



July 7, 2025

Listing Department

**Code: 531 335**

**BSE LIMITED**

P. J. Towers, Dalal Street, Fort,

**Mumbai-400 001**

Listing Department

**Code: ZYDUSWELL**

**NATIONAL STOCK EXCHANGE OF INDIA LIMITED**

Exchange Plaza, C/1, Block G,

Bandra Kurla Complex,

Bandra (E),

**Mumbai-400 051**

Sub.: **Business Responsibility and Sustainability Report for FY 2024-2025**

Dear Sir / Madam,

Pursuant to regulation 34(2)(f) of Securities Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("the **Listing Regulations**"), we are submitting herewith the Business Responsibility and Sustainability Report of the Company for the Financial Year 2024-2025.

Please receive the same in order.

Thanking you,

Yours faithfully,

For, **ZYDUS WELLNESS LIMITED**

**NANDISH P. JOSHI**

**COMPANY SECRETARY & COMPLIANCE OFFICER**

**Encl.** As above

**Zydus Wellness Limited**

Regd. Office : 'Zydus Corporate Park', Scheme No. 63, Survey No. 536, Khoraj (Gandhinagar), Nr. Vaishnodevi Circle, S. G. Highway, Ahmedabad 382 481. Phone : +91-79-71800000, +91-79-48040000  
Website : [www.zyduswellness.com](http://www.zyduswellness.com) CIN : L15201GJ1994PLC023490



# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BRSR)

## SECTION A: GENERAL DISCLOSURES

### I. Details of the Listed Entity:

S No.	Particulars	Response
1.	Corporate Identity Number (CIN) of the Listed Entity	L15201GJ1994PLC023490
2.	Name of the Listed Entity	Zydus Wellness Limited
3.	Year of incorporation	1994
4.	Registered office address	Zydus Corporate Park, Scheme No. 63, Survey No. 536, Khoraj (Gandhinagar), Nr. Vaishnodevi Circle, Sarkhej-Gandhinagar Highway, Ahmedabad - 382481
5.	Corporate address	Zydus Corporate Park, Scheme No. 63, Survey No. 536, Khoraj (Gandhinagar), Nr. Vaishnodevi Circle, Sarkhej-Gandhinagar Highway, Ahmedabad - 382481
6.	E-mail	<a href="mailto:Ravindra.K.Singh@zyduswellness.com">Ravindra.K.Singh@zyduswellness.com</a>
7.	Telephone	+91-2717684213
8.	Website	<a href="http://www.zyduswellness.com">www.zyduswellness.com</a>
9.	Financial year for which reporting is being done	2024-2025
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	₹ 636 million (Rupees Six Hundred Thirty Six Million only)

### 12. Details of the person who may be contacted in case of any queries on the BRSR report.

S No.	Name	Telephone	Email
1.	Ravindra Kumar Singh	+91-2717684213	<a href="mailto:Ravindra.K.Singh@zyduswellness.com">Ravindra.K.Singh@zyduswellness.com</a>

### 13. Reporting boundary - Are the disclosures under this report made standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).

Consolidated basis.

The disclosure under this report for both the financial years includes the Standalone Parent Company i.e. Zydus Wellness Limited, its wholly owned subsidiary companies, their manufacturing facilities, national and international offices, excluding two wholly owned subsidiaries as mentioned in point no. V(23)(a).

Naturell (India) Private Limited and Naturell Inc., USA were acquired during the financial year 2024-2025 (w.e.f. December 2, 2024).

### 14. Name of assessment or assurance provider

Intertek India Private Limited

### 15. Type of assessment or assurance obtained

Reasonable assurance on BRSR Core parameters

## II. Products / services

### 16. Details of business activities (accounting for 90% of the turnover):

S No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing of Fast Moving Consumer Goods	The Company is engaged in health and wellness segments. six of its eighth brands are market leading brands viz. Sugar Free, Nutralite, Glucon-D, Nycil and Everyuth Skin care range, Max Protein - Rite Bite. It is engaged in research and development, manufacturing, marketing and distribution and sale of its products.	100%



**17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):**

S No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Sugar Free	10729	
2.	Im'lite	10729	
3.	Complan	10509	
4.	Glucon-D	10623	
5.	Nutralite	10504	100%
6.	Everyuth	20237	
7.	Nycil	20237	
8.	RiteBite - Max Protein	10797	

