 5m 55s	Senior Chemist	1185 - GOPAL MALLESHA BOBALADE
5880-AMIT ASHOK MALI	01 Dec 2025	13 Dec 2025	Self	Target Training - General	N/A	0h 5m 13s	Chemist	1168 - BIJAY KETAN MANGARAJ

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
5910-KAUTIK MUKTAJI JADHAV	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 30s	Senior Chemist	5528 - NAGARAJU GAMIDI
5928-KOTHARE VAIBHAV SANJAY	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 5m 58s	Executive	1209 - DEVENDRA PRATAP SINGH
5930-KAKANURU AMARESWARA REDDY	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 11m 12s	Senior Executive	9557 - KEDARNATH MADOLAPPA BIRAJDAR
5954-TUSAR KUMAR MOHAPATRA	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 5m 4s	Chemist	1168 - BIJAY KETAN MANGARAJ

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
6033-S MAHESH	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 41s	Executive	1209 - DEVENDRA PRATAP SINGH
6040-AJIT CHANDRAKANT BORUTE	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 8s	Executive	1209 - DEVENDRA PRATAP SINGH
6069-GOLLA PANDUKUMAR	01 Dec 2025	17 Dec 2025	Self	Target Training - General	N/A	0h 5m 32s	Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
6096-SUDHARSHAN DATTRAO GIRI	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 5m 38s	Chemist	1168 - BIJAY KETAN MANGARAJ

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
6157-CHEKU BOYINA SURYAVAMSI G	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 4s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
6196-BANDAMEEDI RAMESH	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 8s	Executive	1355 - ARUN KUMAR SINGH
6222-RAGHUPATHI ACHARI	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 6s	Senior Process Engineer	9559 - NAGARAJ RAMA NAIK
6254-AMIT ANNAPPA ATHANI	01 Dec 2025	08 Dec 2025	Self	Target Training - General	N/A	0h 5m 7s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
6275-MAINGADDA SHIVA KUMAR	01 Dec 2025	10 Dec 2025	Self	Target Training - General	N/A	0h 5m 29s	Assistant	1222 - ANUPAM KAPOOR

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
6284-HANUMANTHA J GOWDA	01 Dec 2025	08 Dec 2025	Self	Target Training - General	N/A	0h 8m 47s	Senior Executive	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
6285-JOSHI ASHWIN SHRINIVAS	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 22s	Microbiologist	1168 - BIJAY KETAN MANGARAJ
6286-PARASHURAMA .	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 5m 19s	Senior Chemist	9646 - KUTALA ANANDA
6329-YERRAGUDI VENKATESH	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 19s	Executive	1489 - SATISH BABU KOTA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
6331-PEGGI RAJU	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 10m 45s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
6339-ALOKNATH ANIL POKALE	01 Dec 2025	23 Jan 2026	Self	Target Training - General	N/A	0h 6m 23s	Chemist	9557 - KEDARNATH MADOLAPPA BIRAJDAR
6355-SURAJ ANANDA DADMODE	01 Dec 2025	08 Dec 2025	Self	Target Training - General	N/A	0h 5m 8s	Chemist	1497 - SHARAN PRASAD HAMPAYYAS WAMI SHIVALING
6367-KRUSHNA KADUBA PALODKAR	01 Dec 2025	06 May 2026	Self	Target Training - General	N/A	0h 5m 18s	Executive	3236 - SATYANARAYANA GANUGAPATI

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
6427-SANDRALA PRASAD	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 7m 1s	Executive	7539 - SHANI PT
6446-AKSHAY VALMIK PAWAR	01 Dec 2025	30 Dec 2025	Self	Target Training - General	N/A	0h 5m 3s	Chemist	1185 - GOPAL MALLESHA BOBALADE
6458-THAVELI RAVI KUMAR	01 Dec 2025	23 Jan 2026	Self	Target Training - General	N/A	0h 5m 51s	Sr.Chemist	7705 - SURESH KUMAR S
6501-MANIDEEP BH	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 5m 29s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
6533-SINGARAJANAHALLI MUNDARIN REDDY	01 Dec 2025	07 Mar 2026	Self	Target Training - General	N/A	0h 5m 6s	Senior Executive	4492 - DODDAPPA ANEKAL

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
6559-SHIVAKUMARA L R	01 Dec 2025	06 May 2026	Self	Target Training - General	N/A	0h 5m 16s	Senior Executive	3403 - GOPINATH JONNALAGADDA
6585-T BALAJI SAVANTH	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 6s	Assistant Manager	1355 - ARUN KUMAR SINGH
6595-LAV KUMAR GUPTA	01 Dec 2025	25 Dec 2025	Self	Target Training - General	N/A	0h 15m 27s	Deputy General Manager	9545 - MANICKAVASAGAM J
6596-MUDRAGADDA SRINU	01 Dec 2025	11 Dec 2025	Self	Target Training - General	N/A	0h 5m 16s	Microbiologist	1168 - BIJAY KETAN MANGARAJ

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
6631-RAKESH KUMAR P	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 15s	Chemist	1168 - BIJAY KETAN MANGARAJ
6645-CHANDRASHEKAR SHANTAMALLAPPA DUDHANI	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 45s	Assistant general manager	9545 - MANICKAVASAGAM J
6669-GALLA VENKATA SUBBA RAO	01 Dec 2025	18 Dec 2025	Self	Target Training - General	N/A	0h 5m 12s	Senior Executive	1219 - SARAVANAN N
6670-OJA SUBRAMANYAM	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 5m 27s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ

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6683-SURYA PRAKASH MAURYA	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 9m 59s	Senior Chemist	1355 - ARUN KUMAR SINGH
6793-RUSHIKESH BALASAHEB MALI	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 5m 1s	Chemist	1168 - BIJAY KETAN MANGARAJ
6808-ELANGOVAN .	01 Dec 2025	08 Dec 2025	Self	Target Training - General	N/A	0h 6m 10s	Deputy General Manager	9545 - MANICKAVASAGAM J
6907-AMAR VIJAYKUMAR GHODAKE	01 Dec 2025	27 Dec 2025	Self	Target Training - General	N/A	0h 5m 29s	Chemist	1185 - GOPAL MALLESHA BOBALADE

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
6960-ANISH CHANDRAN	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 5m 8s	Assistant	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
6961-BOOSUPALLI SANJEEVA REDDY	01 Dec 2025	13 Dec 2025	Self	Target Training - General	N/A	0h 5m 5s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
7028-NAVNATH SOPAN GADILKAR	01 Dec 2025	23 Jan 2026	Self	Target Training - General	N/A	0h 6m 50s	Executive	1185 - GOPAL MALLESHA BOBALADE
7036-PADAMATI SIVA NAGA RAJU	01 Dec 2025	18 Dec 2025	Self	Target Training - General	N/A	0h 5m 14s	Senior Executive	1219 - SARAVANAN N

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Version Number	:	00	**To Date**	:	N/A
Source	:	Training Content	**Total Trained Duration**	:	64h 15m 1s
Document Name	:	Code of Conduct,Grievance addressal ,Human rights and POSH policy			
Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7049-SANTOSH K	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 26s	Senior Chemist	9646 - KUTALA ANANDA
7110-SHRIKRUSHNA SUBHASH TELORE	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 5m 8s	Executive	1355 - ARUN KUMAR SINGH
7168-SALUNKHE NAMDEO SHIVAJI	01 Dec 2025	08 Dec 2025	Self	Target Training - General	N/A	0h 8m 58s	Assistant	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
7188-BADESAB HUSEN SHAIKH	01 Dec 2025	08 Dec 2025	Self	Target Training - General	N/A	0h 5m 6s	Junior Executive	6808 - ELANGOVAN .
7260-NAGARAJ GANGANNAVAR	01 Dec 2025	25 Dec 2025	Self	Target Training - General	N/A	0h 6m 6s	Junior Executive	6808 - ELANGOVAN .

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7273-KUMMARI RAMESH	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 12s	Senior Chemist	9646 - KUTALA ANANDA
7282-RAJ KUMAR VISHWAKARMA	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 7m 2s	Chemist	1209 - DEVENDRA PRATAP SINGH
7283-MANOJ KUMAR	01 Dec 2025	08 Dec 2025	Self	Target Training - General	N/A	0h 5m 8s	Process Engineer	1209 - DEVENDRA PRATAP SINGH
7286-NITINKUMAR VIRABHADRAPPA NASALE	01 Dec 2025	08 Dec 2025	Self	Target Training - General	N/A	0h 5m 34s	Executive	9646 - KUTALA ANANDA
7290-SHINDE MAHESH MACHINDRA	01 Dec 2025	17 Dec 2025	Self	Target Training - General	N/A	0h 5m 9s	Chemist	1185 - GOPAL MALLESHA BOBALADE

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7291-SANTOSH ASHOK JADHAV	01 Dec 2025	26 Dec 2025	Self	Target Training - General	N/A	0h 7m 22s	Chemist	1185 - GOPAL MALLESHA BOBALADE
7293-CHILUKU HARIKRISHNA	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 6m 9s	Chemist	1168 - BIJAY KETAN MANGARAJ
7310-MANJEET SINGH	01 Dec 2025	12 Dec 2025	Self	Target Training - General	N/A	0h 5m 2s	Assistant Manager	1185 - GOPAL MALLESHA BOBALADE
7311-BYRAKONDA HARI KRISHNA	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 6m 29s	Executive	1372 - NAGESWARA RAO GUDAVALLI
7322-MANVENDRA SINGH	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 5m 33s	Process Engineer	9646 - KUTALA ANANDA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7336-KASHINATH SHASHIKANT KASTURE	01 Dec 2025	18 Dec 2025	Self	Target Training - General	N/A	0h 5m 12s	Trainee	1168 - BIJAY KETAN MANGARAJ
7343-VISHAL KUMAR	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 7m 38s	Chemist	1209 - DEVENDRA PRATAP SINGH
7371-AKSHAY MALLU BODHALE	01 Dec 2025	16 Dec 2025	Self	Target Training - General	N/A	0h 5m 5s	Trainee Chemist	5528 - NAGARAJU GAMIDI
7387-BISWARANJAN PADHY	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 10s	Process Engineer	7539 - SHANI PT
7388-ABINASH PARIDA	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 5m 15s	Process Engineer	9646 - KUTALA ANANDA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7393-MALKARI BHIMRAYA CHOUGULE	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 5m 32s	Trainee	1168 - BIJAY KETAN MANGARAJ
7413-SUNIL KUMAR YADAV	01 Dec 2025	17 Dec 2025	Self	Target Training - General	N/A	0h 5m 19s	Chemist	7539 - SHANI PT
7420-ATAR SINGH	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 6s	Chemist	1209 - DEVENDRA PRATAP SINGH
7426-MAHESH SIDDAPPA JATTI	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 5m 3s	Senior Process Engineer	9646 - KUTALA ANANDA
7427-DEEPAK NAVNATH TONDE	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 2s	Chemist	9646 - KUTALA ANANDA
7431-SHIVANAND RAMESH KOLLI	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 11m 46s	Senior Chemist	1219 - SARAVANAN N

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7441-VENKAT PRASAD G	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 33s	Chemist	9646 - KUTALA ANANDA
7442-SANTHOSHA B R	01 Dec 2025	06 May 2026	Self	Target Training - General	N/A	0h 5m 33s	Trainee Chemist	3403 - GOPINATH JONNALAGADDA
7446-MILIND MANIK SARPE	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 5m 20s	Chemist	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
7447-RAVSAHEB CHANDRAKANT RAYKAR	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 9s	Chemist	3421 - RAJSHEKHAR BHIMASHA GAIKWAD

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7450-BAPALA MANOJ KUMAR	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 8s	Senior Chemist	9646 - KUTALA ANANDA
7451-ATUL RAMESH SHINDE	01 Dec 2025	16 Dec 2025	Self	Target Training - General	N/A	0h 5m 21s	Chemist	1185 - GOPAL MALLESHA BOBALADE
7459-MAHADEV RAMESH	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 3s	Senior Process Engineer	9646 - KUTALA ANANDA
7460-PRATAP SUBHASH BHOSALE	01 Dec 2025	11 Dec 2025	Self	Target Training - General	N/A	0h 16m 54s	Chemist	7539 - SHANI PT
7461-Dr. AVSS. PRASAD	01 Dec 2025	23 Feb 2026	Self	Target Training - General	N/A	0h 5m 8s	Vice President	1005 - KESHAV BHUTADA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7464-AKSHAY CHANGDEO SALUNKE	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 1s	Chemist	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
7466-A VEERESHA	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 19s	Senior Chemist	9646 - KUTALA ANANDA
7480-RAHUL BHAUSO PATIL	01 Dec 2025	27 Dec 2025	Self	Target Training - General	N/A	0h 5m 30s	Trainee Chemist	4492 - DODDAPPA ANEKAL
7487-SHIVNARAYAN PRAJAPATI	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 3s	Process Engineer	7539 - SHANI PT
7489-DEEPAK YADAV	01 Dec 2025	19 May 2026	Self	Target Training - General	N/A	0h 6m 4s	Chemist	4492 - DODDAPPA ANEKAL

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7499-B KIRAN KUMAR REDDY	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 4s	Process Engineer	7539 - SHANI PT
7504-RITESH SUKHDEV SALUNKE	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 6m 48s	Chemist	7539 - SHANI PT
7505-GIJE MOKIND SONIBA	01 Dec 2025	08 Dec 2025	Self	Target Training - General	N/A	0h 5m 2s	Process Engineer	7539 - SHANI PT
7509-SURAJ MARUTI GAWADE	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 12s	Senior Chemist	1198 - SASIDHAR AVULA
7519-MALLIKARJUNA GOWDA GM	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 48s	Chemist	1372 - NAGESWARA RAO GUDAVALLI

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7520-KEDARANATH BASAVARAJ	01 Dec 2025	11 Dec 2025	Self	Target Training - General	N/A	0h 10m 8s	Microbiologist	1168 - BIJAY KETAN MANGARAJ
7524-RAHUL .	01 Dec 2025	17 Dec 2025	Self	Target Training - General	N/A	0h 6m 11s	Executive	1355 - ARUN KUMAR SINGH
7529-SHUBHAM KORALE	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 1s	Senior Chemist	7538 - KARUNAKAR ANATAM
7539-SHANI PT	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 34s	Senior Manager	9559 - NAGARAJ RAMA NAIK

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7540-MAHADEV .	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 25s	Chemist	1372 - NAGESWARA RAO GUDAVALLI
7545-PAVAN SARJERAO GURAV	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 5m 38s	Senior Chemist	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
7549-A VENKATA SHIVA REDDY	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 6m 36s	Deputy Manager	9646 - KUTALA ANANDA
7550-VELUGUBANTLA CHINNABABU	01 Dec 2025	18 Dec 2025	Self	Target Training - General	N/A	0h 5m 40s	Chemist	1185 - GOPAL MALLESHA BOBALADE
7565-SAGAR LAXMAN GAVALI	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 5s	Executive	9646 - KUTALA ANANDA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7569-S SATISH .	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 12s	Trainee Chemist	9646 - KUTALA ANANDA
7589-UMESH SIDARAYA HALLI	01 Dec 2025	08 Dec 2025	Self	Target Training - General	N/A	0h 5m 37s	Chemist	1185 - GOPAL MALLESHA BOBALADE
7602-PONNALA RAJU	01 Dec 2025	10 Dec 2025	Self	Target Training - General	N/A	0h 5m 25s	Executive	1219 - SARAVANAN N
7605-SHABBIR HADI	01 Dec 2025	13 Dec 2025	Self	Target Training - General	N/A	0h 5m 10s	Trainee Chemist	1168 - BIJAY KETAN MANGARAJ
7615-VELPULA MALLESWARA RAO	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 5m 15s	Senior Chemist	9646 - KUTALA ANANDA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7616-KARRI BHASKAREDDY	01 Dec 2025	16 Dec 2025	Self	Target Training - General	N/A	0h 6m 27s	Senior Chemist	1185 - GOPAL MALLESHA BOBALADE
7617-DHARMENDRA KUMAR SINGH	01 Dec 2025	26 Feb 2026	Self	Target Training - General	N/A	0h 6m 6s	Senior Executive	5821 - MAHANTHASWAMY HIREMATH
7628-MUPPALLA RAMA KRISHNA	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 7m 46s	Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
7635-K KARTHIK .	01 Dec 2025	14 Dec 2025	Self	Target Training - General	N/A	0h 5m 17s	Trainee Chemist	1168 - BIJAY KETAN MANGARAJ

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7646-DARSHAN KASTURE	01 Dec 2025	26 Feb 2026	Self	Target Training - General	N/A	0h 5m 29s	Executive	5821 - MAHANTHASWAMY HIREMATH
7656-PRASAD PRAKASH SURYAWANSHI	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 8m 37s	Trainee Chemist	1168 - BIJAY KETAN MANGARAJ
7659-MOHAMMED NASEER HUSSAIN	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 5m 14s	Chemist	1355 - ARUN KUMAR SINGH
7660-AVINASH ANNASO BHUJAWADKAR	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 44s	Chemist	1355 - ARUN KUMAR SINGH
7664-VEEREJU CHITTIBABU	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 20s	Senior Chemist	7539 - SHANI PT

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7665-AMRUTHALURI SURESHBABU	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 5m 6s	Senior Chemist	7539 - SHANI PT
7670-JEETENDRA SINGH	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 6m 24s	Process Engineer	1209 - DEVENDRA PRATAP SINGH
7671-GAWADE NILESH BAPUSAHEB	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 6m 0s	Chemist	1209 - DEVENDRA PRATAP SINGH
7673-PRAVEEN MALLIKARJUN HADIMANI	01 Dec 2025	13 Dec 2025	Self	Target Training - General	N/A	0h 5m 51s	Senior Assistant	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI

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7694-MANNU KUMAR KUSHWAHA	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 12s	Senior Chemist	1355 - ARUN KUMAR SINGH
7695-SANTOSH KUMAR MAHARANA	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 6s	Assistant Manager	9646 - KUTALA ANANDA
7705-SURESH KUMAR S	01 Dec 2025	02 Feb 2026	Self	Target Training - General	N/A	0h 10m 53s	Assistant general manager	1621 - GIRISHA MEENEKERE
7718-BASAVARAJ KUMBAR	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 6m 16s	Executive	4332 - MANJUNATHA D N
7719-SHUBHAM SUBHASH PATIL	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 5m 58s	Chemist	1185 - GOPAL MALLESHA BOBALADE

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Document Name	:	Code of Conduct,Grievance addressal ,Human rights and POSH policy			
Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7720-NASIRAHMAD MAKANDAR	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 15s	Process Engineer	9646 - KUTALA ANANDA
7723-RAJPUT PRUTHVISINHA BHARAT SINHA	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 5m 1s	Trainee	1497 - SHARAN PRASAD HAMPAYYAS WAMI SHIVALING
7731-NABILAL .	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 8m 27s	Chemist	1219 - SARAVANAN N
7740-TEJAS ANANDA KAMBLE	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 6m 15s	Trainee Chemist	1168 - BIJAY KETAN MANGARAJ

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7741-SURAJKUMAR ABASO MANE	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 5m 3s	Trainee Chemist	1168 - BIJAY KETAN MANGARAJ
7756-SURAJ SUNIL NALAWADE	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 5m 51s	Trainee Chemist	1185 - GOPAL MALLESHA BOBALADE
7760-SAMBHAJI BANDU RAJEJADHAV	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 2s	Chemist	7539 - SHANI PT
7761-SAURAV SANJAY SURWADE	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 17s	Process Engineer	5528 - NAGARAJU GAMIDI
7762-YOGESH ATMARAM METE	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 5m 48s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7763-NARAYAN VITTHAL BODAKHE	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 22s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH
7771-SATHYANARAYANA N	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 6m 41s	Executive	1219 - SARAVANAN N
7777-ATISH SHARMA	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 8m 35s	Senior Process Engineer	9646 - KUTALA ANANDA
7784-SHIVANSH SINGH	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 5m 1s	Trainee	1168 - BIJAY KETAN MANGARAJ
7791-MD JAVEED	01 Dec 2025	08 Dec 2025	Self	Target Training - General	N/A	0h 5m 11s	Junior Executive	8767 - SANDIPOGU SHARATH BABU

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7796-KESANA SIVA NAGA RAJU	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 4s	Trainee Chemist	1209 - DEVENDRA PRATAP SINGH
7803-RAMAWTAR RATHOUR	01 Dec 2025	21 Dec 2025	Self	Target Training - General	N/A	0h 5m 30s	Process Engineer	1355 - ARUN KUMAR SINGH
7817-AVINASH TAKALE	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 3s	Chemist	1209 - DEVENDRA PRATAP SINGH
7824-SWAPNIL SHIVAJI KANDEKAR	01 Dec 2025	08 Dec 2025	Self	Target Training - General	N/A	0h 8m 34s	Chemist	1198 - SASIDHAR AVULA
7832-CHAITANYA RAVINDRA WALIMBE	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 6s	Chemist	1198 - SASIDHAR AVULA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7838-GOKUL AHILAJI WADHAWANE	01 Dec 2025	16 Dec 2025	Self	Target Training - General	N/A	0h 9m 40s	Trainee	1185 - GOPAL MALLESHA BOBALADE
7844-SHIVANAND .	01 Dec 2025	10 Dec 2025	Self	Target Training - General	N/A	0h 5m 8s	Senior Assistant	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
7862-ASHOK BALASAHEB BAGAL	01 Dec 2025	08 Dec 2025	Self	Target Training - General	N/A	0h 5m 2s	Chemist	1209 - DEVENDRA PRATAP SINGH
7872-ANIL MARUTI JANKAR	01 Dec 2025	21 Dec 2025	Self	Target Training - General	N/A	0h 5m 4s	Chemist	1198 - SASIDHAR AVULA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7873-MOHAMMAD AZAM SIDDIQUI	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 7m 27s	Process Engineer	1355 - ARUN KUMAR SINGH
7893-SHINGADE BHAUSAHEB RATAN	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 11s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH
7894-VIJAY DNYANDEO KOTHAWALE	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 5m 2s	Executive	1209 - DEVENDRA PRATAP SINGH
7906-RAHIL RAJUSHA FAKIR	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 5s	Chemist	9646 - KUTALA ANANDA
7907-MULLA KHALEEL AHMED	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 2s	Senior Chemist	9646 - KUTALA ANANDA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7910-PRABHAKAR SHIVAJI LOHAR	01 Dec 2025	12 Dec 2025	Self	Target Training - General	N/A	0h 5m 53s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH
7911-PRASHANT .	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 5m 23s	Senior Chemist	9646 - KUTALA ANANDA
7925-SATHISH KUMARESAN	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 18s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH
7928-SANTOSHKUMAR SHIVALINGAPPA M	01 Dec 2025	16 Dec 2025	Self	Target Training - General	N/A	0h 5m 32s	Executive	1185 - GOPAL MALLESHA BOBALADE
7948-POOJARI VINOD KUMAR	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 5m 5s	Senior Executive	5528 - NAGARAJU GAMIDI

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
7949-AJINKYA PATIL	01 Dec 2025	29 Dec 2025	Self	Target Training - General	N/A	0h 12m 0s	Chemist	1185 - GOPAL MALLESHA BOBALADE
7960-AMIT BHAGWAT SHINDE	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 5m 25s	Chemist	9646 - KUTALA ANANDA
7981-SHINDE AVINASH MACHINDRA	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 10s	Chemist	9646 - KUTALA ANANDA
7983-ARUN KUMAR .	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 6m 32s	Senior Chemist	9646 - KUTALA ANANDA
7986-SHUBHAM DILIP PHASE	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 6m 33s	Senior Chemist	9646 - KUTALA ANANDA
7998-DHEERAJ DIPAK KANASE	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 5m 9s	Chemist	9646 - KUTALA ANANDA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8007-CH MANIKANTHA .	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 10m 16s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
8014-JAVED GHUDULAL SAYYAD	01 Dec 2025	16 Dec 2025	Self	Target Training - General	N/A	0h 5m 16s	Senior Chemist	9646 - KUTALA ANANDA
8015-LAKSHMI REDDY VELPULA	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 5m 7s	Executive	9646 - KUTALA ANANDA
8016-VIKAS SINGH	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 8m 28s	Process Engineer	1209 - DEVENDRA PRATAP SINGH
8022-RAHUL .	01 Dec 2025	10 Dec 2025	Self	Target Training - General	N/A	0h 5m 20s	Trainee Chemist	1168 - BIJAY KETAN MANGARAJ

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8028-PRADEEP S HANCHINAL	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 6m 19s	Trainee Chemist	9559 - NAGARAJ RAMA NAIK
8030-RAMESH .	01 Dec 2025	18 Dec 2025	Self	Target Training - General	N/A	0h 5m 22s	Trainee Chemist	1185 - GOPAL MALLESHA BOBALADE
8031-ABHISHEK BASAPPA MHETRE	01 Dec 2025	22 Jan 2026	Self	Target Training - General	N/A	0h 5m 33s	Trainee Chemist	1185 - GOPAL MALLESHA BOBALADE
8050-SHIVAM SANJAY CHAVAN	01 Dec 2025	10 Dec 2025	Self	Target Training - General	N/A	0h 5m 23s	Chemist	7539 - SHANI PT
8061-ARUN D CHAVAN	01 Dec 2025	08 Dec 2025	Self	Target Training - General	N/A	0h 5m 14s	Trainee Chemist	1185 - GOPAL MALLESHA BOBALADE

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8063-ANURAJ ARUN ZAGADE	01 Dec 2025	05 Jan 2026	Self	Target Training - General	N/A	0h 5m 19s	Trainee Chemist	1185 - GOPAL MALLESHA BOBALADE
8064-SAHERUN MANIKLAL TAMBOLI	01 Dec 2025	30 Dec 2025	Self	Target Training - General	N/A	0h 6m 4s	Trainee Chemist	1185 - GOPAL MALLESHA BOBALADE
8074-BORRA NAGAKRISHNA	01 Dec 2025	31 Dec 2025	Self	Target Training - General	N/A	0h 5m 30s	Executive	1168 - BIJAY KETAN MANGARAJ
8076-RAM NAGNATH PATIL	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 5m 4s	Senior Chemist	7539 - SHANI PT
8086-DEEPAK KRISHNA	01 Dec 2025	06 May 2026	Self	Target Training - General	N/A	0h 5m 34s	Trainee Chemist	3403 - GOPINATH JONNALAGADDA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8098-MANTHAN GANESH BONGANE	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 5m 52s	Process Engineer	7539 - SHANI PT
8110-KARRA SAI CHARAN	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 5m 9s	Trainee Chemist	1209 - DEVENDRA PRATAP SINGH
8136-PRAVINKUMAR SHIVANAND BIRAJDAR	01 Dec 2025	26 Feb 2026	Self	Target Training - General	N/A	0h 8m 43s	Trainee	1185 - GOPAL MALLESHA BOBALADE
8167-KAMBLE VISHWAJEET JAGNNATH	01 Dec 2025	09 Dec 2025	Self	Target Training - General	N/A	0h 5m 16s	Senior Chemist	1198 - SASIDHAR AVULA
8172-RAMESH .	01 Dec 2025	10 Dec 2025	Self	Target Training - General	N/A	0h 6m 23s	Trainee Chemist	1355 - ARUN KUMAR SINGH

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8173-RAJASEKHAR SANAPALA	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 6s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH
8184-SRIRAMULU MANDA	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 6m 32s	Executive	9646 - KUTALA ANANDA
8186-KUNDA RAJAVARMA	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 6m 15s	Senior Chemist	9646 - KUTALA ANANDA
8195-VIVEK TULSHIRAM JADHAV	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 9s	Chemist	1372 - NAGESWARA RAO GUDAVALLI
8214-NIKHIL RAJENDRA VAYAL	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 5m 18s	Chemist	9646 - KUTALA ANANDA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8218-SATENDRA VERMA	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 6m 16s	Senior Chemist	1372 - NAGESWARA RAO GUDAVALLI
8220-ANIL .	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 5m 2s	Executive	3421 - RAJSHEKHAR BHIMASHA GAIKWAD
8234-NILKANTH HANUMANT SARATE	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 5s	Senior Chemist	1355 - ARUN KUMAR SINGH
8237-DATTATRAY RAMCHANDRA GADEKAR	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 18s	Chemist	7539 - SHANI PT

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8243-AAYUSH NAHAR	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 22s	Trainee Chemist	1168 - BIJAY KETAN MANGARAJ
8249-G SUDARSHAN	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 5m 6s	Trainee Chemist	1168 - BIJAY KETAN MANGARAJ
8250-RAYAPATI BASHA	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 6m 53s	Senior Chemist	7539 - SHANI PT
8252-PARAPATI MOHAN KUMAR REDDY	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 1s	Senior Chemist	9646 - KUTALA ANANDA
8254-NITIN BABAN SHINDE	01 Dec 2025	24 Dec 2025	Self	Target Training - General	N/A	0h 5m 19s	Chemist	9646 - KUTALA ANANDA
8255-PRAVIN BAPU ROTE	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 4s	Chemist	9646 - KUTALA ANANDA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8256-REVANSIDDHESHWAR RAMLINGAYYA S	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 6m 13s	Chemist	9646 - KUTALA ANANDA
8257-SHRISHAIL JYOTIBA GADE	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 2s	Executive	9646 - KUTALA ANANDA
8259-MODI RAMAKRISHNA	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 5m 34s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH
8260-SANJAY KUMAR	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 6s	Process Engineer	1355 - ARUN KUMAR SINGH
8269-ANKE BHASKER	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 6m 5s	Senior Chemist	5528 - NAGARAJU GAMIDI

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Document Name	:	Code of Conduct,Grievance addressal ,Human rights and POSH policy			
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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8273-JEYARAJ .	01 Dec 2025	10 Dec 2025	Self	Target Training - General	N/A	0h 5m 12s	Senior Chemist	1198 - SASIDHAR AVULA
8275-SURESH GADAD	01 Dec 2025	08 Dec 2025	Self	Target Training - General	N/A	0h 5m 43s	Instrument Engineer	8767 - SANDIPOGU SHARATH BABU
8280-DODDI VENKATESH	01 Dec 2025	14 Dec 2025	Self	Target Training - General	N/A	0h 5m 19s	Senior Chemist	9646 - KUTALA ANANDA
8308-PRASHANT KAILAS IGHE	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 5m 20s	Chemist	1355 - ARUN KUMAR SINGH
8309-P VIKRANTH BABU	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 5m 42s	Deputy Manager	1168 - BIJAY KETAN MANGARAJ

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8310-DEVARAJ GE	01 Dec 2025	17 Dec 2025	Self	Target Training - General	N/A	0h 6m 4s	Executive	4332 - MANJUNATHA D N
8323-BASAVRAJ SHARANAPPA DEVARAMANI	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 6m 2s	Trainee Chemist	1168 - BIJAY KETAN MANGARAJ
8326-NAYADU PRABHANNA	01 Dec 2025	22 Dec 2025	Self	Target Training - General	N/A	0h 5m 32s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ
8340-THOTA ATCHAIAH	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 7m 7s	Executive	9646 - KUTALA ANANDA
8350-THITE NITEEN KAILAS	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 2s	Senior Chemist	7539 - SHANI PT

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8351-RAHUL MOHAN JANKAR	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 46s	Chemist	1198 - SASIDHAR AVULA
8370-G GANESH	01 Dec 2025	23 Dec 2025	Self	Target Training - General	N/A	0h 7m 0s	Deputy Manager	6595 - LAV KUMAR GUPTA
8383-VEER PRATAP SINGH	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 5m 16s	Process Engineer	1355 - ARUN KUMAR SINGH
8389-SAPPOGU RATHNAM	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 5m 5s	Senior Executive	1168 - BIJAY KETAN MANGARAJ
8398-INAPURAPU PRAVEEN KUMAR	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 5m 21s	Trainee	1219 - SARAVANAN N

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8413-BASAVAPRABHU M	01 Dec 2025	06 May 2026	Self	Target Training - General	N/A	0h 7m 13s	Executive	3403 - GOPINATH JONNALAGADDA
8420-ARAVIND KUMAR	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 5m 12s	Process Engineer	9646 - KUTALA ANANDA
8433-SUNIL KUMAR	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 5m 2s	Process Engineer	9646 - KUTALA ANANDA
8436-SOURABH RAMDAS SURYAWANSHI	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 2s	Chemist	1168 - BIJAY KETAN MANGARAJ
8440-OMKAR CHINTAMANI GURAV	01 Dec 2025	02 Jan 2026	Self	Target Training - General	N/A	0h 5m 9s	Chemist	1168 - BIJAY KETAN MANGARAJ

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8453-CHANDRASHEKHAR GORAKSHNATH SHINDE	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 12s	Senior Chemist	1198 - SASIDHAR AVULA
8454-VENKAT .	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 6m 31s	Senior Chemist	1198 - SASIDHAR AVULA
8461-S ANILA KUMAR	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 6m 18s	Chemist	9646 - KUTALA ANANDA
8476-VEMULA CHINNAVEERANJANEYULU	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 29s	Executive	1198 - SASIDHAR AVULA
8518-KEERTI GANAPATI	01 Dec 2025	08 Dec 2025	Self	Target Training - General	N/A	0h 25m 43s	Senior Chemist	1185 - GOPAL MALLESHA BOBALADE

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8519-RAJSHEKAR .	01 Dec 2025	15 Jan 2026	Self	Target Training - General	N/A	0h 7m 0s	Trainee	4332 - MANJUNATHA D N
8530-SATYAVRATHA PULVENDRA	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 5m 3s	Trainee	1168 - BIJAY KETAN MANGARAJ
8534-VIKASH CHANDRA YADAV	01 Dec 2025	23 Feb 2026	Self	Target Training - General	N/A	0h 5m 30s	Trainee	1185 - GOPAL MALLESHA BOBALADE
8547-VENNA PUNNA REDDY	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 5m 6s	Assistant Manager	1168 - BIJAY KETAN MANGARAJ
8548-ABHISHEK HIPPARAGI	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 6s	Trainee Chemist	1168 - BIJAY KETAN MANGARAJ

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8551-THALLAPALLI RAJU	01 Dec 2025	19 Dec 2025	Self	Target Training - General	N/A	0h 17m 34s	Senior Chemist	1185 - GOPAL MALLESHA BOBALADE
8557-KRISHNA .	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 1s	Chemist	1168 - BIJAY KETAN MANGARAJ
8563-THATTE VINAY KUMAR	01 Dec 2025	08 Dec 2025	Self	Target Training - General	N/A	0h 6m 25s	Trainee	8767 - SANDIPOGU SHARATH BABU
8624-HANUMANT GORAKH KHAIRE	01 Dec 2025	27 Dec 2025	Self	Target Training - General	N/A	0h 5m 22s	Trainee Chemist	1005 - KESHAV BHUTADA
8632-MAYUR MANOHAR SUTAR	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 46s	Trainee Chemist	7539 - SHANI PT

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8643-MARNENI MAHESH	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 2s	Chemist	9646 - KUTALA ANANDA
8647-J MALLIKARJUN	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 12s	Trainee Chemist	1209 - DEVENDRA PRATAP SINGH
8649-ANAND SIDDHARAM JIDDIMANI	01 Dec 2025	26 Feb 2026	Self	Target Training - General	N/A	0h 5m 14s	Trainee Chemist	5821 - MAHANTHAS WAMY HIREMATH
8661-M ABHISHEK	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 6m 4s	Trainee	6645 - CHANDRASHE KAR SHANTAMALL APPA DUDHANI

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8664-SHIVANAND .	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 7m 2s	Trainee Chemist	1219 - SARAVANAN N
8665-SAKALA DILEEP VENKATA SAI KUMAR	01 Dec 2025	23 Dec 2025	Self	Target Training - General	N/A	0h 10m 10s	Senior Chemist	5528 - NAGARAJU GAMIDI
8666-PENDURTHI CHAKRAVARTHI	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 9m 22s	Trainee Chemist	1219 - SARAVANAN N
8667-AKASH .	01 Dec 2025	14 Dec 2025	Self	Target Training - General	N/A	0h 6m 27s	Chemist	5528 - NAGARAJU GAMIDI
8668-SYED HAFEEZ PASHA QHADRI	01 Dec 2025	31 Dec 2025	Self	Target Training - General	N/A	0h 6m 4s	Trainee Chemist	1185 - GOPAL MALLESHA BOBALADE

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8712-SACHIN SHANTINATH NARADE	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 5m 22s	Chemist	1209 - DEVENDRA PRATAP SINGH
8713-MANDATI ESWARA REDDY	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 41s	Senior Chemist	5528 - NAGARAJU GAMIDI
8723-GURAV GOVIND DNYANDEV	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 6m 48s	Trainee Chemist	1198 - SASIDHAR AVULA
8734-VISHWAS VIJAY BASAVANTBAGADE	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 7s	Trainee Chemist	1198 - SASIDHAR AVULA
8735-BASANA GOUDA	01 Dec 2025	01 Dec 2025	Self	Target Training - General	N/A	0h 5m 3s	Process Engineer	9646 - KUTALA ANANDA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8753-JAGATHI VINAY KUMAR	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 7s	Trainee Chemist	1355 - ARUN KUMAR SINGH
8767-SANDIPOGU SHARATH BABU	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 27s	Manager	4332 - MANJUNATHA D N
8778-ASHISH KUMAR SINGH	01 Dec 2025	26 Feb 2026	Self	Target Training - General	N/A	0h 5m 21s	Assistant Manager	7034 - DIPAK KALITA
8795-ROHIT VERMA	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 3s	Process Engineer	1355 - ARUN KUMAR SINGH
8812-TOLAM SATYANARAYANA	01 Dec 2025	26 Feb 2026	Self	Target Training - General	N/A	0h 6m 10s	Senior Executive	5821 - MAHANTHASWAMY HIREMATH

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8835-NAGESH .	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 6s	Trainee	9646 - KUTALA ANANDA
8840-ASHISH FIRANGI	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 6m 46s	Trainee	1045 - VEERESHAPPA .
8841-ROHIT RAJENDRA PATIL	01 Dec 2025	23 Feb 2026	Self	Target Training - General	N/A	0h 6m 5s	Trainee Chemist	1185 - GOPAL MALLESHA BOBALADE
8843-DUMPA MALLIKARJUNA REDDY	01 Dec 2025	08 Dec 2025	Self	Target Training - General	N/A	0h 6m 16s	Senior Executive	1168 - BIJAY KETAN MANGARAJ

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8855-BUDEYYA .	01 Dec 2025	14 Dec 2025	Self	Target Training - General	N/A	0h 5m 3s	Trainee	6645 - CHANDRASHEKAR SHANTAMALLAPPA DUDHANI
8856-CHAVAN GANESH BALASAHEB	01 Dec 2025	05 Dec 2025	Self	Target Training - General	N/A	0h 5m 9s	Senior Chemist	1355 - ARUN KUMAR SINGH
8857-AJINATH SHRIDHAR KHALATE	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 9s	Senior Chemist	1355 - ARUN KUMAR SINGH
8864-BHEEMASHAPPA MADUGU	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 7m 35s	Senior Chemist	1355 - ARUN KUMAR SINGH

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8872-SANTHA VIJAYA KUMAR	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 5m 16s	Chemist	1209 - DEVENDRA PRATAP SINGH
8873-BURI SAI KUMAR	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 5m 2s	Senior Chemist	1209 - DEVENDRA PRATAP SINGH
8874-MANDE NARESH	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 3s	Senior Chemist	5528 - NAGARAJU GAMIDI
8875-BHAVANAM NAGARJUNA REDDY	01 Dec 2025	06 May 2026	Self	Target Training - General	N/A	0h 6m 48s	Chemist	3403 - GOPINATH JONNALAGADDA

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8882-MENDA PRASANT	01 Dec 2025	28 Dec 2025	Self	Target Training - General	N/A	0h 5m 11s	Senior Chemist	5528 - NAGARAJU GAMIDI
8883-KALISETTI SANKARA RAO	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 5m 11s	Senior Chemist	5528 - NAGARAJU GAMIDI
8887-RAM REDDY T	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 5m 3s	Trainee	1209 - DEVENDRA PRATAP SINGH
8897-THAIDALA MAHESH	01 Dec 2025	07 Dec 2025	Self	Target Training - General	N/A	0h 5m 15s	Chemist	9646 - KUTALA ANANDA
8908-K GURU SWAMY	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 15m 36s	Senior Chemist	1168 - BIJAY KETAN MANGARAJ

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Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8909-SANAPATHI VENKATESH	01 Dec 2025	03 Dec 2025	Self	Target Training - General	N/A	0h 5m 25s	Chemist	9646 - KUTALA ANANDA
8910-PIDATHALA RAVIKUMAR	01 Dec 2025	13 Dec 2025	Self	Target Training - General	N/A	0h 5m 5s	Executive	1219 - SARAVANAN N
8913-JITENDRA KUMAR RAM	01 Dec 2025	14 Dec 2025	Self	Target Training - General	N/A	0h 5m 1s	Executive	4332 - MANJUNATHA D N
8914-SHUBHAM NAGNATH JALKOTE	01 Dec 2025	23 Feb 2026	Self	Target Training - General	N/A	0h 5m 10s	Trainee	1185 - GOPAL MALLESHA BOBALADE
8919-JAGABANDHU BEHERA	01 Dec 2025	26 Feb 2026	Self	Target Training - General	N/A	0h 5m 12s	Senior Chemist	5821 - MAHANTHASWAMY HIREMATH

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Document Completed Training Report

Department	:	Personnel and Administration	**Doc Type / Content Type**	:	GMP training
Document Number	:	TM/017/25	**From Date**	:	N/A
Version Number	:	00	**To Date**	:	N/A
Source	:	Training Content	**Total Trained Duration**	:	64h 15m 1s
Document Name	:	Code of Conduct,Grievance addressal ,Human rights and POSH policy			
Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8921-MADHAV .	01 Dec 2025	11 Dec 2025	Self	Target Training - General	N/A	0h 5m 12s	Chemist	9646 - KUTALA ANANDA
8931-NAVEEN PRASAD S	01 Dec 2025	02 Dec 2025	Self	Target Training - General	N/A	0h 10m 31s	Trainee	1168 - BIJAY KETAN MANGARAJ
8937-BANDA SANDEEP	01 Dec 2025	23 Feb 2026	Self	Target Training - General	N/A	0h 26m 40s	Trainee	1185 - GOPAL MALLESHA BOBALADE
8941-GOVINDARAJ THIRUPPATHI	01 Dec 2025	04 Dec 2025	Self	Target Training - General	N/A	0h 5m 40s	Executive	7539 - SHANI PT
8944-ADIMULAM RAMAKRISHNA	01 Dec 2025	29 Dec 2025	Self	Target Training - General	N/A	0h 5m 21s	Executive	9646 - KUTALA ANANDA
8960-GHADAGE RUSHIKESH POPAT	01 Dec 2025	06 Dec 2025	Self	Target Training - General	N/A	0h 5m 26s	Chemist	1185 - GOPAL MALLESHA BOBALADE

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Document Completed Training Report

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Document Number	:	TM/017/25	**From Date**	:	N/A
Version Number	:	00	**To Date**	:	N/A
Source	:	Training Content	**Total Trained Duration**	:	64h 15m 1s
Document Name	:	Code of Conduct,Grievance addressal ,Human rights and POSH policy			
Business Unit	:	SPL2-SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)			

Trainee	Created Date	Training Completed Date	Trainer	Type	% Of Marks	Trained Duration	Designation	Reporting Manager
8989-VAKADA PURUSOTHAM	01 Dec 2025	26 Dec 2025	Self	Target Training - General	N/A	0h 5m 53s	Chemist	1185 - GOPAL MALLESHA BOBALADE
9169-ABHISHEK ASARAM KAKDE	27 Jan 2026	19 Feb 2026	N/A	JR Training	N/A	0h 5m 29s	Microbiologist	1168 - BIJAY KETAN MANGARAJ

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SHILPA PHARMA LIFESCIENCES LIMITED

JANUARY 2026 – CONSOLIDATED LHRE DASHBOARD

Unit: SHILPA PHARMA LIFESCIENCES LTD

Reporting Period: Monthly-Via email

Date: 01.01.2026 To 31.01.2026

From: Unit HR Lead

To: Factory Manager (CC: M/s. K H Honneshaiah, Sharath Reddy)

S. No	ESG Area	LHR & Ethics Parameters	Unit	Target	Actual
1	Employment	Any incident of child labour, forced labour at workplace	Number	0	Nil
2	Human Rights	Any violation of minimum wages	Number	0	Nil
3	**Working Conditions**	**Any Overtime**	**Number**	**0**	**Few***
4	Ethics	Any whistleblower incident	Number	0	Nil
5	Human Rights	Any harassment incident	Number	0	Nil
6	Anti-Bribery & Anti-Corruption	Any corruption case	Number	0	Nil
7	Anti-Bribery & Anti-Corruption	Any bribery case	Number	0	Nil
8	Anti-Bribery & Anti-Corruption	Any money laundering incident	Number	0	Nil
9	Health & Safety	Any OHS incident	Number	0	01
10	Compliance	Any notice issued by regulatory authority	Number	0	Nil
11	**Employment**	**Any induction training conducted**	**Number**	**Yes**	**14**
12	Human Rights	Any discrimination incident	Number	0	Nil
13	Human Rights	Any grievance registered and resolution status	Number	0	Nil
14	Compliance	Any contractor/vendor compliance violation	Number	0	Nil

15	Working Conditions	Any employee resignation due to workplace issues	Number	0	Nil
16	Social Dialogue	Any industrial dispute/union-related incident	Number	0	Nil
17	Compliance	Any security incident	Number	0	Nil
18	Compliance	Any policy violation	Number	0	Nil
19	Compliance	Any disciplinary action taken	Number	0	Nil
20	Compliance	Any audit observation regarding labour & HR	Number	0	Nil
21	**Employment**	**Any pre-employment health checkup conducted**	**Number**	**Yes**	**14**
22	**Employment**	**Any Periodical health checkup conducted**	**Number**	**Yes/NA**	**NA**

Important Points Requiring Immediate Attention:-

S.No	Point	ESG Area	Corrective Action Plan
1	Overtime during customer audits	Working Conditions	* OTs are due to certain exigencies. Respective department HODs should closely monitor OT hours of their team members and optimize OT hours for compliance.
2	14-Induction Trainings	Employment	Induction Training should cover organizational overview, Code of Conduct (for Employees), Supplier Code of Conduct (only for Suppliers / Contractors), Policies (Social Accountability, EHS, Energy, Sustainable Procurement), HR procedures, leave structure, and available employee facilities
3	1 OHS Incident	Health & Safety	The incident occurred due to damage to the centrifuge basket interlock and silicone gasket during operation, leading to MLs splashing on two employees. Immediately, the centrifuge stopped, first aid/medical help provided to the employees. The incident is being investigated to find the root cause and addressing the same.
4	14-Health Checkups	Employment	New employees undergone pre-employment medical check-ups prior to joining duty.

