

Date: 4<sup>th</sup> July, 2025

To,  
The Manager,  
Department of Corporate Services,  
BSE Limited  
1<sup>st</sup> Floor, Phiroze Jeejeebhoy Towers,  
Dalal Street, Fort,  
Mumbai - 400 001  
**Scip Code: 506235**

To,  
The Manager,  
Listing Department,  
National Stock Exchange of India Limited  
“Exchange Plaza”  
Bandra Kurla Complex, Bandra (E),  
Mumbai – 400 051  
**NSE Symbol: ALEMBICLTD**

Dear Sir/Madam,

**Sub: Submission of Business Responsibility & Sustainability Report of the Company for the financial year ended 31<sup>st</sup> March, 2025.**

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we enclose herewith a copy of the Business Responsibility & Sustainability Report of the Company for the financial year ended 31<sup>st</sup> March, 2025.

We request you to kindly take the same on record.

Thanking you,

Yours faithfully,  
**For Alembic Limited**

**Keval Thakkar**  
**Company Secretary**

Encl.: A/a.

# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the Listed Entity

1.	Corporate Identity Number (CIN) of the Company	L26100GJ1907PLC000033
2.	Name of the Company	Alembic Limited
3.	Year of Incorporation	1907
4.	Registered Office Address	Alembic Road, Vadodara – 390 003
5.	Corporate Address	Alembic Road, Vadodara – 390 003
6.	E-mail	<a href="mailto:alembic.investors@alembic.co.in">alembic.investors@alembic.co.in</a>
7.	Telephone	+91 265 6637000
8.	Website	<a href="http://www.alembiclimited.com">www.alembiclimited.com</a>
9.	Financial Year for which Reporting is being done	2024-25
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited & BSE Limited
11.	Paid-up Capital	₹ 5,135.64 lakhs
12.	Name & contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mrs. Malika Amin Managing Director & CEO DIN: 00242613 Tel: +91265 6637000 Email ID: <a href="mailto:alembic.investors@alembic.co.in">alembic.investors@alembic.co.in</a>
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the company) or on a consolidated basis (i.e. for the company & all the companies which form a part of its consolidated financial statements, taken together).	Standalone
14.	Name of Assurance Provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

### II. Products/Services

#### 16. Details of Business activities of the company (accounting for 90% of the company's Turnover)

Sr. No	Description of main activity	Description of business activity	% of turnover
1	Real Estate	Residential & Commercial Real Estate & Leasing	84.97%
2	API Manufacturing	Manufacturing of pharmaceutical intermediates and generic APIs (bulk drugs)	15.03%

#### 17. Details of the products & services sold by the company (accounting for 90% of the company's Turnover)

Sr. No	Product/Service	NIC Code	% of total turnover contributed
1	Residential real estate development	681	60.57%
2	Leasing of commercial properties	681	24.02%
3	Job work of various API intermediates	210	12.14%

Note: Other operating income excluded for above %.

# Business Responsibility & Sustainability Report

## III. Operations

18. Number of locations where plants/operation/ offices of the company are located.

Location	Number of plants / sites	Number of Offices	Total
National	4	2	6
International	0	0	0

19. Markets served by the entity:

- a. Number of Locations

Location	Number
National (No. of States)	1
International (No. of Countries)	2

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

The contribution of exports was 1.19% of the total turnover of the Company for the financial year ended 31<sup>st</sup> March, 2025.

- c. A brief on types of customers

- a. **Real Estate:** In our 'for-sale' residential business, our customers are generally individuals who are salaried, entrepreneurs, HNIs and NRIs. In our 'rental' commercial business, our customers are corporates, business houses, HNIs, etc. The major sectors are IT, ITeS, KPO, BPO, Engineering, Chemicals, Retail, BFSI, F&B and FEC.
- b. **API:** The API division supplies APIs & intermediates to the pharmaceutical companies and also undertakes job-work of these products.

## IV. Employees

20. Details as at the end of Financial Year:

- a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No (B)	% (B/A)	No (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	174	157	90.23%	17	9.77%
2.	Other than permanent (E)	9	8	88.89%	1	11.11%
3.	<b>Total employees (D+E)</b>	<b>183</b>	<b>165</b>	<b>90.16%</b>	<b>18</b>	<b>9.84%</b>
<b>WORKERS</b>						
4.	Permanent (F)	82	82	100.00%	-	-
5.	Other than permanent (G)	58	58	100.00%	-	-
6.	<b>Total Workers (F+G)</b>	<b>140</b>	<b>140</b>	<b>100.00%</b>	-	-

# Business Responsibility & Sustainability Report

b. Differently abled Employees or Workers:

Sr No.	Particulars	Total (A)	Male		Female	
			No (B)	% (B/A)	No (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	-	-	-	-	-
2.	Other than permanent (E)	-	-	-	-	-
3.	<b>Total Differently Abled employees (D+E)</b>	-	-	-	-	-
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	1	1	100.00%	-	-
6.	<b>Total Differently Abled Workers (F+G)</b>	1	1	100.00%	-	-

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of females	
		No (B)	% (B/A)
Board of Directors	8	2	25.00%
Key Management Personnel	3	1	33.33%

\* Mrs. Malika Amin, Managing Director & CEO is considered in both the categories.