**III. Operations**

**18. Number of locations where plants and/or operations/offices of the entity are situated:**

Location	Number of plants	Number of offices	Total
National	4	12	16
International	-	2	2

**19. Markets served by the entity.**

**a. Number of locations**

Location	Number
National	Pan India
International	26

**b. What is the contribution of exports as a percentage of the total turnover of the entity?**

2.9%

**c. A brief on types of customers**

The Company is a leading consumer wellness company with an Indian heritage and a global footprint with a market leadership in six of its eight brand categories. The Company continues to focus on expanding the category size of each of these brands and increasing the market share with necessary investments in each brand through product innovations, various media campaigns, sales promotions, and digital initiatives. The Company enjoys a Pan India marketing presence through a distribution network comprising of 24 (twenty-four) integrated Carrying and Forwarding Agents ("CFA") partners, 1950+ distributors and 2800+ feet-on-street representatives reaching to more than 30 million consumers as a testament to brands that are engraved in consumer's daily needs and shopping basket.

**IV. Employees**

**20. Details as at the end of Financial Year:**

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

S No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Employees</b>						
1.	Permanent (D)	1,041	973	94%	68	7%
2.	Other than permanent (E)	47	35	74%	12	26%
<b>3.</b>	<b>Total Employees (D+E)</b>	<b>1,088</b>	<b>1,008</b>	<b>93%</b>	<b>80</b>	<b>7%</b>
<b>Workers</b>						
1.	Permanent (F)	206	204	99%	2	1%
2.	Other than permanent (G)	2,220	2,041	92%	179	8%
<b>3.</b>	<b>Total workers (F+G)</b>	<b>2,426</b>	<b>2,245</b>	<b>93%</b>	<b>181</b>	<b>7%</b>

**b. Differently abled Employees and workers:**

S No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Differently Abled Employees</b>						
1.	Permanent (D)	0	0	0%	0	0%
2.	Other than permanent (E)	0	0	0%	0	0%
<b>3.</b>	<b>Total differently abled employees (D+E)</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Differently Abled Workers</b>						
1.	Permanent (D)	2	2	100%	0	0%
2.	Other than permanent (E)	0	0	0%	0	0%
<b>3.</b>	<b>Total differently abled employees (D+E)</b>	<b>2</b>	<b>2</b>	<b>100%</b>	<b>0</b>	<b>0%</b>

**21. Participation/Inclusion/Representation of women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	7	1	14.3%
Key Management Personnel	2	0	0%

**22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)**

	FY 2024-2025			FY 2023-2024			FY 2022-2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	21%	14%	25%	30%	33%	31%	33%	33%	33%
Permanent Workers	3%	0%	3%	3%	0%	3%	6%	0%	6%

**V. Holding, Subsidiary, and Associate Companies (including joint ventures)**

**23. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes / No)
1.	Zydus Lifesciences Limited	Holding Company	57.59%	No
2.	Zydus Wellness Products Limited			Yes
3.	Liva Nutritions Limited			No***
4.	Liva Investment Limited*			No***
5.	Zydus Wellness International DMCC, UAE	Wholly owned subsidiary	100%	Yes
6.	Zydus Wellness (BD) Pvt. Limited, Bangladesh			Yes
7.	Naturell India Private Limited**			Yes
8.	Naturell Inc., USA**			No***

\* Under liquidation.

\*\* W.e.f. December 2, 2024.

\*\*\* Do not have any physical operational activities.

**VI. CSR Details**

**24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes.**

**(ii) Turnover (in ₹) :** 2,926\* million (Rupees Two Thousand Nine Hundred Twenty Six Million).

**(iii) Net worth (in ₹) :** 40,346\* million (Rupees Forty Thousand Three Hundred Forty Six Million).

\*For standalone operations of the Company.