1. Overtime Summary

Total Employees Worked Overtime: 339

Total Overtime Hours: 8260 hours

Average Overtime per Employee: 24 hours

Summary:-

Overtime was undertaken to meet operational requirements during the reporting period. All overtime hours were within statutory limits and were compensated as per applicable wage and labor laws.

2. Induction Training Summary

Number of Induction Trainings Conducted: 14

Training Type: Induction Training

Training Coverage:

- Company Introduction
- HR Policies and Procedures
- Code of Conduct
- Leave Rules
- Employee Facilities

Summary:-

All newly joined employees successfully completed induction training covering organizational overview, HR policies and procedures, code of conduct, leave structure, and available employee facilities.

3. Occupational Health & Safety (OHS) Incident Summary

Any OHS Incident Reported: Yes

Number of Incidents: 01

Summary:-

On 12.01.2026 at around 15:30 hrs. (B-Shift), during centrifuge feeding operation from AJ Block RE-03 Reactor to AJ/CF-02, the centrifuge basket interlock and silicone gasket got damaged while the centrifuge was running. This resulted in MLS splashing outside, which came into contact with the face area of Mr. Nagaraj and Mr. Lucky Ram Tudu, who were monitoring the activity and wearing basic PPE. The incident was immediately noticed by the B-Shift In-charge, who pressed the emergency stop and safely shut down the centrifuge. Both affected employees were promptly washed with plenty of water, provided first aid at OHC, and later referred to Suraksha Hospital for further medical evaluation. The incident was categorized as a FAC & Mechanical Integrity incident.

4. Health Check-up Summary

Health Check-up Conducted: Yes

Number of Employees Covered: 14

Conducted as per Plan: Yes

Summary:-

Pre-employment medical check-ups were conducted for 14 employees as per the approved plan. All employees were declared medically fit.

Overall Compliance Statement:-
All HR and LHRE parameters were complied with during the reporting period, and no major non-compliance or adverse incidents were observed.

Prepared By Sign
Date: 20/02/26

Reviewed By Sign
Date: 20/02/26

Approved By Sign
Date: 20/02/26

SHILPA PHARMA LIFESCIENCES LIMITED

FEBRUARY-2026 – CONSOLIDATED LHRE DASHBOARD

Unit: SHILPA PHARMA LIFESCIENCES LTD

Reporting Period: Monthly-Via email

Date: 01.02.2026 To 28.02.2026

From: Unit HR Lead

To: Factory Manager (CC: M/s. K H Honneshaiah, Sharath Reddy)

S. No	ESG Area	LHR & Ethics Parameters	Unit	Target	Actual
1	Anti-Bribery & Anti-Corruption	Any corruption case	Number	0	Nil
2	Anti-Bribery & Anti-Corruption	Any bribery case	Number	0	Nil
3	Anti-Bribery & Anti-Corruption	Any money laundering incident	Number	0	Nil
4	Compliance	Any notice issued by regulatory authority	Number	0	Nil
5	Compliance	Any contractor/vendor compliance violation	Number	0	Nil
6	Compliance	Any security incident	Number	0	Nil
7	Compliance	Any policy violation	Number	0	Nil
8	**Compliance**	**Any disciplinary action taken**	**Number**	**0**	**01**
9	Compliance	Any audit observation regarding labour & HR	Number	0	Nil
10	Employment	Any incident of child labour, forced labour at workplace	Number	0	Nil
11	**Employment**	**Any induction training conducted**	**Number**	**Yes**	**18**
12	**Employment**	**Any pre-employment health checkup conducted**	**Number**	**Yes**	**18**
13	**Employment**	**Any Periodical health checkup conducted**	**Number**	**Yes/NA**	**NA**
14	Ethics	Any whistleblower incident	Number	0	Nil

15	Health & Safety	Any OHS incident	Number	0	0
16	Human Rights	Any violation of minimum wages	Number	0	Nil
17	Human Rights	Any harassment incident	Number	0	Nil
18	Human Rights	Any discrimination incident	Number	0	Nil
19	Human Rights	Any grievance registered and resolution status	Number	0	Nil
20	Social Dialogue	Any industrial dispute/union-related incident	Number	0	Nil
21	**Working Conditions**	**Any Overtime**	**Number**	**0**	**Few***
22	Working Conditions	Any employee resignation due to workplace issues	Number	0	Nil

Important Points Requiring Immediate Attention:-

S. No	Point	ESG Area	Corrective Action Plan
1	Disciplinary action taken	Compliance	It has been observed that two employees, **Mr. Ajay (ID No: 9205)** and **Mr. Abhishek (ID No: 9325)**, provided incorrect information to the security personnel and went outside the gate. The security staff had doubts regarding the information given and followed them. It was later found that both employees were smoking cigarettes at a shop outside the premises. The matter was immediately informed to the HR Department. In this regard, the **HR Deputy Manager** has **strictly given an oral warning and counseling** to both employees and instructed them **not to involve in such activities in the future**. Both employees have been advised to follow company rules and maintain proper conduct during working hours. Any repetition of such behavior in the future may lead to disciplinary action.
2	18-Induction Trainings	Employment	Induction Training should cover organizational overview, Code of Conduct (for Employees),HR procedures, leave structure, and available employee facilities

3	18-Health Checkups	Employment	New employees undergone pre-employment medical check-ups prior to joining duty.
4	Overtime during customer audits	Working Conditions	* OTs is due to certain exigencies. Respective department HODs should closely monitor OT hours of their team members and optimize OT hours for compliance.

1. Disciplinary action taken Summary:-

Two employees, **Mr. Ajay (ID No: 9205)** and **Mr. Abhishek (ID No: 9325)**, gave incorrect information to security and went outside the gate during working hours. Security followed them and found them smoking at a shop outside the premises. The matter was reported to HR, and the **HR Deputy Manager** issued a **strict oral warning and counseling** to both employees. They were advised to follow company rules, and any repetition may result in disciplinary action.

2. Induction Training Summary

Number of Induction Trainings Conducted: 18

Training Type: Induction Training

Training Coverage:

- Company Introduction
- HR Policies and Procedures
- Code of Conduct
- Leave Rules
- Employee Facilities

Summary:-

All newly joined employees successfully completed induction training covering organizational overview, HR policies and procedures, code of conduct, leave structure, and available employee facilities.

3. Health Check-up Summary

Health Check-up Conducted: Yes

Number of Employees Covered: 18

Conducted as per Plan: Yes

Summary:-

Pre-employment medical check-ups were conducted for 18 employees as per the approved plan. All employees were declared medically fit.

4. Overtime Summary

Total Employees Worked Overtime: 242

Total Overtime Hours: 4204.5

Average Overtime per Employee: 17 hours

Summary:-

Overtime was undertaken to meet operational requirements during the reporting period. All overtime hours were within statutory limits and were compensated as per applicable wage and labor laws.

Overall Compliance Statement:-

All HR and LHRE parameters were largely complied with during the reporting period. One disciplinary case was reported where two employees provided incorrect information to security and went outside the gate during working hours; they were later found smoking outside the premises and were given a strict oral warning and counseling by HR. A total of 18 induction trainings were conducted for newly joined employees, and pre-employment medical check-ups were completed for 18 employees who were declared medically fit. Overtime was undertaken due to operational requirements and customer audits, and all overtime hours were within statutory limits.

Prepared By Sign
Date: 09/03/26

Reviewed By Sign
Date: 09/03/26

Approved By Sign
Date: 09/03/26

SHILPA PHARMA LIFESCIENCES LIMITED
MARCH-2026 – CONSOLIDATED LHRE DASHBOARD

Unit: SHILPA PHARMA LIFESCIENCES LTD. UNIT-II

Reporting Period: Monthly-Via email

Date: 01.03.2026 To 31.03.2026

From: Unit HR Lead

To: Factory Manager (CC: K H Honneshaiah, Sharath Reddy)

S. No	ESG Area	LHR & Ethics Parameters	Unit	Target	Actual
1	Anti-Bribery & Anti-Corruption	Any corruption case	Number	0	Nil
2	Anti-Bribery & Anti-Corruption	Any bribery case	Number	0	Nil
3	Anti-Bribery & Anti-Corruption	Any money laundering incident	Number	0	Nil
4	Compliance	Any notice issued by regulatory authority	Number	0	Nil
5	Compliance	Any contractor/vendor compliance violation	Number	0	Nil
6	Compliance	Any security incident	Number	0	Nil
7	Compliance	Any policy violation	Number	0	Nil
8	Compliance	Any disciplinary action taken	Number	0	Nil
9	Compliance	Any audit observation regarding labour & HR	Number	0	Nil
10	Employment	Any incident of child labour, forced labour at workplace	Number	0	Nil
11	**Employment**	**Any induction training conducted**	**Number**	**Yes**	**20**
12	**Employment**	**Any pre-employment health checkup conducted**	**Number**	**Yes**	**20**
13	Employment	Any Periodical health checkup conducted	Number	Yes/NA	NA
14	Ethics	Any whistleblower incident	Number	0	Nil

15	**Health & Safety**	**Any OHS incident**	**Number**	**0**	**1**
16	Human Rights	Any violation of minimum wages	Number	0	Nil
17	Human Rights	Any harassment incident	Number	0	Nil
18	Human Rights	Any discrimination incident	Number	0	Nil
19	Human Rights	Any grievance registered and resolution status	Number	0	Nil
20	Social Dialogue	Any industrial dispute/union-related incident	Number	0	Nil
21	**Working Conditions**	**Any Overtime**	**Number**	**0**	**Few***
22	Working Conditions	Any employee resignation due to workplace issues	Number	0	Nil

Important Points Requiring Immediate Attention:-

S. No	Point	ESG Area	Corrective Action Plan
11	20-Induction Trainings	Employment	Induction Training should cover organizational overview, Code of Conduct (for Employees),HR procedures, leave structure, and available employee facilities
12	20-Health Checkups	Employment	New employees had undergone pre-employment medical check-ups prior to joining duty.

15	OHS incident	Health & Safety	On 24th March 2026 at around 11:50 AM in the CDMO Lab, Mr. Jagbandhu (Sr. Chemist) was carrying out synthesis of 3-vinyl phenol involving Sodium Hydride (NaH). During quenching, a small quantity of NaH accidentally fell near the wash basin, reacted with moisture, and caused a flash fire. The nearby methanol also ignited. The EHS team investigated the incident and advised that NaH quenching must be performed only in a dry, designated area away from moisture. Flammable chemicals like methanol should be kept away from the work zone, and proper handling practices, training, supervision, and fire safety measures must be strictly followed to prevent recurrence.
21	Overtime during customer audits	Working Conditions	* OTs is due to certain exigencies. Respective department HODs should closely monitor OT hours of their team members and optimize OT hours for compliance.

1. Induction Training Summary

Number of Induction Trainings Conducted: 20

Training Type: Induction Training

Training Coverage:

- Company Introduction
- HR Policies and Procedures
- Code of Conduct
- Leave Rules

- Employee Facilities

Summary:-

All newly joined employees successfully completed induction training covering organizational overview, HR policies and procedures, code of conduct, leave structure, and available employee facilities.

2. Health Check-up Summary

Health Check-up Conducted: Yes

Number of Employees Covered: 20

Conducted as per Plan: Yes

Summary:-

Pre-employment medical check-ups were conducted for 20 employees as per the approved plan. All employees were declared medically fit.

3. OHS Incident:- On 24th March 2026 at around 11:50 AM in the CDMO Lab, Mr. Jagbandhu (Sr. Chemist) was carrying out synthesis of 3-vinyl phenol involving Sodium Hydride (NaH). During quenching, a small quantity of NaH accidentally fell near the wash basin, reacted with moisture, and caused a flash fire. The nearby methanol also ignited.

Summary:-

On 24th March 2026, a flash fire occurred in the CDMO Lab during NaH quenching when it came into contact with moisture, igniting nearby methanol. The incident was caused by improper quenching near a wet area and the presence of flammable chemicals in the work zone. EHS advised strict adherence to dry-area quenching, safe chemical handling, proper training, supervision, and fire safety measures to prevent recurrence.

4. Overtime Summary

Total Employees Worked Overtime: 348

Total Overtime Hours: 8357

Average Overtime per Employee: 24 hours

Summary:-

Overtime was undertaken to meet operational requirements during the reporting period. All overtime hours were within statutory limits and were compensated as per applicable wage and labor laws.

Overall Compliance Statement:-

Overall, the unit has followed all required rules and procedures for training, health check-ups, and overtime. All employees were properly trained, medically checked, and overtime was within legal limits. One safety incident occurred, but it was investigated and corrective actions have been taken. The unit is taking necessary steps to improve safety and ensure full compliance going forward.

Prepared By Sign
Date: 15/04/26

Reviewed By Sign
Date: 15/04/26

Approved By Sign 15/04/26
Date:

SHILPA PHARMA LIFESCIENCES LIMITED

APRIL-2026 – CONSOLIDATED LHRE DASHBOARD

Unit: SHILPA PHARMA LIFESCIENCES LTD. UNIT-II

Reporting Period: Monthly-Via email

Date: 01.04.2026 To 30.04.2026

From: Unit HR Lead

To: Factory Manager (CC: K H Honneshaiah, Sharath Reddy)

S. No	ESG Area	LHR & Ethics Parameters	Unit	Target	Actual
1	Anti-Bribery & Anti-Corruption	Any corruption case	Number	0	Nil
2	Anti-Bribery & Anti-Corruption	Any bribery case	Number	0	Nil
3	Anti-Bribery & Anti-Corruption	Any money laundering incident	Number	0	Nil
4	Compliance	Any notice issued by regulatory authority	Number	0	Nil
5	Compliance	Any contractor/vendor compliance violation	Number	0	Nil
6	Compliance	Any security incident	Number	0	Nil
7	Compliance	Any policy violation	Number	0	Nil
8	Compliance	Any disciplinary action taken	Number	0	Nil
9	Compliance	Any audit observation regarding labour & HR	Number	0	Nil
10	Employment	Any incident of child labour, forced labour at workplace	Number	0	Nil
11	**Employment**	**Any induction training conducted**	**Number**	**Yes**	**23**
12	**Employment**	**Any pre-employment health checkup conducted**	**Number**	**Yes**	**23**
13	Employment	Any Periodical health checkup conducted	Number	Yes/NA	NA
14	Ethics	Any whistleblower incident	Number	0	Nil

15	**Health & Safety**	**Any OHS incident**	**Number**	**0**	**1**
16	Human Rights	Any violation of minimum wages	Number	0	Nil
17	Human Rights	Any harassment incident	Number	0	Nil
18	Human Rights	Any discrimination incident	Number	0	Nil
19	Human Rights	Any grievance registered and resolution status	Number	0	Nil
20	Social Dialogue	Any industrial dispute/union-related incident	Number	0	Nil
21	**Working Conditions**	**Any Overtime**	**Number**	**0**	**Few***
22	Working Conditions	Any employee resignation due to workplace issues	Number	0	Nil

Important Points Requiring Immediate Attention:-

S. No	Point	ESG Area	Corrective Action Plan
11	23-Induction Trainings	Employment	Induction Training should cover organizational overview, Code of Conduct (for Employees),HR procedures, leave structure, and available employee facilities
12	23-Health Checkups	Employment	New employees had undergone pre-employment medical check-ups prior to joining duty.

15	OHS incident	Health & Safety	As on the Date of 11.04.2026 at 10 hours Mr. Shiva Kumar L.R. (6559) and Mr. Krishna Palodkar (6367) identified expired bottles of Secondary Butyl Lithium and N-Butyl Lithium during a routine inspection in the cold room. As per standard procedures and protocols, quenching of the materials was planned using a methanol and dry ice mixture. During the quenching process, it is suspected that lithium hydride salts formed from the Butyl Lithium compounds reacted with methanol, resulting in a small fire incident. No injuries were reported during the incident.
21	Overtime during customer audits	Working Conditions	* OTs is due to certain exigencies. Respective department HODs should closely monitor OT hours of their team members and optimize OT hours for compliance.

1. Induction Training Summary

Number of Induction Trainings Conducted: 23

Training Type: Induction Training

Training Coverage:

- Company Introduction
- HR Policies and Procedures
- Code of Conduct
- Leave Rules
- Employee Facilities

Summary:-

All newly joined employees successfully completed induction training covering organizational overview, HR policies and procedures, code of conduct, leave structure, and available employee facilities.

2. Health Check-up Summary

Health Check-up Conducted: Yes

Number of Employees Covered: 23

Conducted as per Plan: Yes

Summary:-

Pre-employment medical check-ups were conducted for 23 employees as per the approved plan. All employees were declared medically fit.

3. OHS Incident: - As on the Date of 11.04.2026 at 10 hours Mr. Shiva Kumar L.R. (6559) and Mr. Krishna Palodkar (6367) identified expired bottles of Secondary Butyl Lithium and N-Butyl Lithium during a routine inspection in the cold room. As per standard procedures and protocols, quenching of the materials was planned using a methanol and dry ice mixture. During the quenching process, it is suspected that lithium hydride salts formed from the Butyl Lithium compounds reacted with methanol, resulting in a small fire incident. No injuries were reported during the incident.

Summary: - On 11.04.2026 at 10:00 hours, expired bottles of Secondary Butyl Lithium and N-Butyl Lithium were identified during a routine inspection in the cold room by Mr. Shiva Kumar L.R. (6559) and Mr. Krishna Palodkar (6367). During the quenching process using methanol and dry ice mixture, a small fire incident occurred due to suspected reaction of lithium hydride salts with methanol. No injuries were reported. The incident was investigated and recorded by the EHS Team.

4. Overtime Summary

Total Employees Worked Overtime: 221

Total Overtime Hours: 4200

Average Overtime per Employee: 19 Hours

Summary:-

Overtime was undertaken to meet operational requirements during the reporting period. All overtime hours were within statutory limits and were compensated as per applicable wage and labor laws.

Overall Compliance Statement:-

Overall, the organization is maintaining compliance with employment, health & safety, and working condition requirements. Induction trainings and pre-employment health check-ups are being conducted for new employees as per company procedures. The reported OHS incident on 11.04.2026 was managed without any injuries, and necessary safety precautions and corrective actions are being reviewed by the EHS team. Overtime is being monitored and controlled based on operational exigencies, with department HODs advised to optimize OT hours to ensure statutory compliance and employee well-being.

Prepared By Sign
Date: 13/05/26

Reviewed By Sign
Date:

Approved By Sign
Date: 13/05/26

SHILPA PHARMA LIFESCIENCES LIMITED

MAY-2026 – CONSOLIDATED LHRE DASHBOARD

Unit: SHILPA PHARMA LIFESCIENCES LTD. UNIT-II

Reporting Period: Monthly-Via email

Date: 01.05.2026 To 31.05.2026

From: Unit HR Lead

To: Factory Manager (CC: K H Honneshaiah, Sharath Reddy)

S. No	ESG Area	LHR & Ethics Parameters	Unit	Target	Actual
1	Anti-Bribery & Anti-Corruption	Any corruption case	Number	0	Nil
2	Anti-Bribery & Anti-Corruption	Any bribery case	Number	0	Nil
3	Anti-Bribery & Anti-Corruption	Any money laundering incident	Number	0	Nil
4	Compliance	Any notice issued by regulatory authority	Number	0	Nil
5	Compliance	Any contractor/vendor compliance violation	Number	0	Nil
6	Compliance	Any security incident	Number	0	Nil
7	Compliance	Any policy violation	Number	0	Nil
8	Compliance	Any disciplinary action taken	Number	0	Nil
9	Compliance	Any audit observation regarding labour & HR	Number	0	Nil
10	Employment	Any incident of child labour, forced labour at workplace	Number	0	Nil
11	**Employment**	**Any induction training conducted**	**Number**	**Yes**	**23**
12	**Employment**	**Any pre-employment health checkup conducted**	**Number**	**Yes**	**23**
13	Employment	Any Periodical health checkup conducted	Number	Yes/NA	NA
14	Ethics	Any whistleblower incident	Number	0	Nil

15	**Health & Safety**	**Any OHS incident**	**Number**	**0**	**02**
16	Human Rights	Any violation of minimum wages	Number	0	Nil
17	Human Rights	Any harassment incident	Number	0	Nil
18	Human Rights	Any discrimination incident	Number	0	Nil
19	Human Rights	Any grievance registered and resolution status	Number	0	Nil
20	Social Dialogue	Any industrial dispute/union-related incident	Number	0	Nil
21	**Working Conditions**	**Any Overtime**	**Number**	**0**	**Few***
22	Working Conditions	Any employee resignation due to workplace issues	Number	0	Nil

Important Points Requiring Immediate Attention:-

S. No	Point	ESG Area	Corrective Action Plan
11	23-Induction Trainings	Employment	Induction Training should cover organizational overview, Code of Conduct (for Employees),HR procedures, leave structure, and available employee facilities
12	23-Health Checkups	Employment	New employees had undergone pre-employment medical check-ups prior to joining duty.

15	OHS incidents	Health & Safety	1. On 09/05/2026 at around 1:24 PM, Mr. Sangamesh, a contract worker in the ETP ATFD area, sustained burn injuries while assisting in clearing a choked drain line. During ATFD water washing activity, the drain line became blocked, and he was instructed to remove the choke. While using an SS pipe to clear the blockage, the choke suddenly released, causing hot water to gush out forcefully onto both his legs and feet. The injured employee was immediately taken out of the work area and provided first aid at the Occupational Health Center (OHC). He was later shifted to Suraksha Hospital for further medical treatment. No property damage was reported during the incident. 2. On 28/05/2026 at 4:45 PM, during cleaning activity in Lab-01 (R&D), a few drops of **Benzyl Chloroformate** accidentally spilled on the leg of contract helper **Prithvi Marandi**. As a result, he experienced a mild burning sensation on the affected area. The incident was immediately reported to the EHS team. The injured person was given continuous water washing through the safety shower for about 10–15 minutes as first aid. The condition was assessed and found to be normal afterward. No hospitalization or property damage was reported.
21	Overtime during customer audits	Working Conditions	* OTs is due to certain exigencies. Respective department HODs should closely monitor OT hours of their team members and optimize OT hours for compliance.

1. Induction Training Summary

Number of Induction Trainings Conducted: 23

Training Type: Induction Training

Training Coverage:

- Company Introduction
- HR Policies and Procedures
- Code of Conduct
- Leave Rules
- Employee Facilities

Summary:-

All newly joined employees successfully completed induction training covering organizational overview, HR policies and procedures, code of conduct, leave structure, and available employee facilities.

2. Health Check-up :-

Health Check-up Conducted: Yes

Number of Employees Covered: 23

Conducted as per Plan: Yes

Summary:-

Pre-employment medical check-ups were conducted for 23 employees as per the approved plan. All employees were declared medically fit.

3. OHS Incidents: -

1. On 09/05/2026 at around 1:24 PM, Mr. Sangamesh, a contract worker in the ETP ATFD area, sustained burn injuries while assisting in clearing a choked drain line. During ATFD water washing activity, the drain line became blocked, and he was instructed to remove the choke. While using an SS pipe to clear the blockage, the choke suddenly released, causing hot water to gush out forcefully onto both his legs and feet. The injured employee was immediately taken out of the work area and provided first aid at the Occupational Health Center (OHC). He was later shifted to Suraksha Hospital for further medical treatment. No property damage was reported during the incident.

2. On 28/05/2026 at 4:45 PM, during cleaning activity in Lab-01 (R&D), a few drops of **Benzyl Chloroformate** accidentally spilled on the leg of contract helper **Prithvi Marandi**. As a result, he experienced a mild burning sensation on the affected area. The incident was immediately reported to the EHS team. The injured person was given continuous water washing through the safety shower for about 10–15 minutes as first aid. The condition was assessed and found to be normal afterward. No hospitalization or property damage was reported.

Summary: -Two separate incidents occurred: one involved hot-water burns in the ETP area and required hospital treatment; the other was a minor chemical splash in the R&D lab that was managed with immediate water washing and did not require hospitalization. No property damage was reported in either case.

4. Overtime Summary

Total Employees Worked Overtime: 299

Total Overtime Hours: 5521

Average Overtime per Employee: 18 Hours

Summary:- Overtime was undertaken to meet operational requirements during the reporting period. All overtime hours were within statutory limits and were compensated as per applicable wage and labor laws.

Overall Compliance Statement:- Overall, the unit maintained good compliance during May 2026. No major compliance, ethics, or human rights issues were reported. Induction training and medical check-ups were completed for all new employees. Two safety incidents occurred and were handled with immediate medical attention and corrective actions. Overtime was monitored and managed as per operational requirements

Prepared By Sign
Date: 12/06/26

Reviewed By Sign
Date: 12/06/26

Approved By Sign
Date: 12/06/26

SHILPA PHARMA LIFESCIENCES LIMITED

JUNE-2026 – CONSOLIDATED LHRE DASHBOARD

Unit: SHILPA PHARMA LIFESCIENCES LTD. UNIT-II

Reporting Period: Monthly-Via email

Date: 01.06.2026 To 30.06.2026

From: Unit HR Lead

To: Factory Manager (CC: K H Honneshaiah, Sharath Reddy)

S. No	ESG Area	LHR & Ethics Parameters	Unit	Target	Actual
1	Anti-Bribery & Anti-Corruption	Any corruption case	Number	0	Nil
2	Anti-Bribery & Anti-Corruption	Any bribery case	Number	0	Nil
3	Anti-Bribery & Anti-Corruption	Any money laundering incident	Number	0	Nil
4	Compliance	Any notice issued by regulatory authority	Number	0	Nil
5	Compliance	Any contractor/vendor compliance violation	Number	0	Nil
6	Compliance	Any security incident	Number	0	Nil
7	Compliance	Any policy violation	Number	0	Nil
8	Compliance	Any disciplinary action taken	Number	0	Nil
9	Compliance	Any audit observation regarding labour & HR	Number	0	Nil
10	Employment	Any incident of child labour, forced labour at workplace	Number	0	Nil
11	**Employment**	**Any induction training conducted**	**Number**	**Yes**	**23**
12	**Employment**	**Any pre-employment health checkup conducted**	**Number**	**Yes**	**23**
13	Employment	Any Periodical health checkup conducted	Number	Yes/NA	NA
14	Ethics	Any whistleblower incident	Number	0	Nil

15	**Health & Safety**	**Any OHS incident**	**Number**	**0**	**01**
16	Human Rights	Any violation of minimum wages	Number	0	Nil
17	Human Rights	Any harassment incident	Number	0	Nil
18	Human Rights	Any discrimination incident	Number	0	Nil
19	Human Rights	Any grievance registered and resolution status	Number	0	Nil
20	Social Dialogue	Any industrial dispute/union-related incident	Number	0	Nil
21	**Working Conditions**	**Any Overtime**	**Number**	**0**	**Few***
22	Working Conditions	Any employee resignation due to workplace issues	Number	0	Nil

Important Points Requiring Immediate Attention:-

S. No	Point	ESG Area	Corrective Action Plan
11	23-Induction Trainings	Employment	Induction Training should cover organizational overview, Code of Conduct (for Employees),HR procedures, leave structure, and available employee facilities
12	23-Health Checkups	Employment	New employees had undergone pre-employment medical check-ups prior to joining duty.

15	OHS incidents	Health & Safety	On **09 June 2026**, **Mr. Amar S. Garje**, Assistant Manager in **CR&D Lab-1**, was handling **Para Chloro Methyl Styrene**. A **small amount of chemical touched his fingers** despite wearing chemical-resistant gloves, with no immediate symptoms. After **two days**, he developed **itching and blisters (air bubbles)** on his fingers and reported the issue. He was treated by a **skin specialist**, given medicines and ointments, and took **two days of medical leave**. The root cause was **inadequate glove compatibility and lack of awareness of delayed skin reactions**, leading to corrective and preventive actions like glove replacement, PPE review, and staff training.
21	Overtime during customer audits	Working Conditions	* OTs is due to certain exigencies. Respective department HODs should closely monitor OT hours of their team members and optimize OT hours for compliance.

1. Induction Training Summary

Number of Induction Trainings Conducted: 23

Training Type: Induction Training

Training Coverage:

- Company Introduction
- HR Policies and Procedures
- Code of Conduct

- Leave Rules
- Employee Facilities

Summary:-

All newly joined employees successfully completed induction training covering organizational overview, HR policies and procedures, code of conduct, leave structure, and available employee facilities.

2. Health Check-up:-

Health Check-up Conducted: Yes

Number of Employees Covered: 23

Conducted as per Plan: Yes

Summary:-

Pre-employment medical check-ups were conducted for 23 employees as per the approved plan. All employees were declared medically fit.

3. OHS Incidents: - On **09 June 2026 at 4:00 PM, Mr. Amar S. Garje**, Assistant Manager in **CR&D Lab-1**, was performing a reaction with **Para Chloro Methyl Styrene**. During the activity, a **small amount of chemical touched his fingers** despite wearing chemical-resistant gloves. At first, there were **no symptoms** like pain or irritation, so the work was completed normally. After **two days**, he developed **itching and blisters (air bubbles)** on his fingers. He immediately reported the issue to his managers and was sent to a **skin specialist (Dr. Kollapa)**. The doctor prescribed **medicines and ointments**, and he took **two days of medical leave**. The investigation

found that the **gloves were not properly checked for chemical compatibility**. It also highlighted a **lack of awareness about delayed skin reactions** and weak PPE inspection practices. **Corrective actions** included replacing gloves, reviewing PPE compatibility, and reinforcing hygiene practices. **Preventive actions** focused on training, glove inspection, MSDS review, and stronger safety procedures.

Summary: - On **09 June 2026, Mr. Amar S. Garje** was handling **Para Chloro Methyl Styrene** in **CR&D Lab-1** when a small amount touched his fingers despite wearing gloves. No symptoms appeared immediately, but after **two days**, he developed **itching and blisters (air bubbles)**. He reported the issue, consulted a **skin specialist**, and received treatment with medicines and ointments, along with **two days of medical leave**. The root cause was **inadequate glove compatibility and lack of awareness of delayed skin reactions**, leading to corrective actions like glove replacement, PPE review, and staff training.

4. Overtime Summary

Total Employees Worked Overtime: 199

Total Overtime Hours: 3537.5

Average Overtime per Employee: 18 Hours

Summary: - Overtime was undertaken to meet operational requirements during the reporting period. All overtime hours were within statutory limits and were compensated as per applicable wage and labor laws.

Overall Compliance Statement: - The unit reported **no cases of bribery, corruption, or regulatory violations** during the month. All **23 new employees** completed induction training and pre-employment medical check-ups successfully. One **OHS incident** occurred in CR&D Lab-1, which was investigated and corrective actions were taken. **Overtime hours** were recorded due to customer audits but remained within legal limits and were compensated properly. Overall, the unit maintained strong compliance with **HR, ethics, safety, and labor standards**.

Prepared By Sign
Date: 30/07/26

Reviewed By Sign
Date: 30/07/26

Approved By Sign
Date: 30/07/26

SHILPA PHARMA LIFESCIENCES LIMITED
JULY-2026 – CONSOLIDATED LHRE DASHBOARD

Unit: SHILPA PHARMA LIFESCIENCES LTD. UNIT-II

Reporting Period: Monthly-Via email

Date: 01.07.2026 To 31.07.2026

From: Unit HR Lead

To: Factory Manager (CC: J Manickavasagam, Sharath Reddy)

S. No	ESG Area	LHR & Ethics Parameters	Unit	Target	Actual
1	Anti-Bribery & Anti-Corruption	Any corruption case	Number	0	Nil
2	Anti-Bribery & Anti-Corruption	Any bribery case	Number	0	Nil
3	Anti-Bribery & Anti-Corruption	Any money laundering incident	Number	0	Nil
4	Compliance	Any notice issued by regulatory authority	Number	0	Nil
5	Compliance	Any contractor/vendor compliance violation	Number	0	Nil
6	Compliance	Any security incident	Number	0	Nil
7	Compliance	Any policy violation	Number	0	Nil
8	Compliance	Any disciplinary action taken	Number	0	Nil
9	Compliance	Any audit observation regarding labour & HR	Number	0	Nil
10	Employment	Any incident of child labour, forced labour at workplace	Number	0	Nil
11	**Employment**	**Any induction training conducted**	**Number**	**Yes**	**28**
12	**Employment**	**Any pre-employment health checkup conducted**	**Number**	**Yes**	**28**
13	Employment	Any Periodical health checkup conducted	Number	Yes/NA	NA
14	Ethics	Any whistleblower incident	Number	0	Nil

15	**Health & Safety**	**Any OHS incident**	**Number**	**0**	**03**
16	Human Rights	Any violation of minimum wages	Number	0	Nil
17	Human Rights	Any harassment incident	Number	0	Nil
18	Human Rights	Any discrimination incident	Number	0	Nil
19	Human Rights	Any grievance registered and resolution status	Number	0	Nil
20	Social Dialogue	Any industrial dispute/union-related incident	Number	0	Nil
21	**Working Conditions**	**Any Overtime**	**Number**	**0**	**Few***
22	Working Conditions	Any employee resignation due to workplace issues	Number	0	Nil

Important Points Requiring Immediate Attention:-

S. No	Point	ESG Area	Corrective Action Plan
11	28-Induction Trainings	Employment	Induction Training should cover organizational overview, Code of Conduct (for Employees),HR procedures, leave structure, and available employee facilities
12	28-Health Checkups	Employment	New employees had undergone pre-employment medical check-ups prior to joining duty.

15	OHS incidents	Health & Safety	• **Incident 1** – On 01/07/2026, sulphuric acid splashed on two employees in the Warehouse due to an unsecured hose during transfer. • **Incident 2** – On 02/07/2026, a helper at the ETP MEE Plant sustained burns when caustic soda overflowed from a hot water tank. • **Incident 3** – On 09/07/2026, a packing saddle fell on a worker's hand while cleaning the stripper column at ETP.
21	Overtime during customer audits	Working Conditions	* OTs is due to certain exigencies. Respective department HODs should closely monitor OT hours of their team members and optimize OT hours for compliance.

1. Induction Training Summary

Number of Induction Trainings Conducted: 28

Training Type: Induction Training

Training Coverage:

- Company Introduction
- HR Policies and Procedures
- Code of Conduct
- Leave Rules

- Employee Facilities

Summary:-

All newly joined employees successfully completed induction training covering organizational overview, HR policies and procedures, code of conduct, leave structure, and available employee facilities.

2. Health Check-up:-

Health Check-up Conducted: Yes

Number of Employees Covered: 28

Conducted as per Plan: Yes

Summary:-

Pre-employment medical check-ups were conducted for 28 employees as per the approved plan. All employees were declared medically fit.

3. OHS Incidents: -

Incident 1 – Sulphuric Acid Splash (01/07/2026, Warehouse)

During sulphuric acid transfer to an HDPE drum, the dispensing hose came out due to air pressure, splashing acid on **Mr.Ahmad Pasha** and **Mr.Subhash**. Both employees immediately used the emergency shower/eyewash for 30 minutes and were shifted to hospital. The spill was neutralized with sodium bicarbonate and sand. Root cause: unsecured hose and lack of PPE compliance. CAPAs included fixed hose arrangement, closed transfer system, mandatory PPE, and refresher training.

Incident 2 – Burn Injury at MEE Plant (02/07/2026, ETP)

Helper **Mr. Veerupakshi** sustained burns when caustic soda was added to a hot water balance tank, causing overflow and splashing. The incident was witnessed by **Mr. Hanumanth** and **Mr. Rachappa**. Root cause: failure to verify tank capacity and lack of supervision. Corrective actions included tank level checks, supervision, and PPE use. Preventive actions focused on installing level indicators, alarms, and refresher training.

Incident 3 – Stripper Column Injury (09/07/2026, ETP)

While cleaning the stripper column, a packing saddle fell on **Mr. Kavi Prakash's** hand, causing injury. Witnesses **Mr. Guru Swami** and **Mr. A. Suresh** reported the incident, and the worker was sent to OHC and hospital. Root cause: unsafe method and inadequate hazard control during choke removal. CAPAs included enforcing LOTO, prohibiting manual hammering, mandatory PPE, and engineering solutions for safe choke removal.

Summary: - In July 2026, three workplace safety incidents were reported. On **01 July**, during sulphuric acid transfer in the Warehouse, a hose came loose due to air pressure, splashing acid on two employees. Both were decontaminated and hospitalized, and corrective actions included fixed hose arrangements, closed transfer systems, and strict PPE compliance. On **02 July**, at the ETP MEE Plant, a helper sustained burn injuries when caustic soda was added to a hot water balance tank that overflowed. The root cause was lack of supervision and tank level verification, leading to preventive measures such as installing level indicators, alarms, and refresher training. On **09 July**, in the ETP Stripper Column, a packing saddle fell on a worker's hand during cleaning, caused by unsafe methods and poor hazard control. CAPAs emphasized LOTO procedures, prohibition of manual hammering, and engineering solutions for safe choke removal. All three incidents were thoroughly investigated, corrective and preventive actions were implemented, and each case was formally marked **Closed**.

4. Overtime Summary

Total Employees Worked Overtime: 192

Total Overtime Hours: 3595.5

Average Overtime per Employee: 18.5 Hours

Summary: - Overtime was undertaken to meet operational requirements during the reporting period. All overtime OT Wages compensated as per applicable wage and labor laws.

Overall Compliance Statement: - The unit reported **no cases** of bribery, corruption, or regulatory violations. All **28 new employees** completed induction training and medical check-ups. Three **safety incidents** were investigated, corrective actions taken, and overtime hours remained within legal limits.

Prepared By Sign
Date: 27/08/26

Reviewed By Sign
Date: 27/08/26

Approved By Sign
Date: 27/08/26

SHILPA PHARMA LIFESCIENCES LIMITED
AUG-2026 – CONSOLIDATED LHRE DASHBOARD

Unit: SHILPA PHARMA LIFESCIENCES LTD. UNIT-II

Reporting Period: Monthly-Via email

Date: 01.08.2026 To 31.08.2026

From: Unit HR Lead

To: Factory Manager (CC: J Manickavasagam, Sharath Reddy)

S. No	ESG Area	LHR & Ethics Parameters	Unit	Target	Actual
1	Anti-Bribery & Anti-Corruption	Any corruption case	Number	0	Nil
2	Anti-Bribery & Anti-Corruption	Any bribery case	Number	0	Nil
3	Anti-Bribery & Anti-Corruption	Any money laundering incident	Number	0	Nil
4	Compliance	Any notice issued by regulatory authority	Number	0	Nil
5	Compliance	Any contractor/vendor compliance violation	Number	0	Nil
6	Compliance	Any security incident	Number	0	Nil
7	Compliance	Any policy violation	Number	0	Nil
8	Compliance	Any disciplinary action taken	Number	0	Nil
9	Compliance	Any audit observation regarding labour & HR	Number	0	Nil
10	Employment	Any incident of child labour, forced labour at workplace	Number	0	Nil
11	**Employment**	**Any induction training conducted**	**Number**	**Yes**	**09**
12	**Employment**	**Any pre-employment health checkup conducted**	**Number**	**Yes**	**09**
13	Employment	Any Periodical health checkup conducted	Number	Yes/NA	NA
14	Ethics	Any whistleblower incident	Number	0	Nil

15	**Health & Safety**	**Any OHS incident**	**Number**	**0**	**02**
16	Human Rights	Any violation of minimum wages	Number	0	Nil
17	Human Rights	Any harassment incident	Number	0	Nil
18	Human Rights	Any discrimination incident	Number	0	Nil
19	Human Rights	Any grievance registered and resolution status	Number	0	Nil
20	Social Dialogue	Any industrial dispute/union-related incident	Number	0	Nil
21	**Working Conditions**	**Any Overtime**	**Number**	**0**	**Few***
22	Working Conditions	Any employee resignation due to workplace issues	Number	0	Nil

Important Points Requiring Immediate Attention:-

S. No	Point	ESG Area	Corrective Action Plan
11	09-Induction Trainings	Employment	Induction Training should cover organizational overview, Code of Conduct (for Employees),HR procedures, leave structure, and available employee facilities
12	09-Health Checkups	Employment	New employees had undergone pre-employment medical check-ups prior to joining duty.

15	OHS incidents	Health & Safety	• **Incident 1**:– On **07/08/2026**, a fire broke out in the R&D CDMO laboratory during purification work involving hexane. All employees were evacuated safely with no injuries reported. The blaze destroyed lab equipment, raw materials, finished products, and records, but was contained within the laboratory by internal and external fire teams. • **Incident 2** – On **13/08/2026**, During **MDC (Methylenedichloride) transfer** from D-Block to C-Block, the transfer line valve was mistakenly opened in **manual mode** due to oversight by the shift in-charge. This led to a **spillage of approximately 50–60 liters of MDC** inside the plant.
21	Overtime during customer audits	Working Conditions	* OTs is due to certain exigencies. Respective department HODs should closely monitor OT hours of their team members and optimize OT hours for compliance.