22. Turnover rate for permanent employees & workers (For past 3 years):

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	24.92%	54.05%	27.87%	10.31%	3.25%	6.78%	13.11%	5.24%	9.17%
Permanent Workers	12.57%	-	12.57%	8.23%	-	8.23%	8.65%	-	8.65%

**V. Holding, subsidiary, and associate companies (including joint ventures)**

23. Names of Holding, Subsidiary & Associate Companies (including joint ventures):

Sr No	Name	Indicate whether holding/ Subsidiary/ Associate / JVC	% of shares held by listed company	Does the company indicated at column A participate in the Business Responsibility Initiatives of the company? (Y/N)
1	Nirayu Limited	Holding	-	No
2	Alembic City Limited	Subsidiary	100.00%	No
3	Alembic Pharmaceuticals Limited	Associate	28.54%	No*

\* Is a listed entity and has its own Business Responsibility initiatives

# Business Responsibility & Sustainability Report

## VI. CSR Details

### 24. Details of CSR Activities

i	Whether CSR is applicable as per section 135 of the Companies Act, 2013? (Y/N)	Yes
ii	Turnover	₹ 21,435.79 lakhs
iii	Net worth	₹ 61,386 lakhs

## VII. Transparency and Disclosure Compliance

### 25. Grievance redressal mechanism on any of the principles under National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanisms in Place (Yes/ No) (If yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes* <sup>§</sup>	-	-	NA	-	-	NA
Investors (other than shareholders)	Yes <sup>#</sup>	-	-	NA	-	-	NA
Shareholders	Yes <sup>#</sup>	11	-	NA	12	-	NA
Employees and workers	Yes <sup>@</sup>	-	-	NA	-	-	NA
Customers	Yes <sup>§</sup>	1	-	NA	-	-	NA
Value Chain Partners	Yes <sup>§</sup>	-	-	NA	-	-	NA
Others (please specify)	Yes <sup>#</sup>	-	-	NA	-	-	NA

\* We maintain register of complaints for communities at all locations where the Company is operating.

<sup>#</sup> The policies guiding Alembic's conduct with all its stakeholders including grievance mechanism are available on the company's website <https://www.alembiclimited.com/policy/AL-Policies-on-Business-Responsibility.pdf>

Further, the shareholders can raise their complaints through the grievance redressal mechanism provided by SEBI under its SCORES Portal: <https://scores.sebi.gov.in/>

In addition, they can also raise grievances online through smart ODR platform: <https://smartodr.in/login>

<sup>@</sup> For employees, we have grievance redressal mechanism called "Bol Bindaas" which is available on Company's intranet.

<sup>§</sup> For any other grievances, email address of relevant contact persons is provided on Company's website: <https://alembiclimited.com/#about>

# Business Responsibility & Sustainability Report

## 26. Overview of the company's material responsible business conduct issues

Sr No	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or opportunity (Indicate Positive/ Negative Implications)
1	<b>Real Estate Business:</b> Environmental well being	Opportunity	<ul style="list-style-type: none"> <li>- Use of low carbon emitted raw materials</li> <li>- Promoting use of EVs</li> <li>- Recharge ground water table</li> </ul>	<ul style="list-style-type: none"> <li>- Use of fly-ash in concrete, secondary steel and fly-ash blocks.</li> <li>- Installation of multiple EV charging stations in premises.</li> <li>- Installing harvesting pits and recharge wells within our projects.</li> </ul>	Positive
2	<b>Real Estate Business:</b> Employee well being	Opportunity	<ul style="list-style-type: none"> <li>- Build human capital through trainings and skill upgradation</li> </ul>	<ul style="list-style-type: none"> <li>- Safety, health and well-being programs for work force.</li> </ul>	Positive
3	<b>Real Estate Business:</b> Supply Chain Management	Opportunity	<ul style="list-style-type: none"> <li>- Encouraging material procurement locally</li> </ul>	<ul style="list-style-type: none"> <li>- Most of the critical materials are sourced locally. Further, the products are cut bend and fabricated at site to avoid dependences.</li> </ul>	Positive
		Risk	<ul style="list-style-type: none"> <li>- Most of the suppliers are from Unorganized sector who have difficulties in data management</li> </ul>	<ul style="list-style-type: none"> <li>- Implementing capacity building initiatives with suppliers and conducting rigorous ESG (Environmental, Social, and Governance) screenings help in minimizing contingencies and mitigate risks in our supply chain sustainability.</li> </ul>	Negative
4	<b>Real Estate Business:</b> Climate Change	Risk	<ul style="list-style-type: none"> <li>- Adverse impact of climate change like storms, heatwaves, cyclones, etc cause operational delays.</li> </ul>	<ul style="list-style-type: none"> <li>- We regularly review our risk management policies and risk mitigation strategies to align it with business needs.</li> <li>- We design projects in a manner, which enhances project resilience and minimizes risks emanating from extreme weather conditions.</li> <li>- We endeavour, that all our new commercial buildings for leasing are LEED certified. In case of residential projects, we provide ample open areas and green cover.</li> </ul>	Negative
5	<b>API Business:</b> Resources	Risk	<ul style="list-style-type: none"> <li>- Adequacy &amp; timely availability of water/power</li> </ul>	<ul style="list-style-type: none"> <li>- Bore wells available to ensure adequate water supply.</li> <li>- For power in addition to Grid power supply, captive power is generated through windmills , Gas engine &amp; Diesel generators (in case of power failure).</li> </ul>	Negative
		Risk	<ul style="list-style-type: none"> <li>- Supplier' inability to supply</li> </ul>	<ul style="list-style-type: none"> <li>- All vendors are assessed from business continuity perspective. Moreover, for each critical raw material we have multiple/ alternate sources.</li> </ul>	Negative

# Business Responsibility & Sustainability Report

Sr No	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or opportunity (Indicate Positive/ Negative Implications)
6	API Business: Environmental compliances	Risk	- Handling of hazardous/ flammable chemicals	- The required safety systems are in place and people are regularly trained for the handling of hazardous/flammable chemicals. MSDS for all the chemicals are available at the use locations.	Negative
		Risk	- Safety of facility and people	- Periodic mock drills are carried out to face any exigency. Steps are taken to increase awareness on health & safety issues. Adequate PPEs are available. Periodic health check up being done for all employees.	Negative