## VII. Transparency and Disclosure Compliances

### 25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-2025		FY 2023-2024	
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year
Communities	Yes. <a href="https://www.zyduswellness.com/investor/Human%20Rights%20Policy.pdf">https://www.zyduswellness.com/investor/Human%20Rights%20Policy.pdf</a> <a href="https://www.zyduswellness.com/investor/public-policy.pdf">https://www.zyduswellness.com/investor/public-policy.pdf</a> <a href="https://www.zyduswellness.com/investor/CSR-Policy-ZWL-01.02.2021.pdf">https://www.zyduswellness.com/investor/CSR-Policy-ZWL-01.02.2021.pdf</a>	0	0	0	0
Investors (other than shareholders)	Yes. Investors can connect with us on 079-48040000, 079-71800000 or send us an email at <a href="mailto:investorcommunication@zyduswellness.com">investorcommunication@zyduswellness.com</a>	0	0	0	0
Shareholders	Yes. For lodgement of any documents or any grievances / complaints, members may contact the Company or MUFG Intime India Private Limited, the Registrar and Share Transfer Agent of the Company at 079-48040000, 079-71800000 or 079-26465179/86/87 or send email at <a href="mailto:investor.grievance@zyduswellness.com">investor.grievance@zyduswellness.com</a> or <a href="mailto:ahmedabad@in.mpms.mufig.com">ahmedabad@in.mpms.mufig.com</a>	6	0	16	0
Employees and workers	Yes. Mentioned in below policies. <a href="https://www.zyduswellness.com/investor/Human%20Rights%20Policy.pdf">https://www.zyduswellness.com/investor/Human%20Rights%20Policy.pdf</a> <a href="https://www.zyduswellness.com/investor/POSH-Policy-Latest-Rev.pdf">https://www.zyduswellness.com/investor/POSH-Policy-Latest-Rev.pdf</a> <a href="https://www.zyduswellness.com/investor/Whistle%20Blower%20Policy%2002-08-24.pdf">https://www.zyduswellness.com/investor/Whistle%20Blower%20Policy%2002-08-24.pdf</a>	0	0	0	0
Customers	Yes. The Company has a dedicated customer relationship cell to address customer related grievances. Customers can connect with us at 18001206868 for feedback and queries or send us a mail at <a href="mailto:customercare@zyduswellness.com">customercare@zyduswellness.com</a>	1,483	0	1,378	0

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-2025		FY 2023-2024	
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year
Value Chain Partners	Yes. Vendor's grievances are addressed via email communication mentioned in respective agreements. Materials are supplied only after specifications are signed off with the vendor, and any non-conformance is assessed against these specifications. In the event of disagreement, meetings are convened to resolve issues against these specifications. Additionally, we have a policy in place which can be accessed at <a href="https://www.zyduswellness.com/investor/code-of-conduct-for-vendors-feb-2025.pdf">https://www.zyduswellness.com/investor/code-of-conduct-for-vendors-feb-2025.pdf</a>	0	0	0	0
Other (Please Specify)	-	-	-	-	-

**26. Overview of the entity's material responsible business conduct issues**

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format.

S. 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 or negative implications)
1.	Plastic & Waste Management	Opportunity	Increasing regulatory pressure and consumer demand for sustainable packaging make transition to recyclable plastic a key opportunity to enhance brand value and market positioning.	Zydus Wellness aims to shift from multi-material to fully recyclable plastic by 2027, targeting zero waste to landfill across sites and reducing 1,000 tons of packaging waste in three years.	<b>Positive:</b> Reduction in long-term compliance costs, enhanced brand reputation, and consumer trust. Potential savings from waste reduction and improved packaging efficiency.
2.	Energy & GHG Emissions	Both (R/O)	Rising energy costs, evolving climate regulations, and stakeholder expectations present both risks and an opportunity for cost reduction and brand enhancement via sustainable operations.	The Company has established ambitious goals for the year 2030 compared to the base line year CY 2022: - Reduction of GHG Emission in Direct Operations by 50% by 2030. - Energy Saving of 50% by 2030 through Process Optimization & Efficiency improvement. - Increasing the contribution of Renewable Energy to 50% of total requirement, by 2030.	<b>Positive:</b> Long-term cost savings from renewable energy, potential eligibility for green finance. <b>Negative:</b> Initial capex and risk of non-compliance if targets are missed.