1. Induction Training Summary

Number of Induction Trainings Conducted: 09

Training Type: Induction Training

Training Coverage:

- Company Introduction
- HR Policies and Procedures

- Code of Conduct
- Leave Rules
- Employee Facilities

Summary:-

All newly joined employees successfully completed induction training covering organizational overview, HR policies and procedures, code of conduct, leave structure, and available employee facilities.

2. Health Check-up:-

Health Check-up Conducted: Yes

Number of Employees Covered: 09

Conducted as per Plan: Yes

Summary:-

Pre-employment medical check-ups were conducted for 09 employees as per the approved plan. All employees were declared medically fit.

3. OHS Incidents: -

Incident 1 – On 07/08/2026, a major fire incident occurred in the R&D CDMO laboratory of Shilpa Pharma Lifesciences. The fire started near the column purification area due to hexane vapors and quickly spread across the lab. Fortunately, all employees present, including Mr. Darshan and Dr. Ashish Kumar Singh, were evacuated safely with no injuries reported. The internal fire team and external fire

stations responded promptly, using foam hydrants to control the blaze. The damage was extensive; destroying lab equipment, raw materials, intermediates, finished products, furniture, and records, but the fire was contained within the laboratory.

Incident 2 – On **13/08/2026 at 00:10 hrs.**, during MDC transfer from D-Block to C-Block, a valve was mistakenly opened in **manual mode**, causing a spillage of ~50–60 liters inside the plant. **Chemist Sashidhar Kurva (ID 9427)** inhaled vapors, collapsed due to dizziness, received first aid, and was later hospitalized at **Suraksha Hospital, Raichur** for observation. Other employees **Ravi Kumar, Madravali Sayyad, G. Venkateswarlu, and Aynal** were also exposed to vapors. The incident resulted in **human impact** (temporary unconsciousness, hospitalization) and **property damage** (loss of MDC). Immediate measures included first aid, medical shifting, and reporting to the site controller. The root cause was **manual valve error and lack of monitoring by the shift in-charge**.

Summary: -

- **Fire in R&D Lab – On 07/08/2026**, a major fire broke out in the Shilpa Pharma Lifesciences R&D CDMO laboratory due to hexane vapors near the column purification area. All employees, including Mr. Darshan and Dr. Ashish Kumar Singh, were safely evacuated. The internal and external fire teams controlled the blaze using foam hydrants. The fire caused extensive damage to lab equipment, materials, and records, but was contained within the laboratory.
- **MDC Spillage – On 13/08/2026** at 00:10 hrs, ~50–60 liters of MDC spilled inside the plant during transfer from D-Block to C-Block due to a manual valve error. Chemist **Sashidhar Kurva (ID 9427)** inhaled vapors, collapsed, and was hospitalized for observation. Other employees (Ravi Kumar, Madravali Sayyad, G. Venkateswarlu, and Aynal) were also exposed. The incident caused human impact (temporary unconsciousness, hospitalization) and property damage (loss of MDC). Immediate actions included first aid, medical shifting, and reporting. Root cause: manual valve error and lack of monitoring by the shift in-charge.

4. Overtime Summary

Total Employees Worked Overtime: 335

Total Overtime Hours: 5213

Average Overtime per Employee: 15 hours

Summary:- Overtime was undertaken to meet operational requirements during the reporting period. All overtime OT Wages compensated as per applicable wage and labor laws.

Overall Compliance Statement: - The organization maintained compliance across anti-bribery, corruption, ethics, and human rights areas with no violations reported. All nine new employees completed induction training and pre-employment medical check-ups as per plan. Two OHS incidents — a fire in the R&D CDMO laboratory and an MDC spillage — were promptly managed with evacuation, medical support, and corrective actions. Overtime was recorded and compensated as per statutory laws, with monitoring advised for optimization.

Prepared By Sign
Date: 21/09/26

Reviewed By Sign
Date: 21/09/26

Approved By Sign
Date: 21/09/26

Outlook

Re: Confirmation on Complaints Received – January 2026

From Venkatesh Reddy <info@vbshilpa.com>
Date Fri 2/20/2026 3:05 PM
To HR EOU <hrd_eou@shilpapharma.com>
Cc Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>

Dear team,

I have checked the designated email ID (info@vbshilpa.com) and confirm that no complaints were received during the period 01 January 2026 to 31 January 2026.

Regards,

Venkatesh

From: HR EOU <hrd_eou@shilpapharma.com>
Sent: Friday, February 20, 2026 10:18 AM
To: Venkatesh Reddy <info@vbshilpa.com>
Cc: Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>
Subject: Confirmation on Complaints Received – January 2026

Dear Sir,
As per the HR Policies of **Shilpa Pharma Life Sciences Ltd.**, employees and stakeholders may raise complaints related to misconduct or violations of the Code of Conduct—including sexual harassment, health and safety issues, gifts, gratuities, bribery, and violations of the Whistle Blower Policy— by addressing the designated email ID **info@vbshilpa.com**.

You are the authorized representative for the above-mentioned email ID.

In this regard, we kindly request you to confirm whether any complaints were received during the period **01.January.2026 To 31.January.2026**

Please check and revert with the status at your earliest convenience.

Regards,
Srinivas

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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Outlook

Re: Confirmation on Complaints Received – February 2026

From Venkatesh Reddy <info@vbshilpa.com>
Date Wed 3/4/2026 10:48 AM
To HR EOU <hrd_eou@shilpapharma.com>
Cc Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>

Dear team,

No complaints were received during the period **01 February 2026 to 28 February 2026**.

Regards,

Venkatesh

From: HR EOU <hrd_eou@shilpapharma.com>
Sent: Wednesday, March 4, 2026 10:02 AM
To: Venkatesh Reddy <info@vbshilpa.com>
Cc: Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>
Subject: Confirmation on Complaints Received – February 2026

Dear Sir,
As per the HR Policies of **Shilpa Pharma Life Sciences Ltd.,** employees and stakeholders may raise complaints related to misconduct or violations of the Code of Conduct—including sexual harassment, health and safety issues, gifts and gratuities, bribery, and violations of the Whistle Blower Policy—by writing to the designated email ID **info@vbshilpa.com.**

You are the authorized representative for the above-mentioned email ID. In this regard, we kindly request you to confirm whether any complaints were received during the period **01 February 2026 to 28 February 2026.**

We request you to please verify the same and share the status at your earliest convenience.

Regards,
Srinivas
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.

Outlook

Re: Reg: - Confirmation on Complaints Received – March-2026

From Venkatesh Reddy <info@vbshilpa.com>
Date Mon 4/13/2026 7:53 AM
To HR EOU <hrd_eou@shilpapharma.com>
Cc Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>

Dear team,

No complaints were received during the period **01 March 2026 to 31 March 2026**.

Regards,

Venkatesh

From: HR EOU <hrd_eou@shilpapharma.com>
Sent: Sunday, April 12, 2026 10:57 AM
To: Venkatesh Reddy <info@vbshilpa.com>
Cc: Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>
Subject: Reg: - Confirmation on Complaints Received – March-2026

Dear Sir,
As per the HR Policies of **Shilpa Pharma Life Sciences Ltd.,** employees and stakeholders may raise complaints related to misconduct or violations of the Code of Conduct—including sexual harassment, health and safety issues, gifts and gratuities, bribery, and violations of the Whistle Blower Policy—by writing to the designated email ID **info@vbshilpa.com.**

You are the authorized representative for the above-mentioned email ID. In this regard, we kindly request you to confirm whether any complaints were received during the period **01st March -2026 to 31st March-2026.**

We request you to please verify the same and share the status at your earliest convenience.

Regards,
Srinivas-HR
Shilpa Pharma Lifesciences Ltd Unit-2 100% 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.

Outlook

Re: Reg: - Confirmation on Complaints Received – April-2026

From Venkatesh Reddy <info@vbshilpa.com>
Date Tue 5/5/2026 3:07 PM
To HR EOU <hrd_eou@shilpapharma.com>
Cc Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>

Dear Srinivas,

Please note that no complaints were received on the designated email ID during the said period.

This is for your information and records.

Regards,

Venkatesh

From: HR EOU <hrd_eou@shilpapharma.com>
Sent: Tuesday, May 5, 2026 1:56 PM
To: Venkatesh Reddy <info@vbshilpa.com>
Cc: Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>
Subject: Reg: - Confirmation on Complaints Received – April-2026

Dear Sir,
As per the HR Policies of **Shilpa Pharma Life Sciences Ltd.,** employees and stakeholders may raise complaints related to misconduct or violations of the Code of Conduct—including sexual harassment, health and safety issues, gifts and gratuities, bribery, and violations of the Whistle Blower Policy—by writing to the designated email ID **info@vbshilpa.com.**

You are the authorized representative for the above-mentioned email ID. In this regard, we kindly request you to confirm whether any complaints were received during the period **01st April -2026 to 30th April-2026.**

We request you to please verify the same and share the status at your earliest convenience.

Regards,
Srinivas-HR
Shilpa Pharma Lifesciences Ltd Unit-2 100% 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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Outlook

Re: Reg:- Confirmation on Complaints Received – May-2026

From Venkatesh Reddy <info@vbshilpa.com>
Date Thu 6/4/2026 3:24 PM
To HR EOU <hrd_eou@shilpapharma.com>
Cc Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>; Umakanth Patil <umakanth.patil@shilpapharma.com>

Dear Srinivas,

Please note that no complaints were received on the designated email ID during the said period.

This is for your information and records.

Regards,

Venkatesh

From: HR EOU <hrd_eou@shilpapharma.com>
Sent: Thursday, June 4, 2026 1:23 PM
To: Venkatesh Reddy <info@vbshilpa.com>
Cc: Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>; Umakanth Patil <umakanth.patil@shilpapharma.com>
Subject: Reg:- Confirmation on Complaints Received – May-2026

Dear Sir,
As per the HR Policies of **Shilpa Pharma Life Sciences Ltd.,** employees and stakeholders may raise complaints related to misconduct or violations of the Code of Conduct—including sexual harassment, health and safety issues, gifts and gratuities, bribery, and violations of the Whistle Blower Policy—by writing to the designated email ID **info@vbshilpa.com.**

You are the authorized representative for the above-mentioned email ID. In this regard, we kindly request you to confirm whether any complaints were received during the period **01st May-2026 to 31st May-2026.**

We request you to please verify the same and share the status at your earliest convenience.

Regards,
Srinivas-HR
Shilpa Pharma Lifesciences Ltd Unit-2 100% 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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Outlook

Re: Reg:- Confirmation on Complaints Received – June-2026

From Venkatesh Reddy <info@vbshilpa.com>
Date Sun 7/12/2026 9:10 PM
To HR EOU <hrd_eou@shilpapharma.com>
Cc Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>; Umakanth Patil <umakanth.patil@shilpapharma.com>

Dear Srinivas,

Please be informed that no complaints were received on the designated email ID during the specified period.

This is submitted for your information and records.

Regards,

Venkatesh

From: HR EOU <hrd_eou@shilpapharma.com>
Sent: Sunday, July 12, 2026 4:15 PM
To: Venkatesh Reddy <info@vbshilpa.com>
Cc: Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>; Umakanth Patil <umakanth.patil@shilpapharma.com>
Subject: Re: Reg:- Confirmation on Complaints Received – June-2026

Dear Sir,
Kindly request you to reply to the below email at your earliest convenience...

Regards,
Srinivas

From: HR EOU <hrd_eou@shilpapharma.com>
Sent: Wednesday, July 8, 2026 4:07 PM
To: Venkatesh Reddy <info@vbshilpa.com>
Cc: Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>; Umakanth Patil <umakanth.patil@shilpapharma.com>
Subject: Reg:- Confirmation on Complaints Received – June-2026

Dear Sir,
As per the HR Policies of **Shilpa Pharma Life Sciences Ltd.,** employees and stakeholders may raise complaints related to misconduct or violations of the Code of Conduct—including sexual harassment, health and safety issues, gifts and gratuities, bribery, and violations of the Whistle Blower Policy—by writing to the designated email ID **info@vbshilpa.com.**

You are the authorized representative for the above-mentioned email ID. In this regard, we kindly request you to confirm whether any complaints were received during the period **01st June-2026 to 30th June-2026.**

We request you to please verify the same and share the status at your earliest convenience.

Regards,
Srinivas-HR
Shilpa Pharma Lifesciences Ltd Unit-2 100% 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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Outlook

Re: Reg:- Confirmation on Complaints Received – July-2026

From Venkatesh Reddy <info@vbshilpa.com>
Date Mon 8/10/2026 8:06 AM
To HR EOU <hrd_eou@shilpapharma.com>
Cc Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>; Umakanth Patil <umakanth.patil@shilpapharma.com>

Dear Srinivas,

With reference to your below email, we have checked the designated email ID **info@vbshilpa.com** for the period from **01st July 2026 to 31st July 2026**.

We confirm that **no complaints were received through the said email ID during the above-mentioned period**.

Regards,
Venkatesh
Shilpa Medicare Limited

From: HR EOU <hrd_eou@shilpapharma.com>
Sent: Sunday, August 9, 2026 12:14 PM
To: Venkatesh Reddy <info@vbshilpa.com>
Cc: Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>; Umakanth Patil <umakanth.patil@shilpapharma.com>
Subject: Re: Reg:- Confirmation on Complaints Received – July-2026

Dear Sir,
With reference to the below mail, kindly check and provide an update at the earliest. Awaiting your reply...

Regards,
Srinivas

From: HR EOU <hrd_eou@shilpapharma.com>
Sent: Wednesday, August 5, 2026 11:05 AM
To: Venkatesh Reddy <info@vbshilpa.com>
Cc: Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>; Umakanth Patil <umakanth.patil@shilpapharma.com>
Subject: Reg:- Confirmation on Complaints Received – July-2026

Dear Sir,
As per the HR Policies of **Shilpa Pharma Life Sciences Ltd.,** employees and stakeholders may raise complaints related to misconduct or violations of the Code of Conduct—including sexual harassment,

health and safety issues, gifts and gratuities, bribery, and violations of the Whistle Blower Policy—by writing to the designated email ID **info@vbshilpa.com.**

You are the authorized representative for the above-mentioned email ID. In this regard, we kindly request you to confirm whether any complaints were received during the period **01st July-2026 to 31st July-2026.**

We request you to please verify the same and share the status at your earliest convenience.

Regards,
Srinivas-HR
Shilpa Pharma Lifesciences Ltd Unit-2 100% EOU.
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Outlook

Re: Reg: - Complaint Received Regarding Code of Conduct, Whistleblower, Bribes etc

From Venkatesh Reddy <info@vbshilpa.com>
Date Mon 9/7/2026 9:48 AM
To HR EOU <hrd_eou@shilpapharma.com>
Cc Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>; Umakanth Patil <umakanth.patil@shilpapharma.com>

Dear Srinivas,

I have checked the inbox for info@vbshilpa.com for the period between 1st Aug-2026 and 31st Aug-2026.

I confirm that we have not received any complaints related to misconduct, violation of the code of conduct, or whistleblowing during this timeframe.

Regards,

Venkatesh

From: HR EOU <hrd_eou@shilpapharma.com>
Sent: Monday, September 7, 2026 9:44 AM
To: Venkatesh Reddy <info@vbshilpa.com>
Cc: Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>; Umakanth Patil <umakanth.patil@shilpapharma.com>
Subject: Reg: - 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 Aug-2026 - 31st Aug-2026.**

Kindy check and revert us.

Regards,
Srinivas-HR
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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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.~~ Ganesh Kuruba**, (Emp Code: **9386**).("You") and **M/s. Shilpa Pharma Lifesciences Ltd.**, ("Company"). This Agreement is executed on **26/3/2026.** 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.

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

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

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

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 discloseor describe Inventions, Confidential Information, or any work done by him forthe 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 to the 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

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Tel: +91-8532-238704, Fax: +91-8532-238876, Email: info@vbshilpa.com, Web: www.vbshilpa.com

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: 26/03/26

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:

26/03/26

Employee Signature: K. Ganesh

Name: K. GANESH

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

			Last Review Date:	4/9/2026		**Next Review Date:**	5/9/2027			**Document No:**	DOC-SPLL-RA-04	
			Recruitment Risk Assessment									
Sr. No.	**Potential Hazard**	**Possible Cause**	**Risk Description**	**Impact Level**	**Probability**	**Severity**	**Current Measures**	**Control Strategies**	**Impact Level (Post-Control)**	**Responsible Team/Person**	**Timeline for Actions**	**Effectiveness Review**
1	Miscommunication of job roles or requirements	Lack of standardized job descriptions	Candidates may misunderstand job expectations, leading to high attrition	Medium	Medium	Moderate	Clear job descriptions provided during recruitment	Develop role-specific job profiles and templates	Low	HR Team	Q3 FY2027	Quarterly
2	Perceived favoritism in recruitment decisions	Lack of objective evaluation criteria	Candidates may feel discriminated against, leading to reputational damage	High	Medium	Severe	Interview panels involve multiple evaluators	Implement structured interviews	Medium	Recruitment Committee	Q4 FY2027	Annually
3	Delayed recruitment updates	Inefficient communication channels	Candidates feel disengaged and lose trust in the company	Medium	High	Moderate	Periodic updates sent via email	Automate communication using an applicant tracking system (ATS)	Low	HR Team	Q2 FY2027	Biannually
4	Lack of diversity in hiring	Unconscious bias during candidate evaluation	Missed opportunities to hire diverse talent	High	Medium	Low	Awareness training for hiring teams	Introduce anonymized resume screening	Medium	Diversity & Inclusion Team	Q3 FY2027	Annually
5	Inadequate communication of contract terms	Ambiguity in offer letters or employment contracts	Candidates may misunderstand terms of employment, leading to disputes	High	Low	Severe	Standardized offer letters with clear terms	Conduct pre-onboarding sessions to explain terms	Medium	Legal & HR Teams	Q2 FY2027	Quarterly
6	Exclusion of marginalized groups from opportunities	Ineffective outreach or sourcing strategies	Marginalized groups may not have equal access to recruitment opportunities	Medium	Medium	Moderate	Conduct outreach programs in underrepresented areas	Partner with organizations promoting equal employment	Low	CSR & Recruitment Teams	Q4 FY2027	Annually
7	Inconsistent feedback for unsuccessful candidates	Lack of formal feedback processes	Negative candidate experience impacts employer branding	Medium	Medium	Moderate	Generic feedback provided to candidates	Standardize feedback templates and train recruiters	Low	HR Team	Q2 FY2027	Biannually
8	Data privacy risks of applicants	Inadequate data protection in recruitment platforms	Candidate personal data may be misused or leaked	High	Medium	Severe	Secure applicant tracking systems (ATS)	Align recruitment data handling with GDPR / DPDP standards	Medium	HR & IT Teams	Q3 FY2027	Annually
9	Over-reliance on technology/AI tools	Automated screening errors or bias in AI algorithms	Qualified candidates may be unfairly rejected	Medium	Medium	Moderate	Manual review of ATS shortlists	Regular audits of AI algorithms to prevent bias	Low	HR & Recruitment Committee	Q4 FY2027	Annually
10	Hiring of unverified candidates	Incomplete background verification checks	Risk of fraud, false credentials, or compliance violations	High	Low	Severe	Basic background checks conducted	Strengthen verification with third-party agencies	Medium	HR & Compliance Teams	Q2 FY2027	Quarterly
11	Negative employer brand perception	Poor candidate experience or online reviews	Top talent may avoid applying, impacting workforce quality	Medium	Medium	Moderate	Regular candidate experience surveys	Implement employer branding strategy and monitor review platforms	Low	HR & Corporate Communications	Q3 FY2027	Biannuall
Prepared By		Srinivas		**Reviewed By**			Kapil Khandelwal			**Approved By**	ARVIND KR SINGH	
Sign & date		04/09/26		**Sign & date**			04/09/26			**Sign & date**	04/09/26	

	Last Review Date:	4/9/2026	Next Review Date:	5/9/2027		Document No:	DOC-SPLL-RA-06

Discrimination Risk Assessment

Sr. No.	Potential Hazard	Possible Cause	Risk DescriptionD5:J16	Impact Level	Probability	Severity	Current Measures	Control Strategies	Impact Level (Post-Control)	Responsible Team/Person	Timeline for Actions	Effectiveness Review
1	Bias in performance evaluations	Lack of standardized evaluation criteria	Subjective assessments leading to discrimination in promotion decisions	High	Medium	Severe	Defined performance metrics for appraisals	Train managers on implicit bias and fair evaluation practices	Medium	HR Team	Q3 FY2027	Annually
2	Lack of representation in leadership positions	Existing organizational culture and unconscious bias	Limited professional development opportunities for underrepresented groups	High	Medium	Severe	Diversity policy emphasizing equitable opportunities	Implement mentorship and leadership development programs	Medium	Leadership Committee	Q2 FY2027	Biannually
3	Discrimination in training program access	Unequal allocation of training opportunities	Disparity in skill development hindering career progression	Medium	Low	Moderate	Training programs available to all employees	Monitor participation and ensure equitable enrollment	Low	Learning and Development Team	Q2 FY2027	Quarterly
4	Lack of awareness about anti-discrimination policies	Employees unaware of their rights or reporting channels	Potential underreporting of discriminatory incidents	Medium	Low	Moderate	Existing anti-discrimination and grievance policies	Conduct awareness campaigns and workshops on policies	Low	Compliance Officer	Q4 FY2027	Biannually
5	Favoritism or nepotism in promotion processes	Inadequate transparency in promotion criteria	Demotivation and loss of trust among employees	High	Medium	Low	Standardized promotion processes	Publish clear promotion criteria and conduct audits	Medium	HR Team	Q3 FY2027	Annually
6	Lack of inclusive feedback mechanisms	Employees hesitant to provide feedback	Limited identification of discriminatory practices in promotion processes	Medium	Low	Moderate	Grievance mechanism in place	Introduce anonymous feedback tools	Low	Compliance Officer	Q3 FY2027	Annually
7	Unconscious bias in skill assessments	Inadequate training for assessors	Biased decisions impacting professional development opportunities	Medium	Medium	Moderate	Use of structured skill evaluation criteria	Provide periodic bias-awareness training for assessors	Low	Learning and Development Team	Q2 FY2027	Quarterly
8	Gender or racial bias in promotion and evaluation	Stereotyping in leadership roles	Underrepresentation of certain genders or races in senior positions	High	Medium	Low	Equal opportunity policy in place	Conduct diversity audits in promotion practices	Medium	Diversity & Inclusion Team	Q4 FY2027	Annually
9	Favoritism based on personal relationships	Overreliance on manager discretion in decision-making	Promotion decisions based on personal ties rather than merit	High	Medium	Low	Formalized promotion procedures	Implement an external review of promotion decisions	Medium	HR Team	Q3 FY2027	Biannually
10	Discrimination in lateral or cross-departmental moves	Lack of transparency in lateral transfers	Employees restricted from movement to other departments due to bias	Medium	Medium	Moderate	Transparent internal job postings	Standardize cross-departmental transfer policies	Low	HR Team	Q4 FY2027	Annually
11	Barriers to access to executive roles for women or minorities	Gender or racial discrimination in leadership selection	Increased turnover and dissatisfaction among underrepresented groups	High	Medium	Severe	Equal opportunities for all employees	Introduce diversity targets in executive selection processes	Medium	Leadership Committee	Q2 FY2027	Quarterly
12	Pay inequality across demographics	Lack of regular pay equity audits	Wage disparities create dissatisfaction, turnover, reputational damage	High	Medium	Severe	Compensation policies ensure pay bands	Conduct annual pay equity audits and corrective actions	Medium	Compensation & Benefits Team	Q2 FY2027	Annually
13	Exclusion of differently-abled employees	Lack of inclusive infrastructure and accessibility	Discrimination against employees with disabilities, limiting participation	Medium	Medium	Moderate	Basic accessibility features provided	Upgrade infrastructure and digital accessibility	Low	Facilities & IT Team	Q3 FY2027	Biannually
14	Retaliation against whistleblowers	Weak protection mechanisms and lack of enforcement	Employees fear reporting discrimination, leading to underreporting	High	Low	Severe	Whistleblower policy in place	Strengthen protections, ensure anonymity, periodic reviews	Medium	Compliance Officer	Q4 FY2027	Annually
15	Limited career progression for remote/hybrid employees	Manager bias towards in-office staff	Remote staff overlooked for promotions and training opportunities	Medium	Medium	Moderate	Remote inclusion guidelines in place	Ensure equal training, mentoring, and promotion opportunities	Low	HR & Leadership Teams	Q3 FY2027	Biannually

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			Corruption Risk Assessment									
Sr. No.	**Potential Hazard**	**Possible Cause**	**Risk Description**	**Impact Level**	**Probability**	**Severity**	**Current Measures**	**Control Strategies**	**Impact Level (Post-Control)**	**Responsible Team/Person**	**Timeline for Actions**	**Effectiveness Review**
1	Bribery during procurement and supplier negotiations	Lack of transparency in supplier selection process	Suppliers providing kickbacks to secure contracts or favor in business dealings	High	Medium	Severe	Supplier vetting processes, contracts with anti-bribery clauses	Strengthen vetting processes, audit procurement regularly	Medium	Procurement Team	Q3 FY2027	Quarterly
2	Fraud in financial transactions	Inadequate financial controls and oversight	Risk of misreporting financial figures or diverting company funds	High	Low	Severe	Regular financial audits, internal control systems	Implement tighter financial controls and third-party audits	Low	Finance and Internal Audit Teams	Q2 FY2027	Biannually
3	Conflicts of interest in management decisions	Involvement of family members or close relations in decisions	Risk of biased decisions leading to unfair advantage or non-compliance	High	Medium	Low	Conflict of interest policies and disclosure requirements	Regular conflict of interest declarations, independent reviews	Low	HR and Compliance Teams	Q2 FY2027	Annually
4	Illegal payments or kickbacks to government officials	Lack of effective regulatory oversight	Risk of facing legal actions due to improper payments to government officials	High	Medium	Low	Anti-corruption training and regulatory compliance programs	Develop a stronger whistleblower system and stricter enforcement	Low	Legal and Compliance Teams	Q3 FY2027	Quarterly
5	Unethical marketing practices	Pressure to meet sales targets	Engaging in false advertising or deceptive claims to boost sales	Medium	Medium	Moderate	Marketing and sales guidelines, monitoring sales practices	Enhance training on ethical marketing and sales practices	Low	Sales and Marketing Teams	Q2 FY2027	Biannually
6	Corruption in regulatory approvals	Underhanded methods to fast-track regulatory approvals	Bribes or improper conduct to expedite product approvals or certification	High	Low	Severe	Regulatory compliance checks and audit trails	Tighten scrutiny of regulatory approval processes	Low	Regulatory Affairs Team	Q1 FY2027	Annually
7	Corrupt practices in third-party logistics and transportation	Lack of proper background checks on third-party service providers	Risk of collusion or kickbacks between logistics providers and company staff	High	Medium	Severe	Third-party vendor audits and background checks	Ensure zero-tolerance policy for corruption in logistics	Low	Logistics and Procurement Teams	Q3 FY2027	Annually
8	Misuse of company funds for personal gain	Lack of oversight in company expense reports	Employees or executives using company funds for personal purposes	Medium	Low	Moderate	Expense report scrutiny and approval processes	Implement multi-tiered expense approval and auditing system	Low	Finance and Internal Audit Teams	Q1 FY2027	Quarterly
9	Influence of corrupt practices in hiring decisions	External pressure or preferential treatment in recruitment	Risk of favoritism or hiring decisions made based on bribes or personal interests	Medium	Medium	Moderate	Transparent hiring process and interview guidelines	Enforce blind recruitment processes and transparency in hiring	Low	HR and Compliance Teams	Q2 FY2027	Biannually
10	Manipulation of internal audit findings	Collusion between auditors and management	Audit reports manipulated or suppressed to hide corruption	High	Low	Severe	Internal audit and reporting to management	Engage independent external auditors, empower audit committee	Low	Audit Committee & Compliance Teams	Q3 FY2027	Annually
11	Political lobbying or undue influence	Unethical engagement with political stakeholders	Risk of reputational damage and legal penalties due to unethical lobbying practices	High	Medium	Severe	Code of conduct, compliance policies	Enforce strict lobbying guidelines, board-level approval for political engagement	Low	Board of Directors & Legal Team	Q4 FY2027	Biannually
12	Data manipulation and record falsification	Employees altering records to conceal fraud or corruption	Manipulation of financial, operational, or compliance data to cover misconduct	High	Medium	Severe	Access controls, periodic data audits	Implement blockchain/secure ledger systems, strengthen digital monitoring tools	Low	IT & Internal Audit Teams	Q2 FY2027	Quarterly
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Anti-Competitve Risk Assessment

Sr. No.	Potential Hazard	Possible Cause	Risk Description	Impact Level	Probability	Severity	Current Measures	Control Strategies	Impact Level (Post-Control)	Responsible Team/Person	Timeline for Actions	Effectiveness Review
1	Price fixing in the pharmaceutical market	Collusion between competitors or lack of market oversight	Risk of manipulation of drug prices by competitors, violating competition laws and harming consumers	High	Low	Severe	Compliance with antitrust laws, price monitoring systems	Strengthen market monitoring, conduct regular compliance audits	Medium	Compliance and Legal Teams	Q4 FY2027	Quarterly
2	Market division or territorial allocation between competitors	Informal agreements or lack of enforcement of competition laws	Risk of division of market share leading to reduced competition and limited consumer choice	High	Medium	Severe	Competition law awareness, monitoring of market share	Enforce stricter competition rules, introduce internal whistleblower systems	Medium	Legal and Sales Teams	Q2 FY2027	Biannually
3	Abuse of dominant market position to exclude competitors	Failure to comply with fair trade practices	Risk of exclusionary tactics used by dominant market players to prevent smaller competitors from entering or thriving	High	Medium	Severe	Monitoring of market dynamics, compliance with antitrust regulations	Implement measures to prevent anti-competitive practices, monitor supplier agreements	Medium	Legal and Strategy Teams	Q3 FY2027	Annually
4	False or misleading advertising by competitors	Lack of adequate regulatory oversight	Risk of competitors using deceptive marketing practices that mislead consumers and damage reputation	Medium	Medium	Low	Regular advertising audits, compliance with advertising standards	Encourage transparent advertising, conduct periodic market surveys	Low	Marketing and Compliance Teams	Q1 FY2027	Quarterly
5	Exclusive dealing arrangements that restrict market entry	Unregulated supply chain agreements	Risk of imposing unfair exclusive agreements that restrict market access for new players	High	Medium	Severe	Vendor agreements, regulatory compliance	Strengthen contract review process, ensure fair and open supply chain contracts	Medium	Legal and Procurement Teams	Q2 FY2027	Quarterly
6	Predatory pricing practices to drive competitors out	Inconsistent pricing policies or regulatory leniency	Risk of using below-cost pricing to eliminate competitors and create a monopoly	High	Low	Severe	Competitive pricing strategies, market surveillance	Implement strict pricing policies, monitor competitor behavior regularly	Medium	Sales and Compliance Teams	Q4 FY2027	Biannually
7	Price discrimination in different geographical regions	Lack of uniform pricing policies	Risk of creating unfair competition by charging different prices in different markets without just cause	Medium	Low	Low	Regional pricing analysis, compliance with price fairness regulations	Ensure consistent pricing models, enforce anti-discrimination regulations	Low	Sales and Compliance Teams	Q1 FY2027	Quarterly
8	Anti-competitive conduct in supplier negotiations	Power imbalances between companies and suppliers	Risk of pressuring suppliers to adhere to anti-competitive practices, such as unfair pricing or exclusive terms	Medium	Medium	Moderate	Supplier contract audits, vendor relationship management	Establish fair negotiation practices, regular training on ethical procurement	Low	Procurement and Legal Teams	Q3 FY2027	Annually
9	Cartels formed among companies to manipulate supply and demand	Lack of market transparency or enforcement	Risk of collusion among multiple firms to manipulate supply chains, pricing, or availability of products	High	Low	Severe	Regular market and supply chain audits, compliance with global competition laws	Enhance international collaboration on competition enforcement, increase supplier and market transparency	Medium	Legal and Compliance Teams	Q4 FY2027	Biannually
10	Collusion in tenders and public procurement	Competitors coordinating bids or tender outcomes	Artificial inflation of contract prices, reducing government access to affordable medicines	High	Low	Severe	Procurement audits, compliance declarations	Introduce e-procurement, strengthen tender monitoring, enforce penalties	Medium	Compliance & Procurement Teams	Q2 FY2027	Biannually
11	Restrictive distribution agreements	Limiting access to certain distributors or retailers	Reduces consumer access, creates localized monopolies	Medium	Medium	Moderate	Distribution contracts compliance review	Standardize fair distribution policies, monitor distributor practices	Low	Sales & Legal Teams	Q3 FY2027	Annually
12	Sharing of sensitive market data among competitors	Inadequate internal controls on confidential data	Risk of informal coordination on pricing, supply, or strategy	High	Medium	Severe	Confidentiality agreements, access controls	Introduce data firewalls, strengthen antitrust training for commercial teams	Medium	Compliance & Commercial Strategy	Q2 FY2027	Quarterly

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Minimum Pay Risk Assessment

Sr. No.	Potential Hazard	Possible Cause	Risk Description	Impact Level	Probability	Severity	Current Safety Measures	Projected Control Strategies	Impact Level (Post-Control)	Responsible Team/Person	Timeline for Action	Monitoring Frequency
1	Non-compliance with Minimum Wage Laws	Changes in wage regulations	Risk of penalties, fines, and reputational damage due to non-compliance	High	Medium	Severe	Regular audits to ensure wages meet minimum legal requirements	Implement automated wage compliance software	Low	HR and Legal Teams	Q1 FY 2027	Quarterly
2	Employee Dissatisfaction or Turnover	Insufficient wages or pay disparities	Risk of high turnover rates and lower employee morale due to dissatisfaction with pay	Medium	Medium	Severe	Regular employee satisfaction surveys	Conduct pay equity assessments and adjust pay scales	Low	HR and Operations Teams	Q2 FY 2027	Annually
3	Increased Operational Costs	Rising minimum wage levels	Risk of increased labor costs affecting profitability	High	Medium	Moderate	Cost analysis and forecasting for wage increases	Optimize workforce efficiency, streamline processes to reduce costs	Low	Finance and Operations Teams	Q3 FY 2027	Quarterly
4	Negative Impact on Small Vendors	Non-compliance by suppliers	Risk of reputational damage and operational disruptions due to suppliers not paying minimum wages	Medium	Medium	Severe	Supplier audits, vendor compliance assessments	Enforce vendor compliance standards, support small vendors in compliance	Low	Procurement and Compliance Teams	Q4 FY 2027	Quarterly
5	Employee Exploitation	Misclassification of employees	Risk of employees being underpaid through misclassification as contractors	Medium	Low	Moderate	Internal audit of employee classifications	Implement clear classification policies, regular reclassification audits	Low	HR and Legal Teams	Q1 FY 2027	Annually
6	Legal Liabilities	Failure to update wage structures	Risk of legal action from underpaid workers or labor unions	High	Low	Low	Legal reviews of wage policies	Regular wage reviews, legal compliance checkups	Low	Legal and HR Teams	Q2 FY 2027	Quarterly
7	Negative Public Relations	Publicized wage disputes	Risk of public backlash and reputational harm due to wage disputes	Medium	Low	Low	Crisis communication plans, media training for senior management	Proactively address wage concerns, improve public relations practices	Low	PR and Communications Teams	Q4 FY 2027	Annually
8	Wage Inequality Across Departments	Unequal wage distribution	Risk of wage disparity leading to internal conflict and reduced team performance	Medium	Medium	Severe	Departmental wage reviews	Standardize wage structures across departments, monitor equity	Low	HR and Finance Teams	Q2 FY 2027	Annually
9	Inflation Impact on Real Wages	Rising cost of living	Employees' real income decreases, leading to dissatisfaction and higher attrition	High	Medium	Moderate	Periodic wage benchmarking with market standards	Implement COLA (cost-of-living adjustments) or inflation-linked pay revisions	Low	HR and Finance Teams	Q3 FY2027	Annually
10	Compliance Risk in Multi-Jurisdiction Operations	Different minimum wage laws across states/countries	Non-compliance in certain jurisdictions leading to fines or bans	High	Low	Severe	Centralized compliance tracking system	Engage local legal advisors and jurisdiction-specific compliance dashboards	Low	Legal and Compliance Teams	Q2 FY2027	Quarterly
11	Hidden Labor Costs through Outsourcing/Contractors	Contractors underpaying workers to cut costs	Risk of reputational harm and indirect liability for wage exploitation	Medium	Medium	Severe	Vendor agreements with wage compliance clauses	Conduct random audits of contractors, enforce penalties for violations	Low	Procurement & Compliance Teams	Q4 FY2027	Annuall

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Work Stress Risk Assessment

Sr. No.	Potential Hazard	Possible Cause	Risk Description	Impact Level	Probability	Severity	Current Safety Measures	Projected Control Strategies	Impact Level (Post-Control)	Responsible Team/Person	Timeline for Action	Monitoring Frequency
1	High Workload	Excessive tasks or deadlines	Risk of stress due to an overwhelming amount of work leading to burnout	High	High	Severe	Regular workload assessments	Introduce task prioritization and delegate non-essential tasks	Low	HR and Department Heads	Q1 FY 2027	Monthly
2	Lack of Work-Life Balance	Long working hours	Risk of stress from inability to separate work and personal life	High	Medium	Severe	Flexible working hours and remote work options	Implement clear work-life balance policies and encourage breaks	Low	HR Team	Q2 FY 2027	Quarterly
3	Poor Communication	Miscommunication or unclear expectations	Risk of stress due to confusion over job roles or responsibilities	Medium	Medium	Moderate	Open-door communication policies	Regular team meetings and performance reviews	Low	HR and Team Leaders	Q1 FY 2027	Quarterly
4	Job Insecurity	Uncertainty about employment stability	Risk of stress from fear of losing job or lack of job progression	High	Low	Low	Job security and transparency initiatives	Provide career development opportunities and clear communication		HR and Senior Management	Q3 FY 2027	Monthly
5	Conflict in the Workplace	Interpersonal conflicts among colleagues	Risk of stress due to unresolved disputes and a toxic work environment	Medium	Medium	Moderate	Conflict resolution procedures and mediation	Implement employee mediation sessions and team-building activities	Low	HR Team	Q3 FY 2027	Monthly
6	Lack of Control Over Work	Limited autonomy or control over tasks	Risk of stress from feeling powerless in decision-making or task management	Medium	Low	Low	Employee feedback sessions and autonomy in task management	Increase employee decision-making power and provide support	Low	HR and Department Leaders	Q2 FY 2027	Quarterly
7	Poor Physical Environment	Uncomfortable or unsafe work environment	Risk of stress due to noise, lighting, or uncomfortable working conditions	Medium	Medium	Severe	Ergonomic workspace adjustments and safe environment policies	Regular assessments of workplace comfort and safety	Low	Safety Teams	Q4 FY 2027	Monthly
8	Lack of Support	Inadequate support from management or peers	Risk of stress due to feeling isolated or unsupported in job responsibilities	Medium	Medium	Severe	Mentorship programs and peer support	Introduce a dedicated support system and mentorship programs	Low	HR Team	Q2 FY 2027	Quarterly
9	Unrealistic Performance Targets	Pressure to meet unattainable goals	Risk of stress due to constant pressure and fear of failure	High	Medium	Severe	Performance reviews and realistic goal setting	Regularly review and adjust targets, provide coaching support	Low	HR and Department Heads	Q3 FY2027	Monthly
10	Role Ambiguity	Undefined job roles and responsibilities	Risk of stress due to confusion over tasks or expectations	Medium	Medium	Moderate	Job descriptions and onboarding training	Clarify roles, provide regular updates, and ensure task alignment	Low	HR Team	Q2 FY2027	Quarterly
11	Lack of Career Development	Limited growth or promotion opportunities	Risk of stress from stagnation and lack of professional growth	Medium	Medium	Moderate	Training programs and internal job postings	Implement career development plans and mentoring programs	Low	HR and Learning & Development Teams	Q4 FY2027	Annua

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			Child labor, Forced Labor & Human Trafficking Risk Assessment									
Sr. No.	**Potential Hazard**	**Possible Cause**	**Risk Description**	**Impact Level**	**Probability**	**Severity**	**Current Measures**	**Control Strategies**	**Impact Level (Post-Control)**	**Responsible Team/Person**	**Timeline for Actions**	**Effectiveness Review**
1	Non-compliance by suppliers with child labor policies	Insufficient monitoring of supplier practices	Potential reputational damage and legal penalties	High	Medium	Low	Existing supplier code of conduct prohibiting child labor	Increase frequency of third-party supplier audits	Medium	Compliance Officer	Q2 FY2027	Biannually
2	Gaps in grievance mechanism accessibility	Limited awareness or language barriers among workers	Workers unable to report abuses effectively	Medium	Low	Moderate	Grievance mechanism already in place	Enhance awareness campaigns and ensure multilingual access	Low	HR Team	Q3 FY2027	Quarterly
3	Hidden forced labor practices in subcontracting	Subcontractors failing to comply with labor standards	Subcontractors exploiting workers, risking forced labor allegations	High	Medium	Severe	Contracts include forced labor prohibitions	Strengthen due diligence in subcontracting processes	Medium	Procurement Team	Q3 FY2027	Annually
4	Unethical recruitment practices by labor brokers	Insufficient vetting of labor brokers	Workers recruited under coercive terms or debt bondage risks	High	Medium	Severe	Agreements prohibit unethical recruitment practices	Conduct regular audits of labor brokers and agencies	Medium	Recruitment Committee	Q2 FY2027	Biannually
5	Non-compliance in high-risk geographic regions	Suppliers in regions with weak enforcement of labor laws	Increased risk of child labor and forced labor violations	High	Low	Low	Supplier due diligence and monitoring	Use real-time monitoring tools to flag non-compliance	Medium	Compliance Officer	Q4 FY2027	Annually
6	Limited transparency in supply chain	Lack of detailed reporting by suppliers	Difficulty identifying risks in deep-tier suppliers	Medium	Medium	Moderate	Suppliers required to disclose compliance reports	Implement blockchain-based supply chain tracking	Low	Supply Chain Management Team	Q3 FY2027	Biannually
7	Recruitment fees indirectly passed to workers	Brokers charging fees despite agreements	Workers falling into debt bondage, violating forced labor policies	Medium	Low	Moderate	Policy banning recruitment fees	Periodic reviews of recruitment agency agreements	Low	Recruitment Committee	Q4 FY2027	Annually
8	Migrant worker exploitation	Weak legal protections and dependency on employers	Migrant workers at higher risk of forced labor and trafficking	High	Medium	Severe	Migrant worker protection guidelines	Establish safe housing, fair wage audits, and legal support services	Medium	HR & CSR Teams	Q3 FY2027	Annually
9	Whistleblower retaliation	Lack of protection mechanisms	Workers may fear reporting child/forced labor practices	Medium	Medium	Moderate	Confidential grievance channels	Implement anonymous reporting platforms with non-retaliation policies	Low	Ethics & Compliance Committee	Q2 FY2027	Quarterly
10	Collusion between suppliers and auditors	Corruption in third-party audit processes	Concealment of labor rights violations	High	Low	Severe	Approved list of auditors	Rotate auditors, use unannounced inspections, and include worker interviews	Medium	Compliance & Internal Audit Teams	Q4 FY2027	Annually
11	Lack of cross-industry collaboration	Limited partnerships with NGOs and regulators	Missed opportunities to detect systemic trafficking risks	Medium	Low	Moderate	Participation in industry forums	Build partnerships with NGOs, ILO, and local regulators	Low	CSR & Legal Teams	Q3 FY2027	Annually