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Sr. No	Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>										
1.	a) Whether your company's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b) Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c) Web Link of the Policies, if available	<a href="https://alembiclimited.com/policy/AL-Policies-on-Business-Responsibility.pdf">https://alembiclimited.com/policy/AL-Policies-on-Business-Responsibility.pdf</a>								
2.	Whether the company has translated the policy into procedures. (Yes/No)	Yes. The policies have been translated into procedures wherever required.								
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes. We shall endeavour to include the value chain partners and enlisted policies will also be extended to them.								
4.	Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your company and mapped to each principle.	ISO 9001 – Quality Management System (For Real Estate business) United Nations Sustainable Development Goals, National Guidelines on Responsible Business Conduct								

# Business Responsibility & Sustainability Report

Sr. No	Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9						
5.	Specific commitments, goals and targets set by the company with defined timelines, if any.	<p><b>Real Estate: Goals and Target</b></p> <p>i. Use of recycled content and regionally manufactured materials for construction.</p> <table border="1"> <thead> <tr> <th>2023-24 (Baseline)</th> <th>2024-25</th> <th>2025-26</th> </tr> </thead> <tbody> <tr> <td>45%</td> <td>50%</td> <td>55%</td> </tr> </tbody> </table> <p>ii. 25% Green Portfolio (IGBC-GRIHA certified Projects)</p> <p>iii. Target one Green Building Certificate.</p> <p>iv. Ensure a safe working environment at sites to achieve zero Fatality, zero hospitalization and lowest LTIFR in the industry.</p> <p><b>API: Goals and Target</b></p> <p>i. Water conservation in manufacturing process: up to ~ 7,000 KL</p> <p>ii. Reducing power consumption in manufacturing process: up to ~ 3,00,000 KWH</p>									2023-24 (Baseline)	2024-25	2025-26	45%	50%	55%
2023-24 (Baseline)	2024-25	2025-26														
45%	50%	55%														
6.	Performance of the company against specific commitments, goals and targets along with reasons in case the same are not met. (Policies)	<p><b>Real Estate: Goals and Target</b></p> <p>i. Use of recycled content and regionally manufactured materials for construction:</p> <table border="1"> <thead> <tr> <th>2023-24</th> <th>2024-25</th> </tr> </thead> <tbody> <tr> <td>45%</td> <td>50 %</td> </tr> </tbody> </table> <p><b>API: Goals and Target</b></p> <p>i. Water conservation in manufacturing process: ~ 17% reduction from baseline year. (17,023 KL from previous year)</p> <p>ii. Reduced power consumption in API manufacturing process by ~ 80,000 KWH. (This calculation is directly linked with the production targets)</p>									2023-24	2024-25	45%	50 %		
2023-24	2024-25															
45%	50 %															

**Governance, Leadership and Oversight**

7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges targets and achievements (listed company has flexibility regarding the placement of this disclosure)	<p>The Company is committed to integrating environmental, social and governance (ESG) principles into its businesses, which is central to improving the quality of life of the communities it serves. It adheres to the principles of product stewardship by enhancing health, safety and environmental impacts of products and services across their lifecycles.</p> <p>We are developing sustainable projects keeping all ESG aspects into consideration be in use of glass for better internal natural light and lower requirement of electricity, water conservation, water re-harvesting, etc. During planning our projects, we take special care to ensure that we are not required to cut down existing and old trees. Hence, our campuses are lush green as against the concrete jungles, encouraging the work-to-walk concept.</p>								
----	--	---	--	--	--	--	--	--	--	--

# Business Responsibility & Sustainability Report

		<p>The Company is committed to conducting beneficial and fair business practices for the labour, human capital and to the community. It provides employees and business associates with working conditions that are clean, safe, healthy and fair.</p> <p>It strives to be neighbor of choice in the communities in which it operates and contributes to their equitable and inclusive development. To deliver these commitments, the Company has separate CSR Policy and has well defined governance practices in line with the "Alembic's Code of Conduct".</p>								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>Mrs. Malika Amin          Managing Director &amp; CEO          DIN: 00242613          Email ID: <a href="mailto:alembic.investors@alembic.co.in">alembic.investors@alembic.co.in</a></p>								
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p>Yes. The Managing Director &amp; CEO of the Company is responsible for decision making on sustainability related issues. Additionally, the Company has a Board-level committee of risk management, which is also responsible to oversee all aspects of Sustainability and ESG.</p>								
10.	<b>Details of Review of NGRBCs by the Company:</b>									
	Subject for Review	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
		Indicate whether review was undertaken by Director/Committee of the Board/ Any other Committee								
	i) Performance against above policies and follow up action	Committee of the Board								
	ii) Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances.									
		Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	i) Performance against above policies and follow up action	Annually								
	ii) Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances.	Need Based								
11.	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency	No								

# Business Responsibility & Sustainability Report

12.	<b>If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:</b>										
	Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
	The entity does not consider the principles material to its business (Yes/No)	Not Applicable									
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)										
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)										
	It is planned to be done in the next financial year (Yes/No)										
	Any other reason (please specify)										

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

### **Essential Indicators**

- I. Percentage coverage by training & awareness programs on any of the principles during the financial year:

<b>Segment</b>	<b>Total number of training and awareness programmes held</b>	<b>Topics / principles covered under the training and its impact</b>	<b>% of persons in respective category covered by the awareness programs</b>
Board of Directors	3	COC, Corporate Governance & BRSR, Roles, Rights, Responsibilities & Duties of Independent Director, Understanding of the Business Operations of the Company	100.00%
Key Managerial Personnel (KMP)	3	Advance PPT, Mock drill – Fire Evacuation	66.67%
Employees other than Board of Directors or KMPs	69	COC, Human Rights ,Conflict of interest, Equal Opportunity, Data Privacy, Anti-Corruption / Bribery Values - Integration, Non Discrimination POSH – SHP	81.91%
Workers	162	Environment, Health and Safety and well-being, POSH, COC, Human Rights	67.14%

# Business Responsibility & Sustainability Report

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (Rs in Lakhs)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Principle 6: Businesses should respect and make efforts to protect and restore the environment.	Central Ground Water Authority	5.00	Penalty imposed by CGWA for Non disclosure/ construction of additional groundwater abstraction structures and Defunct/Abandoned, Non installation/faulty Digital water Flow meter with telemetry system.	No
Settlement	N.A.	Nil	Nil	Nil	Nil
Compounding Fee	N.A.	Nil	Nil	Nil	Nil

Non- Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial Institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	N.A.	Nil	Nil	Nil
Punishment	N.A.	Nil	Nil	Nil

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed:  
No appeal / revision is preferred for the case mentioned.