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External Stakeholder Humanrights Risk Assessment

Sr. No.	Potential Hazard	Possible Cause	Risk Description	Impact Level	Probability	Severity	Current Measures	Control Strategies	Impact Level (Post-Control)	Responsible Team/Person	Timeline for Actions	Effectiveness Review
1	Exploitation of contract workers	Weak labor contracts or supplier policies	Discrimination or unfair treatment of external contract workers	High	Medium	Low	Regular supplier audits	Include human rights clauses in contracts	Medium	HR & Procurement Teams	Q3 FY2027	Quarterly
2	Community health and safety risks	Emissions or waste mismanagement	Adverse health impacts on nearby communities	High	Medium	Severe	Waste management protocols, emissions monitoring	Enhance stakeholder engagement	Medium	EHS Team	Q2 FY2027	Annually
3	Violation of land rights	Improper land acquisition practices	Displacement or unfair treatment of local communities	High	Low	Severe	Land-use impact assessments	Ensure compliance with FPIC principles (Free, Prior, and Informed Consent)	Medium	Legal Team	Q4 FY2027	Quarterly
4	Non-compliance with fair wages	Inadequate supplier oversight	Suppliers failing to pay workers fair wages	Medium	High	Moderate	Supplier self-assessments	Conduct external supplier audits	Low	Procurement Team	Q3 FY2027	Biannually
5	Poor working conditions at suppliers facilities	Lack of oversight in supply chain	Unsafe or unhealthy working conditions for external stakeholders	High	Medium	Low	Supplier code of conduct	Conduct random supplier site visits	Medium	Procurement Team	Q2 FY2027	Quarterly
6	Discrimination against marginalized groups	Ineffective anti-discrimination policies	Discrimination in hiring or promotion of external stakeholders	Medium	Medium	Moderate	Implement anti-discrimination training	Introduce grievance redressal mechanisms	Low	HR Team	Q3 FY2027	Annually
7	Impacts on indigenous communities	Expansion without community consultation	Loss of cultural heritage or community displacement	High	Low	Severe	Community engagement initiatives	Conduct social impact assessments	Medium	CSR Team	Q4 FY2027	Annually
8	Child labor in supply chain	Insufficient supplier compliance checks	Exploitation of children in supplier facilities	High	Low	Severe	Supplier background checks	Regular supply chain monitoring	Medium	Procurement Team	Q3 FY2027	Quarterly
9	Forced labor / human trafficing risks	Subcontracting without oversight	Risk of bonded or forced labor or human trafficing in supplier networks	High	Low	Severe	Supplier contracts with labor and human rights standards	Third-party labor and human rights audits and whistleblower hotlines	Medium	Procurement & Compliance Teams	Q2 FY2027	Annually
10	Data privacy violations of stakeholders	Weak IT/data security practices	Misuse of employees'/communities' personal information by partners	Medium	Medium	Moderate	Data protection policies and vendor agreements	Strengthen IT security checks and align with GDPR/Indian DPDP Act	Low	IT & Legal Teams	Q3 FY2027	Biannually
11	Retaliation against external whistleblowers	Lack of protection mechanisms in supplier / partner organizations	Workers afraid to report rights violations	Medium	Medium	Moderate	Existing grievance mechanisms	Establish anonymous reporting channels and enforce zero-tolerance policies for retaliation	Low	HR & Ethics Committees	Q3 FY2027	Quarterly
12	Corruption and bribery in external dealings	Weak governance and oversight in partner companies	Human rights issues hidden due to bribery or unethical practices	High	Low	Severe	Supplier code of ethics	Conduct anti-corruption due diligence and training	Medium	Compliance & Legal Teams	Q4 FY2027	Annually

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Social Accountability Risk Assessment

Sr. No.	Potential Hazard	Possible Cause	Risk Description	Impact Level	Probability	Severity	Current Measures	Control Strategies	Impact Level (Post-Control)	Responsible Team/Person	Timeline for Actions	Effectiveness Review
1	Child Labour & Young Worker	Potential employment of child labour & young worker	Social non-performance would lead to loss of reputation	High	Low	Severe	Age verification during recruitment to ensure age of the person is 18+ years on the day of appplication for employment; supplier communication on child labour policies	Regular supplier audits and ongoing monitoring of age compliance i.e. age of the person is 18+ years on the day of appplication for employment	Medium	HR & Procurement Teams	Q3 FY2027	Quarterly
2	Forced or Compulsory Labour	Potential employment of forced labour	Social non-performance would lead to loss of reputation	High	Low	Severe	Supplier review and communication; SPL prohibits forced labour	Regular audits and monitoring of suppliers and contractors	Medium	HR & Procurement Teams	Q3 FY2027	Quarterly
3	Forced or Compulsory Labour	Not relieving a person post-resignation due to non-availability of reliever	Possible forced labour	High	Medium	Severe	Exit policy established to prevent forced labour	Strengthen workforce planning and timely replacement procedures	Medium	HR Team	Q2 FY2027	Quarterly
4	Health & Safety	Health & Safety risks	Workplace incidents could lead to injury or legal non-compliance	High	Medium	Severe	HIRA & HAZOP risk assessments carried out	Regular safety audits, training, and emergency preparedness drills	Medium	EHS Team	Q2 FY2027	Quarterly
5	Health and Safety	Potential ill-health to nursing mothers during performing the work activities	Risk of transfer of the ill-health to the child.	High	Low	Moderate	Maternity benefits provided as per applicable law; nursing mothers are identified and provided suitable work assignments; access to medical support and rest facilities	Periodic health assessments, provision of lactation/rest facilities, flexible work arrangements where feasible, and review of job assignments to avoid exposure to hazardous conditions	Low	HR Team	Q2 FY2027	Quarterly
6	Health and Safety	Potential ill-health to expectant mothers during performing the work activities, which may adversely affect the foetus	Risk of transfer of the ill-health to the child.	High	Low	Moderate	Pregnancy declaration and monitoring process in place; expectant mothers are reassigned from hazardous tasks; medical consultation and maternity benefits provided as per applicable law	Conduct risk assessments for pregnant employees, provide suitable alternative duties, regular health monitoring, awareness programs for supervisors, and periodic review of workplace conditions affecting expectant mothers.	Low	HR Team	Q2 FY2027	Quarterly
7	Freedom of Association & Collective Bargaining	Potential restriction on collective bargaining	Dissatisfied workforce and non-compliance with SA 8000 requirements	Medium	Low	Moderate	Formal unionized processes and grievance redressal forum	Periodic review of collective agreements and employee engagement sessions	Low	HR Team	Q3 FY2027	Annually
8	Discrimination	Potential harassment of women at workplace	Dissatisfied workforce and reputational risk	High	Low	Severe	Established harassment reporting and redressal system	Awareness training, periodic audits, and strict enforcement of policies	Medium	HR Team	Q2 FY2027	Quarterly

Sr. No.	Potential Hazard	Possible Cause	Risk Description	Impact Level	Probability	Severity	Current Measures	Control Strategies	Impact Level (Post-Control)	Responsible Team/Person	Timeline for Actions	Effectiveness Review
9	Discrimination	Potential discrimination during employment	Personnel may not receive equal opportunities	Medium	Medium	Moderate	Employment policy ensures non-discrimination	Monitor hiring, promotion, and training practices for bias	Low	HR Team	Q3 FY2027	Annually
10	Disciplinary Practices	Potential corporal punishment	Loss of confidence and possible labour unrest	High	Low	Severe	Policy prohibiting corporal punishment; counselling for non-compliance	Periodic review and training for managers on disciplinary policies	Medium	HR Team	Q2 FY2027	Quarterly
11	Disciplinary Practices	Potential verbal abuse of employees	Loss of confidence and impact on work quality	Medium	Low	Moderate	Verbal abuse prohibited	Awareness sessions and grievance mechanisms	Low	HR Team	Q3 FY2027	Quarterly
12	Working Hours	Potential overstay of personnel	Fatigue, unsafe workplace, and safety incidents	Medium	Medium	Moderate	Monitoring of overtime	Implement maximum work hour limits and automated tracking	Low	HR & Operations Teams	Q2 FY2027	Quarterly
13	Remuneration	Non-payment of minimum wages to employees of suppliers/sub-contractors	Violation of social/legal obligations; reputational and financial risk	High	Medium	Severe	Minimum wages reviewed and compliance verified monthly	Supplier audits and payroll verification	Medium	HR & Procurement Teams	Q3 FY2027	Quarterly
14	Remuneration	Non-payment of overtime or compensatory off to SPL employees	Overworking and non-compliance with Minimum Wages Law	Medium	Medium	Moderate	Compensatory off policy established	Automated attendance and OT tracking	Low	HR Team	Q2 FY2027	Quarterly
15	Remuneration	Non-payment of overtime or compensatory off to contract employees	Overworking and non-compliance with law	Medium	Medium	Moderate	Compensatory off provided for working on rest days	Ensure contractors follow OT and compensatory policies	Low	HR & Procurement Teams	Q2 FY2027	Quarterly
16	Management System	Non-compliance with labour regulations	Impact on employee well-being and risk of penalties or license cancellation	High	Medium	Severe	Labour laws identified and compliance monitored	Regular audits, updates, and corrective actions	Medium	HR & Compliance Teams	Q2 FY2027	Quarterly
17	Management System	Failure to keep updated on statutory/regulatory changes	Lack of awareness may lead to deficient social performance	High	Medium	Severe	Compliance evaluation updated monthly	Implement automated legal/regulatory tracking system	Medium	HR & Legal Teams	Q2 FY2027	Quarterly
18	Management System	Compliance with social accountability requirements	Opportunity to improve brand and business	Medium	Medium	Moderate	Management reviews social performance	Periodic reviews and benchmarking with best practices	Low	Management Team	Q3 FY2027	Annually
19	Management System	Grievances of personnel not redressed	Dissatisfaction and morale issues	Medium	Medium	Moderate	Grievance policy established	Ensure timely grievance resolution and track closure rates	Low	HR Team	Q2 FY2027	Quarterly
20	Management System	Non-compliance by suppliers/contractors/service providers	Adverse impact on personnel well-being and SPL reputation	High	Medium	Severe	Social compliance communicated via Purchase Orders; vendor qualification and due diligence	Supplier audits, training, and corrective actions	Medium	Procurement & Compliance Teams	Q3 FY2027	Quarterly

Prepared By	Srinivas	**Reviewed By**	Kapil Khandelwal	**Approved By**	ARVIND KR SINGH
Sign & date	04/09/26	**Sign & date**	04/09/26	**Sign & date**	04/09/26

	Last Review Date:	4/9/2026	Next Review Date:	5/9/2027		Document No:	DOC-SPLL-RA-01

General Health & Safety Risk Assessment

Sr. No.	Potential Hazard	Possible Cause	Risk Description	Impact Level	Probability	Severity	Current Measures	Control Strategies	Impact Level (Post-Control)	Responsible Team/Person	Timeline for Actions	Effectiveness Review
1	Chemical exposure	Improper handling of chemicals	Respiratory issues, skin irritation	High	Medium	Low	Use of PPE, fume hoods in labs	Conduct regular safety training	Medium	EHS Team	Q3 FY2027	Quarterly
2	Fire or explosion risk	Hazardous chemical processes, Flammable chemical storage	Burns, injuries, or facility damage	High	Low	Severe	Process hazard analysis, Process safety management, Explosion overpressure relief devices, Fire extinguishers, smoke detectors	Install fire suppression systems, Check adequate of explosion overpressure relief devices	Medium	Facility Management	Q2 FY2027	Ongoing
3	Slip and fall incidents	Spills or wet floors	Fractures, bruises, or head injuries	Medium	High	Moderate	Non-slip flooring, spill kits	Increase signage and training	Low	Facility Maintenance	Q1 FY2027	Monthly
4	Ergonomic strain	Poor workstation design	Musculoskeletal disorders (MSDs)	Medium	High	Moderate	Adjustable workstations	Ergonomics training and workstation audits	Low	HR Team	Q2 FY2027	Quarterly
5	Biological exposure	Handling infectious agents	Infection or illness	High	Medium	Low	Biosafety cabinets, proper waste disposal	Enforce strict biosafety protocols	Medium	Lab Supervisors	Q4 FY2027	Quarterly
6	Dust and particulate matter	Milling or powder processing	Respiratory issues or eye irritation	High	Medium	Severe	Dust extraction systems, PPE	Upgrade ventilation and regular inspections	Medium	Production Team	Q3 FY2027	Quarterly
7	Noise exposure	Operating heavy machinery	Hearing loss or stress	Medium	Medium	Moderate	Earplugs or noise-canceling headsets	Install soundproof barriers	Low	Production Supervisors	Q3 FY2027	Biannually
8	Electric shock	Faulty wiring or equipment	Injury or death	High	Low	Severe	Equipment grounding, regular checks	Perform routine electrical inspections	Low	Electrical Maintenance Team	Q1 FY2027	Annually
9	Confined space hazards	Working in reactors or tanks	Suffocation or entrapment	High	Low	Severe	Gas detectors, confined space permits	Provide rescue equipment and training	Low	EHS Team	Q4 FY2027	Quarterly
10	Fatigue-related accidents	Long working hours	Reduced productivity or increased errors	Medium	High	Moderate	Shift rotation schedules	Conduct regular health check-ups	Low	HR Team	Q2 FY2027	Biannually
11	Mechanical injury	Moving machinery, conveyor belts	Cuts, crush injuries, amputations	High	Medium	Severe	Machine guards, safety training	Lockout/tagout procedures, regular maintenance	Medium	Production & Maintenance Teams	Q3 FY2027	Quarterly
12	Chemical spills	Accidental leakage or container damage	Burns, inhalation hazards, environmental contamination	High	Medium	Severe	Spill kits, PPE, SOPs for handling chemicals	Secondary containment systems, emergency response drills	Medium	EHS Team	Q3 FY2027	Quarterly
13	Compressed gas hazards	Cylinder leaks or improper storage	Explosion, asphyxiation, fire	High	Low	Severe	Cylinder storage protocols, PPE	Gas leak detectors, periodic cylinder inspections	Medium	EHS & Facility Teams	Q4 FY2027	Quarterly

			Last Review Date:	4/9/2026	**Next Review Date:**	5/9/2027				**Document No:**	DOC-SPLL-RA-01	
			General Health & Safety Risk Assessment									
Sr. No.	**Potential Hazard**	**Possible Cause**	**Risk Description**	**Impact Level**	**Probability**	**Severity**	**Current Measures**	**Control Strategies**	**Impact Level (Post-Control)**	**Responsible Team/Person**	**Timeline for Actions**	**Effectiveness Review**
14	Heat stress	Working in high-temperature areas	Heat exhaustion, dehydration, reduced productivity	Medium	Medium	Moderate	Hydration stations, breaks	Temperature monitoring, work-rest schedules	Low	HR & EHS Teams	Q2 FY2027	Biannually
15	Compressed air hazards	High-pressure air tools or leaks	Eye injuries, hearing damage, skin injuries	Medium	Medium	Moderate	PPE, SOPs for air tool use	Pressure regulators, training, routine inspections	Low	Maintenance & Production Teams	Q3 FY2027	Quarterly
16	Vehicle/movement hazards	Forklifts, transport vehicles	Collisions, injuries to personnel	High	Medium	Severe	Traffic signage, vehicle training	Segregated walkways, speed limits, regular vehicle inspections	Medium	Logistics & Facility Teams	Q2 FY2027	Quarterly
17	Fire from electrical equipment	Short circuits, overloaded circuits	Burns, facility damage	High	Medium	Severe	Circuit breakers, routine electrical inspections	Fire suppression systems, periodic electrical safety audits	Medium	Electrical Maintenance Team	Q1 FY2027	Quarterly
18	Emergency preparedness	Inadequate emergency planning	Delayed response, injury, property damage	High	Medium	Severe	Fire drills, first aid kits, evacuation plans	Develop and test emergency response plans, staff training	Medium	EHS & Facility Teams	Q2 FY2027	Biannually
Prepared By		Vijay kumar N	**Reviewed By**			R.Elangovan				**Approved By**	K.sharath Reddy	
Sign & date		04/09/26	**Sign & date**			R.M 04/09/26				**Sign & date**	04/9/26	

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Customer Health & Safety Risk Assessment

Sr. No.	Potential Hazard	Possible Cause	Risk Description	Impact Level	Probability	Severity	Current Measures	Control Strategies	Impact Level (Post-Control)	Responsible Team/Person	Timeline for Actions	Effectiveness Review
1	Contamination during API manufacturing	Inadequate environmental controls or equipment sterilization	Potential contamination leading to compromised product quality and patient safety risks	High	Medium	Severe	Implementation of cleanrooms with HEPA filtration and adherence to GMP protocols	Regular validation of cleaning procedures and environmental monitoring programs	Medium	Quality Assurance Team	Q3 FY2027	Quarterly
2	Inaccurate labeling of pharmaceutical products	Human error or system glitches during packaging	Mislabeling could result in incorrect dosage administration, posing health risks to patients	High	Low	Severe	Standard Operating Procedures (SOPs) for labeling and barcode verification systems	Implementation of automated labeling systems with fail-safes and regular staff training	Low	Packaging Department	Q2 FY2027	Biannually
3	Deviation from approved manufacturing processes	Inadequate process controls or oversight	Variations can lead to substandard products affecting efficacy and safety	Medium	Medium	Moderate	Process validation protocols and batch record reviews	Integration of real-time monitoring systems and periodic audits	Low	Manufacturing Operations	Q3 FY2027	Quarterly
4	Adverse reactions due to impurities in APIs	Insufficient purification or contamination during synthesis	Presence of impurities can cause unexpected side effects in patients	High	Low	Severe	Advanced purification techniques and impurity profiling using HPLC, UPLC	Enhancement of analytical methods and regular review of impurity profiles	Medium	R&D and QC Teams	Q4 FY2027	Annually
5	Inadequate response to customer complaints	Lack of effective feedback mechanisms	Delayed or poor response can erode trust and potentially escalate health risks	Medium	Medium	Moderate	Established customer complaint handling procedures	Implementation of a centralized complaint tracking system and regular training for customer service teams	Low	Customer Service Department	Q2 FY2027	Quarterly
6	Non-compliance with international regulatory standards	Changes in global regulations or oversight lapses	Non-compliance can lead to product recalls and loss of market authorization	High	Low	Severe	Regular audits and compliance checks with USFDA, EMA, PMDA, etc.	Continuous monitoring of regulatory updates and staff training on compliance requirements	Medium	Regulatory Affairs Team	Q3 FY2027	Biannually
7	Supply chain disruptions affecting product quality	Delays or quality issues with raw material suppliers	Compromised raw materials can affect the final product's safety and efficacy	Medium	Medium	Moderate	Supplier qualification programs and quality agreements	Development of multiple supplier sources and regular supplier audits	Low	Supply Chain Management	Q4 FY2027	Annually
8	Counterfeit or tampered products in market	Weak supply chain monitoring or third-party distributor malpractice	Counterfeit products may reach patients, causing ineffective treatment or serious health risks	High	Low	Severe	Tamper-evident packaging and serialization of products	Implementation of track-and-trace systems and blockchain-based supply chain monitoring	Low	Supply Chain & Packaging Departments	Q4 FY2027	Annually
9	Temperature excursions during storage / transportation	Inadequate cold chain logistics or equipment failure	Temperature-sensitive APIs may degrade, leading to reduced efficacy or safety concerns	Medium	Medium	Moderate	Use of data loggers and validated transport containers	Expansion of real-time temperature monitoring and validated contingency plans for excursions	Low	Logistics & Supply Chain Teams	Q2 FY2027	Quarterly
10	Incomplete or misleading product information in SDS / leaflets	Out dated SDS, Documentation errors or lack of regulatory alignment	Customers may not have updated product SDS information, Patients may misuse the drug, leading to overdosing, underdosing, or adverse events	High	Low	Severe	Updated SDS, Regulatory review and approval of leaflets before release	Integration of automated document control systems and cross-functional review panels	Medium	Regulatory Affairs & Medical Affairs Teams	Q3 FY2027	Biannually
11	Cross-contamination between different products	Inadequate cleaning validation or shared equipment usage	Patients may be exposed to unintended active ingredients causing allergic or toxic reactions	High	Medium	Severe	Cleaning validation, equipment segregation, and line clearance checks	Introduction of dedicated manufacturing lines for high-risk products and periodic revalidation	Medium	Manufacturing & Quality Assurance Teams	Q4 FY2027	Quarterly

Prepared By	Vijaykumar N	Reviewed By	R.Elangovan		Approved By	K.sharath Reddy
Sign & date	03/09/26	Sign & date	03/09/26		Sign & date	03/09/26

			Last Review Date:	4/9/2026	Next Review Date:	5/9/2027	Document No:	DOC-SPLL-RA-07			
			Water-Stress Risk Assessment								
Sr. No.	**Potential Hazard**	**Possible Cause**	**Risk Description**	**Impact Level**	**Probability**	**Severity**	**Current Measures**	**Control Strategies**	**Responsible Team/Person**	**Timeline for Actions**	**Effectiveness Review**
1	Insufficient water resources for manufacturing needs	High water consumption in production processes	Operational delays or shutdowns due to lack of water availability	High	Medium	Severe	Water usage monitoring and tracking	Implement water conservation initiatives and optimize usage	Environmental Officer	Q3 FY2027	Annually
2	Exposure to water scarcity during dry seasons	Dependence on regional water supply and seasonal changes	Production disruptions or reduced output during drought periods	High	Medium	Severe	Water usage is tracked during dry seasons	Develop alternative water sources and storage systems	Facilities Management	Q4 FY2027	Annually
3	Contamination of water sources	Wastewater discharge or chemical spills	Negative environmental impact from contaminated water sources	High	Low	Severe	Wastewater treatment systems in place	Improve waste treatment processes and ensure compliance	Environmental Officer	Q2 FY2027	Quarterly
4	Regulatory non-compliance due to water stress	Inadequate mapping of local water stress	Penalties or legal issues arising from failure to meet local water usage regulations	High	Medium	Low	Water-use audits and compliance reviews	Strengthen water stress mapping and ensure compliance	Legal and Compliance Teams	Q3 FY2027	Annually
5	Increased operational costs due to water stress	Rising water rates and scarcity	Higher operational costs for water procurement and treatment	High	High	Low	Existing water supply agreements with local providers	Negotiate long-term contracts and invest in water-efficient technologies	Procurement Team	Q2 FY2027	Quarterly
6	Impact on product quality due to poor water management	Poor quality or inconsistent water supply	Risk of substandard products due to water quality issues	High	Medium	Severe	Regular water quality testing	Invest in water purification technologies	Quality Control Team	Q2 FY2027	Quarterly
7	Reputation damage due to water-related environmental impact	Public awareness of water mismanagement	Loss of customer trust and brand damage from water-related issues	Medium	Medium	Moderate	Corporate social responsibility initiatives and water usage reports	Enhance public reporting and engagement on water conservation efforts	Public Relations Team	Q4 FY2027	Biannually
8	Legal liabilities from water resource overuse	Over-extraction from local water bodies	Lawsuits or fines from over-exploiting local water sources	High	Medium	Low	Water extraction limits adhered to	Establish water extraction caps and more precise mapping of local water availability	Operations Team	Q1 FY2027	Quarterly
9	Increased energy use due to water stress	Higher energy requirements for water pumping and treatment	Increased operational costs due to energy-intensive water handling	Medium	High	Moderate	Energy-efficient water pumps and treatment systems	Invest in energy-efficient technologies and energy recovery systems	Facilities Management	Q2 FY2027	Quarterly
10	Climate Change Impact on Water Availability	Rising temperatures and shifting rainfall patterns	Long-term reduction in water availability affecting supply security	High	Medium	Severe	Seasonal water use tracking	Develop climate-resilient water strategies, rainwater harvesting	Sustainability & Environmental Teams	Q4 FY 2027	Annually
11	Groundwater Depletion	Excessive dependency on borewells	Decline in groundwater table leading to supply shortages	High	High	Severe	Periodic groundwater audits	Invest in artificial recharge structures, rainwater harvesting	Environmental Officer	Q3 FY 2027	Quarterly

Shilpa			**Last Review Date:**	4/9/2026		**Next Review Date:**	5/9/2027		**Document No:**	DOC-SPLL-RA-07	
			Water-Stress Risk Assessment								
Sr. No.	**Potential Hazard**	**Possible Cause**	**Risk Description**	**Impact Level**	**Probability**	**Severity**	**Current Measures**	**Control Strategies**	**Responsible Team/Person**	**Timeline for Actions**	**Effectiveness Review**
12	Infrastructure Failures	Pipeline leaks, pump failures	Loss of water due to inefficient infrastructure	Medium	Medium	Moderate	Preventive maintenance programs	Upgrade pipelines, pumps, and storage tanks	Maintenance Team	Q1 FY 2027	Quarterly
13	Water Supply Conflicts with Local Communities	Competing demands from industry and residents	Social unrest, protests, or disruptions due to perceived overuse	High	Medium	Severe	Community engagement and CSR projects	Develop water-sharing agreements with local authorities	CSR & Legal Teams	Q2 FY 2027	Annually
14	Flooding/Excess Water Events	Extreme rainfall, poor drainage	Risk of water contamination and damage to facilities	Medium	Low	Moderate	Stormwater drainage systems	Improve rainwater harvesting and floodwater management	Facilities & EHS Teams	Q3 FY 2027	Annually
Prepared By		Vijay kumar N	**Reviewed By**				R.Elangovan			**Approved By**	K.sharath Reddy
Sign & date		04/09/26	**Sign & date**				R. 04/09/26		**Sign & date**		04/9/26

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Product Quality Safety Risk Assessment

Sr. No.	Potential Hazard	Possible Cause	Risk Description	Impact Level	Probability	Severity	Current Safety Measures	Control Strategies	Impact Level (Post-Control)	Responsible Team/Person	Timeline for Actions	Monitoring Frequency
1	Contamination of Active Ingredients	Improper handling during production	Risk of patients being exposed to contaminated active ingredients, leading to adverse health effects	High	Medium	Severe	GMP (Good Manufacturing Practices), sterile production areas	Implement stricter contamination control measures	Medium	Quality Control Team	Q1 FY2027	Monthly
2	Incorrect Labeling of Dosages	Labeling errors or miscommunication	Risk of patients receiving incorrect dosage information, potentially leading to overdose or underdose	High	Low	Low	Labeling review process, barcoding systems for accuracy	Increase automated checks and manual reviews	Low	Regulatory Affairs Team	Q2 FY2027	Quarterly
3	Use of Substandard Raw Materials	Supplier issues or poor quality control	Risk of ineffective or harmful products due to substandard or counterfeit raw materials	High	Medium	Low	Supplier audits and raw material quality testing	Strengthen supplier certification and increase testing frequencies	Medium	Procurement Team	Q3 FY2027	Quarterly
4	Packaging Failures Leading to Product Spoilage	Improper packaging materials or handling	Risk of product spoilage or reduced effectiveness due to packaging failures	Medium	Low	Moderate	Packaging integrity tests, proper storage conditions	Implement advanced packaging materials and stricter handling protocols	Low	Packaging Team	Q1 FY2027	Monthly
5	Cross-Contamination Between Products	Improper equipment cleaning or processes	Risk of cross-contamination between batches leading to unsafe products	High	Medium	Severe	Equipment sterilization procedures, batch segregation	Increase frequency of equipment cleaning and validation checks	Medium	Production Team	Q4 FY2027	Monthly
6	Adverse Reactions to Formulation Changes	Lack of thorough testing during formulation	Risk of new or modified formulations causing unanticipated adverse reactions in patients	High	Low	Low	Clinical trials, adverse event reporting systems	Enhance testing and pre-launch safety studies	Low	R&D Team	Q2 FY2027	Annually
7	Cold Chain Failure for Temperature-Sensitive Products	Improper storage/transportation conditions	Risk of degradation or loss of efficacy of temperature-sensitive drugs	High	Medium	Severe	Cold chain monitoring systems, temperature loggers	Implement real-time monitoring and advanced temperature control systems	Medium	Logistics Team	Q4 FY2027	Monthly
8	Inadequate Expiry Date Management	Inaccurate tracking of shelf life	Risk of expired products being distributed, leading to ineffective treatment	Medium	Medium	Severe	Expiry tracking systems, regular audits of inventory	Implement automated expiry date alert systems	Low	Warehouse Team	Q3 FY2027	Monthly
9	Counterfeit or Tampered Products	Weak supply chain security	Risk of fake or tampered medicines entering distribution channels, harming patient safety	High	Medium	Severe	Supplier vetting, secured packaging with holograms	Introduce serialization, QR-based authentication	Medium	Supply Chain Team	Q1 FY2027	Quarterly
10	Allergic Reactions to Excipients	Lack of allergen disclosure	Patients may develop allergies due to inactive ingredients	Medium	Medium	Moderate	Allergen labeling compliance	Improve excipient transparency and allergen testing	Low	Regulatory Affairs & R&D Team	Q2 FY2027	Annually
11	Inaccurate Potency/Stability Over Time	Poor stability studies or storage	Risk of reduced drug efficacy before expiry date	High	Low	Severe	Stability testing protocols	Enhance real-time stability monitoring and accelerated shelf-life studies	Medium	Quality Control Team	Q3 FY2027	Quarterly
12	Misuse or Overdose Due to Poor Instructions	Incomplete or unclear patient leaflets	Patients may misuse product due to unclear dosage instructions	Medium	Medium	Moderate	Review of package inserts	Simplify labeling language, include pictorial instructions	Low	Regulatory Affairs & Medical Team	Q4 FY2027	Annually
13	Equipment Calibration Failures	Delayed or improper calibration	Risk of incorrect formulation due to inaccurate equipment	High	Low	Severe	Calibration logs maintained	Automate calibration reminders and validation	Medium	Engineering & Production Teams	Q2 FY2027	Monthly
14	Inadequate Pharmacovigilance	Lack of post-market surveillance	Adverse drug reactions may go undetected, impacting patients	High	Medium	Severe	ADR reporting systems	Strengthen global pharmacovigilance network and patient reporting apps	Medium	PV & Medical Affairs Team	Q1 FY2027	Quarterly
15	Data Integrity Issues	Manual errors or tampering in batch records	Risk of incorrect data affecting product quality and compliance	High	Medium	Severe	Electronic batch records, audit trails	Implement blockchain-based secure data logs	Medium	QA & IT Team	Q2 FY2027	Quarterly

Prepared By	Vijay kumar N	Reviewed By	R.Elangovan		Approved By	K.sharath Reddy
Sign & date	04/09/26	Sign & date	R. 04/09/26		Sign & date	04/9/26

			Last Review Date:	4/9/2026		Next Review Date:	5/9/2027			Document No:	DOC-SPLL-RA-12	
			Biodiversity Risk Assessment									
Sr. No.	**Potential Hazard**	**Possible Cause**	**Risk Description**	**Impact Level**	**Probability**	**Severity**	**Current Safety Measures**	**Projected Control Strategies**	**Impact Level (Post-Control)**	**Responsible Team/Person**	**Timeline for Actions**	**Monitoring Frequency**
1	Habitat Destruction	Land use changes (e.g., deforestation, construction)	Risk of loss of biodiversity due to destruction of natural habitats	High	Medium	Low	Environmental impact assessments (EIAs), protection of natural reserves	Implement stricter land-use planning and habitat restoration programs	Medium	Sustainability Team	Q1 FY2027	Quarterly
2	Pollution Impacting Local Ecosystems	Chemical runoff, waste discharge, air pollution	Risk of pollution affecting water, soil, and air quality, leading to harm to local flora and fauna	High	Medium	Low	Waste management systems, pollution control technologies	Adopt green technology solutions, reduce chemical use	Medium	Environmental Compliance Team	Q2 FY2027	Monthly
3	Overexploitation of Natural Resources	Overharvesting of raw materials or water resources	Risk of depletion of natural resources, disrupting ecosystems and species survival	High	Medium	Low	Sustainable sourcing policies, resource use audits	Increase use of recycled materials, sustainable resource management plans	Medium	Procurement and R&D Teams	Q3 FY2027	Annually
4	Introduction of Invasive Species	Transportation of goods or unregulated movement	Risk of non-native species invading and disrupting local ecosystems	Medium	Low	Low	Quarantine measures, biodiversity monitoring programs	Strengthen biosecurity measures, improve early detection and removal	Low	Logistics and Quality Control	Q4 FY2027	Quarterly
5	Fragmentation of Wildlife Corridors	Infrastructure development (e.g., roads, buildings)	Risk of species being unable to migrate, leading to reduced genetic diversity and population decline	High	Low	Severe	Environmental zoning, creating wildlife corridors	Implement ecological restoration programs and wildlife-friendly Infrastructure	Medium	Sustainability and Engineering Teams	Q4 FY2027	Annually
6	Climate Change Effects on Biodiversity	Greenhouse gas emissions, land use changes	Risk of altered ecosystems, species migration, and extinction due to changing climate conditions	High	Medium	Severe	Carbon emission reduction strategies, reforestation efforts	Increase investment in climate adaptation and mitigation strategies	Medium	Climate Action Team	Q2 FY2027	Monthly
7	Loss of Endangered Species	Encroachment on critical habitats	Risk of extinction of endangered species in or near project areas	High	Low	Moderate	Endangered species protection programs, critical habitat monitoring	Collaborate with wildlife conservation organizations	Medium	Conservation Team	Q4 FY2027	Annually
8	Degradation of Ecosystem Services	Unsustainable land management or resource extraction	Risk of loss of services such as pollination, water purification, and flood control provided by ecosystems	Medium	Medium	Moderate	Ecosystem service valuation, sustainable land use policies	Implement sustainable ecosystem management and restoration	Low	Environmental Management Team	Q2 FY2027	Quarterly
9	Soil Degradation & Erosion	Unsustainable agricultural practices, deforestation	Loss of fertile soil, affecting biodiversity and longterm ecosystem health	High	Medium	Moderate	Soil conservation measures, contour farming	Implement regenerative agriculture practices and afforestation	Medium	Sustainability & Agriculture Teams	Q3 FY2027	Annually
10	Water Scarcity Impacting Aquatic Biodiversity	Overextraction of groundwater, diversion of rivers	Decline of aquatic species due to habitat shrinkage	High	Medium	Severe	Water use audits, water recycling initiatives	Strengthen rainwater harvesting and river restoration programs	Medium	Water Management Team	Q2 FY2027	Quarterly
11	Light & Noise Pollution	Industrial operations, urban expansion	Disruption of animal behaviors (e.g., breeding, migration) leading to biodiversity loss	Medium	Medium	Low	Noise barriers, light regulation policies	Adopt ecofriendly lighting and noise reduction technology	Low	Environmental Compliance Team	Q4 FY2027	Annually
12	Loss of Pollinators	Excessive pesticide use, habitat loss	Decline in bees, butterflies, and other pollinators impacting agriculture and ecosystems	High	Medium	Severe	Controlled pesticide use, pollinator gardens	Implement pollinator protection programs and organic farming practices	Medium	Agriculture & Sustainability Teams	Q1 FY2027	Quarterly
13	Wetland Degradation	Encroachment, industrial effluents	Loss of wetlands leading to reduced flood control and aquatic biodiversity	High	Low	Severe	Wetland monitoring and protection zones	Restore degraded wetlands and strengthen legal protections	Medium	Conservation Team	Q3 FY2027	Annually
14	Ocean & Coastal Ecosystem Damage	Plastic waste, oil spills	Marine biodiversity decline and contamination of food chains	High	Medium	Severe	Coastal clean-up drives, oil spill response plans	Strengthen marine conservation programs and plastic waste reduction	Medium	Marine & Sustainability Teams	Q2 FY2027	Quarterly
15	Human-Wildlife Conflict	Expansion of settlements near habitats	Risk of injury, death, and biodiversity decline due to conflict with humans	Medium	Medium	Moderate	Awareness programs, fencing of settlements	Develop wildlife corridors and community coexistence programs	Low	Forest & Community Relations Teams	Q4 FY2027	Quarterly
Prepared By		Vijay kumar N		**Reviewed By**			R.Elangovan			**Approved By**	K.sharath Reddy	
Sign & date		04/09/26		**Sign & date**			R. 04/09/26			**Sign & date**	04/09/26	

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			CSR Risk Assessment									
Sr. No.	**Potential Hazard**	**Possible Cause**	**Risk Description**	**Impact Level**	**Probability**	**Severity**	**Current Safety Measures**	**Projected Control Strategies**	**Impact Level (Post-Control)**	**Responsible Team/Person**	**Timeline for Action**	**Monitoring Frequency**
1	Misalignment of CSR Activities with Company Goals	Lack of strategic planning	Risk of CSR activities not contributing to business objectives	Medium	Medium	Severe	CSR activities reviewed annually by management	Integrate CSR into business strategy and set clear objectives	Low	CSR and Strategy Teams	Q1 FY 2027	Quarterly
2	Ineffective Community Engagement	Poor communication with local communities	Risk of poor reputation and stakeholder dissatisfaction due to ineffective CSR	High	Low	Severe	Regular meetings with community leaders	Develop a structured community engagement plan	Low	CSR and Public Relations Teams	Q2 FY 2027	Monthly
3	Inadequate Monitoring and Reporting	Lack of tracking mechanisms	Risk of non-compliance with CSR regulations or goals	High	Medium	Moderate	Basic reporting to stakeholders	Implement a comprehensive CSR monitoring system	Low	CSR and Compliance Teams	Q3 FY 2027	Quarterly
4	Failure to Meet Legal CSR Requirements	Changes in CSR regulations	Risk of legal penalties or fines for non-compliance	Medium	Low	Low	Legal department reviews regulations annually	Regular updates on legal requirements, ensure compliance	Low	Legal and CSR Teams	Q1 FY 2027	Quarterly
5	Employee Disengagement in CSR	Lack of employee involvement	Risk of low employee participation leading to ineffective CSR outcomes	Medium	Medium	Moderate	Voluntary employee CSR participation programs	Launch employee engagement campaigns for CSR	Low	HR and CSR Teams	Q2 FY 2027	Monthly
6	Lack of Transparency in CSR Initiatives	Poor documentation and reporting practices	Risk of stakeholders viewing CSR as inauthentic or insufficient	High	Low	Severe	Annual CSR reports made public	Implement real-time CSR dashboards and transparent reporting	Low	CSR and Communication Teams	Q4 FY 2027	Quarterly
7	Misallocation of CSR Funds	Poor budget oversight	Risk of CSR funds not being used effectively	High	Medium	Severe	Annual CSR budget review	Introduce stronger financial oversight and performance measurement	Medium	Finance and CSR Teams	Q1 FY 2027	Quarterly
8	Negative Public Perception of CSR Efforts	Failure to communicate successes	Risk of the public perceiving CSR activities as insufficient or insincere	Medium	Medium	Moderate	Press releases and CSR events highlighting key projects	Improve CSR communication through social media, reports, and events	Low	CSR and Public Relations Teams	Q3 FY 2027	Monthly
9	Environmental Non-Compliance in CSR Projects	Poor environmental impact assessments before execution	Risk of CSR projects causing ecological damage, leading to reputational and legal consequences	High	Low	Severe	Occasional environmental checks during CSR activities	Mandatory environmental and social impact assessments before CSR projects	Low	CSR and EHS Teams	Q2 FY2027	Annually
10	Partner/NGO Mismanagement	Lack of due diligence in selecting NGOs/partners	Risk of CSR funds being misused, reducing project impact and damaging reputation	High	Medium	Severe	Limited partner due diligence checks	Strengthen vetting process, conduct third-party audits of CSR partners	Low	CSR and Compliance Teams	Q3 FY2027	Quarterly
11	Short-Term CSR Focus Without Sustainable Impact	Pressure to demonstrate quick results	Risk of CSR activities lacking long-term benefits for communities or stakeholders	Medium	Medium	Moderate	Annual CSR reporting with impact highlights	Shift to sustainable, multi-year CSR programs with measurable KPIs	Low	CSR and Strategy Teams	Q4 FY2027	Annually
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			Strain Risk Assessment									
Sr. No.	**Potential Hazard**	**Possible Cause**	**Risk Description**	**Impact Level**	**Probability**	**Severity**	**Current Safety Measures**	**Projected Control Strategies**	**Impact Level (Post-Control)**	**Responsible Team/Person**	**Timeline for Action**	**Monitoring Frequency**
1	Repetitive Strain Injuries (RSI)	Repetitive motion without breaks	Risk of muscle strain or injury due to repetitive tasks	High	Medium	Severe	Regular breaks and ergonomic workstation setup	Implement task rotation and adjust workloads	Low	HR and HSE Teams	Q1 FY 2027	Quarterly
2	Poor Posture-related Strain	Inadequate workstation ergonomics	Risk of back, neck, or shoulder strain due to improper seating or desk height	High	Medium	Severe	Ergonomic training for employees	Provide adjustable desks and ergonomic seating	Low	HR Team	Q2 FY 2027	Monthly
3	Lifting-Related Muscle Strain	Incorrect lifting techniques or heavy lifting	Risk of back or arm strain due to improper handling of heavy objects	Medium	Medium	Moderate	Manual handling training and lifting equipment provided	Regular refresher training and equipment checks	Low	HSE and Logistics Teams	Q3 FY 2027	Quarterly
4	Overuse of Specific Muscle Groups	Overworking certain muscles during tasks	Risk of strain or injury to overused muscle groups	Medium	Low	Severe	Job rotation to avoid overuse of specific muscle groups	Introduce stretchingexercises and flexible working arrangements	Low	HR and HSE Team	Q2 FY 2027	Monthly
5	Inadequate Recovery Time between Tasks	Lack of sufficient rest or recovery time	Risk of strain or injury due to insufficient recovery between physically demanding tasks	Medium	Medium	Moderate	Encouraging employees to take regular breaks	Implement a structured break schedule and workload assessment	Low	HR and Operations Teams	Q4 FY 2027	Quarterly
6	Inadequate Warm-Up before Physical Activity	Lack of physical preparation for strenuous tasks	Risk of muscle strain or injury due to sudden physical exertion	Medium	Low	Low	Onsite warm-up exercises and training	Provide mandatory warm-up sessions before physical work	Low	HR and HSE Team	Q1 FY 2027	Monthly
7	Insufficient Physical Fitness	Poor overall fitness levels among employees	Risk of increased susceptibility to strain injuries due to lack of fitness	Medium	Medium	Moderate	Promoting a healthy lifestyle and fitness	Introduce wellness programs and subsidized gym memberships	Low	HR Team	Q3 FY 2027	Quarterly
8	Strain from Improper Use of Equipment	Lack of proper training on using equipment	Risk of muscle or joint strain from improper use of work tools or equipment	High	Low	Severe	Regular training on proper equipment usage	Conduct refresher training sessions for all employees		HSE Team	Q4 FY 2027	Quarterly
9	Awkward or Confined Working Positions	Tasks requiring bending, twisting, or reaching in confined spaces	Risk of strain and musculoskeletal injuries	Medium	Medium	Severe	Training on proper posture and safe working techniques	Redesign workstations, provide assistive devices	Low	HSE and Operations Teams	Q2 FY2027	Quarterly
10	Fatigue from Extended Work Hours	Long shifts without adequate rest	Risk of strain injuries and reduced alertness leading to accidents	High	Medium	Severe	Scheduled breaks and shift rotations	Enforce maximum work hours, monitor fatigue levels	Low	HR and Operations Teams	Q3 FY2027	Monthly
11	Stress-Induced Muscle Tension	Workplace stress or mental fatigue	Risk of muscle tension, headaches, and strain injuries	Medium	Medium	Moderate	Stress management programs and counseling	Introduce mindfulness sessions, ergonomic interventions to reduce stress	Low	HR and HSE Teams	Q4 FY2027	Mo
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Air Pollution Risk Assessment