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

Yes, the Company has an Anti-Corruption and Anti-Bribery Policy, which provides safeguards to prevent the Company in the event of any activity related to bribery, corruption, facilitation payments or kickbacks. The policy is not available in public domain; however, it is circulated internally through the Company's intranet portal. Additionally, Anti-corruption aspects are also covered in our BRR policy, which can be accessed on <https://www.alembiclimited.com/#team>

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

# Business Responsibility & Sustainability Report

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

	FY 2024-25		FY 2023-24	
	Numbers	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of conflict of interest of KMPs	Nil	Nil	Nil	Nil

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption & conflicts of interest:

Not Applicable

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payable*	76	137

\* Excluding retention amount.

9. Open-ness of Business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameters	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of Purchases	a. Purchases from Trading houses % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	Nil	Nil
	b. Number of dealers / distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Nil	Nil
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.11%	0.13%
	b. Sales (Sales to related parties / Total Sales)	39.45%	38.14%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	85.16%	94.11%

# Business Responsibility & Sustainability Report

## PRINCIPLE 2: BUSINESSES SHOULD RESPECT THE INTERESTS OF & BE RESPONSIVE TO ALL THEIR STANDARDS.

### Essential Indicators

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	-	-	Not Applicable
Capex	22.52%	16.00%	Environmentally friendly products like AAC block, reinforced steel & PPC cement were used in construction of buildings.

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

Yes. During the year, guided by the BRSR Policy, the Company has developed Sustainable Supply Chain Framework, setting out approach, expectations, process and promises towards sustainability in the supply chain.

- b) If yes, what percentage of inputs were sourced sustainably?:

**API Business:** We do prefer domestic suppliers for critical and essential raw materials, consumable and engineering items that are needed for manufacturing / construction activities.

**Real Estate Business:** ~ 50% of materials (in terms of monetary value) were sourced. These include PPC cement, AAC blocks and secondary reinforced steel.

3. Describe the processes in place to safely reclaim your products for reusing, recycling & disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste & (d) other waste

**API Business:** Once the products are dispatched, it is not required to reclaim any of the products. The responsibility of discarding of the packaging / e-waste / hazardous waste / other waste is with the buyer as per the relevant law of the land.

**Real Estate Business:** While this is not applicable to the residential business, the commercial leasing business follows applicable guidelines for handling such products / waste.

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

Yes. The plan is submitted to GPCB at required intervals and consent and authorizations are obtained.

# Business Responsibility & Sustainability Report

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

### Essential Indicators

- I. a) Details of measures for the well-being of employees:

Category	% of Employees covered by										
	Total (A)	Health Insurance		Accident insurance		Maternity		Paternity		Day Care Facilities	
		No (B)	% (B/A)	No (C)	% (C/A)	No (D)	% (D/A)	No (E)	% (E/A)	No (F)	% (F/A)
<b>Permanent Employees</b>											
Male	157	157	100.00%	157	100.00%	NA	NA	157	100%	157	100.00%
Female	17	17	100.00%	17	100.00%	17	100.00%	NA	NA	17	100.00%
<b>Total</b>	<b>174</b>	<b>174</b>	<b>100.00%</b>	<b>174</b>	<b>100.00%</b>	<b>17</b>	<b>9.77%</b>	<b>157</b>	<b>90.23%</b>	<b>174</b>	<b>100.00%</b>
<b>Other than Permanent Employees</b>											
Male	8	2	25.00%	8	100.00%	NA	NA	8	100.00%	8	100.00%
Female	1	-	-	1	100.00%	1	100.00%	NA	NA	1	100.00%
<b>Total</b>	<b>9</b>	<b>2</b>	<b>22.22%</b>	<b>9</b>	<b>100.00%</b>	<b>1</b>	<b>11.11%</b>	<b>8</b>	<b>88.89%</b>	<b>9</b>	<b>100.00%</b>

- b) Details of measures for the well-being of workers:

Category	% of Workers covered by										
	Total (A)	Health Insurance		Accident insurance		Maternity		Paternity		Day Care Facilities	
		No (B)	% (B/A)	No (C)	% (C/A)	No (D)	% (D/A)	No (E)	% (E/A)	No (F)	% (F/A)
<b>Permanent Workers</b>											
Male	82	82	100.00%	82	100.00%	-	-	82	100.00%	82	100.00%
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>82</b>	<b>82</b>	<b>100.00%</b>	<b>82</b>	<b>100.00%</b>	<b>-</b>	<b>-</b>	<b>82</b>	<b>100.00%</b>	<b>82</b>	<b>100.00%</b>
<b>Other than Permanent Workers</b>											
Male	58	58	100.00%	58	100.00%	-	-	58	100.00%	58	100.00%
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>58</b>	<b>58</b>	<b>100.00%</b>	<b>58</b>	<b>100.00%</b>	<b>-</b>	<b>-</b>	<b>58</b>	<b>100.00%</b>	<b>58</b>	<b>100.00%</b>

- c) Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company*	0.18%	0.16%

\*Total revenue is considered as revenue from operations.

# Business Responsibility & Sustainability Report

## 2. Details of retirement benefits for Current FY & Previous Financial Year:

Benefits	FY 2024-25			FY 2023-24		
	No. of Employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/ NA)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)
PF	100.00%	100.00%	Y	100.00%	100.00%	Y
Gratuity	100.00%	100.00%	Y	100.00%	100.00%	Y
Employee State Insurance (ESI)	6.40%	88.57%	Y	5.21%	90.43%	Y
Others (Please Specify)	-	-	-	-	-	-

## 3. Accessibility of workplaces

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

Yes, the premises and offices of the Company are accessible to employees and workers with disabilities, in accordance with the Rights of Persons with Disabilities Act, 2016. The Company ensures that the facilities are friendly to people with special needs and has provided ramps / pathways, railings, lifts in new buildings and other requisite infrastructure for the differently abled.