Sr. No.	Potential Hazard	Possible Cause	Risk Description	Impact Level	Probability	Severity	Current Safety Measures	Projected Control Strategies	Impact Level (Post-Control)	Responsible Team/Person	Timeline for Action	Monitoring Frequency
1	Emissions from Industrial Processes	Inefficient machinery, lack of emission controls	Risk of releasing harmful gases (CO_2, NOx, SO_2) into the atmosphere	High	Medium	Severe	Basic air filters and emission monitoring systems	Upgrade machinery to reduce emissions, install advanced filters	Low	Operations and Maintenance Teams	Q1 FY 2027	Monthly
2	Vehicle Exhaust Emissions	Use of outdated or poorly maintained vehicles	Risk of high levels of CO_2 and particulate emissions from transport vehicles	Medium	High	Moderate	Routine vehicle maintenance and emissions testing	Replace older vehicles with eco-friendly alternatives	Low	Logistics Team	Q2 FY 2027	Quarterly
3	Dust and Particulate Matter	Construction activities, open storage of materials	Risk of increased particulate matter (PM10, PM2.5) affecting air quality	High	Medium	Severe	Use of dust suppression techniques (e.g., water sprays)	Implement stricter dust control measures at work sites	Low	Operations Team	Q1 FY 2027	Monthly
4	Chemical Emissions	Use of volatile organic compounds (VOCs) in production	Risk of harmful chemical vapors being released into the air during production	High	Low	Severe	Basic ventilation and air quality monitoring systems	Switch to low-VOC chemicals and improve ventilation systems	Low	R&D and Production Teams	Q2 FY 2027	Monthly
5	Airborne Waste from Incineration	Improper waste disposal via incineration	Risk of releasing hazardous substances like dioxins, furans, and heavy metals	High	Low	Severe	Safe incineration practices and air scrubbers	Invest in alternative waste disposal methods (e.g., recycling)	Low	Waste Management Team	Q3 FY 2027	Monthly
6	Agricultural Emissions	Fertilizer and pesticide use	Risk of releasing ammonia (NH_3) and nitrogen oxides into the air	Medium	High	Moderate	Limited use of synthetic fertilizers and proper application techniques	Introduce organic alternatives and precision agriculture practices	Low	Operations Team	Q4 FY 2027	Quarterly
7	Indoor Air Quality	Poor ventilation and chemical storage	Risk of poor indoor air quality from accumulated toxins, affecting employee health	Medium	Medium	Moderate	Basic ventilation systems and regular air quality checks	Improve indoor ventilation and monitor for chemical buildup	Low	Health & Safety Teams	Q3 FY 2027	Monthly
8	Fugitive Emissions	Leaks in equipment, storage tanks, pipelines	Risk of air pollution due to uncontrolled leaks of gases (e.g., methane, hydrocarbons)	High	Low	Low	Regular leak detection and maintenance programs	Implement continuous monitoring and repair protocols	Low	Maintenance and Operations Teams	Q1 FY 2027	Monthly
9	Odor Pollution	Improper handling of solvents, effluents, or waste	Risk of unpleasant odors affecting workplace and nearby communities	Medium	Medium	Moderate	Local exhaust ventilation and odor neutralizers	Enclose odor-generating units and Install activated carbon filters	Low	Operations & EHS Teams	Q2 FY 2027	Monthly
10	Greenhouse Gas (GHG) Accumulation	High energy consumption from fossil fuels	Contribution to climate change and non-compliance with carbon reduction targets	High	High	Severe	Energy audits and partial renewable energy sourcing	Shift to solar, wind, and energy-efficient machinery	Low	Sustainability & Energy Teams	Q4 FY 2027	Quarterly
11	Open Burning of Waste	Informal burning of packaging/wood waste	Release of toxic smoke, particulate matter, and dioxins	High	Low	Severe	Awareness training and strict waste disposal SOPs	Ban open burning; strengthen waste segregation and recycling	Low	Waste Management & EHS Teams	Q1 FY 2027	Monthly
12	Acid Gas Emissions	Improper scrubbing of HCl, SO_2 gases	Risk of corrosive gases harming employees and equipment	High	Medium	Severe	Wet scrubbers and exhaust ventilation	Install advanced multi-stage scrubbing and real-time gas monitoring	Low	Production & Maintenance Teams	Q3 FY 2027	Monthly
13	Smoke from Diesel Generators	Backup DG set operations	Release of CO_2, NOx, SO_2, and particulate matter	Medium	Medium	Moderate	Periodic maintenance and low-sulfur diesel	Transition to natural gas or renewable energy-based generators	Low	Maintenance Team	Q2 FY 2027	Quarterly
14	Carbon Monoxide (CO) Emissions	Incomplete combustion in furnaces, boilers, vehicles	Risk of CO poisoning and workplace accidents	High	Low	Severe	CO detectors and proper ventilation	Use catalytic converters and optimize combustion efficiency	Low	Operations & Safety Teams	Q1 FY 2027	Monthly

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Hazardous Waste Risk Assessment

Sr. No.	Potential Hazard	Possible Cause	Risk Description	Impact Level	Probability	Severity	Current Safety Measures	Projected Control Strategies	Impact Level (Post-Control)	Responsible Team/Person	Timeline for Action	Monitoring Frequency
1	Improper Disposal of Chemical Waste	Lack of proper waste management protocols	Risk of environmental contamination (soil, water) and exposure to toxic chemicals	High	Medium	Severe	Use of approved waste disposal contractors	Establish strict chemical waste segregation and disposal processes	Low	Environmental Health & Safety (EHS) Team	Q1 FY 2027	Monthly
2	Biohazardous Waste	Improper handling of biological samples or materials	Risk of infection spread, contamination, and harm to human health	High	Low	Severe	Biohazard waste bins, autoclaving, and incineration processes	Implement enhanced safety protocols and specialized training	Low	R&D Teams	Q2 FY 2027	Monthly
3	Expired or Contaminated Pharmaceuticals	Lack of inventory control and improper storage	Risk of expired drugs being improperly discarded or used, leading to environmental damage	Medium	Medium	Moderate	Safe disposal through take-back programs and destruction services	Improve drug tracking system, extend shelfiife monitoring	Low	Production and Quality Control Teams	Q1 FY 2027	Quarterly
4	Hazardous Chemical Reagents	Improper storage or handling of reagents	Risk of hazardous chemicals spilling or leaking, posing health and safety risks	High	Low	Low	Secondary containment and chemical storage regulations	Upgrade chemical storage systems and implement real-time monitoring	Low	Operations Teams	Q3 FY 2027	Monthly
5	Heavy Metals Contamination	Use of heavy metals in drug production	Risk of releasing toxic metals into the environment through wastewater or solid waste	High	Low	Low	Regular monitoring of heavy metal waste levels in effluents	Adopt alternative non-toxic metal catalysts in production	Low	R&D and Production Teams	Q4 FY 2027	Quarterly
6	Solvent Waste	Excess solvent use in production processes	Risk of volatile organic compounds (VOCs) emissions or flammable hazards	High	Medium	Moderate	Solvent recovery systems and safe disposal	Increase solvent recycling rates and use low-VOC alternatives	Low	Production and Maintenance Teams	Q2 FY 2027	Monthly
7	Radioactive Waste	Use of radioactive materials in research or diagnostics	Risk of radiation exposure to employees and contamination of surroundings	High	Low	Low	License to use radiactive materials from appropriate authority, Specialized containment and licensed disposal routes	Implement strict monitoring of radioactive waste and minimize use	Medium	Radiation Safety Officer and R&D Teams	Q3 FY 2027	Monthly
8	Contaminated Packaging Waste	Improper disposal of drug packaging materials	Risk of chemical residues contaminating recyclables or landfill	Medium	Medium	Moderate	Packagingsegregation and proper disposal of contaminated materials	Introduce reusable or biodegradable packaging materials	Low	Packaging and Procurement Teams	Q4 FY 2027	Quarterly
9	Sharps Waste (Needles, Glass, Blades)	Improper segregation or disposal without safety boxes	Injuries, infections, and contamination from used sharps	High	Medium	Severe	Puncture-proof sharps containers	Barcode tracking of sharps disposal, mandatory staff training	Low	R&D & Waste Management Teams	Q2 FY 2027	Monthly
10	Electronic Waste (E-Waste)	Obsolete lab/production equipment not disposed properly	Toxic heavy metals (lead, cadmium, mercury) contaminating soil/water	Medium	Medium	Moderate	Vendor tie-up for certified e-waste disposal	Establish internal e-waste tracking and recycling program	Low	IT & Procurement Teams	Q3 FY 2027	Quarterly
11	Cytotoxic/Genotoxic Waste	Improper handling of chemotherapy/genotoxic compounds	Mutagenic/carcinogenic risks to workers and environment	High	Low	Severe	Special containers	Isolated storage, specialized PPE, stricter disposal protocols	Low	R&D & EHS Teams	Q1 FY 2027	Monthly
12	Mercury-Containing Waste	Breakage of thermometers, lamps, instruments	Mercury vapor inhalation, soil and water contamination	High	Low	Severe	Collection in sealed containers, safe storage	Phase out mercury devices, replace with digital alternatives	Low	Maintenance & Safety Teams	Q4 FY 2027	Quarterly
13	PPE Plastic Waste (Gloves, Masks, Gowns)	Single-use PPE disposed without segregation	Biomedical & microplastic pollution	Medium	High	Moderate	PPE segregation in color-coded bins	Explore reusable PPE, strengthen recycling tie-ups	Low	EHS & Procurement Teams	Q2 FY 2027	Monthly

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Spillage Control Risk Assessment

Sr. No.	Potential Hazard	Possible Cause	Risk Description	Impact Level	Probability	Severity	Current Safety Measures	Projected Control Strategies	Impact Level (Post-Control)	Responsible Team/Person	Timeline for Action	Monitoring Frequency
1	Chemical Spill	Equipment malfunction, improper handling	Hazardous chemicals leaking from containers or pipelines leading to contamination of work areas	High	Medium	Severe	Use of spill containment systems, proper labeling, safety training for staff	Routine inspection of equipment, reinforcement of handling protocols	Low	EHS Team	Q1 FY 2027	Monthly
2	Hazardous Material Spill	Improper storage, poor maintenance	Spilled hazardous materials causing environmental and health risks	High	Low	Low	Proper storage protocols, safety containment systems, spill response kits	Regular audit of storage practices, enhanced training	Low	EHS Team	Q2 FY 2027	Quarterly
3	Toxic Gas Leak	Faulty equipment, ventilation failure	Release of toxic gases into production or storage areas	High	Low	Low	Installation of gas detection systems, ventilation maintenance	Improve monitoring systems, implement automatic shut-off features	Low	Operations Team	Q3 FY 2027	Monthly
4	Solvent Spillage	Overflows, poor handling during processing	Spilled solvents posing risk of fire and contamination	Medium	Medium	Moderate	Use of solvent containment and absorbent pads, employee awareness training	Install more spill containment measures, regular inspection	Low	EHS Team	Q4 FY 2027	Monthly
5	Wastewater Overflow	Overloaded or malfunctioning treatment systems	Untreated wastewater spilling into external environments	High	Low	Low	Regular monitoring of wastewater treatment systems	Implement additional treatment capacity, enhance overflow prevention measures	Low	Operations Team	Q2 FY 2027	Quarterly
6	Biohazardous Spill	Improper disposal of waste, equipment failure	Accidental release of biohazardous materials	High	Low	Severe	Use of biohazard waste containers, personal protective equipment (PPE) for employees	Enforce more stringent waste handling protocols, employee retraining	Low	Waste Management Team	Q1 FY 2027	Quarterly
7	Fuel Spill	Leaking fuel from storage tanks, vehicle accidents	Risk of fire or environmental contamination due to fuel leakage	High	Medium	Severe	Proper storage protocols, regular inspection of fuel tanks and vehicles	Install secondary containment for fuel tanks, enhance spill response procedures	Low	Operations Team	Q2 FY 2027	Quarterly
8	Raw Material Spill	Improper handling during shipment, storage failure	Spillage of raw pharmaceutical ingredients leading to contamination or loss of materials	Medium	Medium	Moderate	Use of proper containers and storage conditions, employee training	Improve container quality, monitor handling processes, enhance staff awareness	Low	Supply Chain and EHS Teams	Q3 FY 2027	Monthly
9	Fire / Explosion due to Spillage	Ignition of volatile solvents, gases during handling	Fire or explosion risk causing injuries and damage	High	Low	Severe	Fire extinguishers, flameproof equipment, no-smoking zones	Install automatic fire suppression systems, conduct regular emergency drills	Low	EHS & Fire Safety Team	Q1 FY 2027	Monthly
10	Cross-Contamination	Mixing of incompatible chemicals during spill cleanup	Formation of toxic byproducts, secondary hazards	Medium	Low	Moderate	Separate chemical storage, proper labeling	Segregated spill kits for incompatible materials, additional staff training	Low	EHS Team	Q2 FY 2027	Quarterly
11	Sludge Handling Spill	Leakage during sludge transfer/storage from ETP/MEE/ATFD	Contamination of floors and drains with hazardous sludge	Medium	Medium	Moderate	Sludge storage in sealed containers, floor cleaning protocols	Install leak-proof transfer systems, train staff on sludge handling	Low	Operations Team	Q3 FY 2027	Monthly
12	Stormwater Contamination	Rainwater runoff carrying spilled chemicals / accidental effluent spilllage into stormwater drains	Pollution of external water bodies, regulatory violation	High	Medium	Severe	Covered storage areas, oil/chemical traps in drains, acidental effluent spilllage prevention	Expand stormwater containment pits, enhance drainage monitoring	Medium	Utilities & EHS Team	Q4 FY 2027	Quarterly
13	Gas Cylinder / Compressed Gas Leak	Faulty cylinder valves, poor handling	High-pressure gas release causing fire/explosion hazards	High	Low	Severe	Cylinder storage cages, regular leak checks	Automatic leak detection alarms, improved cylinder handling training	Low	Operations & Safety Team	Q1 FY 2027	Monthly

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Technology Risk Assessment

Sr. No.	Potential Hazard	Possible Cause	Risk Description	Impact Level	Probability	Severity	Current Measures	Control Strategies	Impact Level (Post-Control)	Responsible Team/Person	Timeline for Actions	Effectiveness Review
1	Inhalation of nanoparticles by end-users	Use of poorly encapsulated nano-formulations in inhalable or injectable drugs	Nanoparticles may penetrate deep lung tissue or cross blood-brain barrier, causing unforeseen toxicity, inflammation, or allergic reactions.	High	Medium	Severe	Particle size control, encapsulation technology, preclinical inhalation studies	Enhance encapsulation, improve material biocompatibility, strict batch release testing	Medium	R&D and QA teams	6–12 months	Annual review of adverse event data and literature
2	Unknown long-term effects of nano-drug carriers	Lack of long-term clinical data on safety of nano-formulations	Potential accumulation of nanoparticles in organs (e.g., liver, spleen) leading to chronic toxicity	High	Medium	Severe	Preclinical chronic toxicity studies, patient follow-up programs	Initiate extended post-marketing surveillance & longitudinal studies	Medium	Regulatory Affairs & Pharmacovigilance	12–18 months	Periodic pharmacovigilance reporting
3	Cytotoxicity of emerging excipients or delivery systems	Introduction of novel polymers or excipients not fully characterized	Adverse reactions in patients due to excipient-induced cytotoxicity or immunogenicity	Medium	Medium	Moderate	In vitro and in vivo biocompatibility testing	Select GRAS (Generally Recognized As Safe) excipients, strengthen material characterization	Low	R&D and Material Science team	6–9 months	Quarterly testing and review
4	Overdose risk due to AI-enabled personalized dosing errors	Errors in AI/ML models predicting doses based on patient data	Incorrect dosing recommendations to patients leading to toxicity or under-dosing	High	Low	Severe	Validation of AI algorithms with human oversight, clinical trial testing	Develop robust validation & fallback mechanisms for AI outputs, regular audits	Medium	Digital Health Team & Medical Affairs	3–6 months	Continuous monitoring & model retraining
5	Patient misuse of advanced delivery devices	Complexity of novel self-administered drug-delivery devices	Injury, under-dosing, or contamination due to improper handling by patients	Medium	Medium	Moderate	Patient education materials, device usability testing	Redesign for simplicity, provide hands-on training and support	Low	Device Engineering & Patient Support Team	6–12 months	Bi-annual feedback collection from users
6	Allergic reactions from novel surface coatings (e.g., on nano-carriers or delivery devices)	Use of novel coatings without comprehensive allergenicity assessment	Severe allergic reactions (anaphylaxis, rash, etc.) in sensitive patients	Medium	Low	Severe	Allergenicity testing, clear labeling of materials used	Replace with hypoallergenic materials, expand testing cohorts	Low	R&D & Regulatory	6–12 months	Annual adverse-event data review
7	Environmental contamination from nano-formulations during use	Residual nanoparticles excreted or disposed improperly by patients	Potential environmental exposure impacting ecosystems and indirectly humans	Medium	Medium	Moderate	Environmental fate and ecotoxicity studies	Develop safe disposal guidelines, include environmental warnings	Low	EHS & Sustainability Team	12–18 months	Environmental monitoring and updates
8	Unintended interactions with medical devices or implants	Emerging materials interacting unpredictably with metal or polymer implants	Localized inflammation or failure of implants in patients	Medium	Low	Moderate	Compatibility testing with common implants	Expand compatibility testing matrix, include diverse clinical scenarios	Low	Clinical Trials & QA	9–12 months	Review of reported device interactions
9	Cybersecurity vulnerabilities in connected drug-delivery devices	Weak encryption or inadequate software security in IoT-enabled health devices	Risk of hacking leading to malfunction, overdose, or patient data breaches	High	Medium	Severe	Basic encryption protocols and firewalls in place	Implement end-to-end encryption, conduct regular penetration testing	Medium	IT & Digital Health Team	6–9 months	Quarterly cybersecurity audits
10	Device failure due to power/battery limitations	Inadequate battery life or poor device durability	Sudden failure of self-administered devices leading to missed doses or overdosing	Medium	Medium	Moderate	Battery performance testing and fail-safe alarms	Use longer-life batteries, provide backup options, improve durability	Low	Device Engineering Team	9–12 months	Bi-annual device reliability review
11	Data integrity risks in AI/ML-driven clinical decision tools	Poor-quality training data or algorithmic bias	Incorrect therapeutic recommendations or inequitable treatment outcomes	High	Medium	Severe	Initial dataset validation and bias checks	Continuous dataset curation, independent audits of AI systems	Medium	Digital Health & Clinical Data Science Team	6–12 months	Annual model validation and updates
12	Manufacturing variability in nanotechnology-based drugs	Scale-up challenges leading to inconsistent nano-particle size or drug loading	Reduced efficacy or unexpected toxicity across batches	High	Medium	Severe	GMP controls, scale-up pilot testing	Implement real-time analytics, PAT (Process Analytical Technology) monitoring	Medium	Manufacturing & Quality Teams	12–18 months	Quarterly batch consistency reviews

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			Business Ethics Risk Assessment									
Sr. No.	**Potential Hazard**	**Possible Cause**	**Risk Description**	**Impact Level**	**Probability**	**Severity**	**Current Measures**	**Control Strategies**	**Impact Level (Post-Control)**	**Responsible Team/Person**	**Timeline for Actions**	**Effectiveness Review**
1	Honesty, integrity, ethical conduct & fair dealing	Misconduct by employees	Company reputation at stake; legal liabilities may arise	High	Medium	Severe	Code of ethics in place; employee training; written agreements with employees	Regular ethics audits, refresher training, monitoring adherence	Medium	HR & Compliance Teams	Q3 FY2027	Quarterly
2	Compliance with laws, rules and regulations	Non-compliance	Stoppage of operations, penalties, reputational risk	High	Medium	Severe	Legal register maintained; employee training; SOPs aligned with laws	Periodic compliance audits; automated regulatory monitoring	Medium	Legal & Compliance Teams	Q3 FY2027	Biannually
3	Confidential information	Unauthorized disclosure	Loss of competitive advantage; vendor/customer trust lost; legal consequences	High	Medium	Severe	Employee & stakeholder awareness; NDAs with vendors/customers	Periodic audits, access controls, secure IT systems	Medium	IT & Legal Teams	Q3 FY2027	Quarterly
4	Insider trading	Non-compliance with insider trading laws	Legal liability; reputational damage	High	Low	Severe	Insider trading policy covered in code of conduct; employee awareness	Ongoing training and monitoring for compliance	Medium	Compliance & Legal Teams	Q2 FY2027	Biannually
5	Employment practices & non-discrimination	Improper treatment of employees	Dissatisfied workforce; reputational risk	High	Medium	Severe	Collective bargaining system; grievance redressal forum; harassment reporting system; policies prohibiting corporal punishment	Periodic audits of HR practices; training and monitoring	Medium	HR Team	Q2 FY2027	Quarterly
6	Sexual harassment	Workplace misconduct	Employee dissatisfaction and legal risk	High	Low	Severe	Procedures to monitor and address incidents; HR team oversight	Awareness programs, regular monitoring, reporting, and investigation	Medium	HR Team	Q2 FY2027	Quarterly
7	Health & Safety	Unsafe workplace practices	Employee injuries; non-compliance with regulations	High	Medium	Severe	Dedicated EHS staff; safety procedures; employee training; mock drills	Periodic audits, incident review, CAPA implementation	Medium	EHS Team	Q2 FY2027	Quarterly
8	Product quality & compliance	Deviations in processes	Customer dissatisfaction; regulatory non-compliance; market risk	High	Medium	Severe	Quality procedures; in-process controls; cGMP and regulatory adherence; employee training	Continuous improvement programs; self-inspections; audit feedback	Medium	QA & Production Teams	Q3 FY2027	Quarterly

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Business Ethics Risk Assessment

Sr. No.	Potential Hazard	Possible Cause	Risk Description	Impact Level	Probability	Severity	Current Measures	Control Strategies	Impact Level (Post-Control)	Responsible Team/Person	Timeline for Actions	Effectiveness Review
9	Sales and marketing practices	Misrepresentation of products	Loss of customer trust; reputational risk	High	Medium	Severe	Honest sales based on product attributes; training for marketing staff	Periodic review of marketing communications; compliance checks	Medium	Sales & Marketing Teams	Q2 FY2027	Biannually
10	Advertising, sales & packaging	Misleading information	Customer dissatisfaction; regulatory risk	Medium	Medium	Moderate	Training for personnel; packaging and labeling procedures	Regular audits of advertising and packaging compliance	Low	QA & Marketing Teams	Q2 FY2027	Quarterly
11	Gift, gratuities, bribery, corruption & AML	Unethical business practices	Business integrity risk	High	Medium	Severe	Policies in code of conduct; employee awareness	Regular training; audits; anti-bribery monitoring	Medium	Compliance & Legal Teams	Q3 FY2027	Quarterly
12	Accurate retention of business records	Data loss or manipulation	Data integrity issues; regulatory risk	High	Medium	Severe	Documented procedures; training; adequate storage	Periodic audits; automated record retention systems	Medium	IT & QA Teams	Q3 FY2027	Quarterly
13	Whistleblower policy	Lack of reporting channels	Business integrity risk; reputational risk	High	Low	Severe	Whistleblower policy; employee awareness	Monitor hotline and internet reporting; ensure confidentiality	Medium	HR & Compliance Teams	Q2 FY2027	Quarterly
14	Dealing with media	Improper communication	Business promotion risk; reputational risk	Medium	Medium	Moderate	Media policy in code of conduct; employee awareness	Standardized communication protocols; approval process for public statements	Low	Corporate Communications	Q3 FY2027	Biannually
15	Responding to government requests	Delayed or improper response	Regulatory non-compliance; business risk	High	Medium	Severe	Dedicated staff; procedures for reviewing/responding to requests; employee training	Periodic updates; monitoring compliance with requests	Medium	Legal & Compliance Teams	Q2 FY2027	Quarterly
16	Prohibition against company political contribution	Political interference risk	Reputational risk; business risk	Medium	Low	Moderate	Policy in code of conduct; employee awareness	Regular monitoring; enforcement of policy	Low	Compliance & Legal Teams	Q3 FY2027	Biannually
17	Copyrighted works	Unauthorized use	Reputational and legal risk	Medium	Medium	Moderate	Policy in code of conduct; licensed software; validation procedures	Periodic audits; software license tracking and validation	Low	IT & Legal Teams	Q3 FY2027	Biannually
18	Procedure for reporting possible violations	Lack of reporting channels	Business integrity risk; legal/regulatory exposure	High	Medium	Severe	Hotline, email, internet reporting system	Ensure availability and awareness of reporting channels; periodic testing	Medium	HR & Compliance Teams	Q2 FY2027	Quarterly

Prepared By	Vijay kumar N	Reviewed By	R.Elangovan		Approved By	K.sharath Reddy
Sign & date	04/09/26	Sign & date	04/09/26		Sign & date	04/09/26

			Last Review Date:	4/9/2026	Next Review Date:	5/9/2027				Document No:	DOC-SPLL-RA-23	

Governance Risk Assessment

Sr. No.	Potential Hazard	Possible Cause	Risk Description	Impact Level	Probability	Severity	Current Measures	Control Strategies	Impact Level (Post-Control)	Responsible Team/Person	Timeline for Actions	Effectiveness Review
1	Monitoring	Non-availability of operational data	1. Lack of data may lead to no control over operations. 2. Troubleshooting becomes difficult. 3. Overdue licenses may result, causing stoppage of operations and business disruption.	High	Medium	Severe	Basic monitoring systems in place	Implement integrated real-time monitoring dashboards and automated alerts	Medium	Operations & QA Teams	Q3 FY2027	Quarterly
2	Internal Audits	Ineffective or infrequent internal audits	1. Non-compliances may go unidentified. 2. Opportunities for improvement may be missed.	High	Medium	Severe	Periodic internal audits	Strengthen internal audit process and schedules, include cross-functional internal audits, and ensure corrective action follow-up	Medium	Compliance & QA Teams	Q2 FY2027	Biannually
3	Business Intelligence (Data Collection & Analysis: Operations, Quality, Supply Chain)	Incomplete or inaccurate data collection	1. Poor data analysis can result in defective products. 2. Inefficient operations may create business risks and financial loss.	High	Medium	Severe	Manual data tracking and reporting	Implement automated data collection, KPI dashboards, and predictive analytics tools	Medium	Operations, Quality & Supply Chain Teams	Q3 FY2027	Quarterly
4	CAPA Proposal, Implementation and Review	Delayed or ineffective CAPA execution	Continued non-compliances, repeated deviations, and risk of regulatory penalties	High	Medium	Severe	CAPA system in place	Standardize CAPA process, set clear timelines, periodic review of CAPA effectiveness	Medium	QA & Compliance Teams	Q2 FY2027	Quarterly
5	Board & Committee Oversight Gaps	Infrequent meetings or incomplete reporting	Decisions may be made without full visibility; key risks may go unaddressed	High	Medium	Severe	Regular board/committee meetings	Introduce structured reporting templates, dashboards, and periodic independent reviews	Medium	Corporate Governance Team	Q2 FY2027	Biannually
6	Policy & Procedure Non-Compliance	Employees unaware of updated policies	Deviations from regulatory or internal policies, leading to fines or reputational damage	High	Medium	Severe	Policy manuals and SOPs	Conduct mandatory training, policy acknowledgment tracking, and periodic audits	Medium	Compliance & HR Teams	Q3 FY2027	Quarterly

Prepared By	Vijay kumar N	Reviewed By	R.Elangovan		Approved By	K.sharath Reddy
Sign & date	04/09/26	Sign & date	R.M 04/09/26		Sign & date	04/09/26

			Last Review Date:	4/9/2026		**Next Review Date:**	5/9/2027			**Document No:**	DOCSPLL-RA-09	
			Data Security Risk Assessment									
Sr. No.	**Potential Hazard**	**Possible Cause**	**Risk Description**	**Impact Level**	**Probability**	**Severity**	**Current Measures**	**Control Strategies**	**Impact Level (Post-Control)**	**Responsible Team/Person**	**Timeline for Actions**	**Effectiveness Review**
1	Cyberattacks targeting confidential R&D data	Lack of advanced cyber defense systems	Potential for sensitive R&D information to be stolen or corrupted, impacting product development	High	Medium	Severe	Firewalls, encryption of sensitive data, employee training	Upgrade cybersecurity systems, continuous monitoring	Medium	IT and R&D Teams	Q4 FY2027	Quarterly
2	Unauthorized access to manufacturing systems	Weak password policies and outdated access control systems	Risk of unauthorized personnel gaining access to sensitive manufacturing systems or machinery	High	Medium	Low	Role-based access control, two-factor authentication	Strengthen access control, periodic system audits	Low	IT and Operations Teams	Q3 FY2027	Biannually
3	Data breaches involving customer and patient information	Inadequate data protection protocols	Risk of exposed patient or customer data due to insecure storage or transfer methods	High	Medium	Severe	Encryption, data anonymization, compliance with data protection regulations	Improve data storage protocols and compliance with GDPR	Medium	Compliance and IT Teams	Q2 FY2027	Quarterly
4	Compromise of supply chain information	Lack of vendor security checks and monitoring	Risk of malicious actors gaining access to supply chain systems and manipulating orders or deliveries	High	Medium	Severe	Vendor risk assessments, contracts with data security clauses	Introduce mandatory cybersecurity certifications for vendors	Medium	Supply Chain and IT Teams	Q3 FY2027	Annually
5	Disruption of business operations from ransomware attacks	Insufficient backup and disaster recovery plans	Business disruption due to ransomware attacks affecting critical manufacturing processes or systems	High	High	Severe	Regular data backups, endpoint security measures	Implement stronger backup and recovery systems, employee awareness programs	Medium	IT and Operations Teams	Q2 FY2027	Quarterly
6	Insider threats involving employee sabotage or negligence	Lack of monitoring systems or employee access management	Risk of employees using their access privileges to steal or damage critical manufacturing data	Medium	Medium	Moderate	Employee background checks, surveillance, limited data access	Implement stronger monitoring of employee activities and access control	Low	HR and IT Teams	Q1 FY2027	Quarterly
7	Software vulnerabilities in production systems	Outdated software versions or unpatched systems	Risk of hackers exploiting vulnerabilities in software used for production	High	Medium	Low	Regular software updates, patch management protocols	Establish automated patching system and realtime vulnerability scans	Low	IT and Operations Teams	Q4 FY2027	Biannually
8	Lack of awareness or training regarding information security	Inadequate employee training on security practices	Risk of employees unknowingly contributing to security breaches through phishing or poor handling of data	Medium	High	Moderate	Security awareness programs, phishing simulations	Conduct mandatory training for all employees, frequent security audits	Low	HR and IT Teams	Q1 FY2027	Biannually
9	Failure to comply with industry regulations (e.g., FDA)	Insufficient monitoring of regulatory compliance	Risk of penalties, reputational damage, or shutdowns due to failure to comply with information security regulations	High	Low	Severe	Compliance audits, regular updates on regulatory standards	Ensure continuous regulatory compliance and enhance internal audits	Medium	Compliance and IT Teams	Q2 FY2027	Quarterly
10	Cloud service vulnerabilities	Dependence on third-party cloud providers without adequate security	Risk of unauthorized access or data loss due to cloud misconfigurations or vendor weaknesses	High	Medium	Severe	Cloud security policies, vendor certifications (ISO/IEC 27001)	Implement multi-layer cloud security controls, regular third-party audits	Medium	IT and Cloud Services Team	Q4 FY2027	Biannually
11	Physical theft of hardware (servers, laptops, storage devices)	Lack of physical security or monitoring	Risk of sensitive data being stolen due to theft of company devices	Medium	Low	Moderate	CCTV surveillance, restricted access to data centers	Deploy device encryption, implement secure asset management	Low	Facilities & IT Teams	Q3 FY2027	Annually
12	Phishing and social engineering attacks	Employees targeted by deceptive emails or calls	Risk of credentials theft or malware infiltration via phishing/social engineering	High	High	Severe	Spam filters, awareness campaigns	Advanced phishing detection tools, regular simulated attack training	Medium	IT Security & HR Teams	Q2 FY2027	Quarterly
13	IoT/connected device vulnerabilities	Unsecured IoT sensors or connected medical/manufacturing devices	Risk of cyber intrusion through IoT devices connected to company networks	High	Medium	Severe	Device authentication protocols, segregated networks	Implement IoT security standards, real-time monitoring	Medium	IT & Operations Teams	Q4 FY2027	Annually
Prepared By		Rahul. A		**Reviewed By**			T. Srinivas Salu			**Approved By**	Sam Kumar	
Sign & date		04/09/26		**Sign & date**			04/09/26			**Sign & date**	04/09/26	

Outlook

Re: Confirmation on Complaints Received – January 2026

From Venkatesh Reddy <info@vbshilpa.com>
Date Fri 2/20/2026 3:05 PM
To HR EOU <hrd_eou@shilpapharma.com>
Cc Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>

Dear team,

I have checked the designated email ID (info@vbshilpa.com) and confirm that no complaints were received during the period 01 January 2026 to 31 January 2026.

Regards,

Venkatesh

From: HR EOU <hrd_eou@shilpapharma.com>
Sent: Friday, February 20, 2026 10:18 AM
To: Venkatesh Reddy <info@vbshilpa.com>
Cc: Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>
Subject: Confirmation on Complaints Received – January 2026

Dear Sir,
As per the HR Policies of **Shilpa Pharma Life Sciences Ltd.**, employees and stakeholders may raise complaints related to misconduct or violations of the Code of Conduct—including sexual harassment, health and safety issues, gifts, gratuities, bribery, and violations of the Whistle Blower Policy— by addressing the designated email ID **info@vbshilpa.com**.

You are the authorized representative for the above-mentioned email ID.

In this regard, we kindly request you to confirm whether any complaints were received during the period **01.January.2026 To 31.January.2026**

Please check and revert with the status at your earliest convenience.

Regards,
Srinivas

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

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Outlook

Re: Confirmation on Complaints Received – February 2026

From Venkatesh Reddy <info@vbshilpa.com>
Date Wed 3/4/2026 10:48 AM
To HR EOU <hrd_eou@shilpapharma.com>
Cc Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>

Dear team,

No complaints were received during the period **01 February 2026 to 28 February 2026**.

Regards,

Venkatesh

From: HR EOU <hrd_eou@shilpapharma.com>
Sent: Wednesday, March 4, 2026 10:02 AM
To: Venkatesh Reddy <info@vbshilpa.com>
Cc: Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>
Subject: Confirmation on Complaints Received – February 2026

Dear Sir,
As per the HR Policies of **Shilpa Pharma Life Sciences Ltd.,** employees and stakeholders may raise complaints related to misconduct or violations of the Code of Conduct—including sexual harassment, health and safety issues, gifts and gratuities, bribery, and violations of the Whistle Blower Policy—by writing to the designated email ID **info@vbshilpa.com.**

You are the authorized representative for the above-mentioned email ID. In this regard, we kindly request you to confirm whether any complaints were received during the period **01 February 2026 to 28 February 2026.**

We request you to please verify the same and share the status at your earliest convenience.

Regards,
Srinivas
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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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.

Outlook

Re: Reg: - Confirmation on Complaints Received – March-2026

From Venkatesh Reddy <info@vbshilpa.com>
Date Mon 4/13/2026 7:53 AM
To HR EOU <hrd_eou@shilpapharma.com>
Cc Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>

Dear team,

No complaints were received during the period **01 March 2026 to 31 March 2026**.

Regards,

Venkatesh

From: HR EOU <hrd_eou@shilpapharma.com>
Sent: Sunday, April 12, 2026 10:57 AM
To: Venkatesh Reddy <info@vbshilpa.com>
Cc: Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>
Subject: Reg: - Confirmation on Complaints Received – March-2026

Dear Sir,
As per the HR Policies of **Shilpa Pharma Life Sciences Ltd.,** employees and stakeholders may raise complaints related to misconduct or violations of the Code of Conduct—including sexual harassment, health and safety issues, gifts and gratuities, bribery, and violations of the Whistle Blower Policy—by writing to the designated email ID **info@vbshilpa.com.**

You are the authorized representative for the above-mentioned email ID. In this regard, we kindly request you to confirm whether any complaints were received during the period **01st March -2026 to 31st March-2026.**

We request you to please verify the same and share the status at your earliest convenience.

Regards,
Srinivas-HR
Shilpa Pharma Lifesciences Ltd Unit-2 100% 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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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.

Outlook

Re: Reg: - Confirmation on Complaints Received – April-2026

From Venkatesh Reddy <info@vbshilpa.com>
Date Tue 5/5/2026 3:07 PM
To HR EOU <hrd_eou@shilpapharma.com>
Cc Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>

Dear Srinivas,

Please note that no complaints were received on the designated email ID during the said period.

This is for your information and records.

Regards,

Venkatesh

From: HR EOU <hrd_eou@shilpapharma.com>
Sent: Tuesday, May 5, 2026 1:56 PM
To: Venkatesh Reddy <info@vbshilpa.com>
Cc: Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>
Subject: Reg: - Confirmation on Complaints Received – April-2026

Dear Sir,
As per the HR Policies of **Shilpa Pharma Life Sciences Ltd.,** employees and stakeholders may raise complaints related to misconduct or violations of the Code of Conduct—including sexual harassment, health and safety issues, gifts and gratuities, bribery, and violations of the Whistle Blower Policy—by writing to the designated email ID **info@vbshilpa.com.**

You are the authorized representative for the above-mentioned email ID. In this regard, we kindly request you to confirm whether any complaints were received during the period **01st April -2026 to 30th April-2026.**

We request you to please verify the same and share the status at your earliest convenience.

Regards,
Srinivas-HR
Shilpa Pharma Lifesciences Ltd Unit-2 100% 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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Outlook

Re: Reg:- Confirmation on Complaints Received – May-2026

From Venkatesh Reddy <info@vbshilpa.com>
Date Thu 6/4/2026 3:24 PM
To HR EOU <hrd_eou@shilpapharma.com>
Cc Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>; Umakanth Patil <umakanth.patil@shilpapharma.com>

Dear Srinivas,

Please note that no complaints were received on the designated email ID during the said period.

This is for your information and records.

Regards,

Venkatesh

From: HR EOU <hrd_eou@shilpapharma.com>
Sent: Thursday, June 4, 2026 1:23 PM
To: Venkatesh Reddy <info@vbshilpa.com>
Cc: Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>; Umakanth Patil <umakanth.patil@shilpapharma.com>
Subject: Reg:- Confirmation on Complaints Received – May-2026

Dear Sir,
As per the HR Policies of **Shilpa Pharma Life Sciences Ltd.,** employees and stakeholders may raise complaints related to misconduct or violations of the Code of Conduct—including sexual harassment, health and safety issues, gifts and gratuities, bribery, and violations of the Whistle Blower Policy—by writing to the designated email ID **info@vbshilpa.com.**

You are the authorized representative for the above-mentioned email ID. In this regard, we kindly request you to confirm whether any complaints were received during the period **01st May-2026 to 31st May-2026.**

We request you to please verify the same and share the status at your earliest convenience.

Regards,
Srinivas-HR
Shilpa Pharma Lifesciences Ltd Unit-2 100% 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

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Outlook

Re: Reg:- Confirmation on Complaints Received – June-2026

From Venkatesh Reddy <info@vbshilpa.com>
Date Sun 7/12/2026 9:10 PM
To HR EOU <hrd_eou@shilpapharma.com>
Cc Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>; Umakanth Patil <umakanth.patil@shilpapharma.com>

Dear Srinivas,

Please be informed that no complaints were received on the designated email ID during the specified period.

This is submitted for your information and records.

Regards,

Venkatesh

From: HR EOU <hrd_eou@shilpapharma.com>
Sent: Sunday, July 12, 2026 4:15 PM
To: Venkatesh Reddy <info@vbshilpa.com>
Cc: Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>; Umakanth Patil <umakanth.patil@shilpapharma.com>
Subject: Re: Reg:- Confirmation on Complaints Received – June-2026

Dear Sir,
Kindly request you to reply to the below email at your earliest convenience...

Regards,
Srinivas

From: HR EOU <hrd_eou@shilpapharma.com>
Sent: Wednesday, July 8, 2026 4:07 PM
To: Venkatesh Reddy <info@vbshilpa.com>
Cc: Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>; Umakanth Patil <umakanth.patil@shilpapharma.com>
Subject: Reg:- Confirmation on Complaints Received – June-2026

Dear Sir,
As per the HR Policies of **Shilpa Pharma Life Sciences Ltd.,** employees and stakeholders may raise complaints related to misconduct or violations of the Code of Conduct—including sexual harassment, health and safety issues, gifts and gratuities, bribery, and violations of the Whistle Blower Policy—by writing to the designated email ID **info@vbshilpa.com.**

You are the authorized representative for the above-mentioned email ID. In this regard, we kindly request you to confirm whether any complaints were received during the period **01st June-2026 to 30th June-2026.**

We request you to please verify the same and share the status at your earliest convenience.

Regards,
Srinivas-HR
Shilpa Pharma Lifesciences Ltd Unit-2 100% 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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Outlook

Re: Reg:- Confirmation on Complaints Received – July-2026

From Venkatesh Reddy <info@vbshilpa.com>
Date Mon 8/10/2026 8:06 AM
To HR EOU <hrd_eou@shilpapharma.com>
Cc Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>; Umakanth Patil <umakanth.patil@shilpapharma.com>

Dear Srinivas,

With reference to your below email, we have checked the designated email ID **info@vbshilpa.com** for the period from **01st July 2026 to 31st July 2026**.

We confirm that **no complaints were received through the said email ID during the above-mentioned period**.

Regards,
Venkatesh
Shilpa Medicare Limited

From: HR EOU <hrd_eou@shilpapharma.com>
Sent: Sunday, August 9, 2026 12:14 PM
To: Venkatesh Reddy <info@vbshilpa.com>
Cc: Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>; Umakanth Patil <umakanth.patil@shilpapharma.com>
Subject: Re: Reg:- Confirmation on Complaints Received – July-2026

Dear Sir,
With reference to the below mail, kindly check and provide an update at the earliest. Awaiting your reply...

Regards,
Srinivas

From: HR EOU <hrd_eou@shilpapharma.com>
Sent: Wednesday, August 5, 2026 11:05 AM
To: Venkatesh Reddy <info@vbshilpa.com>
Cc: Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>; Umakanth Patil <umakanth.patil@shilpapharma.com>
Subject: Reg:- Confirmation on Complaints Received – July-2026

Dear Sir,
As per the HR Policies of **Shilpa Pharma Life Sciences Ltd.,** employees and stakeholders may raise complaints related to misconduct or violations of the Code of Conduct—including sexual harassment,

health and safety issues, gifts and gratuities, bribery, and violations of the Whistle Blower Policy—by writing to the designated email ID **info@vbshilpa.com.**

You are the authorized representative for the above-mentioned email ID. In this regard, we kindly request you to confirm whether any complaints were received during the period **01st July-2026 to 31st July-2026.**

We request you to please verify the same and share the status at your earliest convenience.

Regards,
Srinivas-HR
Shilpa Pharma Lifesciences Ltd Unit-2 100% EOU.
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Outlook

Re: Reg: - Complaint Received Regarding Code of Conduct, Whistleblower, Bribes etc

From Venkatesh Reddy <info@vbshilpa.com>
Date Mon 9/7/2026 9:48 AM
To HR EOU <hrd_eou@shilpapharma.com>
Cc Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>; Umakanth Patil <umakanth.patil@shilpapharma.com>

Dear Srinivas,

I have checked the inbox for info@vbshilpa.com for the period between 1st Aug-2026 and 31st Aug-2026.

I confirm that we have not received any complaints related to misconduct, violation of the code of conduct, or whistleblowing during this timeframe.

Regards,

Venkatesh

From: HR EOU <hrd_eou@shilpapharma.com>
Sent: Monday, September 7, 2026 9:44 AM
To: Venkatesh Reddy <info@vbshilpa.com>
Cc: Arvind Kumar Singh <ak.singh@shilpapharma.com>; Kapil Khandelwal <kapil.k@shilpapharma.com>; Umakanth Patil <umakanth.patil@shilpapharma.com>
Subject: Reg: - 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 Aug-2026 - 31stAug-2026.**

Kindy check and revert us.

Regards,
Srinivas-HR
SPL-EOU

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SHILPA PHARMA LIFESCIENCES LTD

Review Frequency: Monthly

Review Date:29.09.2026

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	FY25-26	Remarks	GRI standard Reference	Mapping to UNGC Principles	Mapping to UNSDGs
1	As per procedure of Medical examination of emoloyee SPL2/PA/SOP/GEN/0001-03	Working conditions	Health care coverage: No of employees tested/ Total no of employees	%	100%	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 Medical Examination SOP is enclosed as Annexure No. 7 for reference.** **Sample reports of the Pre-Employment Medical Examination and Annual Medical Check-up are also enclosed for reference.** **Refer Page No 1074 To 1099 of 1318**	GRI No 403	Principle 1 Principle 2	1, 3, 4, 5, 8, 9, 10
2	Leave Policy SPL/SA/PM/008/01	Working conditions	Paid Leave entitlement -	No of Days	25	25	25	24	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 1316 To 1318 of 1318**	-	Principle 1 Principle 2	1, 3, 4, 5, 8, 9, 10
3	Training SOP - Job Description SPL2/PA/SOP/GEN/0005-02	Working conditions	No of Roles with Job Descriptions of the total Employees	%	100%	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.** **Ref Page No 1100 To 1229 of 1318**	-	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%	100%	The employee agreement is enclosed as **Annexure No. 9.** **Refer Page No 1230 To 1233 of 1318**	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%	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 1234 To 1234 of 1318**	GRI No 402-1	Principle 3	1, 3, 4, 5, 8, 9, 10
6	Training SOP SPL2/PA/SOP/GEN/0005-02	Career Management & Training	% of employees Trained	%	100%	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 1235 To 1254 of 1318**	GRI No 404	Principle 1 Principle 2	1, 3, 4, 5, 8, 9, 10
7	Training SOP SPL2/PA/SOP/GEN/0005-02	Career Management & Training	Average training hours per employee per year-22-23	Training hours / employee / year	48	32.6	35.7	125.5	A Summary of Training Hours per Employee has been prepared and maintained. **The summary is enclosed as Annexure No. 11.** **Refer Page No 1235 To 1254 of 1318**	GRI No 404	Principle 1 Principle 2	1, 3, 4, 5, 8, 9, 10
8	As per Child Labour & Forced Labour Control policy	Child, Forced labour	No of Child Labour / Forced labour employed	Nos	0	0	0	0	On roll employees: 700 Contract Employees: 250 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 962 To 966 of 1318**	GRI No 408-1, 409-1	Principle 4 Principle 5	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	FY25-26	Remarks	GRI standard Reference	Mapping to UNGC Principles	Mapping to UNSDGs
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	0	No such cases have been found/identified during the review.**Please refer Annexure No. 2 of LHRE Monthly Consolidated Report – S.No.12.** **Refer Page No 962 To 966 of 1318**	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%	0.3%	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 1255 To 1295 of 1318**	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%	0.3%	0.3% 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%	20%	List Of Directors attached as **Annexure -13** **Refer Page No 1296 To 1296 of 1318**	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	1,49,722 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 1297 To 1297 of 1318**	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%	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	0	As part of Supply Chain Management, the Supplier Assessment forms have been duly filled and maintained. **The completed assessment records are enclosed as Annexure No. 15.** **Refer Page No 1298 To 1312 of 1318**	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	3	2	1	The Grievance Register is maintained and enclosed as **Annexure No. 16.** **Refer Page No 1313 To 1315 of 1318**	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	0	**Same as above** – details of the **Grievance Register** are already enclosed as **Annexure No. 16**. **Refer Page No 1313 To 1315 of 1318**	GRI No 406	Principle 1 Principle 2	1, 3, 4, 5, 8, 9, 10

Prepared By Kumkumji
Date: 29/09/26

Reviewed By
Date: 29/09/26

Approved By
Date: 29/09/26

	SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)
STANDARD OPERATING PROCEDURE FOR MEDICAL EXAMINATION OF EMPLOYEES	
Document Number: SPL2/PA/SOP/GEN/0001-03	Effective Date: 26 Sep 2026
Review Date: 25 Sep 2028	Supersede No: SPL2/PA/SOP/GEN/0001-02

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Prepared By			
Name:	GOLLA MADHU	Designation:	Executive
Date:	16 Sep 2026 16:39:36	Department:	Personnel and Administration
Reviewed By			
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Date:	18 Sep 2026 11:56:37	Department:	Quality Assurance

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1.0 **Purpose:**

To describe the procedure for pre-employment, and periodic risk-based occupational medical examination of employees, to determine fitness for work and to monitor health in relation to workplace hazards and job-specific risks.

2.0 **Scope:**

This SOP is applicable to all employees working at Shilpa Pharma Lifesciences Limited (Unit-2), including personnel engaged in high-risk or specialized activities requiring hazard-specific occupational health surveillance.

3.0 **Definitions/Abbreviations:**

3.1 **Abbreviations**:

PA : Personnel and Administration

GEN : General

SOP : Standard operating procedure

U-2 : Unit-2

CVS : Cardiovascular System

RS : Respiratory system

PA : Per Abdomen

CNS : Central Nervous System

TC : Total Leucocytes Count

DLC : Differential Leucocytes Count

AEC : Absolute Eosinophil Count

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ECG : Electrocardiogram

VDRL : Venereal disease research laboratory

EHS : Environment, Health and Safety

OHP : Occupational Health Physician / Authorized Medical Officer

PFT : Pulmonary Function Test / Spirometry

LFT : Liver Function Test

RFT : Renal Function Test

WAH : Work at Height

CS : Confined Space

HBsAg : Hepatitis B Surface Antigen

HIRA/JSA: Hazard Identification and Risk Assessment/ Job specified analysis

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4.0 Responsibility:

4.1 Head-PA/Designee shall coordinate and facilitate the implementation of the medical examination program.

4.2 Determine Head-EHS/Designee and concerned Department Heads shall identify occupational hazards and high-risk/specialized job categories. The Occupational Health Physician / Authorized Medical Officer shall determine

4.3 appropriate risk-based medical surveillance, requirements based on the identified occupational risk review medical results and provide fitness-for-work assessment.

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5.0 **Accountability:**

5.1 Head-PA/Designee shall be accountable for implementation and coordination of the medical examination program.

5.2 Head-EHS/Designee shall ensure linkage with workplace hazard assessments, and

5.3 Occupational Health Physician / Authorized Medical Officer shall be accountable for medical interpretation, fitness for work decisions and selection of additional medical tests based on identified exposures risks and job demands.

6.0 **Procedure:**

6.1 All new employees shall undergo pre-employment medical examination as per the list of tests specified in List of Pre-employment Medical Examination Tests (SPL2/PA/SOP/GEN/0001/T01).

6.2 The medical reports of new employees shall be verified by Head-PA/Designee and recorded in Verification of Employees Medical Reports (SPL2/PA/SOP/GEN/0001/F01). Only employees certified as medically fit or fit with documented restrictions acceptable for the assigned work as certified by the registered medical practitioner, shall be recruited/deployed.

6.3 Pre-employment medical examinations should be completed before joining. In documented exceptional situations, it can be completed within a month from date of joining.

6.4 PA Department, EHS Department and the Department Head concerned shall identify employees engaged in high-risk or specialized work based on approved HIRA/JSA,

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workplace noise monitoring, chemical/SDS information, biological exposure potential, Permit-to-Work requirements and job demands.

6.5 The risk-based occupational health categories shall include, as applicable: (a) hazardous process/chemical exposure, (b) high-noise exposure, (c) biological or infectious exposure, (d) food handling/canteen work, (e) vehicle/forklift/stacker operation, (f) confined-space work, and (g) work at height. Additional exposure groups may be included based on HIRA/JSA, applicable legal requirements, exposure monitoring or medical advice.

6.6 All personnel working in the factory undergo periodic medical examinations once every year (±1 month) as per List of Pre-employment Medical Examination Tests (SPL2/PA/SOP/GEN/0001/T01) and applicable risk-based tests specified in List of Risk-Based Medical Examinations Tests (SPL2/PA/SOP/GEN/0001/T05).

6.7 Personnel with open lesions or suspected/confirmed contagious diseases, such as significant skin infection, tuberculosis or other communicable illness, shall not be allowed to work in production/processing/testing or other sensitive areas where the condition may pose a risk. Such personnel may be temporarily reassigned, subject to medical advice.

6.8 Employees and supervisors shall be made aware of the need to identify and report symptoms of infectious or other health conditions that may affect safe work, product safety or the health of others.

6.9 Employees working in production/processing/testing areas shall inform their immediate In-charge in case of illness, particularly where a contagious disease or health condition may affect safe work or product safety.

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6.10 Any person found or suspected to have a contagious disease shall be referred for medical evaluation and shall return to the affected work area only after clearance by the Occupational Health Physician / Authorized Medical Officer, as applicable.

6.11 An employee remaining absent for more than 10 days due to sickness/illness shall submit a medical fitness certificate before resuming duty, unless otherwise advised by the Occupational Health Physician / Authorized Medical Officer.

6.12 The common medical examination shall include the tests specified in List of Pre-employment Medical Examination Tests (SPL2/PA/SOP/GEN/0001/T01). Additional hazard-specific medical surveillance shall be conducted for recommended employees as specified in List of Risk-Based Medical Examinations Tests (SPL2/PA/SOP/GEN/0001/T05) by the Occupational Health Physician / Authorized Medical Officer.

6.13 All employees shall undergo the common pre-employment and annual medical examination specified in List of Pre-employment Medical Examination Tests (SPL2/PA/SOP/GEN/0001/T01). Employees in identified high-risk or specialized roles shall undergo additional hazard-specific medical surveillance as per List of Risk-Based Medical Examinations Tests (SPL2/PA/SOP/GEN/0001/T05).

6.14 Employees in identified high health risk category shall be listed in List of Employees for Risk-Based Medical Examination SPL2/PA/SOP/GEN/0001/T02 and shall undergo additional risk-based medical examinations as per List of Risk-Based Medical Examinations Tests (SPL2/PA/SOP/GEN/0001/T05) in addition to the common medical examination.

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6.15 Risk-based medical examination shall be performed at pre-placement/assignment and at least annually for identified high-risk roles, unless a different frequency is specified by applicable legislation, exposure level, HIRA/JSA, biological monitoring requirement or the Occupational Health Physician / Authorized Medical Officer.

6.16 The Occupational Health Physician / Authorized Medical Officer shall review the results and issue a job-specific fitness decision as: Fit, Fit with Restrictions/Conditions, Temporarily Unfit, or Unfit for the specific task. Detailed medical diagnosis and confidential clinical information shall be retained with restricted access; management shall receive only the fitness status and restrictions necessary for safe work assignment.

6.17 Where an abnormality or suspected occupational health effect is identified, the Occupational Health Physician / Authorized Medical Officer shall advise further evaluation, treatment/referral, exposure control, temporary restriction or job modification, as appropriate. EHS and the department concerned shall review workplace controls without disclosing unnecessary confidential medical information.

6.18 Any occurrence of ill-health, hearing difficulty, vision problem, dizziness/vertigo, breathing difficulty or other symptoms that may affect safe work shall be reported to the immediate In-charge and PA/EHS for medical evaluation, as applicable.

6.19 The annual schedule for medical examinations and risk-based tests specified in List of Risk-Based Medical Examinations Tests (SPL2/PA/SOP/GEN/0001/T05) shall be prepared by P&A Department in December every year in Annual Schedule for Medical Checkup of Employee (SPL2/PA/SOP/GEN/0001/T03). Employees' and 'List of Employees for Risk-

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Based Medical Examinations" addendum shall be prepared for the new joiners and annual schedule to be updated for employees who left the organization.

6.20 All Employees shall undergo medical examinations as required.

7.0 Related Documents:

7.1 List of Pre-employment Medical Examination Tests : SPL2/PA/SOP/GEN/0001/T01

7.2 List of Employees for Risk-Based Medical Examination : SPL2/PA/SOP/GEN/0001/T02

7.3 Annual Schedule for Medical Checkup of Employees : SPL2/PA/SOP/GEN/0001/T03

7.4 List of Risk-Based Medical Examinations Tests : SPL2/PA/SOP/GEN/0001/T05

7.5 Verification of Employees Medical Reports : SPL2/PA/SOP/GEN/0001/F01

8.0 Distribution record

S No	Department /Block	No. of copies	Remarks
1.0	PA	01	---
2.0	QA	01	---
3.0	EHS	01	---

9.0 Revision Record:

S. No	Revision Status	Details of Revision	Effective Date	Remarks
1.	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	-----

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S. No	Revision Status	Details of Revision	Effective Date	Remarks
2.	11	Periodical review (Reference CRAF No. CRAF/PA/059/24/U-2)	18/05/24	------
3.	00	Existing Revision of Document: "SOP/U-2/PA/GEN/001/11", Migrated to Docuzen Application as "00" Version with Document No: "SPL2/PA/SOP/GEN/0001".	18/05/24	Effective Date Considered as that of Document No: "Existing Version SOP No"
4.	01	The SOP was revised in Docuzen application and associated formats and annexures numbering were changed as per Docuzen. Ref. CRAF/PA/189/25/U-2	01/01/26	------
5.	02	The template number for the Verification of Medical Reports for new employees has been changed from SPL2/PA/SOP/GEN/0001/T04 to SPL2/PA/SOP/GEN/0001/F01. Last 5 Revision details updated in revision record. Ref. CRAF/PA/014/26/U-2	07/02/26	----
6	03	• SOP Revised to incorporate risk-based medical check-up procedure along with applicable medical test list • Template title revised from 'List of Employees Working in High Noise Area' (SPL2/PA/SOP/GEN/0001/T02) to 'List of Employees for Risk-Based Medical Examination (SPL2/PA/SOP/GEN/0001/T02) template updated to align with the revised scope and requirements.		----

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S. No	Revision Status	Details of Revision	Effective Date	Remarks
		• Incorporated new template for 'List of Risk-Based Medical Examination Tests' (SPL2/PA/SOP/GEN/0001/T05). • Revision history 09 details were removed form Revision record (section : 09) to in line with SOP # SPL/QA/SOP/GEN/0001 Ref. PCC/SPL2/PA/2026/003		

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VERIFICATION OF THE MEDICAL REPORTS FOR NEW EMPLOYEES

Document Number: SPL2/PA/SOP/GEN/0001/F01-00

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:

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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

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	SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

LIST OF EMPLOYEES FOR RISK BASED MEDICAL EXAMINATION

Document Number: SPL2/PA/SOP/GEN/0001/T02-01

S.No	RISK/Specialized Role*	Employee Name	Block/Dept	Employee ID	Required Medical check up	Previous completion date	Next due date	Entered by	Checked by	Remarks

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***Risk / Specialized Role:** Hazardous process, High noise exposure, Biological / infectious exposure, Food handling / canteen, Vehicle / forklift / stacker operation, Confined-space entry, Work at height, Chemical exposure, Respirator dependent work.

***Additional Medical Checkup Required Frequency:** Risk-based occupational health check-ups shall be conducted at a minimum frequency annually based on Risk/Specialized Role as detailed in Template No SPL2/PA/SOP/GEN/0001/T04

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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

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RISK-BASED OCCUPATIONAL HEALTH SURVEILLANCE

S.No	Risk / Specialized Role	Work Areas	Additional Medical Checkup Required*	Minimum Frequency
1.	Hazardous process	Production, Maintenance	Liver Function Tests, Kidney Function tests.	Annually
2.	High noise exposure	Boiler	Audiometry	Annually
3.	Biological/infectious exposure	Microbiology Lab, OHC, First aiders	HBsAg, Widal	Annually
4.	Food handling/canteen	Canteen	HBsAg, Widal and Stool Examination	Annually
5.	Vehicle / forklift / stacker operation	Stores	Vision Examination with ophthalmologist	Annually
6.	Confined-space entry	Authorized employees	Vitamin D, and Vitamin B12	Annually
7.	Work at height	Authorized employees	Vertigo test, Counselling	Annually
8.	Chemical exposure, Respirator dependent work	Production,Stores, ETP, QC	PFT	Annually

* Additional risk-based medical tests prescribed by the Physician Industrial Medicine.

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Subject to Raichur Jurisdiction

R.K.B. FOUNDATION'S

M. K. BHANDARI HOSPITAL

Opp. Gowshala, Gunj Road, RAICHUR - 584 102. (KARNATAKA)

Ph : 235611, 235213, Fax : 6360751934 E-mail : mkbhospital1994@gmail.com

(AN ISO 9001 - 2008 CERTIFIED HOSPITAL) RECOGNIZED BY GOVERNMENT OF KARNATAKA

PHYSICAL FITNESS CERTIFICATE

1. I do hereby certify that I have examined **Mr.Nitin Kumar V Nasale S/O Mr.Virbhadrappa** Candidate for **Senior Chemist** And that I cannot discover that he/she has any disease, constitutional, he/she doesn't have **cough, cold, fever.**

   Affection or bodily infirmity except **A mole on Left Leg.**
   I do not consider this as disqualification for employment in office Of **Shilpa Pharma Life Science LTD,**

2. I am also satisfied by personal examination from certificate produced by that he/ She was vaccinated/revaccinated within one week prior to the date of certificate.

3. **Mr. Nitin Kumar V Nasale age** is according to his/her own Statement **33** years and by appearance about **Thirty Three** Years.

4. Height: **158 cms**

5. Weight: **77 kgs**

6. Acuteness of vision: a) Right Eye **6/6** b) Left Eye **6/6**

7. Pulse: **78,** 8. BP: **120/70,** **9.Temp: 95 F,** **10.** RS: **NAD,** **11.** PA: **Soft,**

12. Audiometer: **S_1 S_2 Heard,** **13.** CNS; **NAD,** **14.Blood Group: AB+ve,**

Result ; FIT

Station: **Raichur**

Date: **19-12-2023**

Signature of candidate

Signature of Physician

Dr Amarth

19-12-2023 07:18:34 PM

ID:

Male Years

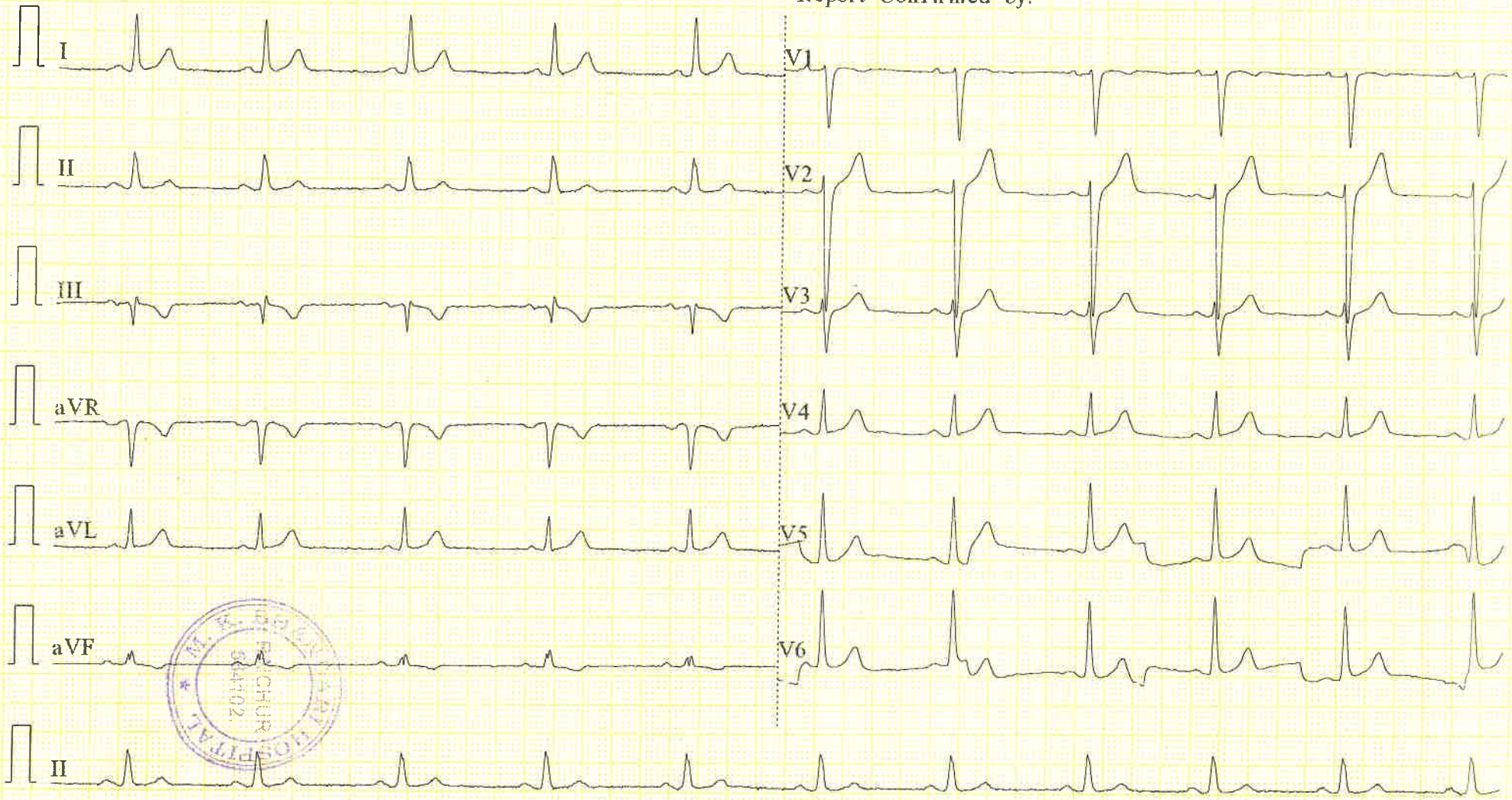
HR	: 64	bpm
P	: 103	ms
PR	: 145	ms
QRS	: 98	ms
QT/QTc	: 354/366	ms
P/QRS/T	: 36/21/-6	°
RV5/SV1	: 1.161/1.100	mV

Diagnosis Information:
Sinus Rhythm
Poor R Wave Progression(V3)

Nithin Kumar.

BP - 120/70 mm Hg

Report Confirmed by:



0.67~25Hz AC50 25mm/s 10mm/mV 2*5s+1r ♥64 V2.01 SEMIP V1.7 M.K.Bhandari Hospital. Raichur.

R.K.B.Foundation's

M K BHANDARI HOSPITAL

Tel : 08532-235611 6360751934

LAB Report

Name	NITIN KUMAR V NASALE	Patient ID	OP10236/23-24/
Age & Sex	33 Years / Male	Ref.Number	LBR/23-24/ 4637
Referred By	Dr Amaresh	Date	19-12-2023

Hematology

TEST	RESULT	REFERENCERANGE	UNITS
Heamoglobin	13.4	14 - 18	gm%
Total Leukocyte Count	8,100	4000 - 11300	Cells/cumm
Differintial Leukocytes Count			
Polymorphs	51	45 - 70	%
Lymphocytes	46	20 - 45	%
Eosinophils	02	1 - 6	%
Monocytes	01	1 - 10	%
Basophils	00	0 - 1	%
Absolute Eosinophil Count	150	40 - 440	Cells/cumm

TEST	RESULT	REFERENCERANGE	UNITS
Blood Group	AB		
RH Typing	Positive		

Bio-Chemistry

TEST	RESULT	REFERENCERANGE	UNITS
Random Blood Sugar	84	70 - 140	mg/dl

Serology

TEST	RESULT	REFERENCERANGE	UNITS
VDRL	Non-Reactive		

Microbiology

TEST	RESULT	REFERENCERANGE	UNITS
Sputum for AFB	Negative		

TEST	RESULT	REFERENCERANGE	UNITS

R.K.B.Foundation's

Tel : 08532-235611 6360751934

M K BHANDARI HOSPITAL

LAB Report

Name	NITIN KUMAR V NASALE	Patient ID	OP10236/23-24/
Age & Sex	33 Years / Male	Ref.Number	LBR/23-24/ 4637
Referred By	Dr Amaresh	Date	19-12-2023

Urine Complete Examination

Physical Examination		
Colour	Yellow	
Turbidity	Nill	
Deposit	Nill	
Reaction	Acidic	
Specific Gravity	1.030	1.010 - 1.030
Chemical Examination		
Albumin	Nill	
Sugar	Nill	
Ketone Bodies	Absent	
Bile Salt	Absent	
Bile Pigment	Absent	
Blood	Absent	
Urobilinogen	Nil	
Chyle	Nil	
Microscopic Examination /Hpf		
Pus Cells	1-2	
Epithelial Cells	0-1	
Red Blood Cells	Nil	
Casts	Nil	
Crystals	Nil	
Others	Nil	

Lab Technician

Pathologist

Subject to Raichur Jurisdiction

R.K.B. FOUNDATION'S

M. K. BHANDARI HOSPITAL

Opp. Gowshala, Gunj Road, RAICHUR - 584 102. (KARNATAKA)

Ph : 235611, 235213, Fax : 6360751934 E-mail : mkbhospital1994@gmail.com

(AN ISO 9001 - 2008 CERTIFIED HOSPITAL) RECOGNIZED BY GOVERNMENT OF KARNATAKA

Patient Name: Mr. Nitin Kumar V Nasale **Age/Sex: 33Y/M** **ID. NO: MKB**

Referred By: Dr: AMARESH PATIL, MBBS MD (GEN PHY) MKB **Date: 19-12-2023**

X-RAY CHEST PA VIEW

Bony-cage and the visualized soft tissues reveal no obvious abnormality.

Cardia is normal in size.

Trachea is in midline.

Mediastinum is central.

Pulmonary vasculature normal.

Both the lung zones clear.

Both CP angles clear.

IMPRESSION:

- **NO RADIOGRAPHIC ABNORMALITY DETECTED.**

Please correlate clinically.

DR. SHASHIDHAR GALAG
Consultant Radiologist

R

OP10236 NITIN KUMAR V NASALE 33Y M CHEST PA 19-12-2023 07:56 PM

M K BHANDARI HOSPITAL-RAICHUR PH:235213

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.com

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: 26/11/2025

NAME	:	Mr.Nitinkumar Virbhadrappa N	DEPARTMENT	:	Production
D.O.B/SEX	:	19/12/1990 / Male	SECTION	:	AO-Block
Lab No / E. Code	:	4409 / 7286	D.O.J	:	14/12/2023
DIET	:	Normal (Mixed)	**BLOOD GROUP**	:	**"AB" 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	:	162Cms	**Weight**	:	79 Kgs	**Body Mass Index (BMI)**	:	30.1 kg/m^2
Ideal Weight	:	62 Kgs	**Pulse Rate** (Normal : 60-100pm)	:	70per Min	**Blood Pressure (BP)** (Normal : 120/80) mmhg	:	130/80 mmhg
Normal Weight	:	57 - 67 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) : 68

PR Int.(ms) :	131		
P/QRS/T Int.(ms) :	91	109	116
QT/QTc Int.(ms) :	320	344	
P/QRS/T Axis(Deg.) :	18	18	4
RV1/SV5 Amp.(mV) :	0.04	0.00	
RV5/SV1 Amp.(mV) :	0.95	1.05	

<ECG Analysis Result>:

803 Sinus Arrhythmia
142 Short QTc
213 Mild Left Axis Deviation
*** Borderline Abnormal ECG ***

ST LEVEL(mV)

I	II	III	aVR	aVL	aVF
+0.01	+0.01	+0.00	-0.01	+0.01	+0.00
V1	V2	V3	V4	V5	V6
+0.03	+0.13	+0.07	+0.04	+0.03	+0.05

V2.33 Technician :

Note : Unconfirmed Report Need to Review.

25mm/s AC50 EMG ADS 26-11-2025 10:42:24 < > 440000000000 M -Y / cm/Kg / mmHg

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Lab No / E. Code	:	4409 / 7286

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	13.2	M14 to 18 gm/dL F 12 to 16 gm/dL
RBC	4.67	4.0 - 6.0 mill/cumm
TC	7190	4000 - 11000 cells/cumm
DLC (%)	P-36 L-59 E-02 M-03	Neutrophils (or segs): 40 - 70% Lymphocytes: 20 - 40% Eosinophils: 02 - 06% Moncytes: 02 -08% Basophils: 0.4% - 1%
AEC	143.8	40-440 cells/cumm
RBC Smear	Normocytic Normochromic	
WBC Smear	Within Normal Limits	
VDRL	Non-Reactive	Non-Reactive
RBS	88	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	1-2 /Hpf	1-5/hpf
RBC	Nil	Nil
EP CELLS	Nil	1-5/hpf
Others	Nil	Nil

SPUTUM FOR AFB: Negative.
(Acid fast bacillus)

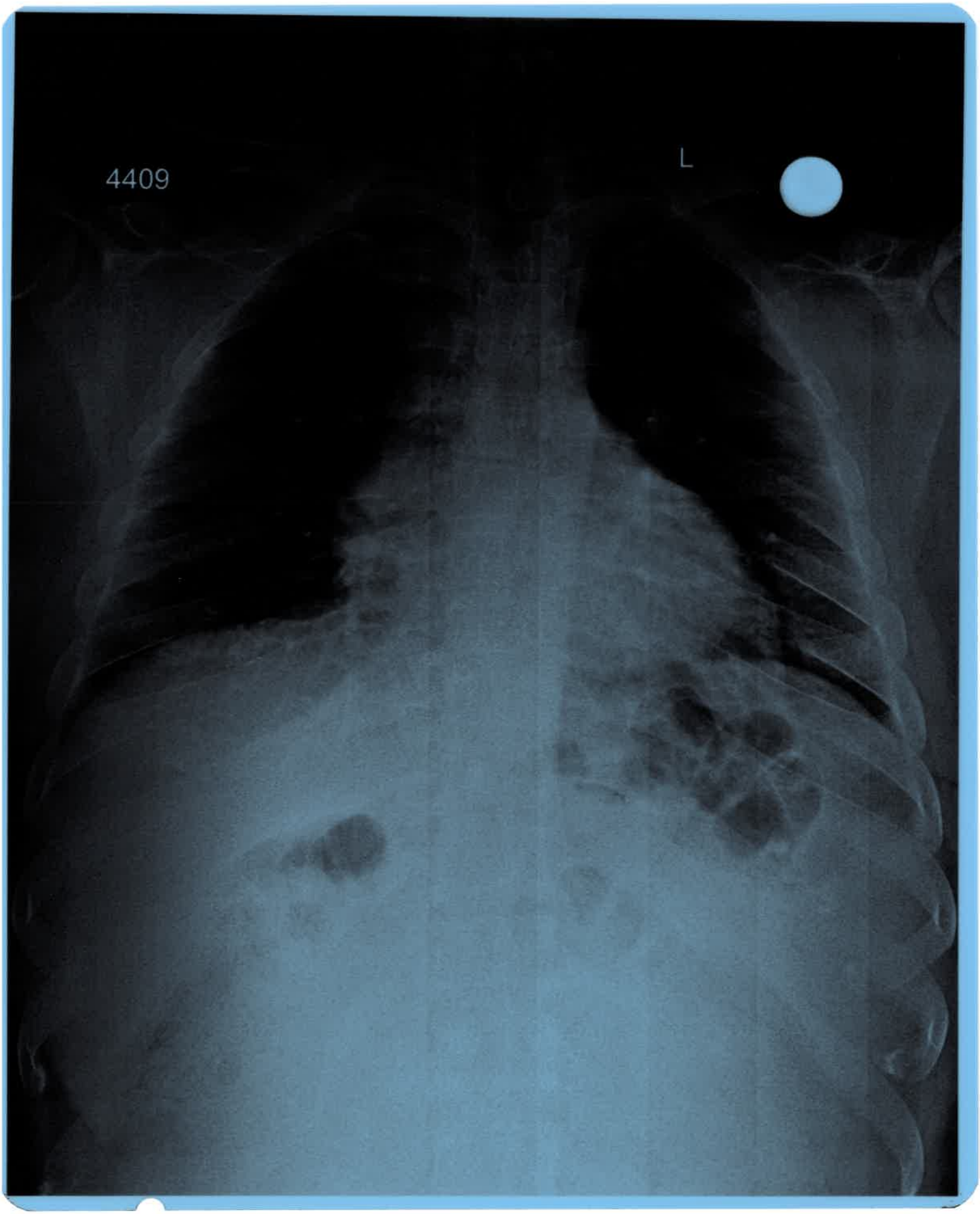
ADVICE/REMARKS: Healthy & free from contagious diseases.

FIT TO WORK

Dr. RAJA VOJJALA
MBBS,MD(Path)AFIH(CLI)
Physician Industrial Medicine
Regd. No: 13067

Medical officer

Diagnosis Makes the Difference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	SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)
STANDARD OPERATING PROCEDURE FOR TRAINING OF EMPLOYEES	
Document Number: SPL2/PA/SOP/GEN/0005-02	Effective Date: 12 Feb 2026
Review Date: 11 Feb 2028	Supersede No: SPL2/PA/SOP/GEN/0005-01

Prepared By			
Name:	SURENDER RAMACHANDRUNI	Designation:	Deputy Manager
Date:	29 Jan 2026 13:14:08	Department:	Personnel and Administration
Reviewed By			
Name:	ARVIND KUMAR SINGH	Designation:	General Manager
Date:	29 Jan 2026 17:30:50	Department:	Personnel and Administration
Approved By			
Name:	N PRASAD ACHANTA	Designation:	Senior Manager
Date:	31 Jan 2026 16:48:07	Department:	Quality Assurance

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Printed By: 8398-INAPURAPU PRAVEEN KUMAR	Printed Date: 14 Feb 2026 09:26:16	Validity: (N/A)

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 Management 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. **JD / JR :** Job description / Job responsibility

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3.8. **JRTS:** Job responsibility training schedule

3.9. **JST:** Job specific training

3.10. **On-Job-training (OJT)**: On-the-job training (OJT) refers to shop floor training, which shall be conducted manually by the trainer.

3.11. **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.

3.12. **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.

3.13. **Training Curriculum:** A list of training activities designed for employees and to improve their proficiency in their assigned jobs.

3.14. **Job Specific Training -1 (Job responsibility training):** Training given to new recruits or existing employees perform the tasks related to their job.

3.15. **Job Specific Training - 2:** Training given to employees on cross functional inter and intradepartmental procedures.

3.16. **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.

3.17. **cGMP Training:** Training given to all the employees on the current GMP activities and guidelines.

3.18. **Classroom Training:** Manual training given to employees in a classroom.

3.19. **Web-Based Training (WBT)**: refers to using electronic technologies, primarily the TMS, to deliver educational content and facilitate learning through online trainings

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3.20. **External Training:** Training given by external trainer to increase the proficiency and competency of the employees in their area of work.

3.21. **Blocked /Locked Trainee Training:** Trainees must score 90% or above. They can attempt the test up to three times. If they fail in all three attempts, the test will be locked/blocked.

3.22. **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.

3.23. **Temporary / Casual / contract workers:** Training given by concern department in-charge / HOD in local understandable language.

3.24. **Training Modules:** A collection of procedure, related guidelines and /or activities combined to provide through instructions.

3.25. **BPR:** Batch Production Record

3.26. **BCR:** Batch Cleaning Record

3.27. **STP:** Standard Test Procedure.

3.28. **EHS:** Environmental, Health and Safety.

3.29. **Vendor of Training management Software (TMS):** TMS vendor name is "Aizen Algo Private limited" and Software name is "EduZen".

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 reviewed and approved in TMS.

4.1.2 Induction training shall be provided.

4.1.3 The training need identification for all the employees working in the department will be identified.

4.1.4 Ensuring of Training schedule is prepared for each employee.

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4.1.5 Training schedule and history assessment record for JST-1 (SPL2/PA/SOP/GEN/0005/T02) and JST-2 (SPL2/PA/SOP/GEN/0005/T07) shall be prepared / reviewed.

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 employees are completed his training as per timelines.

4.1.9 Shall be responsible for "Approver role" as defined in the Training Management Software (TMS).

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.

4.2.6 Shall be responsible for "Approver role" as defined in the Training Management Software (TMS).

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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.

4.3.3 Shall be responsible for "QA Approver role" as defined in the Training Management Software (TMS).

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 /locked in TMS, user shall inform to trainer or 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.

4.5.7 Responsible for coordinating departmental training activities and maintaining accurate training records as defined in the Training Management Software (TMS).

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4.6 **Location training coordinator (LTC) is responsible for:**

4.6.1 Responsible for admin role in TMS and uploading of training data in TMS.

4.6.2 Planning of training schedules, assigning of trainings to relevant trainees.

4.6.3 Coordinate with DTCs and HODs to complete the all trainings as per schedule.

4.6.4 Creates and updates training requirements in the TMS.

4.6.5 Ensure that JDs are updated as per requirement.

4.6.6 Inform the individual department DTC, HODs regarding manual training plan.

4.6.7 Responsible for coordinating overall departmental training activities and maintaining accurate training records as defined in the Training Management Software (TMS).

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 (SPL2/PA/SOP/GEN/0005/F07) and evaluate the trainees by questionnaire.

4.7.6 Clear the trainee doubts and shall explain the incorrect answers to the trainees.

4.7.7 Shall be responsible for providing training on relevant procedures and for performing the "Trainer" role as defined in the Training Management Software (TMS).

5.0 **Accountability:** Personnel and administration (P&A) Head /Designee, DTC, trainee and LTC is accountable to implant the SOP procedure.

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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 All manual trainings will be conducted in English Language including evaluation & any other format. 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.

6.1.3 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.

6.1.4 All training-related activities (Induction, JR, JRTS, Target Training, Planned/Unplanned Training, GMP and Safety Trainings, etc.) shall be executed in the TMS as per the SOP titled "Procedure for Operation of Training Management Software (EDUZEN)" in TMS.

Ref. SOP No.: SPL2/PA/SOP/GEN/0021.

Note: If the TMS is non-functional due to technical or network issues (if any) for more than 24 hours, trainings shall be executed in manual mode. Once the TMS is restored, the relevant training data shall be uploaded in the OJT section as per TMS requirements. Manual training shall be conducted by a qualified trainer as per the

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'List of Trainers' (SPL2/PA/SOP/GEN/0005/T03). Manual training attendance shall be recorded in the 'Training Attendance Record' (SPL2/PA/SOP/GEN/0005/F07).

6.1.5 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 TMS (Through JRTS by revision of JR) or manual mode as per format of 'job specific training for Long period absentees/ Transfer employee/ changes in Job description / additional responsibilities (SPL2/PA/SOP/GEN/0005/F06).

6.1.6 A trainee (newly joined or existing) shall not complete more than ten (10) trainings per day in the EduZen (TMS) online mode, as per TMS control. For classroom (instructor-led) trainings, no fixed limit is defined; however, the number of sessions conducted per day shall be based on the availability of the trainee and the trainer, ensuring adequate time for effective learning and understanding in compliance with GMP requirements.

6.1.7 The duration of manual training shall be decided by the trainer based on the document/content. In online mode, the duration of reading of document /training shall be defined by the trainer or the training coordinator during session creation in the TMS, based on the document/content.

6.2 Training need identification chart Preparation procedure:

6.2.1 Training need identification chart (SPL2/PA/SOP/GEN/0005/T04) / Job responsibility-training schedule shall prepared for every new employee by concerned section in charge/designee / DTC 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.

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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/January for each employee department / Block wise as per SPL2/PA/SOP/GEN/0005/T08.

6.3.3 The Training matrix (SPL2/PA/SOP/GEN/0005/T08) prepared by Training coordinator, based on data from the Annual/Refresher Training and History Assessment Record (SPL2/PA/SOP/GEN/0005/T10) or Annual GMP and safety Training schedule (SPL2/PA/SOP/GEN/0005/T06). The final matrix shall be approved by QA HOD/Designee.

6.3.4 The training matrix (SPL2/PA/SOP/GEN/0005/T08) shall filled by Training coordinator when the employee complete the training to ensure that training is completed in the year as per the schedule.

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 (SPL2/PA/SOP/GEN/0005/T08) and fill the 'NA' in respective box of training matrix (SPL2/PA/SOP/GEN/0005/T08).

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.

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6.4.4 The template given in SPL2/PA/SOP/GEN/0005/T16 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 SPL2/PA/SOP/GEN/0005/T09 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

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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 / locked and the trainee will be required to attend classroom training.

The system will display questions answered incorrectly to the trainee in red 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. In the TMS, if any document does not have a questionnaire, the trainee shall read the document completely and trainee should confirm that it is 'Read and Understood'.

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, induction training execution and JD shall prepared as per SOP of 'Procedure for operation of training management software (EDUZEN). Ref SOP No. SPL2/PA/SOP/GEN/0021.

6.6.1.2 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

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department 2nd line or his designee as per format 'job description' (SPL2/PA/SOP/GEN/0005/T05).

6.6.2 **For Existing employee JD preparation procedure**

6.6.2.1 If any employee as assigned with new job responsibilities, JD shall revised as per SOP of 'Procedure for operation of training management software (EDUZEN). Ref SOP No. SPL2/PA/SOP/GEN/0021.

6.7 **Types of Training:**

6.7.1 Training shall be imparted in nine different ways namely;

6.7.1.1 Induction training

6.7.1.2 Job specific training / Job responsibility training

6.7.1.3 Annual/Refresher Training(SOP)

6.7.1.4 cGMP training

6.7.1.5 Safety training

6.7.1.6 Unplanned training/Ad-hoc training

6.7.1.7 External Agency Training

6.7.1.8 Class room training.

6.7.1.9 On job training (OJT)

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

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Sl. No	Type of training	Purpose	Frequency of training
2.	Job specific training / Job responsibility training	Based on employee job profile, relevant topics training need to be executed before taking responsibilities as per job description.	After completion of Induction training for new employees. When the Job description revised for existing employees (if training required).
3.	Annual/Refresher Training	Refresher 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	Classroom training shall be conducted manually by the trainer whenever required	Not applicable

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Sl. No	Type of training	Purpose	Frequency of training
9.	On-Job-training (OJT)	On-the-job training (OJT) refers to shop floor training, which shall be conducted manually by the trainer.	Not applicable

6.8 **Induction Training:**

6.8.1 Upon completion of the new employee's joining process, the Personnel and Administration department shall initiate induction training.

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 as per SOP of 'Procedure for operation of training management software (EDUZEN). Ref SOP No. SPL2/PA/SOP/GEN/0021.

6.8.4 In case of a TMS outage lasting more than 24 hours, the manual induction training shall be executed using the 'Induction Program Schedule' and the 'Induction Training for Fresh and Experienced Employees' (SPL2/PA/SOP/GEN/0005/F04).

6.8.5 Induction training shall be conducted within the first week of employment.

6.8.6 During induction training, data integrity declaration mandatory.

6.8.7 After completion of the Induction training, the employee shall be certified with 'Training Evaluation Certificate'.

6.8.8 The manual induction trainings shall be handed over to QA for archival.

6.8.9 After completion of Induction training, P&A shall obtain the specimen signature of the new employee in specimen signature card.

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6.9 **JST (Job specific training-1 and Job specific training-2) / Job responsibility training**

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, new employee should not sign in any documents except in attendance record & Training records.

6.9.3 For new employee, Job specific training (Job responsibility training) shall be executed as per SOP of 'Procedure for operation of training management software (EDUZEN). Ref SOP No. SPL2/PA/SOP/GEN/0021.