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

Yes, the Company has an equal opportunity policy in place as a part of its BRR policy which highlights on providing equal opportunities to every competent applicant in jobs/promotions, skill up gradation and does not discriminate based on one's race, caste, religion, color, ancestry, marital status, gender, sexual orientation, age, and nationality.

<https://www.alembiclimited.com/policy/AL-Policies-on-Business-Responsibility.pdf>

## 5. Return to work & Retention rates of permanent employees & workers that took parental leave:

Gender	Permanent Employees		Permanent Workers	
	Return to work rate (%)	Retention rate (%)	Return to work rate (%)	Retention rate (%)
Male	100.00%	100.00%	100.00%	100.00%
Female	100.00%	0.00%	-	-
<b>Total</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

## 6. Is there a mechanism available to receive & redress grievances for the following permanent & temporary categories of employees & workers? If yes, give details of the mechanism in brief for all the above-mentioned categories:

Category	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, through Bol Bindas
Other than Permanent Workers	Yes, through suggestion box/ complaints register
Permanent Employees	Yes, through Bol Bindas
Other than Permanent Employees	Yes, through suggestion box/ complaints register

# Business Responsibility & Sustainability Report

We have grievance mechanism in place. Employees and workers may raise their grievances through the designated channels on actual or suspected violations. Further, we have Bol Bindas platform on Company's intranet for receiving employee feedback / suggestions.

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	%(B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	%(D/C)
<b>Total Permanent Employees</b>	<b>174</b>	<b>1</b>	<b>0.57%</b>	<b>192</b>	<b>1</b>	<b>0.52%</b>
Male	157	1	0.64%	172	1	0.58%
Female	17	-	-	20	-	-
<b>Total Permanent Workers</b>	<b>82</b>	<b>61</b>	<b>74.39%</b>	<b>93</b>	<b>71</b>	<b>76.34%</b>
Male	82	61	74.39%	93	71	76.34%
Female	-	-	-	-	-	-

8. Details of training given to employees & workers.

Category	FY 2024-25					FY 2023-24				
	Total (A)*	On health and safety/wellness measures		On skill upgradation		Total (D)	On health and safety/wellness measures		On skill upgradation	
		No (B)	%(B/A)	No (C)	%(C/A)		No (E)	%(E/D)	No (F)	%(F/D)
<b>EMPLOYEES</b>										
Male	157	113	71.97%	32	20.38%	172	167	97.09%	86	50.00%
Female	17	9	52.94%	7	41.18%	20	19	95.00%	3	15.00%
<b>Total</b>	<b>174</b>	<b>122</b>	<b>70.11%</b>	<b>39</b>	<b>22.41%</b>	<b>192</b>	<b>186</b>	<b>96.88%</b>	<b>89</b>	<b>46.35%</b>
<b>WORKERS</b>										
Male	82	82	100%	53	64.63%	93	90	96.77%	60	64.52%
Female	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>82</b>	<b>82</b>	<b>100%</b>	<b>53</b>	<b>64.63%</b>	<b>93</b>	<b>90</b>	<b>96.77%</b>	<b>60</b>	<b>64.52%</b>

# Business Responsibility & Sustainability Report

## 9. Details of performance & career development reviews of employees & workers:

Category	FY 2024-25			FY 2023-24		
	Total (A)	No (B)	%(B/A)	Total (C)	No (D)	%(C/D)
<b>EMPLOYEES*</b>						
Male	157	144	91.72%	172	146	84.88%
Female	17	13	76.47%	20	14	70.00%
<b>Total</b>	<b>174</b>	<b>157</b>	<b>90.23%</b>	<b>192</b>	<b>160</b>	<b>83.33%</b>
<b>WORKERS</b>						
Male	82	-	-	93	-	-
Female	-	-	-	-	-	-
<b>Total</b>	<b>82</b>	<b>-</b>	<b>-</b>	<b>93</b>	<b>-</b>	<b>-</b>

\* Eligible employees are covered under the performance and career development program of the company. Further the program does not extend to the other than permanent employees, workers and probationers

## 10. Health and safety management system

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

Yes, both the business divisions of the Company have well-defined occupational health and safety management system, which includes OHS Manual, Operational Control Procedures (OCP) and supporting documents including checklists, to ensure the safety and well-being of its employees and workers.

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

Both the business divisions of the Company have documented procedure to carry out assessment work related hazards and risks by conducting hazard and risk assessment, operational control measures, daily site inspections, safety committee joint walk downs, etc., for all routine and non-routine activities carried out in our projects. The execution team in consultation with safety experts also carried out hazard and risk assessment. Internal safety audit are carried out and safety committee meetings are conducted to the possible extend. Mock Drills are performed to train the emergency response teams to cater any emergency. All electrical fittings used in plant area are of flameproof materials.

- c. Whether you have processes for workers to report work-related hazards & to remove themselves from such risks. (Y/N)

Yes. All workers are suitably trained for their daily functions. The Company has a system for reporting of near misses, unsafe condition and unsafe act. A management process is carried out to ensure that all observations are properly addressed. Work related incidents are investigated and corrective & preventive measures are implemented. The Company has a stop work policy and empowers all employees & workers to act immediately to remove themselves in case of any emergency. All workers are provided with Personal Protective Equipment (PPE). The manufacturing sites also have an Occupational Health Center (OHC) equipped with all the first aid facilities, antidotes and ambulance within the premises.

- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?

Yes – Medical cards are provided to all permanent employees & workers from a hospital with which the company has a tie up. Further, a group medical policy has also been issued to all the permanent employees & workers, which will enable cashless medical treatment at the affiliated hospitals or claim reimbursement of such expenses.

# Business Responsibility & Sustainability Report

11. Details of safety-related incidents in the following format:

Safety Incident/ Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities (safety incident)	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

12. Describe the measures taken by the company to ensure a safe & healthy workplace.

Every worker is inducted on safety related aspects to be looked into before entering the project site premises or construction works or manufacturing sites. Safety tool-box talk is being conducted on regular interval. Annual Checkup is done for all workers to ensure their physical health condition. Regular Mock-drills, safety checks and audits are done to ensure safety of the employees.

To encourage and inspire employees, the company hosts various activities including Safety Week celebrations, Safety Quiz, and awards for staff members who adhere to safety regulations. The goal of this step is to implement behaviorally based safety.

The Company has in place procedures for matters related to hazard identification and assessment, risk control, emergency preparedness plan, worker participation in safety and health processes, etc. We review the safety performance of all departments and discuss matters related to it in the safety meeting conducted periodically. The Company has engaged a globally renowned agency to improve employee engagement.

13. Number of Complaints on the following made by employees & workers:

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health and Safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and Safety practices	100%
Working Conditions	100%

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) & on significant risks/ concerns arising from assessments of health & safety practices & working conditions.

No major and reportable safety related incidents have occurred in past financial year. The minor safety related incidents were assessed, investigated and closed with necessary corrective and preventive actions.

# Business Responsibility & Sustainability Report

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

### Essential Indicators

- Describe the processes for identifying key stakeholder groups of the entity.

Internal and external groups of stakeholders are identified through need-assessment, business impact-assessment and engagement with local communities around the Company's operating sites / business locations.

- List stakeholder groups identified as key for your entity & the frequency of engagement with each stakeholder group.

Key Stakeholders	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Email, Employee engagement survey, Town hall meeting, Friday talk, Intranet portal of organization, Notice Board, Meetings, Half yearly & annual reviews	As & when required	Diversity, Quality of Work & Life, Fair wages & Remuneration benefits, Training & Development, Career Growth, Health & Safety
Stakeholders/ Investors	No	Annual reports, Quarterly Results, Company's Website, Information to Stock Exchange.	As per statutory requirement or as and when required	Long-term value creation, Transparency.
Customers	No	Face to Face meetings, Telephonic, Email	Need basis	Relationship management and to assess on any future requirements, issues, suggestion/feedback
Channel Partners and Key Partners (Suppliers/ Value Chain Partners)	No	Work / Purchase order, Meetings, E-Mails, Site Visit (where as require)	Need basis	Timely work completion Health & Safety, Technical evaluation, Cost & Quality
Government	No	E-Mail & Personal Meetings	Need basis	Information & Statutory Approval
Communities and NGOs	No	Meetings & Visits	Need basis	Social initiatives

# Business Responsibility & Sustainability Report

## PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

### Essential Indicators

1. Details of training provided to employees & workers (Permanent & Temporary) on human rights issues for current & previous years.

Category	FY 2024-25			FY 2023-24		
	Total (A)	No of Employees covered (B)	%(B/A)	Total (C)	No of Employees covered (D)	%(D/C)
<b>EMPLOYEES</b>						
Permanent	174	126	72.41%	192	54	28.13%
Other than Permanent	9	-	-	7	-	-
<b>Total</b>	<b>183</b>	<b>126</b>	<b>68.85%</b>	<b>199</b>	<b>54</b>	<b>27.14%</b>
<b>WORKERS</b>						
Permanent	82	69	84.15%	93	-	-
Other than Permanent	58	-	-	51	-	-
<b>Total</b>	<b>140</b>	<b>69</b>	<b>49.29%</b>	<b>144</b>	<b>-</b>	<b>-</b>

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No (B)	%(B/A)	No (C)	%(C/A)		No (E)	%(E/D)	No (F)	%(F/D)
<b>EMPLOYEES</b>										
<b>Permanent</b>										
Male	157	-	-	157	100.00%	172	-	-	172	100.00%
Female	17	-	-	17	100.00%	20	-	-	20	100.00%
<b>Other than Permanent</b>										
Male	8	-	-	8	100.00%	6	-	-	6	100.00%
Female	1	-	-	1	100.00%	1	-	-	1	100.00%
<b>WORKERS</b>										
<b>Permanent</b>										
Male	82	-	-	82	100.00%	93	22	23.66%	71	76.34%
Female	-	-	-	-	-	-	-	-	-	-
<b>Other than Permanent</b>										
Male	58	33	56.90%	25	43.10%	51	44	86.27%	7	13.73%
Female	-	-	-	-	-	-	-	-	-	-

# Business Responsibility & Sustainability Report

3. a. Details of remuneration/salary/wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category ₹ in lakhs	Number	Median remuneration/ salary/wages of respective category ₹ in lakhs
Board of Directors (BoD) (Whole-time directors)	NA	NA	1	144.00
Key Managerial Personnel (other than BoD)	2	86.17	NA	NA
Employees other than BoD and KMP	155	8.55	16	4.82
Workers	82	2.88	NA	NA

Note: Mrs. Malika Amin, Managing Director & CEO is considered in Board of Directors for the calculation of median.

b. Gross wages paid to females as % of total wages (Incl. Salaries) paid by the entity, in the following format:

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	12.93%	10.75%

4. Do you have a focal point (Individual /Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes- Chairperson of the POSH Committee.

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

Grievance redressal mechanism is in place wherein one can approach the concerned department as per process and procedure prescribed and if one is not satisfied with the resolution then the person can use the online grievance submission through intranet (Bol Bindas).

The Company works with agility by continuously reviewing their practices, policies and programs to build a robust system to redress grievances related to human rights by keeping the details of concerned individuals confidential.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	NA	-	Nil	NA	-
Discrimination at workplace	Nil	NA	-	Nil	NA	-
Child Labour	Nil	NA	-	Nil	NA	-
Forced Labour/ Involuntary	Nil	NA	-	Nil	NA	-
Wages	Nil	NA	-	Nil	NA	-
Other human rights related issues	Nil	NA	-	Nil	NA	-

# Business Responsibility & Sustainability Report

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2024-25 (Current FY)	FY 2023-24 (Previous FY)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

8. Mechanisms to prevent adverse consequences to the complainant in discrimination & harassment cases:

We have a policy in place, which prevents adverse consequences to the complainant in discrimination and harassment cases.