6.9.4 In case of a TMS outage lasting more than 24 hours, or if any documents are not available in TMS, manual training shall be executed as mentioned in below procedure,

6.9.5 For new employee, 'Training need identification chart' (SPL2/PA/SOP/GEN/0005/T04) should be prepared.

6.9.6 Job specific 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 (SPL2/PA/SOP/GEN/0005/T02) & 'Training Schedule and history assessment record for Job specific training-2' (SPL2/PA/SOP/GEN/0005/T07). Reviewed by HOD/Designee of concerned department. Approved by QA HOD/Designee.

6.9.7 Time Period of Job specific training (JST-1 and JST-2) for different categories of new employees is described as below,

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Designation	Tentative time period for job-specific training (training duration may be adjusted based on requirement and is not limited)
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	15 to 30 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	15 to 30 working days.
For Executive/Shift In-charge/ Sr. Executive/ Supervisors / engineers etc. for all departments	10 to 30 working days.
Asst. Manager & above (for all departments) For experienced employees	5 to 20 working days
Asst. Manager & above (for all departments) For non-experienced employees	10 to 30 working days

6.9.8 **Execution of Training Schedule (Job specific training):**

6.9.8.1 In online mode, Job specific training shall be executed as per SOP of 'Procedure for operation of training management software (EDUZEN). Ref SOP No. SPL2/PA/SOP/GEN/0021. In case of a TMS outage lasting more than 24 hours, or if any documents are not available in TMS, the below procedure shall follow,

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6.9.8.2 Trainer of respective individual department shall conduct training as per training schedule for job specific training-1.

6.9.8.3 The new employee shall be sent to cross functional department after completion of job specific training-1.

6.9.8.4 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.

6.9.8.5 Trainer of the cross functional department shall conduct training as per training schedule for job specific training-2.

6.9.8.6 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 'job specific training for new employee', SPL2/PA/SOP/GEN/0005/F05.

6.9.8.7 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', SPL2/PA/SOP/GEN/0005/T02 & 'Training Schedule and history assessment record for Job specific training-2', SPL2/PA/SOP/GEN/0005/T07. If the trainee is unable to complete the training on the planned date as per schedule, the trainee may complete it on any subsequent working day.

6.9.8.8 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

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SPL2/PA/SOP/GEN/0005/F05. 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).

6.9.8.9 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.

6.9.8.10 LTC shall be uploaded the on job specific training documents in OJT training section of TMS. Completed job training document shall be archived.

6.9.9 **Job responsibility / Job specific training for Transfer employee, Long leave, Changes in job responsibilities or promoted employees Job description (JD) modification or additional job responsibilities and training:**

6.9.9.1 If any employee as assigned with new job responsibilities or promoted, the employee Job description (JD) shall be revised in TMS as per SOP of 'Procedure for operation of training management software (EDUZEN). Ref SOP No. SPL2/PA/SOP/GEN/0021.

6.9.9.2 If trainings are already completed or not applicable, then training coordinator shall select, Training required "No" in TMS while initiating JD. If training required select as " yes" while initiating JD.

6.9.9.3 In case of a TMS outage lasting more than 24 hours, or If any documents are not available in TMS, below mentioned manual training shall be executed.

6.9.9.4 Job description (JD) format (SPL2/PA/SOP/GEN/0005/T05) shall be prepared by concern department Head/reporting manager/DTC.

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6.9.9.5 Trainings shall be executed (if any changes from previous JD to revised JD except editorial changes) as per revised Job description (SPL2/PA/SOP/GEN/0005/T05).

6.9.9.6 Training need identification (SPL2/PA/SOP/GEN/0005/T04) and JST-1 (SPL2/PA/SOP/GEN/0005/T02) and JST-2 (SPL2/PA/SOP/GEN/0005/T07) (if applicable) shall be prepared by department section in change and reviewed by head/ designee based on the revised job description.

6.9.9.7 The employees should complete training through 'job specific training for long period absentees/ Transfer employee/ changes in Job description / additional responsibilities (SPL2/PA/SOP/GEN/0005/F06)'.

6.9.9.8 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).

6.9.9.9 Completed Job specific record 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 (SPL2/PA/SOP/GEN/0005/T04) for Annual/refresher training in the month of December for the next upcoming calendar year for each employee as per section 6.2.

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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 (SPL2/PA/SOP/GEN/0005/T10) 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 (SPL2/PA/SOP/GEN/0005/T10), 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 (SPL2/PA/SOP/GEN/0005/T10), Location training coordinator shall create ATC (annual training calendar) in TMS and map the SOP (annual / refresher) training to the training group in TMS.

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6.10.2.6 Note: If training is already completed in a year through unplanned training, then no need to again map training in TMS.

6.10.2.7 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.

6.10.2.8 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: SPL2/PA/SOP/GEN/0005/T06 in coordination with QA.

6.11.3 Each cGMP module shall be prepared using Power point presentation.

6.11.4 cGMP Training shall be executed within ±2 months from scheduled month and should not cross more than year +2 months year from previous GMP training of specific topic.

6.11.5 All cGMP trainings shall be imparted by taking classroom training sessions in TMS as per SOP of 'Procedure for operation of training management software (EDUZEN). Ref SOP No. SPL2/PA/SOP/GEN/0021.

6.11.6 Web based training (WBT) of GMP trainings is normally be considered for Manager and above.

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6.11.7 After completion of the training session, LTC/ trainer shall assign trainees to attempt test by questionnaire in TMS.

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
- Prevention of cross contamination

Note: refer SPL2/PA/SOP/GEN/0005/T14 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.

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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: SPL2/PA/SOP/GEN/0005/T06 in coordination with EHS.

6.12.3 Each training module shall be prepared using Power point presentation / policies (if applicable).

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 in TMS as per SOP of 'Procedure for operation of training management software (EDUZEN). Ref SOP No. SPL2/PA/SOP/GEN/0021.

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/ trainer shall assign trainees to attempt test by questionnaire in TMS.

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..

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- Chemicals handling.
- First aid
- Works permits and confined space entry
- Spill control and response

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).

6.13.3 LTC shall map the trainings in TMS as per SOP of 'Procedure for operation of training management software (EDUZEN). Ref SOP No. SPL2/PA/SOP/GEN/0021.

6.13.4 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

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user department trainer / Training Coordinator during session creation in the TMS as mentioned below,

6.13.4.1 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.

6.13.5 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.

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6.13.6 Trainee shall clear the test / Read by same training which is generated in 'Pending' 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 (SPL2/PA/SOP/GEN/0005/T09) shall be issued to trainees (if applicable). Further resumption of TMS, the manual questioner (SPL2/PA/SOP/GEN/0005/T09) and or related documents shall be uploaded in OJT in TMS as per "Procedure for operation of training management software Ref SOP No. SPL2/PA/SOP/GEN/0021"
- In case of any unplanned 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 (SPL2/PA/SOP/GEN/0005/F07)' and related documents shall be uploaded in OJT in TMS as per "Procedure for operation of training management software" (Ref SOP No. SPL2/PA/SOP/GEN/0021).

6.14 **External Training:**

6.14.1 External trainer shall be identified by Personnel and Administration department in consultation with functional head, based on the trainer's expertise in the relevant 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,

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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, SPL2/PA/SOP/GEN/0005/F02 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 (SPL2/PA/SOP/GEN/0005/F07)' and related documents shall be uploaded in in Training management software as per "Procedure for operation of training management software" (Ref SOP No. SPL2/PA/SOP/GEN/0021).

Note: Pass criteria for external training (If questionnaire available) shall be decided based on external trainer topic.

6.15 **Class room training (for Blocked /locked test trainees):**

6.15.1 Employees who are unable to complete tests in the TMS after three attempts and are thereby blocked /Locked 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 /locked 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.

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6.15.3 The employees shall complete training through TMS generated Training attendance record or manual training (SPL2/PA/SOP/GEN/0005/F07), after completion of training, all related documents to be hand over to location training coordinator (LTC) for upload of documents in TMS.

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". Ref SOP No. SPL2/PA/SOP/GEN/0021

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 SPL2/PA/SOP/GEN/0005/T08, change controls, cleaning validations or process validations etc.

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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.

6.18 **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 (SPL2/PA/SOP/GEN/0005/F01) 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.

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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'(SPL2/PA/SOP/GEN/0005/T03).

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.

6.19 **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 SPL2/PA/SOP/GEN/0005/T15 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 SPL2/PA/SOP/GEN/0005/T11.

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 (SPL2/PA/SOP/GEN/0005/F03).

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 (SPL2/PA/SOP/GEN/0005/T11).

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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 SPL2/PA/SOP/GEN/0005/T12.

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 who are involved in GMP activates as per current format number SPL2/PA/SOP/GEN/0005/T13.

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 DTC in TMS. Further Job responsibility training shall be executed in TMS. Refer Procedure for operation of Training Management software (SPL2/PA/SOP/GEN/0021).
- If TMS is not working, Training need identification (SPL2/PA/SOP/GEN/0005/T04) and JST-1 (SPL2/PA/SOP/GEN/0005/T02) and JST-2 (SPL2/PA/SOP/GEN/0005/T07) (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 SPL2/PA/SOP/GEN/0005/F06.

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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. Reason for delay shall provided in TMS while completing the test.

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	Training Attendance record	:	SPL2/PA/SOP/GEN/0005/F07
7.2	Training Schedule And History Assessment Record For Job Specific Training-1	:	SPL2/PA/SOP/GEN/0005/T02
7.3	List of Trainers	:	SPL2/PA/SOP/GEN/0005/T03
7.4	Training Need Identification Chart	:	SPL2/PA/SOP/GEN/0005/T04
7.5	Trainer evaluation and approval Form	:	SPL2/PA/SOP/GEN/0005/F01
7.6	Job Description	:	SPL2/PA/SOP/GEN/0005/T05
7.7	Feedback on External Training	:	SPL2/PA/SOP/GEN/0005/F02
7.8	Temporary/Casual/contract workers Training Attendance Record	:	SPL2/PA/SOP/GEN/0005/F03
7.9	Annual GMP and safety Training schedule	:	SPL2/PA/SOP/GEN/0005/T06

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7.10	Induction training for Fresher and experienced Employees	:	SPL2/PA/SOP/GEN/0005/F04
7.11	Training schedule and history assessment record for job specific training-2	:	SPL2/PA/SOP/GEN/0005/T07
7.12	Summary of training Matrix record	:	SPL2/PA/SOP/GEN/0005/T08
7.13	Template for Training evaluation Questionnaire	:	SPL2/PA/SOP/GEN/0005/T09
7.14	Training schedule and history assessment record for Annual/refresher training	:	SPL2/PA/SOP/GEN/0005/T10
7.15	Job description for temporary , casual , contract workers or operator	:	SPL2/PA/SOP/GEN/0005/T11
7.16	Training Need Identification Chart For temporary / casual / contract helpers / workers / operators	:	SPL2/PA/SOP/GEN/0005/T12
7.17	Training Schedule For Annual/ Refresher Training For temporary / casual / contract helpers / workers / operators	:	SPL2/PA/SOP/GEN/0005/T13
7.18	Job specific training (JST) for new employees	:	SPL2/PA/SOP/GEN/0005/F05
7.19	Job specific training (JST) for Long period absentees/ Transfer employee/ changes in Job description / additional responsibilities	:	SPL2/PA/SOP/GEN/0005/F06
7.20	List of training programs	:	SPL2/PA/SOP/GEN/0005/T14
7.21	List of Training program for Temporary/Casual/contract workers	:	SPL2/PA/SOP/GEN/0005/T15
7.22	Template for GMP training modules	:	SPL2/PA/SOP/GEN/0005/T16
7.23	Procedure for operation of Training Management software	:	SPL2/PA/SOP/GEN/0021
7.24	Joining and Induction programme of new employees	:	SPL2/PA/SOP/GEN/0009
7.25	New employee specimen signature list	:	SPL2/PA/SOP/GEN/0002/T03

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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	18	• Company name changed to Shilpa Pharma Lifesciences Limited from Shilpa Medicare Limited. • Logo removed from header of SOP, Annexures, and formats. • In section 3.0, Site administrative Manual definition incorporated.	10/06/22	--

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S.NO	Revision Status	Details of revision	Effective Date	Remarks
		• 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)		
2.0	19	• At section 6.6.6.12, additional instructions as" GMP Training shall be executed within ±2	17/04/23	----

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S.NO	Revision Status	Details of revision	Effective Date	Remarks
		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)		
3.0	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.	22/07/24	----

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S.NO	Revision Status	Details of revision	Effective Date	Remarks
		4) In section 4.0, responsibility of HOD, DTC, 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		

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S.NO	Revision Status	Details of revision	Effective Date	Remarks
		Schedule and history assessment record for Job specific training-2' (FM-PA-036) preparation, review and approval responsibility defined. 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		

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S.NO	Revision Status	Details of revision	Effective Date	Remarks
		introduction of individual departments activities. Questionnaire is removed. 18) Training evaluation form (FM-PA-041) modified to incorporate Questioner filling 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)		
4.0	00	Existing Revision of Document: "SOP/U-2/PA/GEN/005/20", Migrated to Docuzen Application as "00" Version with Document No: "SPL2/PA/SOP/GEN/0005".	22/07/24	Effective Date Considered as that of Document No: "Existing Version SOP No"
5.0	01	The SOP revised by incorporate following,	01/01/26	----

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S.NO	Revision Status	Details of revision	Effective Date	Remarks
		• In section 3.0, Definitions and abbreviations were updated for EduZen related JR, JRTS and TMS. • In section 4.0, responsibility section modified by incorporating EduZen related roles. • The SOP entire procedure in section 6.0, modified by incorporating the relevant instructions and operations of the EDUZEN-TMS application for better operational control • The numbering system and revision for the SOP, associated formats and annexures were changed as per the DOCUZEN application. Ref. CRAF/PA/189/25/U-2		
6.0	02	The SOP was revised by replacing the Training Attendance Record number SPL2/PA/SOP/GEN/0005/T01-00 with SPL2/PA/SOP/GEN/0005/F07-00. The SOP revision details and editorial changes were updated for better clarity. Ref. CRAF/PA/014/26/U-2	NA	-----

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TRAINER INFORMATION:

Name	
Employee Code	
Designation	
Department	

EDUCATIONAL QUALIFICATION

Degree /Qualification	Subjects

WORK EXPERIENCE

Period	Name of the company	Area of Work

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TRAINER EVALUATION COMMENTS: HEAD/DESIGNEE (CONCERNED DEPARTMENT)		
Signature:	Name :	Date:

TRAINER QUALIFICATION APPROVAL: HEAD QA / DESIGNEE		
Signature:	Name :	Date:

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Employee code :	Date
Employee Name :	Designation

Course / Program Attended	
Conducted by	
Place	
Date	
Training Duration in hrs	
Note on Programme / Seminar (Benefits derived)	
Your rating of the Programme (please tick appropriate response)	Poor ( ) Satisfactory ( ) Good ( ) Excellent ( )
Would you recommend the Programme for others? Yes / No	

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(If no, give reasons).	
Signature of the Employee	
Signature of Head /Designee	

Note: If you have received any course material submit a copy of the same to the concern department HOD.

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	SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

TEMPORARY / CASUAL /CONTRACT WORKER / OPERATOR TRAINING ATTENDANCE RECORD

Document Number: SPL2/PA/SOP/GEN/0005/F03-00

Title of Program :

Trainer Name :

Date : Duration :

Attendance Details

S. No	Name	Employee code	Designation	Department	Signature

Remarks: Knowledge and understanding level of the employee(s) is satisfactory / Not satisfactory.

Sign of the Trainer:
Date:

Note: Attach additional sheets wherever necessary.

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INDUCTION TRAINING FOR FRESHER AND EXPERIENCED EMPLOYEES

Name of New Employee	
Employee Code	
Department	
Designation	
Total experience in years	
Date of Joining	
Induction training starting date	
Induction training completion date	

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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TABLE OF CONTENTS

S.No.	Contents of the Training
1.	Quality Policy
2.	Introduction Training for Fresher and Experienced employees
3.	Data Integrity declaration
4.	Quality Assurance Evaluation

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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.

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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._____ Designation _____and understood the same.

Employee Name:
Sign & Date:

Evaluation by P&A: The understanding level of the new employee is found Satisfactory / Not Satisfactory.

Name:
Sign & Date:

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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._____ Designation:_____ and understood the procedures.

Employee Name:
Sign & Date:

Evaluation by EHS: The understanding level of the new employee is found satisfactory/ not satisfactory.

Name:
Sign & Date:

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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._____ Designation_____ and understood the activities of engineering department.

Employee Name:
Sign & Date:

Evaluation by Engineering: The understanding level of the new employee is found satisfactory/not satisfactory.

Name
Sign & Date:

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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._____ Designation _____ understood the activities of warehouse department.

Employee Name:
Sign & Date:

Evaluation by warehouse: The understanding level of the new employee is found satisfactory/not satisfactory.

Name:
Sign & Date:

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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._____ Designation_____ and understood the activities of quality control department.

Employee Name:
Sign & Date:

Evaluation by QC: The understanding level of the new employee is found satisfactory / not satisfactory.

Name:
Sign & Date:

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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 _____ designation _____ and understood the procedures.

Employee Name:
Sign & Date:

Evaluation by QA: The understanding level of the new employee is found satisfactory/not satisfactory.

Name:
Sign & Date:

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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._____ Designation _____and understood the procedures.

Employee Name:
Sign & Date:

Evaluation by Production: The understanding level of the new employee is found satisfactory/not satisfactory.

Name:
Sign & Date:

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QUALITY ASSURANCE EVALUATION

Name of New employee :_____
Employee Code :_____
Department :_____
Designation :_____

Contents	Date of Completion	Qualified / Not Qualified	Sign/Date of QA HOD/Designee
Induction Programme schedule			

Quality Assurance Comments:
He / She has undergone training under supervision and found Qualified / Not qualified for induction training.

Signature of QA HOD/Designee:

Date:_____

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DATA INTEGRITY DECLARATION

I _____(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: **Date:**

==========

To be completed by Quality Assurance:
Reviewed by (Sign/Date):

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JOB SPECIFIC TRAINING (JST-1 & JST-2) FOR NEW EMPLOYEE

Name of New Employee	
Employee code	
Department	
Designation	
Total experience in years	
Date of Joining	
On job training starting date	
On job training completion date	

M/s SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)
Plot Nos. : 33, 33A, 40 to 47
Raichur Industrial growth center,
Chicksugur-584 134, District: Raichur, Karnataka (India)

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S.No.	Contents of the Training
1.	Job Specific Training (JST-1 & JST-2)
2.	Certification of proficiency
3.	New employee training evaluation
4.	Training certificate

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Note: Period of on job training (JST-1 and JST-2) for different categories of new employees is described as below:

Designation	Tentative time period for job-specific training (training duration may be adjusted based on requirement and is not limited)
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	15 to 30 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	15 to 30 working days.
For Executive/Shift In-charge/ Sr. Executive/ Supervisors / engineers etc. for all departments	10 to 30 working days.
Asst. Manager & above (for all departments) For experienced employees	5 to 20 working days
Asst. Manager & above (for all departments) For non-experienced employees	10 to 30 working days

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JOB SPECIFIC TRAINING (JST-1 &JST-2)

Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Evaluation by Concern department HOD/Designee:

This is certified that, _____ (Employee name) has been successful completed his Job specific traininig-1 & Job specific training-2 and the understanding level of the new recruit is found SATISFACTORY / NOT SATISFACTORY based on training evaluation.

Sign & date of concern HOD/Designee:

Prescribed Personnel Protective Equipment (PPE) and Clothing:

(Tick as '√' against whichever applicable, If not applicable put '×')

Name	'√'/ '×'	Name	'√'/ '×'	Name	'√'/ '×'
Head Cover		Pressure suit		Ear Muffs and Plugs	
Mask		PVC apron		Organic Nose Mask	
Shoe Cover		PVC Hand gloves		Respirator with cartridge nose mask	
Safety goggles		Neoprene Hand gloves		Dust and disposal nose mask	
Face Shield		Nitrile Hand gloves		Fire suit	
Safety helmet		Asbestos hand gloves		SCBA (self-contained breathing apparatus)	
Hand gloves		Chemical splash goggles		Laboratory apron	
Safety shoes		Safety Gumboots		Dongary	

Other:_____

Filled by:
Sign and date of EHS department HOD / Designee

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CERTIFICATION OF PROFICIENCY BY CONCERNED DEPARTMENT TRAINER

I, _____

(Trainer name of concern department)

_____

(Trainee name)

has demonstrated skill demonstration assessment (SDA) in the above named task/procedure and he /she is Qualified / Not qualified.

Trainer of concerned department sign & date:_____

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NEW EMPLOYEE TRAINING EVALUATION

Name of New employee: _____

Employee Code :_____

Department :_____

Designation :_____

Contents	Date of Completion	Qualified / Not Qualified	Sign & Date	Signed by
Induction Program schedule				PA HOD/ designee
On job Training (JST-1 & JST-2)				Concern department HOD / designee
Specimen signature card				PA HOD/ designee
Ensure that Job description (JD) finalized by department HOD				PA HOD/ designee

Quality Assurance Comments:

He / She has undergone training under supervision and found Qualified / Not qualified.
Signature of QA Trainer:
Date:_____

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TRAINING CERTIFICATE

Here by it is certified that _____Employee Id.:_____Department:_____Designation:_____have undergone the below training activities.

1. Induction and basic GMP Training
2. On Job training (JST-1 & JST-2)

Knowledge of the new employee is found satisfactory / not satisfactory and hence he / she can be allotted / not allotted works as per the Job responsibilities assigned to him/ her.

Trainer (QA):
Sign and Date:

HOD / Designee (QA):
Sign and Date:

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JOB SPECIFIC TRAINING (JST-1 & JST-2)
For Long period absentees/ Transfer employee/ changes in Job description / additional responsibilities

(Tick mark which is applicable)

Name of Employee	
Employee Code	
Department	
Designation	
Leave /Absent Period (If applicable)	**From_____To_____**
Transferred from (If applicable)	**From_____To_____**
On job training starting date	
On job training completion date	

M/s SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)
Plot Nos. : 33, 33A, 40 to 47
Raichur Industrial growth center,
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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TABLE OF CONTENTS

S.No.	Contents of the Training
1.	Job Specific Training (JST-1 & JST-2)
2.	Certification of proficiency
3.	Employee training evaluation
4.	Training certificate

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JOB SPECIFIC TRAINING (JST-1 &JST-2)

Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Job Specific Training (JST) (Day-____)	
Topic covered/ Summary of training	Date:
Trainee: Sign & date:	Trainer: Sign & date:

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Evaluation by Concern department HOD/Designee:

This is certified that, _____ (Employee name) has been successful completed his Job specific traininig-1 & Job specific training-2 and the understanding level of the employee is found SATISFACTORY / NOT SATISFACTORY based on training evaluation.

Sign & date of concern HOD/Designee:

Prescribed Personnel Protective Equipment (PPE) and Clothing:

(Tick as '√' against whichever applicable, If not applicable put '×')

Name	'√'/ '×'	Name	'√'/ '×'	Name	'√'/ '×'
Head Cover		Pressure suit		Ear Muffs and Plugs	
Mask		PVC apron		Organic Nose Mask	
Shoe Cover		PVC Hand gloves		Respirator with cartridge nose mask	
Safety goggles		Neoprene Hand gloves		Dust and disposal nose mask	
Face Shield		Nitrile Hand gloves		Fire suit	
Safety helmet		Asbestos hand gloves		SCBA (self-contained breathing apparatus)	
Hand gloves		Chemical splash goggles		Laboratory apron	
Safety shoes		Safety Gumboots		Dongary	

Other: _____

Filled by:

Sign and date of EHS department HOD / Designee

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CERTIFICATION OF PROFICIENCY BY CONCERNED DEPARTMENT TRAINER

I, _____

(Trainer name of concern department)

_____

(Trainee name)

has demonstrated skill demonstration assessment (SDA) in the above named task/procedure and he /she is Qualified / Not qualified.

Trainer of concerned department sign & date:_____

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NEW EMPLOYEE TRAINING EVALUATION

Name of employee : _____

Employee Code : _____

Department : _____

Designation : _____

Contents	Date of Completion	Qualified / Not Qualified	Sign & Date	Signed by
Job specific Training (JST-1 & JST-2)				Concern department HOD / designee
Specimen signature card (This applicable, who are transferred from other units)				PA HOD/ designee
Ensure that Job description (JD) finalized by department HOD				PA HOD/ designee

Quality Assurance Comments:

He / She has undergone training under supervision and found Qualified / Not qualified.
Signature of QA Trainer:
Date:_____

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TRAINING CERTIFICATE

Here by it is certified that _____Employee Id.:_____Department:_____Designation:_____have undergone the below training activities.

1. Job specific Training-1
2. Job specific Training-2 (if applicable).

Knowledge of the employee is found satisfactory / not satisfactory and hence he / she can be allotted / not allotted works as per the Job responsibilities assigned to him/ her.

Trainer (QA):
Sign and Date:

HOD / Designee (QA):
Sign and Date:

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	SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

TRAINING ATTENDANCE RECORD

Document Number: SPL2/PA/SOP/GEN/0005/F07-00

Title of Program :

Training location : Date :

Trainer Name : Time : From _____To_____

Trainer EMP. code :

S.No.	Emp.Code	Employee Name	Designation	Department	Signature

Tick"√" Whichever is applicable and "X" Whichever is not applicable.

Annual/ refresher Training ☐ / cGMP training ☐ / Ad-hoc training ☐ / External Training ☐

Comments by trainer (if any): _____

_____

Remarks: The training is found satisfactory ☐ / Not satisfactory ☐

Signature of Trainer:

Date:

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TRAINING SCHEDULE AND HISTORY ASSESSMENT RECORD FOR JOB SPECIFIC TRAINING-1

Document Number: SPL2/PA/SOP/GEN/0005/T02-00

Employee Name :

Designation :

Employee code no. :

Date of Joining :

Department :

Assessment year :

SOP/Module Number	Title of SOP/Module	Training dates		Time (Hrs)		Method of Training	Mode of assessment	% of marks obtained	Assessment Remarks
		Planned	Completed	From	To				
						Oral/ PPT	Oral/ Questionnaire		
						Oral/ PPT	Oral/ Questionnaire		

PPT: Power point presentation

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TRAINING SCHEDULE AND HISTORY ASSESSMENT RECORD FOR JOB SPECIFIC TRAINING-1

Document Number: SPL2/PA/SOP/GEN/0005/T02-00

	Prepared by	Reviewed by	Approved by
Name			
Sign & Date			

Note: The training schedule shall be prepared by the concerned section in-charge/Designee of respective department, Reviewed by HOD/Designee of concerned department. Approved by QA HOD/Designee.

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SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
LIST OF TRAINERS	
Document No.: SPL2/PA/SOP/GEN/0005/T03	Effective date:
	Page X of Y
	Revision level:

S. No.	Name of the employee	Employee code	Designation	Department

Prepared by (P&A): Reviewed by (P&A) Approved by (QA):

Date: Date Date:

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SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
TRAINING NEED IDENTIFICATION CHART	
Document No.: SPL2/PA/SOP/GEN/0005/T04	Page X of Y

Employee Name :

Designation :

Employee code No. :

Department :

Assessment year :

S.No:	Title	Type of Training (JST-1 or JST-2)	Awareness / Competency

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

	Prepared by	Reviewed by	Approved by
Name			
Sign & Date			

Note: Training need identification chart shall prepared by concerned section in charge/designee based on employee job description (JD). The Training need identification chart Reviewed by HOD/Designee of concerned department and approved by QA HOD/Designee.

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Document No.: SPL2/PA/SOP/GEN/0005/T05

JOB RESPONSIBILITY

Name of the Employee	
Employee ID	
Educational Qualification	
Date of Joining	
Designation	
Department	
Reporting to whom	

Job responsibility:

In absence of [Employee name (EMP code)], [Employee name (Emp code)] / designee is responsible for day to day activities.

Accepted by :

Sign & Date:

Finalized by :

Sign & Date :

Job description version No: _____

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SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

ANNUAL GMP AND SAFETY TRAINING SCHEDULE.

Document No.: SPL2/PA/SOP/GEN/0005/T06

Page No.

Year:

GMP Trainings:

Name of The Topic	Module Number	Scheduled on Month	Related Designation and Department

Safety Trainings:

Name of The Topic	Module Number	Scheduled on Month	Related Designation and Department

Prepared By:
Name
Designation

Approved by:
Name
Designation

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	SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

TRAINING SCHEDULE AND HISTORY ASSESSMENT RECORD FOR JOB SPECIFIC TRAINING-2

Document Number: SPL2/PA/SOP/GEN/0005/T07-00

Employee Name :

Designation :

Employee code no. :

Date of Joining :

Department :

Assessment year :

SOP/Module Number	Title of SOP/Module	Training dates		Time (Hrs)		Method of Training	Mode of assessment	% of marks obtained	Assessment Remarks
		Planned	Completed	From	To				
						Oral/ PPT	Oral/ Questionnaire		
						Oral/ PPT	Oral/ Questionnaire		

PPT: Power point presentation

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	SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

TRAINING SCHEDULE AND HISTORY ASSESSMENT RECORD FOR JOB SPECIFIC TRAINING-2

Document Number: SPL2/PA/SOP/GEN/0005/T07-00

	Prepared by	Reviewed by	Approved by
Name			
Sign & Date			

Note: The training schedule shall be prepared by the concerned section in-charge/Designee of respective department, Reviewed by HOD/Designee of concerned department. Approved by QA HOD/Designee.

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	SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

SUMMARY OF TRAINING MATRIX

Document Number: SPL2/PA/SOP/GEN/0005/T08-00

Department: **Year:**

Name of the Employee	GMP[Modules]				SOP Numbers																						

Prepared By:
Sig & Date:

Approved By:
Sig & Date:

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SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	Page X of Y
TRAINING EVALUATION FORM	

Topic/ SOP	:	
Venue	:	

Name of the Employee	:		Employee Code	:		
Department	:		Date of Training	:		
Trainer name	:		Questioner filling time	:	From	TO

Choose the most appropriate answer and enter in respective brackets.

Marks:

[ ]

Marks Obtained	:	
% of marks	:	

Signature of the Employee and date	:	

Comments Of The Trainer:

1. ***Knowledge and understanding level is Satisfactory/Not satisfactory***
2. ***Retraining required/Not required***

Signature and date of the Trainer

Form No: SPL2/PA/SOP/GEN/0005/T09

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	SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

TRAINING SCHEDULE FOR ANNUAL, REFRESHER TRAINING AND HISTORY ASSESSMENT RECORD

Document Number: SPL2/PA/SOP/GEN/0005/T10-00

Employee Name :

Designation :

Employee code no. :

Date of Joining :

Department :

Assessment year :

SOP Number	Title of SOP/Module	Type of Training (JST-1 / JST-2)	Previous Training Completed date	Training Planned month

Prepared by:
Date:

Reviewed by:
Date:

Approved by:
Date:

Note: Prepared by the section in charge/designee of respective department. Reviewed by concern department head / designee and approved by QA head / Designee.

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Job Description:

Prepared by:
Date:

Approved by:
Date:

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SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)	
TRAINING NEED IDENTIFICATION CHART FOR TEMPORARY / CASUAL / CONTRACT HELPERS / WORKERS / OPERATORS	
Document No.: SPL2/PA/SOP/GEN/0005/T12	Page X of Y

Employee Name :

Department :

Designation :

Assessment year :

EMP code :

S.No:	Title

	Prepared by	Reviewed by	Approved by
Name			
Sign & Date			

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Employee Name :

Designation :

EMP code :

Department :

Assessment year :

SOP/Module Number	Title of SOP/Module	Training dates		Assessment Remarks
		Planned	Completed	

Prepared by:
Date:

Reviewed by:
Date:

Approved by:
Date:

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Following are the few examples of training programs, but are not limited to:

S.No	Training programs
	GMP
1.	Equipments Qualifications (IQ, OQ & PQ)
2.	Annual Product Review (APR)
3.	Approach to Analytical Method Validation
4.	Approach to Cleaning Validation
5.	Approach to Process Validation
6.	Approach to Water System Validation
7.	Change Control System
8.	Control of Records
9.	Deviation Control
10.	Good Documentation Practices , Data integrity
11.	Good Hygiene Practices
12.	Good Labeling Practices
13.	Handling of Customer Complaints
14.	Internal Quality Audits
15.	Product Recalls
16.	Technology Transfer
17.	Utilities (Steam, Gas, Compressed air, Heating, Ventilation & Air Conditioning)

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S.No	Training programs
18.	Vendor Qualification System
19.	Water Generation and Distribution System
	Environment
20.	Environment Management
21.	Environmental Legislation
22.	Waste Management, Pollution And Its Impact on Health
23.	Waste Minimization
	Health
24.	Personnel Hygiene
25.	First Aid
26.	Antidotes
	Safety
27.	Causes of Fire and the Method of Extinguishers
28.	Chemical Handling and Safety Precautionary Measures
29.	Electrical Safety and Hazard Control
30.	Emergency Response and Preparedness
31.	Fire Protection System
32.	Material Safety Data Sheets (MSDS) and its Importance
33.	Safety Management System
34.	Spill Control Procedures
35.	Usage of Personnel Protective Equipments (PPE)

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S.No	Training programs
	GLP
36.	Laboratory Safety
37.	Calibration of Laboratory Instruments
38.	Good Documentation Practices
39.	Good Sampling Practices
40.	Handling of Glassware
41.	Control Samples
42.	Reference Standards and Working Standards
43.	Stability Samples
44.	Preparation and Standardization of Bench Reagents
45.	Qualification of Laboratory Instruments.

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List of Training program for Temporary/Casual/Contract Workers / helpers, but are not limited to.

S.No	SOP No	Training programs
1.	SPL2/PA/SOP/GEN/0003	Good Hygiene Practices
2.	SPL2/PA/SOP/GEN/0004	Cleaning, Sanitation and Housekeeping in Factory Premises
3.	SPL2/PA/SOP/GEN/0008	Factory Entry And Exit Procedure For Visitors, Auditors, Employees, Contract Workers, Service Vendors, Service Vendors, Government Officials, Inter Unit Personnel, Materials And Vehicles
4.	SPL2/EHS/SOP/GEN/0006	First Aid box
5.	SPL2/EHS/SOP/GEN/0018	Handling of spillages And Leakages.
6.	SPL2/EHS/SOP/GEN/0001	Handling /Usage of Personnel Protective equipment.
7.	SPL2/EHS/SOP/GEN/0008	Procedure for collection and disposal of solid & liquid waste (Hazardous waste & Non hazardous waste)
8.	SPL2/EHS/SOP/GEN/0003	Operation and maintenance of Fire Hydrant system.
9.	SPL2/MB/SOP/GEN/0001	Entry And Exit Procedure For Microbiology Laboratory.
10.	SPL2/QC/SOP/GEN/0033	Entry and exit procedure in quality control laboratory.
11.	SPL2/QC/SOP/CLE/0001	Procedure for cleaning of glassware and sampling devices.
12.	SPL2/QC/SOP/CLE/0002	Procedure for cleaning of laboratory areas and instruments.
13.	SPL2/QC/SOP/CLE/0003	Procedure for cleaning and temperature monitoring of refrigerator.
14.	SPL2/MB/SOP/CLE/0004	Cleaning and sterilization of microbiology lab garments and Boots
15.	SPL2/MB/SOP/CLE/0003	Cleaning/Sanitization of Equipment's/ Instruments in microbiology laboratory

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S.No	SOP No	Training programs
16.	SPL2/MB/SOP/CLE/0004	Cleaning and Sterilization of Clean Room Garments and Boots.
17.	SPL2/PD/SOP/CLE/0002	Procedure for cleaning Intermediate and Parma area
18.	SPL2/PD/SOP/CLE/0004	Cleaning and disinfection of drains.
19.	SPL2/WH/SOP/CLE/0002	Cleaning procedure for ware house areas and pallets.

Based on their activities, Head of the department can also provide training when ever new requirements are triggered.

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TRAINING MODULE NO.:

TOPIC:-

Prepared By:
Date:

Reviewed by:
Date:

Approved by:
Date:

TRAINING MODULE NO.

Page No. X of Y

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SHILPA PHARMA LIFESCIENCES LIMITED (UNIT-2)

JOB RESPONSIBILITY

Document No.: SOP/U-2/PA/GEN/005	**Form No: FM-PA-010**
Name of the Employee	Thota Atchaiah
Employee ID	8340
Educational Qualification	B.Sc
Date of Joining	17/03/25
Designation	Executive
Department	Production -AO Block
Reporting to whom	Sr.Executive and above

Job responsibility :

Direct associated job responsibilities:

1. Responsible to use all safety equipments while performing production activities as per needs & follow up safety rules & implement the same.
2. Responsible to follow up the hygiene practice & maintain good housekeeping in manufacturing areas and ensure that the production facilities are clean.
3. Responsible for Preparation's, execution and reviewing all production batch records, cleaning records, SOP's and formats ensuring that these are completed and signed.
4. Responsible for Producing Intermediates, APIs as per approved BPRs.
5. Responsible for ensure the all production related deviations are reported to Sr.Executive and above for evaluation.
6. Responsible for verify the storage, usage of raw materials / packing materials receipt as per approved documents of BPR/BCR/Protocol's etc.
7. Responsible for verify the status board with equipment log books and labels of production accessories.
8. Responsible for executive & supervise the sifting, milling, micronizing, blending, packing, repacking, labeling and remaining all other production activities of various products.
9. Responsible for supervise the cleaning activities of all the production equipments & areas and ensure that the premises & equipments are maintained in good condition and activities are documented.
10. Responsible to ensure & follow up the preventive maintenance schedule of equipments and general maintenance activities.
11. Responsible for preparation or review of risk assessment & manufacturing related protocols and reports.
12. Responsible to follow up and ensure the procedure of operation of equipments in the manufacturing area.
13. Responsible to supervise the operation, cleaning, verifications of electronic weighing balances.
14. Responsible for implementation of corrective & preventive actions on production processes and products.
15. Responsible to acknowledge the alarm triggered in respective production area and inform the same to the superior.

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16. Responsible for involving in new document initiation activities.
17. Responsible for receipt and cross check the dispensing activity of raw materials / packing materials / cleaning agents / Intermediates / miscellaneous materials / new consumables items from WH.
18. Responsible for handling of process equipments in the manufacturing area as per SOP.
19. Responsible for handling of Out of specification (OOS).
20. Responsible to shift handover and reliving activity during shift change in manufacturing area.
21. Responsible for initiating and reviewing of Quality Management System (QMS) documents.
22. Responsible to report all the production activities to the Sr.Executive and above.
23. Responsible for any other activity assigned by HOD/designee.

Indirect associated job responsibilities:

1. 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.
2. Responsible for the waste material sending for disposal to EHS department.
3. Responsible to identify and intimating to Head-production/ Designee about unsafe acts in manufacturing area.
4. Responsible to identify and intimating to Head-production/ Designee about the unsafe conditions in manufacturing area.
5. Responsible to identify and intimating to Head-production/ Designee gaps between the procedures Vs practices with respect to the cGMP.
6. Responsible to identify and intimating to Head-production/ Designee gaps between the procedures Vs practices with respect to the safety procedures.
7. Responsible for supervision of Engineering personnel performing modification / job works in production manufacturing area.

In absence of Thota Atchaiah (EMP code: 8340), Shrishail Jyotiba Gade (EMP code: 8257)/designee is responsible for day to day activities.

Accepted by:
Sign & Date: 17/03/25

Finalized by:
Sign & Date : 17/03/25

Job description version No: 00

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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.

REPRESNTING PARTIES

REPRESENTING EMPLOYER

SHILPA MEDICARE 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

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Honorary President.

Mr. Chennareddy.

President.

Mr. Praveen Kumar Reddy

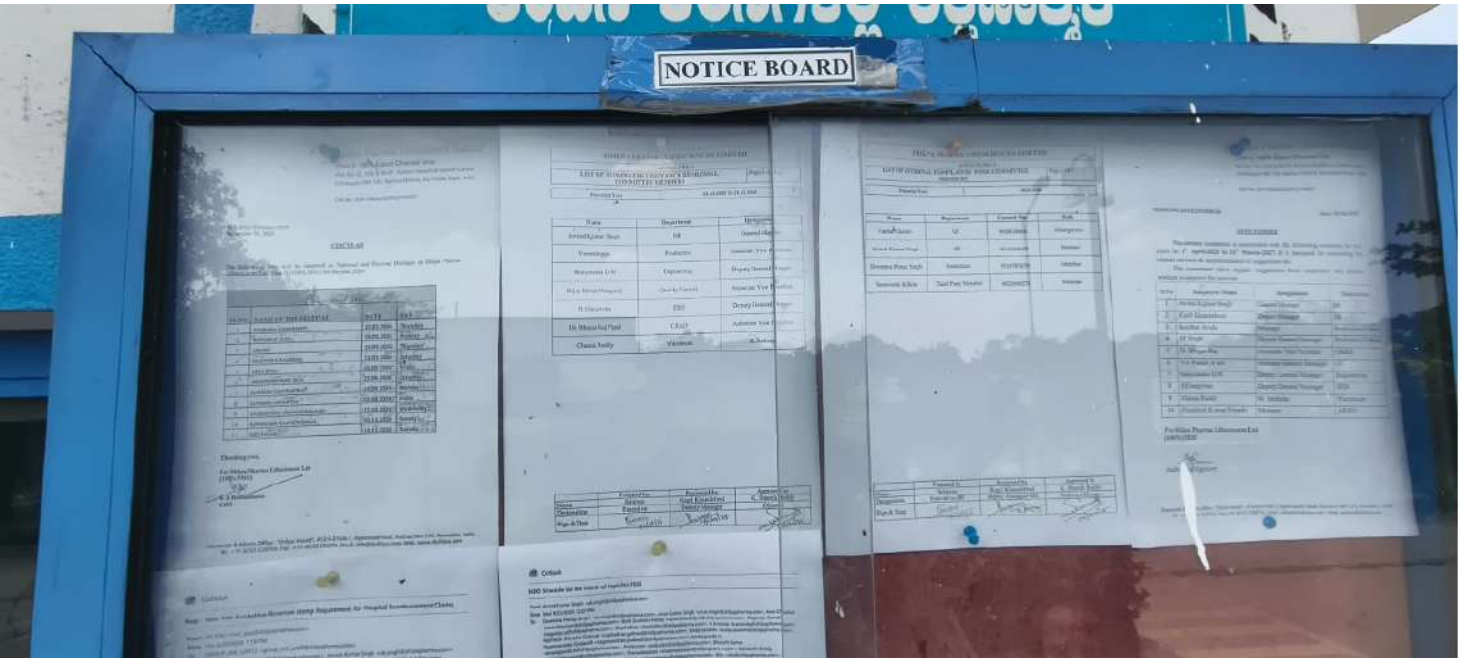
Gen Secretary

Mr. B.Sharanappa

Jt. Secretary

Mr. Ravikumar

Treasurer.