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

Yes, adherence to human rights forms a part of major business agreements and contracts.

10. Assessments for the year:

	% of offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at Workplace	100%
Wages	100%
Others- please specify	NA

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

There are no significant risks / concerns arising from the assessment carried out, as referred to above.

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

### Essential Indicators

1. Details of total energy consumption (in Joules or multiples) & energy intensity in the following format:

Parameter	FY 2024-25	FY 2023-24
<b>From Renewable sources</b>		
Total Electricity Consumption (A)	25,497.59 GJ	28,004.20 GJ
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>25,497.59 GJ</b>	<b>28,004.20 GJ</b>
<b>From Non Renewable sources</b>		
Total electricity consumption (D)	55,972.01 GJ	15,371 GJ
Total fuel consumption (E)	28,627.47 GJ	99,874.91 GJ
Energy consumption through other sources (F)	-	44.493 GJ
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>84,599.48 GJ</b>	<b>1,15,290.40 GJ</b>

# Business Responsibility & Sustainability Report

<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>1,10,097.07 GJ</b>	<b>1,43,294.60 GJ</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	0.00005136	0.00009412
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	0.00106113	0.00197271
Energy intensity in terms of physical output	Not Applicable	
Energy intensity (optional) – the relevant metric may be selected by the entity		

The details mentioned in the above table are summation of the energy consumption of both the businesses of the Company. Further for calculating adjusted revenue for PPP we have taken the value from world bank's ppp calculator.

Also Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency:

No.

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

No.

- Provide details of water withdrawal from different sources, total volume of water withdrawal & consumed, & Water intensity per rupee of turnover (Water consumed / turnover) in following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kiloliters)		
(i) Surface water	-	-
(ii) Ground water	82,330	99,353
(iii) Third party water	0	-
(iv) Seawater/ Desalinated water	0	-
(v) Others	0	-
<b>Total Volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	<b>82,330</b>	<b>99,353</b>
<b>Total volume of water consumption (in kiloliters)</b>	<b>82,330</b>	<b>99,353</b>
<b>Water intensity per rupee of turnover</b> (Total water consumed / Revenue from operations)	0.00003841	0.00006526
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	0.00079350	0.00136778
Water intensity in terms of physical output	Not Applicable	
Water intensity (optional) – the relevant metric may be selected by the entity		

Also, indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency:

Yes. The water consumption data were monitored and evaluated by Dharmsinh Desai Institute of Technology (DDIT), Nadiad and Sophisticated Instrument Center for Applied Research & Testing (SICART), Vallabh Vidhya Nagar. Environment Audit pertaining to water generation, consumption, waste generation and non GHG emissions is conducted by Nirma University.

# Business Responsibility & Sustainability Report

## 4. Provide the following details related to water discharged

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	1,29,774	1,55,282
- No treatment	-	-
- With treatment – please specify level of treatment (Primary, Secondary & Tertiary)	1,29,774	1,55,282
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kiloliters)*</b>	<b>1,29,774</b>	<b>1,55,282</b>

\*Note: Water discharged by other group company also enters the ETP of the company for processing. Hence water discharged quantity exceeds water consumption quantity of the company.

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

Yes. The wastewater consumption data were evaluated by Dharmsinh Desai Institute of Technology (DDIT), Nadiad and Sophisticated Instrument Center for Applied Research & Testing (SICART), Vallabh Vidhya Nagar. Environment Audit pertaining to water generation, consumption, waste generation and non GHG emissions is conducted by Nirma University.

## 5. Has the company implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage & implementation.

No. The Company does not have mechanism for ZLD. However, the Company through its efficient processes and operations endeavors to reduce the demand for freshwater. Most of our real estate projects are equipped with sewage treatment plants that treat sewage water, which can be reused in flushing and gardening and rainwater harvesting systems to store and reuse or recharging the groundwater levels through recharge pits.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	PPM	34	42
SOx	PPM	1.33	17.5
Particulate Matter (PM)	mg/Nm3	24	18.5
Persistent Organic Pollutants (POP)	NA	-	-
Volatile Organic Compounds (VOC)	mg/m3	-	-
Hazardous Air Pollutants (HAP)	NA	-	-
Others – please specify		-	-

# Business Responsibility & Sustainability Report

Also, indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, the name of the external agency:

Yes. The air emission data were monitored and evaluated by Dharmsinh Desai Institute of Technology (DDIT), Nadiad and Sophisticated Instrument Center for Applied Research & Testing (SICART), Vallabh Vidhya Nagar. Environment Audit pertaining to water generation, consumption, waste generation and non GHG emissions is conducted by Nirma University.

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

Parameters	Units	FY 2024-25	FY 2023-24
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	MT of CO <sub>2</sub> equivalent	379 MT CO <sub>2</sub>	6,209 MT CO <sub>2</sub>
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	MT of CO <sub>2</sub> equivalent	1,290 MT CO <sub>2</sub>	8,084 MT CO <sub>2</sub>
<b>Total Scope 1 and Scope 2 emission intensity per Rupee of turnover</b> (Total Scope 1 and Total Scope 2 GHG emissions/Revenue from Operations)		0.00000078	0.00000939
<b>Total Scope 1 and Scope 2 emission intensity per Rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions/Revenue from Operations adjusted for PPP)		0.00001609	0.00019677
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant matrix may be selected by the entity		-	-

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency:

No

8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details:

No, however, the Company has set goals towards reducing usage of power consumption, which indirectly leads to reducing in GHG emissions (Refer Section B – Q5). Company has already installed windmills for generation of green power.

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

Parameter (in metric tonnes)	FY 2024-25	FY 2023-24
Total waste generated (in metric tonne)		
Plastic waste	12.12	8.66
E-waste	0.95	4.465
Bio-medical waste	0.0011	0.0006
Construction and demolition waste	-	35.129
Battery waste	0.328	0.846
Radioactive waste	-	-
Other Hazardous waste. Please specify if any	315.97	215

# Business Responsibility & Sustainability Report

Parameter (in metric tonnes)	FY 2024-25	FY 2023-24
Other Non-hazardous waste (Food, Paper, Cardboard, Metal and Mixed Waste)	204.66	168
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>523.0291</b>	<b>432.1006</b>
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00000025	0.00000028
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00000395	0.00000595
<b>Waste intensity in terms of physical output</b>	Not Applicable	
<b>Waste intensity</b> (optional) – the relevant metric may be selected by the entity		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in MT)		
<b>Category of waste</b>		
(i) Recycled	26.04	72
(ii) Re-used	269.56	
(iii) Other recovery operations	-	
<b>Total</b>	<b>295.60</b>	<b>72</b>
For each category of waste generated, total waste disposed by nature of disposal method (in MT)		
<b>Category of waste disposal</b>		
(i) Incineration	-	8.40
(ii) Landfilling	32.53	7.50
(iii) Other disposal operations	204.66	308.23
<b>Total</b>	<b>32.53</b>	<b>324.13</b>

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency:

No

10. Briefly describe the waste management practices adopted in the company's establishments. Describe the strategy adopted by the company to reduce usage of hazardous & toxic chemicals in your products & processes & the practices adopted to manage such wastes.

The type and quantity of waste generated by the real estate division is segregated and kept in designated yards according to its waste class. Prior to its disposal, scope for reuse or recycling is considered, depending on the quality of the waste. The generated waste-water stream and solids from API manufacturing process are treated at our GPCB approved Effluent Treatment Plant (ETP). The generated treated liquid effluents are disposed-off within the complying parameters. The sludge generated from ETP is disposed to government-approved sites.

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

Sr. No.	Location of Operations / Offices	Type of Operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
	NA	NA	NA

# Business Responsibility & Sustainability Report

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Weblink
Nil					

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, we are compliant with the applicable environmental law/ regulations/ guidelines in India.

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

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

### Essential Indicators

1. a. Number of affiliations with trade and industry chambers / associations:  
The Company is affiliated with 5 (Five) trade and industry chambers / associations.
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to:

Sr. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	Indian Green Building Council (IGBC)	National
2	Indian Chemical Council	National
3	Federation of Indian Export Organizations	National
4	Federation of Gujarat Industries	State
5	Geo Gujarat Employee Organization	State

2. Details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities:

Name of Authority	Brief of Case	Corrective Action Taken
NA	NA	NA

# Business Responsibility & Sustainability Report

## PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

### Essential Indicators

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

Name and brief details of projects	SIA Notification No.	Date of Notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
Not Applicable.					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by the Company:

Sr No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
Not Applicable.						

3. Describe the mechanisms to receive and redress grievances of the community:

The Company has a process to receive and redress concerns from the community. We maintain register of complaints for communities at our operating location. The site representatives work closely with the community to redress grievances, if any, in a cordial manner. Further, email address of the responsible persons to whom grievances can be sent by the affected communities is provided on the website of the Company at <https://alembiclimited.com/#about>

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	45.01%	32.91%
Directly from within India	97.90%	98.34%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost:

Location	FY 2024-25	FY 2023-24
Rural	-	-
Semi Urban	-	-
Urban	-	-
Metropolitan	100.00%	100.00%
(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)		

# Business Responsibility & Sustainability Report

## PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

### Essential Indicators

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback:

The real estate business has a robust grievance mechanism system to address customer complaints and concerns. Customer feedback is essential to determine what the customer feels about our product and services being offered, improvements needed in our product/ services and analyzing their satisfaction. Besides the regulatory modes, the customers for residential projects are provided with multiple options to raise their grievances by email / phone calls or at any of our offices. The Company provides our tenants for commercial spaces access for complaint management application for ease of placing their grievance and prompt action. The API business also has a well-defined SOP for handling of customer complaints.

- Turnover of products &/ services as a percentage of turnover from all products/service that carry information about, Environmental & social parameters relevant to the product, Safe & responsible usage & Recycling &/or safe disposal:

Not Applicable to the real estate business. The information pertaining to the API business is as under:

Category	As a percentage of total turnover
Environmental and social parameters relevant to the product	100.00%
Safe and responsible usage	100.00%
Recycling and/or safe disposal	100.00%

- Number of consumer complaints:

	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at end of the year	Remarks	Received during the year	Pending resolution at end of the year	Remarks
Data privacy	-	NA	-	-	NA	-
Advertising	-	NA	-	-	NA	-
Cyber-security	-	NA	-	-	NA	-
Delivery of essential services	-	NA	-	-	NA	-
Restrictive Trade Practices	-	NA	-	-	NA	-
Unfair Trade Practices	-	NA	-	-	NA	-
Others	-	NA	-	-	NA	-

- Details of instances of product recalls on account of safety issues:

	Number	Reasons for Recall
Voluntary recalls	NA	NA
Forced recalls	NA	NA

- Does the company have a framework/ policy on cyber security & risks related to data privacy? (Yes/No) If available, provide a web-link of the policy:

Yes, The Company has an "Information Security Policy" in place which includes provisions for cyber security and data privacy. The policy is not available in public-domain, however, it is circulated internally through the Company's intranet portal. Additionally, data security and privacy aspects are also covered in our BRR policy which can be accessed on: <https://www.alembiclimited.com/policy/AL-Policies-on-Business-Responsibility.pdf>

# Business Responsibility & Sustainability Report

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

Not Applicable as there were no issues.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along-with impact: None
- b. Percentage of data breaches involving personally identifiable information of customers: None
- c. Impact, if any, of the data breaches: None