NOTICE BOARD

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

2025-26 year training summary data

SL. No	Employee Name & Code	Number of trainings completed in the year of 2025-2026
1.	A VENKATA SHIVAREDDY (7549)	300
2.	AAYUSHNAHAR (8243)	530
3.	ABDULAZEEM (1178)	186
4.	ABHAYSINGH (9443)	276
5.	ABHISHEK ASARAM KAKDE (9169)	252
6.	ADIMULAMRAMAKRISHNA (8944)	2
7.	AJAY DHANAJIDHEKALE (8177)	63
8.	AJAY KUMARCHAPALA (9596)	297
9.	AJAY. (9205)	288
10.	AKASH DATTARAMKHETALE (9070)	170
11.	AKKULA PRATHAPGOWD (5217)	154
12.	AKSHAY ANANDAJADHAV (8189)	20
13.	AKSHAY CHANGDEOSALUNKE (7464)	250
14.	ALKESHKASHTE (3938)	210
15.	ALUREVASANT (2025)	341
16.	AMANKUMAR (9120)	178
17.	AMAREGOUDA (1392)	49
18.	AMARRAYYA. (4788)	360
19.	AMARSARODE (2142)	296
20.	AMARSING KISANSINGRAJPUT (3523)	1220
21.	AMIT KANT KUSHWAHA (9511)	270
22.	AMOL DNYNESHWARBHOSALE (8946)	2
23.	AMRUTHALURISURESHBABU (7665)	226
24.	ANANTHA SENA REDDYGAUNOLLA (1395)	519
25.	ANIL GANGADHARBOLLINENI (1321)	560

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

2025-26 year training summary data

SL. No	Employee Name & Code	Number of trainings completed in the year of 2025-2026
26.	ANIL MARUTIJANKAR (7872)	441
27.	ANIL. (8220)	520
28.	ANILKUMARPOLISETTY (3996)	960
29.	ANISMANGALWADE (1888)	1
30.	ANJALIYA BABUDANDU (1135)	259
31.	ANKEBHASKER (8269)	291
32.	ANKUSH KUMARBISEN (9074)	174
33.	ANUJ YADAV (9371)	302
34.	ANUPAMKAPOOR (1222)	112
35.	ANWAR BASHAKATIKA (1625)	502
36.	ARAVINDGIDDALUR (2995)	1468
37.	ARULA (9245)	267
38.	ARUN KUMAR. (1210)	650
39.	ARUN KUMARGUNJANUR (1307)	596
40.	ARUN KUMARSINGH (1355)	355
41.	ARVIND CHANDRAKANTBALKUNDI (2271)	294
42.	ARVIND KUMARSINGH (2766)	276
43.	ASHOK BALASAHEBBAGAL (7862)	283
44.	ASHOK. (3087)	284
45.	ASHOKELLENDULA (3321)	2164
46.	ASHUTOS KANDI (9139)	204
47.	ATISHSHARMA (7777)	277
48.	ATTUNURU PRASADREDDY (2952)	1384
49.	AVINASH ANNASOBHUJAWADKAR (7660)	317
50.	AVINASH DIGAMBARBHALERAO (3573)	1232

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

2025-26 year training summary data

SL. No	Employee Name & Code	Number of trainings completed in the year of 2025-2026
51.	AVINASHTAKALE (7817)	281
52.	AVULARAJUPOKALA (2307)	584
53.	AWNESH KUMARGOSWAMI (1366)	96
54.	B.SHIVAKUMAR (2636)	1972
55.	BAAD AUDUMBARSHIVDAS (9030)	160
56.	BADESAB HUSENSHAIKH (7188)	95
57.	BADRINATH. (4344)	512
58.	BALA KRISHNA REDDYVAKA (2459)	1064
59.	BALACHANDARB (3481)	1152
60.	BALAJI VAMANRAOHANDGE (4000)	518
61.	BALAVEERAIAHVALADASU (1495)	275
62.	BANDAMEEDA MALLIKARJUNA (9246)	267
63.	BASANA GOWDAC (5314)	155
64.	BASAVARAJ. (3499)	608
65.	BASAVARAJBASAVALINGAIAH (1959)	115
66.	BASAVARAJKUMBAR (7718)	128
67.	BASAVRAJ SHARANAPPADEVARAMANI (8323)	304
68.	BASWRAJ KALYANIGUNDURE (4324)	650
69.	BEERAPPA BALBHIMGAWADE (5438)	300
70.	BETHA VINAY (8945)	2
71.	BHARATH KUMARPISAY (1618)	134
72.	BHEEM RAYUDUKONKAL (2356)	542
73.	BHEEMAGARIPRABHAKAR (9549)	297
74.	BHEEMSINGH. (2404)	688
75.	BIJAY KETANMANGARAJ (1168)	278

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

2025-26 year training summary data

SL. No	Employee Name & Code	Number of trainings completed in the year of 2025-2026
76.	BIRENDRA KUMARRANA (4716)	480
77.	BOLLA SURENDRAREDDY (2236)	664
78.	BOTSA VENKATARAMANA (9052)	160
79.	BOYAMALLIKARJUNA (2836)	352
80.	BOYINIPARUSHURAM (2911)	1376
81.	BRAHMAIAHMANDADAPU (2409)	656
82.	BURISAI KUMAR (8873)	84
83.	BYRAKONDA HARIKRISHNA (7311)	281
84.	CHAITANYA RAVINDRAWALIMBE (7832)	466
85.	CHAKALISHIVA KUMAR (9160)	261
86.	CHALLARAMBABU (3832)	279
87.	CHANDRA SEKHARDAS (9357)	321
88.	CHANDRA SEKHARKUMMARI (2972)	1240
89.	CHANDRASHEKAR . (3084)	328
90.	CHANNA REDDY. (1069)	180
91.	CHANNABASAVA. (9088)	46
92.	CHANNAMALLIKARJUN SANGAPPABURLI (9428)	267
93.	CHANUKYASHAUKAR (1978)	462
94.	CHINNA BHEEMARAJU VIDAPANURUVIRUPANNA GARI (1296)	360
95.	CHINNA MASUM KASANNAGARI (1784)	306
96.	CHUKKAVENKATESH (8970)	186
97.	DASARAMANJANEYULU (4476)	154
98.	DATTATRAY RAMCHANDRAGADEKAR (8237)	500
99.	DEBARKI NAGARAJU (9240)	288

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

2025-26 year training summary data

SL. No	Employee Name & Code	Number of trainings completed in the year of 2025-2026
100.	DEEPAK GOVINDRAONATKARE (4799)	526
101.	DEVA KUMARAMBIGAR (2040)	746
102.	DEVAGUDI VISWANATHAREDDY (8959)	186
103.	DEVARAJA. (1248)	604
104.	DEVARAJA. (1913)	159
105.	DEVARAJGE (8310)	124
106.	DEVENDRA PRATAPSINGH (1209)	566
107.	DEVI KRISHNAGUJJULA (2229)	954
108.	DEVIDAS DATTATRAYGUND (4173)	482
109.	DINESH CHOUDHARY (8990)	160
110.	DODDIVENKATESH (8280)	321
111.	DULLA NAGA VENKATA SAMBASIVA RAO (8954)	186
112.	DURGA SANDEEPKORASIKA (4199)	314
113.	EDIGA KHAJANGOUD (1627)	286
114.	EDUKONDALUPAGOLU (2849)	1120
115.	ESWAR RAOBANISETTI (1945)	354
116.	FAYAZAHMAD SHAIK (3019)	1284
117.	G SUBRAMANYAMREDDY (2796)	1316
118.	G THIMMAREDDY. (1114)	1
119.	G.NAGARJUNA. (1604)	350
120.	GADIDESI CHINNIKRISHNA (9238)	258
121.	GALAM MASTAN VALI (8976)	186
122.	GANESH SHIVANANDPARCHANDE (9230)	258
123.	GANGANNANAGALLAPUR (1173)	172
124.	GAWADE NILESHBAPUSAHEB (7671)	283

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

2025-26 year training summary data

SL. No	Employee Name & Code	Number of trainings completed in the year of 2025-2026
125.	GGANESH (8370)	72
126.	GIRISH MOHANBHANDARE (3978)	828
127.	GOLAMARIMAHESWARREDDY (8936)	2
128.	GOLLA SURENDRABABU (5596)	264
129.	GOLLAMADHU (4725)	142
130.	GOOTLOPAVAN KUMAR (4649)	554
131.	GORAVACHANDRASEKHAR (9029)	80
132.	GORLEPARAMESH (9527)	297
133.	GOUSEMOHINUDDIN (1903)	76
134.	GOVINDAPEDDRAI (1379)	49
135.	GOVINDAPPAGALAGALI (3940)	273
136.	GOVINDARAJ THIRUPPATHI (8941)	2
137.	GOVINDARAJULUMENDI SRINIVASULU (1070)	321
138.	GOWRUVISWANATHA REDDY (4728)	364
139.	GSUDARSHAN (8249)	329
140.	GUNTIVENKATESWARLU (2900)	1304
141.	GURUNATHLOMADA (1389)	350
142.	GYANESHWARMANIKRAO SHEP (4826)	388
143.	HARI OMKUMAR (1842)	467
144.	IRFANMAHAMMAD (2793)	1408
145.	J EUNICE ARULRAJ (9423)	159
146.	JAGANNATHBISOYI (9506)	294
147.	JALANDARPASULA (1610)	325
148.	JAMEER. (1876)	1
149.	JEEVAN SANTOSHCHAVAN (9101)	162

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

2025-26 year training summary data

SL. No	Employee Name & Code	Number of trainings completed in the year of 2025-2026
150.	JEYARAJ. (8273)	417
151.	JINDAPPA. (2722)	4
152.	JINDAPPAK (1193)	568
153.	JINDOBA KASHINATHWAGHMODE (2006)	315
154.	K KARTHIK. (7635)	218
155.	KALISETTISANKARA RAO (8883)	1
156.	KALLIPATINAGABHUSHANAM . (3853)	972
157.	KAMBLE VISHWAJEETJAGNNATH (8167)	1257
158.	KANALAPULLAREDDY (9003)	156
159.	KANCHERLA SRINIVASARAO (9531)	297
160.	KANDRU YOHANRAJU (9042)	158
161.	KAPILKHANDELWAL (1311)	164
162.	KARIMULLASHAIK (9647)	78
163.	KASASUBBARAO (9458)	297
164.	KASI SANDEEPBURUGUPALLI (3017)	1264
165.	KAVALINARSIMLU (7706)	297
166.	KELLARAMBABU (9453)	225
167.	KESANA SIVA NAGARAJU (7796)	296
168.	KESANA SURESH (9089)	166
169.	KHAJASAB (1155)	178
170.	KIRAN KUMARS (5350)	280
171.	KISAN KUMAR BISHOYI (9366)	299
172.	KISHORSINGH (9448)	144
173.	KOTKAR PRAVINRAMESH (7764)	33
174.	KOVELAKUNTLAVENKATESWARLU (2194)	690

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

2025-26 year training summary data

SL. No	Employee Name & Code	Number of trainings completed in the year of 2025-2026
175.	KRISHNA. (1157)	250
176.	KRISHNA. (1404)	151
177.	KRISHNA. (8557)	247
178.	KRISHNAELASAGARAM (7770)	1
179.	KRISHNATELUGU (1150)	2
180.	KSANKAR (2212)	604
181.	KUNDARAJAVARMA (8186)	552
182.	KURUBAGANESH (9386)	297
183.	KURVASHASHIDHAR (9427)	267
184.	KUTALAANANDA (9646)	87
185.	LAKSHMI KANTH. (1360)	193
186.	LEELA MOHANBURRA (3382)	1352
187.	LINGA REDDYBANAVASI (1563)	183
188.	LINGARAJU CHOLAPPABETTAPNOR (2362)	476
189.	LOKESH SHIVANANDATHANI (7594)	298
190.	M RAMU. (1958)	391
191.	M.NARASIMHARAO (1732)	1
192.	M.NARESHKUMAR (1679)	283
193.	M.VEERENDRAKUMAR (1161)	86
194.	MADARVALISYED (2412)	642
195.	MADHAV VINAYAKKUMBHAR . (5184)	381
196.	MADHAV. (8921)	1
197.	MAGANTI VENKATAHARIDEEP (2016)	116
198.	MAHADEV. (7540)	277
199.	MAHESH BASAPPAHATTALI (5379)	298

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

2025-26 year training summary data

SL. No	Employee Name & Code	Number of trainings completed in the year of 2025-2026
200.	MAHESH MANIKVANVE (5301)	445
201.	MAHESH NARASUBHANDARI (2059)	292
202.	MAHESH VASANTRAOSONAWANE (7639)	34
203.	MAHESHNARASIMHULU (1479)	72
204.	MAJJI MOHANKUMAR (8971)	186
205.	MALLESDALAVAI (2127)	312
206.	MALLESH. (3082)	4
207.	MALLESUDALAVAI (2127)	312
208.	MALLIKARJUNA RAOBATHULA (2615)	684
209.	MALLIKARJUNBASE (7726)	2
210.	MANDENARESH (8874)	1
211.	MANDLA PANDURANGANAIDU (1160)	260
212.	MANJUNATH. (9553)	267
213.	MANJUNATHA. (2893)	24
214.	MANNU KUMARKUSHWAHA (7694)	327
215.	MARUTHIRAOJANGITI (1169)	702
216.	MASULDAR ABDUL ZABERSHAIK (3476)	1504
217.	MDJAVEED (7791)	81
218.	MEENAPPAMADIGA (1793)	207
219.	MEER MASOODALI (1184)	532
220.	MENDAPRASANT (8882)	1
221.	MODIRAMAKRISHNA (8259)	291
222.	MOHAMMAD AZAMSIDDIQUI (7873)	225
223.	MOHAMMED NASEERHUSSAIN (7659)	318
224.	MOHAN KUMARB (4664)	182

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

2025-26 year training summary data

SL. No	Employee Name & Code	Number of trainings completed in the year of 2025-2026
225.	MOSURUSANTHOSH (9342)	303
226.	MUJAHIDHUSSAIN (1716)	165
227.	MULAKAMADHU (4980)	264
228.	MULAPARTHISAMRAJ (2601)	876
229.	MULLA KHALEELAHMED (7907)	263
230.	MUPPALLARAMA KRISHNA (7628)	260
231.	MURALI KRISHNAPINAKANA (1275)	122
232.	N PRASADACHANTA (1299)	306
233.	NABILAL. (7731)	153
234.	NAGA SAIKOLLIPARA (2637)	1276
235.	NAGABABUCHENNU (1200)	496
236.	NAGARAJ RAMA NAIK (9559)	180
237.	NAGARAJ. (9550)	297
238.	NAGARAJGANGANNAVAR (7260)	114
239.	NAGARAJUEEDA (2078)	706
240.	NAGARAJUGAMIDI (5528)	305
241.	NAGESHNALLAGORLA (1588)	166
242.	NAGESHWAR RAOPADAMATI (1364)	311
243.	NAGESWARA RAOGUDAVALLI (1372)	289
244.	NAMILA KONDA VAMSHIDHAR RAO (9343)	282
245.	NARASIMAHLUGADWAL (1257)	338
246.	NARASIMHA MURTHY VENKATANANDURI (1937)	401
247.	NARASIMHALU. (1906)	1
248.	NARASIMHULUAMJALA (3784)	339
249.	NARAYAN VITTHALBODAKHE (7763)	73

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

2025-26 year training summary data

SL. No	Employee Name & Code	Number of trainings completed in the year of 2025-2026
250.	NARESHBHANDARIGAL (2695)	604
251.	NARESHK (1386)	70
252.	NASIRAHMADMAKANDAR (7720)	282
253.	NAVEENSAMGAPU (2919)	1232
254.	NAVNATH ASHOKDATIR (8170)	120
255.	NAYADUPRABHANNA (8326)	306
256.	NIKHIL RAJENDRAVAYAL (8214)	644
257.	NILKANTH HANUMANTSARATE (8234)	644
258.	NISHANTKUMAR (2408)	622
259.	NITIN BABANSHINDE (8254)	300
260.	NITIN TUKARAMGHADGE (3484)	676
261.	NUNNAGURU BRAHMAM (2552)	216
262.	NUNNARAKESH KUMAR (7556)	2
263.	OMKAR SUBHASHGALANDE (9102)	168
264.	OMPRAKASH. (2199)	662
265.	ONKAR VIKASBANDAL (9138)	267
266.	P NAGARAJU. (4453)	866
267.	P VIKRANTHBABU (8309)	310
268.	PANDURANG KHUSHAL MALI (9108)	164
269.	PANKAJPANDIT (7732)	13
270.	PARAMESHWAR. (5155)	702
271.	PARAPATI MOHAN KUMARREDDY (8252)	291
272.	PARMANAND RAMANNAPATIL (1071)	255
273.	PASUMARTHIOMKARESWARARAO (4454)	772
274.	PATIL SAGARDHANRAJ (7825)	23

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

2025-26 year training summary data

SL. No	Employee Name & Code	Number of trainings completed in the year of 2025-2026
275.	PATIL TUSHARBHASKAR (7765)	24
276.	PAVAN SARJERAOGURAV (7545)	254
277.	PAVANBIJJI (2033)	572
278.	PENUMARTHI NARENDRABABU (8962)	188
279.	PERIKA SANTHOSHKUMAR (9124)	198
280.	PERUMALASATISH KUMAR (4666)	632
281.	PINJARISAIFULLA (5549)	275
282.	PODILI PRASANNAKUMAR (8938)	2
283.	PONNALARAJU (7602)	162
284.	PORNA ROHITKUMAR (9255)	267
285.	PRABHAKAR SHIVAJILOHAR (7910)	282
286.	PRAFULLA ROUT (9363)	299
287.	PRASAD PRAKASHSURYAWANSHI (7656)	295
288.	PRASADUNAKKA (2343)	560
289.	PRASANNA RAVINDRADHANSHETTI (1496)	271
290.	PRASHANT KAILASIGHE (8308)	316
291.	PRASHANT KALYANIGUNDURE (3644)	1140
292.	PRASHANT MARUTIWALUNJKAR (7912)	18
293.	PRASHANT. (7911)	335
294.	PRATAP. (5050)	290
295.	PRAVEEN KUMARGADWAL (1308)	682
296.	PRAVEEN KUMARMANNUR (1140)	49
297.	PRAVEENCHINTALAPATI (1199)	552
298.	PRAVIN BAPUROTE (8255)	278
299.	PULLAGOWREDDY (1846)	322

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

2025-26 year training summary data

SL. No	Employee Name & Code	Number of trainings completed in the year of 2025-2026
300.	PURAMSHETTISRINIVAS (2908)	1308
301.	PURNA CHANDRA RAOBELLAMKONDA (1731)	2
302.	PURNAPRAJNAKULKARNI (3323)	1020
303.	PYNEEDI SRIRAM (9083)	192
304.	RAFIK JINDALI SHEKH (9590)	267
305.	RAGHAVENDRA RAOK (5029)	268
306.	RAGHAVENDRAC (2143)	2
307.	RAHIL RAJUSHAFAKIR (7906)	266
308.	RAHUL MOHANJANKAR (8351)	420
309.	RAHUL. (7524)	281
310.	RAHULA (4667)	142
311.	RAHULYADAV (9603)	261
312.	RAJA BABUKAVETI (1719)	178
313.	RAJA KUMARANIPE (1798)	332
314.	RAJAGOPALONTERU (2113)	536
315.	RAJASEKHARSANAPALA (8173)	195
316.	RAJASHEKHAR. (3776)	858
317.	RAJEEVPERIMI (2787)	1552
318.	RAJESHBARI (1595)	395
319.	RAJPUT PRUTHVISINHA BHARATSINHA (7723)	147
320.	RAJSHEKAR REDDYKANALA (1205)	740
321.	RAJSHEKHAR BHIMASHAGAIKWAD (3421)	1380
322.	RAKESH KUMARK (3090)	600
323.	RAKESH. (2136)	90
324.	RAM REDDY T (8887)	1

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

2025-26 year training summary data

SL. No	Employee Name & Code	Number of trainings completed in the year of 2025-2026
325.	RAMACHANDRA RAOPAIDI (1171)	176
326.	RAMACHANDRUDUBOYA (3278)	696
327.	RAMAKRISHNAK. S (3920)	498
328.	RAMAKRISHNAKALIPINDI (1218)	230
329.	RAMAWTARRATHOUR (7803)	317
330.	RAMESH BABUYKKALURI (2075)	976
331.	RAMESH. (8172)	942
332.	RAMPRAKASHSULAKHE (1280)	1
333.	RANGA RAOBAGGU (1962)	463
334.	RANGANATHA (3085)	260
335.	RAVADAVENKATA NAIDU (8899)	1
336.	RAVINDER REDDYG (1583)	87
337.	RAYAPATIBASHA (8250)	108
338.	REVANSIDDHESHWAR RAMLINGAYYASWAMI (8256)	272
339.	ROSHAN CHANDRABHANBASSI (7610)	36
340.	RUSHIKESH SOMNATHSHINDE (9409)	294
341.	S JAYADEVGORANTLA (1206)	254
342.	S KRISHNA. (3091)	4
343.	S P PRABHAKAR SIDDESHWARKUMBHAR (1482)	299
344.	S SATISH. (7569)	326
345.	S SUMAN. (5503)	113
346.	S.A.MAHESHKUMAR (1894)	69
347.	S.NANDAKISHORE. (1162)	308
348.	SAGAR LAXMANGAVALI (7565)	281

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

2025-26 year training summary data

SL. No	Employee Name & Code	Number of trainings completed in the year of 2025-2026
349.	SAGARBALU BAGAV (5376)	456
350.	SAGARM (4606)	594
351.	SAKAMURI SAITEJA (8983)	16
352.	SAMBHAJI BANDURAJEJADHAV (7760)	52
353.	SAMEERM (2834)	647
354.	SANAPATHIVENKATESH (8909)	1
355.	SANDEEP GADDYAPPAVADIGERI (1251)	398
356.	SANDEEPKULKARNI (1234)	446
357.	SANJAYKUMAR (8260)	323
358.	SANJEETKUMAR (8884)	1
359.	SANTHOSH RAJUPOSANI (3612)	1120
360.	SANTHOSHMIRJI (2027)	187
361.	SANTOSH KUMARMAHARANA (7695)	319
362.	SANTOSH. (3239)	664
363.	SANTOSHKAVALI (9130)	120
364.	SANTOSHKUMAR (3917)	897
365.	SARAVANANN (1219)	320
366.	SASIDHARAVULA (1198)	634
367.	SATENDRAVERMA (8218)	544
368.	SATHARLA RAJA SEKHAR (8953)	154
369.	SATHYANARAYANAN (7771)	149
370.	SATISH BABUKOTA (1489)	187
371.	SATISH KASHINATHDUMNE (3480)	584
372.	SATYANARAYANADANDA (5432)	1
373.	SAURAV SANJAYSURWADE (7761)	288

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

2025-26 year training summary data

SL. No	Employee Name & Code	Number of trainings completed in the year of 2025-2026
374.	SEEPANAKESAVARAO (9192)	288
375.	SHABBIRHADI (7605)	393
376.	SHAIK AFRID (9303)	99
377.	SHAMBHORAJE BHAGWANSING (8357)	1
378.	SHANIPT (7539)	299
379.	SHANKARMEEDIGADA (2334)	506
380.	SHARAN PRASAD HAMPAYYASWAMISHIVALING (1497)	126
381.	SHARANABASAVA REVANNASIDKULKARNI (2546)	405
382.	SHARANAPPAM (2714)	4
383.	SHARANAPPANAMMAKAM (1243)	312
384.	SHARANAYYA. (5049)	266
385.	SHINGADE BHAUSAHEBRATAN (7893)	281
386.	SHIVANAND. (7844)	161
387.	SHIVANSHSINGH (7784)	142
388.	SHIVAPPA. (1902)	70
389.	SHIVARAJJOJAN (1406)	291
390.	SHIVKUMAR VYANKATESHKANKI (9066)	156
391.	SHIVYOGI SHANKARKOGNURE (1413)	316
392.	SHRIDHAR BIKANRAODEORE (8244)	30
393.	SHRISHAIL JYOTIBAGADE (8257)	337
394.	SHRISHAIL SHIVASHARANAPPABAMBASE (2214)	772
395.	SHUBHAMKORALE (7529)	40
396.	SIDDHARTHA REDDYPAMURI (1247)	560

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

2025-26 year training summary data

SL. No	Employee Name & Code	Number of trainings completed in the year of 2025-2026
397.	SIVAPRASAD REDDYMUNAGALA (2138)	634
398.	SOMANATH ANNAYYAHIREMATH (7835)	144
399.	SOMANATH REDDYGADDAM (2193)	660
400.	SRIHARI RAOEMANI (2085)	690
401.	SRIHARICHOUDHURY (7722)	299
402.	SRINIVAS REDDYNARAVA (2837)	1164
403.	SRINIVAS. (4240)	150
404.	SRINIVASA RAOKODALI (1318)	378
405.	SRINIVASA RAOMUVVALA (2884)	1116
406.	SRINIVASAVULA (1310)	928
407.	SRINIVASULU REDDYKONDA (2789)	472
408.	SRIRAMULUMANDA (8184)	987
409.	SUBBA RAO VENKATAMOTHUKURU (1201)	290
410.	SUDDALASURYA TEJA (8977)	186
411.	SUDHAKARCHINDUKURI (1483)	263
412.	SUDHIRPATANGE (3152)	716
413.	SUKADEVMOHANTY (5491)	474
414.	SUMANMIDDE (1347)	730
415.	SUMIT PANDITPATIL (9091)	174
416.	SUNIL KUMARPATRA (2963)	768
417.	SURAJ TUKARAMKODAG (9137)	267
418.	SURAJKUMAR ABASOMANE (7741)	184
419.	SURENDERRAMACHANDRUNI (4926)	104
420.	SURESH GOUDSHAGALA (1486)	478
421.	SURESH KUMAR REDDYPATCHARLA (1569)	323

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

2025-26 year training summary data

SL. No	Employee Name & Code	Number of trainings completed in the year of 2025-2026
422.	SURESH. (1192)	178
423.	SURESH. (3086)	284
424.	SURESH. (9395)	96
425.	SURESHAKKENA (1394)	113
426.	SURESHGADAD (8275)	84
427.	SURESHGURUGUBELLI (9597)	294
428.	SURESHSHIVAMURTHI (1418)	272
429.	SURYA PRAKASHMAURYA (6683)	329
430.	SUSHANT PANDURANGPATIL (5548)	385
431.	SUYASH AVINASH KATKAR (9258)	261
432.	SWAPNIL SHIVAJIKANDEKAR (7824)	310
433.	TADI SIVA RAMA KRISHNAREDDY (9273)	147
434.	TEJAS ANANDAKAMBLE (7740)	318
435.	THAIDALAMAHESH (8897)	1
436.	THAMATAMSANTI (4901)	844
437.	THEJAP (4985)	788
438.	THITE NITEENKAILAS (8350)	206
439.	THONDAMALLA VENKATA PRAVEENKUMAR (3100)	1108
440.	THOTAATCHAIAH (8340)	288
441.	TIRUPATHIGOUD (2398)	1038
442.	UDAY KUMARTALLAPALLY (1196)	952
443.	UMAKANTHPATIL (1423)	78
444.	UMESHA. (4609)	844
445.	UMESHJALKOTE (1304)	596

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

2025-26 year training summary data

SL. No	Employee Name & Code	Number of trainings completed in the year of 2025-2026
446.	UPENDRAGUPTA (9297)	258
447.	V.N.PRASADANDE (1581)	140
448.	VAIBHAV VILASDESHPANDE (3406)	1432
449.	VANAPALLI TAMMIRAJU (9150)	267
450.	VASADURGARAO (9402)	297
451.	VEER PRATAPSINGH (8383)	323
452.	VEEREJUCHITTIBABU (7664)	227
453.	VEERESHAPPA. (1045)	88
454.	VELPULA MALLESWARARAO (7615)	334
455.	VENKAIAH YADAVAGOLLA (1900)	75
456.	VENKATA GOURI JANAKIRAMAREPU (3749)	1545
457.	VENKATA PRASADKONDAPALLI (2134)	686
458.	VENKATA REDDYPADALA (1756)	522
459.	VENKATA SUBBA REDDYDHANI REDDY (1262)	970
460.	VENKATARAOSAANA (1974)	260
461.	VENKATESHWAR RAOP (5293)	144
462.	VENKATESHWARULUC (1190)	514
463.	VENKATESU NAIKRAMAVATH (5592)	346
464.	VENKATESWARLUTHOTA (4409)	178
465.	VIDYADHARCHIUVERI (2502)	596
466.	VIJAY DNYANDEOKOTHAWALE (7894)	297
467.	VIJAY KUMARKURUVA (1147)	335
468.	VIJAY KUMARN (5208)	111
469.	VIJAY SIDDHESHWARJADHAV (9466)	276
470.	VIJAYAVIJAY BHASKAR K (5030)	200

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

2025-26 year training summary data

SL. No	Employee Name & Code	Number of trainings completed in the year of 2025-2026
471.	VIKAS ASHOKDHANWAT (7607)	298
472.	VIRENDRA BHIMASHANKARKALSHETTI (4412)	536
473.	VITTHAL ABASOBABAR (1411)	259
474.	VIVEK TULSHIRAMJADHAV (8195)	560
475.	VIVEKANANDHOSUR (1916)	145
476.	VSV PRASADAKULA (2922)	329
477.	YALLALING. (4078)	448
478.	YOGESH ATMARAMMETE (7762)	92
479.	YOGESHPATIL (1697)	144
480.	YUVARAJ. (3725)	202
Grand Total		**180676**

Total number of employees	**480**
Total number of trainings completed	**180676**
average each training duration 20 min for each topic	**6,025.33**
Total training man hours	**3,613,520**
Average training hours / Employees / year	**125.5**

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: 02
Rev. No: 02

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	Umakanth Patil	K. Sharath Reddy
Designation	Executive-HR	Sr.Executive-HR	Director
Sign &Date	16/07/25	16/07/25	17/07/25

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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
Whole Document	Rev.02 16.07.2025	Periodical Review	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

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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

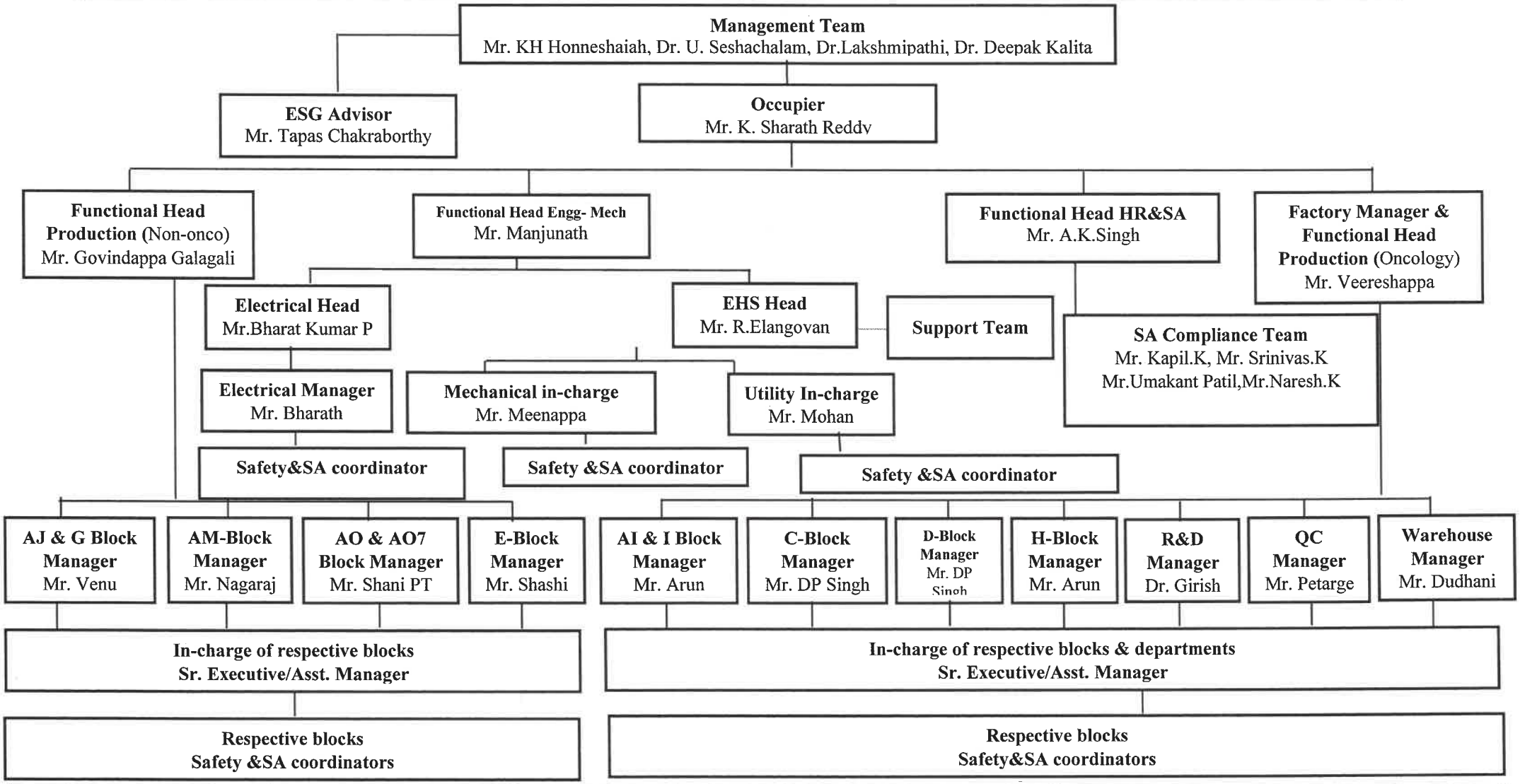
8. REMUNERATION
Procedure: Recruitment of New Employees
Procedure: Minimum Wages as per Karnataka Govt. Notification
Procedure: Compensatory Off & Overtime Procedure.

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	Srinivas	Umakanth Patil	K. Sharath Reddy
Designation	Executive	Sr.Executive	Director
Sign.& Date	16/07/25	16/07/25	12/07/25

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	Director	Chairman
3.	Manjunath D	DGM-Engineering	Member
4.	Aravind Singh	GM-HR	Member
5.	Govindappa galagali	DGM-Production Non-Onco	Member
6.	DP.Singh	DGM-PBC	Member
7.	Sasidhar Avula	Manager-PBE	Member
8.	G. Ramakrishna	Shift Incharge	Member
9.	Sandeep VG	Asst.Manager	Member
10.	Linga Reddy	Sr.Assistant	Member
11.	G. Subramanyam Reddy	Senior Executive	Member
12.	D.V. Subbareddy	Executive	Member
13.	K. Rajasekhar Reddy	Senior Executive	Member
14.	Shivappa	Senior Electrician	Member
15.	Ahmed Pasha	Assistant	Member
16.	G. Nagarjuna	Deputy Manager	Member
17.	Vaibhav vilas deshpande	Sr.Executive	Member
18.	Gopalam Sridhar	Sr.Executive	Member
19.	Mallikarjun	Executive	Member
20.	Pradeep	Senior Electrician	Member
21.	Prashant Gundure	Executive	Member
22.	G. Venkatesh	Executive	Member
23.	Naga Sai	Executive	Member
24.	Jagadeesh	SS-Security	Member
25.	Shalam	Fitter	Member
26.	Moula	Helper	Member
27.	Vijay Kumar	Helper	Member
28.	Karan	Helper	Member
29.	Prabhu	Helper	Member
30.	Sharnappa	Helper	Member
31.	V. Swamy	Helper	Member
32.	Fakruddin	Helper	Member
33.	V. Basava	Helper	Member
34.	Nasser Pasha	Helper	Member
35.	Basavaraj	Helper	Member

	Prepared by	Reviewed by	Approved by
Name	Srinivas	Umakanth Patil	K. Sharath Reddy
Designation	Executive	Sr.Executive	Director
Sign.& Date	16/07/25	16/07/25	17/07/25

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	General Manger
Veereshappa	Production	AVP
Manjunath	Engineering	DGM
Bijay Ketan Mangaraj	Quality Control	AVP
Chandrashekar D	Warehouse	Sr.Manager
Eranna Swamy	Civil-Engg	Sr. Supervisor
Chandrashekar	Eng-Electrical	Supervisor
Ahemad Pasha	Warehouse	Assitant
Ramakrishna	EHS	Shift Incharge
M Veerendra Kumar	SAP Documentation	Sr.Shift Incharge

	Prepared by	Reviewed by	Approved by
Name	Srinivas	Umakanth Patil	K. Sharath Reddy
Designation	Executive-HR	Sr.Executive	Director
Sign.& Date	16/07/25	16/07/25	17/07/25

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 (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		

Signature of Head EHS
Date :

Signature of Head HR
Date:

Signature of Director
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

SHILPA PHARMA LIFESCIENCES LIMITED UNIT-2

SUMMARY OF AVERAGE UNADJUSTED GENDER PAY GAP (MALE & FEMALE)

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	894	84,973 (Per Month)	03	1,49,722 (Per Month)

Note: - No Gender pay gap discrimination, Female employees remuneration are better than male

	Prepared by	Approved by
Name	Srinivas	Kapil Khandelwal
Designation	Executive-P&A	Deputy Manager- P&A
Sign & Date	01/03/26	01/03/26

Shilpa

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?	Yes	
6		Are employees trained on securing intellectual property and proprietary drug formulations?	Yes	
7	Decision-Making and Risk Management	Does the organization have a clear decision-making framework for managing risks in drug development and manufacturing?	Yes	
8		Is there a system to monitor and evaluate the effectiveness of risk management strategies in the pharmaceutical supply chain?	Yes	
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	

Innovating for affordable healthcare

Supplier Self-Assessment

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?	Yes	
12		Is there a documented AML policy addressing risks in drug procurement and sales?	Yes	
13		Are employees regularly trained on AML protocols and procedures specific to the pharma industry?	Yes	
14		Is there a system to monitor and report suspicious financial activities in manufacturing and sales?	Yes	
15	Executive Compensation Transparency	Are executive compensation plans reviewed and approved by the board of directors?	Yes	
16		Is executive pay benchmarked against industry standards for pharmaceutical executives?	Yes	
17		Are measures in place to ensure transparency in executive compensation decisions?	Yes	
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	

Innovating for affordable healthcare

Supplier Self-Assessment

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?	Yes	
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?		NA
27		Are stakeholder concerns about ethical marketing practices escalated to senior management?		NA
28		Are shareholder inquiries addressed promptly and transparently?		NA
29	Reporting Transparency	Is the organization compliant with regulations for disclosing pharmaceutical safety and clinical trial data?	Yes	
30		Are stakeholders regularly informed about regulatory compliance and sustainability performance?	Yes	
31		Does the organization disclose financial and non-financial information transparently?	Yes	

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?	NO	
33		Are procedures in place to evaluate the board's performance, particularly regarding oversight of compliance and risk?	NO	
34		Is there a formalized process for selecting board members with relevant industry expertise?	Yes	
35		Are board decisions related to compliance and safety documented and transparent?	Yes	

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?	Yes	
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?	Yes	
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?	Yes	
8	Promoting Social Responsibility	Are there established programs within the organization aimed at promoting social responsibility and community involvement?	Yes	

Supplier Self-Assessment

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?	Yes	
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?	Yes	
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?	Yes	

Supplier Self-Assessment

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?	NO	
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?	NO	
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?	NO	
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?	NO	
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 Self-Assessment reviewed and Accepted.

Supplier Information

Supplier Representative	Name: V. Ramana Rao	Sign:
Name of Company	Synnova Intermediates Pvt Ltd.	
Location	Plot no. 36-9 & 37, Kadechur Industrial Area, Kadechur - 585221	
Date of Self-Assessment	17-08-2026	
Contact No.	9398775256	
Email ID	ramana.vemula@synnovaintermediates.com	

SYNNOVA INTERMEDIATES PVT. LTD.

SHILPA PHARMA LIFESCIENCES LIMITED

ANNEXURE-2

SUMMARY OF COMPLAINTS/GRIEVANCES REDRESSAL

Month: M4

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 Dhanakoti	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 grips provided	Open/Close	07/06/22
10/6/22	Rajkumar 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: NA

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
15/5/23	Govind Das	Civil	Shakthinagar Route Bus not running on Scheduled time.	Reviewed By Committee & advised vendor to run Bus in given time.	OK	OK	Asked Vendor to run bus on time if not fine will be implemented	Open/Close ✓	18/05/23.
10/7/24	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 Venag	CRD CDMO	Raichur Route Ajmeer Travels Boarding Point issue (Yeramanu)	Reviewed By HR & advised Drivers to Stop at Point	OK	OK	Asked Vendor to stop at regular Boarding point	Open/Close ✓	20/12/24

SHILPA PHARMA LIFESCIENCES LIMITED

ANNEXURE-2

SUMMARY OF COMPLAINTS/GRIEVANCES REDRESSAL

Month: NA

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	Govind Das	Civil	lack of cleanliness in canteen	Review by Canteen committee for daily cleaning activities	Ok	Ok	Training given how to clean & keep hygiene	~~Open~~/Close	20/01/25
01/12/25	Yeshwanth	production Documentation	Complaint regarding overcrowding in the General shift bus. Employees were required to stand daily due to lack of seating facility.	Issue reviewed and found genuine.	HR discussed the issue with management	GRC reviewed & approved the corrective action	Additional bus was started from Raichur	~~Open~~/Close	30/12/25
16/05/26	Basavaraj G ID.No: 1896 & Bhimappa 1898	Utility & Boiler	Mr. Basavaraj.G & Mr. Bhimappa had a quarrel inside the factory premises due to a personal land related issue the argument turned into a physical fight between both employees which disturbed work place discipline	Both employees were instructed to maintain discipline and avoid bringing personal matters into the workplace	Investigation conducted and explanations obtained from both employees	Matter reviewed by GRC and found to be related to a personal dispute	Both employees were counseled issued warning notices and suspended for 5 days	~~Open~~/Close	19/05/26

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	14
4	Maternity Leaves	12 Weeks

1. Employees Leave Records are maintained through Akrivia-HCM Software.
2. All employees leaves are updated in Akrivia-HCM Software on 1st Jan of every Year.
3. New Joinees Employees are entitled for prorate Leave from their Date of Joining
4. Employee has to apply his leaves through Akrivia-HCM attendance portal
5. CL Should apply one day before or same day of the leave
6. EL Should apply one day before or same day of the leave
7. SL has a 10-day grace period after availing the leave. Please ensure that the leave application is submitted within this period in the Akrivia portal.
8. Leave approval authority is having with respective HOD and payroll executive

	Prepared by	Reviewed by	Approved by
Name	Srinivas	Kapil Khandelwal	K.Sharath Reddy
Designation	Executive	Deputy Manager – HR	Director
Sign & Date	01/04/25	01/04/25	01/04/25

9. CL Will lapsed within a year EL & SL will carry forward for next year
10. Maternity leaves are applicable only for Fe-male employees. These leaves can be availed six weeks pre & six weeks post to her delivery.
11. Employees should apply for a gate pass—official or personal—through Akrivia-HCM software in advance if they are leaving before their scheduled duty hours.
12. Employees should apply for On-Duty (OD) on the same day or the previous day before going for the respective official work.
13. An employee may regularize attendance only twice in a month in case of missed punches. If an employee forgets to punch, he must submit a regularization request through the Akrivia portal.

5.1 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 Akrivia 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.

5.2 Leave Records

1. All Leave records of employees are maintained through Akrivia 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

6. RECORDS

a) The leave records are maintained through Akrivia-HCM Software.

b) Monthly LHRE Dashboard

c) LHR KPIs & Targets

	Prepared by	Reviewed by	Approved by
Name	Srinivas	Kapil Khandelwal	K.Sharath Reddy
Designation	Executive	Deputy Manager – HR	Director
Sign & Date	01/04/25	01/04/25	01/04/25

7. REFERENCES

a) Code of Conduct

b) Supplier Code of Conduct

c) Social Responsibility Policy

d) Sustainable Procurement Policy

8. CHANGE HISTORY

S No	Revision Status	Details of Revision	Effective date	Remarks
1	00	First Issue (SPL/SA/PM/08/00)	01.04.2023	---
2	01	Previously, attendance was maintained using the Kagami software. It has now been shifted to the Akrivia-HCM software. Accordingly, changes have been implemented in the software name and in certain procedures such as On-Duty (OD), Missed Punch, and Gate Pass. Included Sections 6b, 6c and Section 7.	01.04.2025	---

	Prepared by	Reviewed by	Approved by
Name	Srinivas	Kapil Khandelwal	K.Sharath Reddy
Designation	Executive	Deputy Manager – HR	Director
Sign & Date	01/04/25	01/04/25	01/04/25