S. 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 or negative implications)
3.	Water Management	Both (R/O)	Increasing water scarcity and stress on local water sources could disrupt operations and pose regulatory risks.	Committed to 25% reduction in water intensity by 2030 vs base year 2022 and Zero Liquid Discharge (“ZLD”) implementation across all sites. Achieved ZLD at 3 out of 4 sites; savings in groundwater and surface water consumption noted.	<b>Positive:</b> Improved operational resilience and compliance. <b>Negative:</b> Upfront investment in water treatment and recycling infrastructure.
4.	Diversity, Inclusion & Employee Well-being	Opportunity	A diverse and inclusive workforce improves innovation and performance. Rising employee expectations on work-life balance, safety, and well-being necessitate strategic focus to attract and retain talent.	Zydus Wellness has increased female participation in key units (14.3% in leadership roles); launched Health & Wellness Policy, provided free health check-ups, and invested in leadership development programs.	<b>Positive:</b> Improved employee productivity, reduced attrition, stronger employer brand; also, recognition as a “Great Place to Work” supports long-term human capital sustainability.
5.	Data Privacy & Cyber Security	Both (R/O)	Growing reliance on digital platforms and e-commerce makes data breaches and cyber-attacks a significant operational and reputational risk.	Implemented security tools and systems to prevent unauthorized access, ensured zero data breaches in FY 2024-25, and maintains regular IT audits and awareness trainings.	<b>Positive:</b> Zero incidents reduce risk exposure and help maintain consumer and partner trust. <b>Negative:</b> In case of breach, high financial and legal penalties.
6.	Corporate Governance & Compliance	Both (R/O)	Any gaps in governance or ethical misconduct can severely impact brand reputation, investor trust, and legal standing.	Maintaining strong governance structure with independent Board, ESG committee oversight, and ISO/FSSC certifications; updated all internal policies to align with ESG expectations.	<b>Positive:</b> Strong governance improves investor confidence. <b>Negative:</b> Non-compliance can result in penalties or shareholder activism.
7.	Customer Grievance Management	Opportunity	In the competitive FMCG sector, effective grievance management is essential to retain consumer trust, improve product quality, and uphold brand reputation. Prompt resolution also supports regulatory compliance and enhances consumer confidence.	Implementing a robust, transparent grievance redressal mechanism; tracking metrics such as Customer Complaints Per Million Packs (“CCPMP”) and Customer Satisfaction Index (“CSI”).	<b>Positive:</b> Reduces healthcare and litigation costs, improves customer loyalty, strengthens brand value, and identifies areas for product improvement.

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes / No)	Yes <sup>1</sup>	Yes <sup>2</sup>	Yes <sup>3</sup>	Yes <sup>4</sup>	Yes <sup>5</sup>	Yes <sup>6</sup>	Yes <sup>7</sup>	Yes <sup>8</sup>	Yes <sup>9</sup>
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	Policies can be accessed on the website of the Company under "Policies and Compliances" at <a href="https://www.zyduswellness.com/investors.php">https://www.zyduswellness.com/investors.php</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	<p>Yes. Our Policies viz. ESG, Human Rights, Anti-Corruption and Bribery, Biodiversity, Occupational Health &amp; Safety, Environment, and Code of Conduct for Vendors are extended to our Value Chain Partners.</p> <p>This demonstrates our commitment to upholding these standards across our entire network.</p> <p><sup>1</sup>We have adopted Anti-corruption &amp; Bribery policy, Company's Code of Business Conduct and Ethics, Policy on Prevention of Insider Trading, other HR policies and various other HR practices.</p> <p><sup>2</sup>We have adopted ESG Policy, Environment Policy and Code of Conduct for Vendors, which <i>inter-alia</i> relates to safe and sustainable products.</p> <p><sup>3</sup>We have Occupational Health &amp; Safety and Corporate Health &amp; Safety Policies for the wellbeing of employees.</p> <p><sup>4</sup>We have adopted CSR Policy and adhere strictly to our Code of Business Conduct &amp; Ethics, ensuring the utmost consideration for stakeholder interests.</p> <p><sup>5</sup>We have adopted policies in place, including Human Rights and Prevention of Sexual Harassment of Women at Workplace to protect and address human rights issues.</p> <p><sup>6</sup>We have policies in place, including Environment Policy, Corporate Environment Health &amp; Safety Policy and Biodiversity Policy to ensure the protection and restoration of environment.</p> <p><sup>7</sup>We are dedicated to upholding our Code of Business Conduct &amp; Ethics with unwavering and strict adherence.</p> <p><sup>8</sup>We have implemented a CSR policy to advance inclusive growth and equitable development, alongside a Diversity &amp; Inclusion policy for our Company and subsidiaries, ensuring equal and fair opportunities for all.</p> <p><sup>9</sup>The Company meets requirements through the introduction of innovative products and services. Additionally, it has adopted Ethical and Responsible Marketing Policy and Cybersecurity Policy and established a customer complaint redressal system to ensure effective redressal of complaints and customer satisfaction.</p>								
<b>Policy and Management System</b>									
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 entity and mapped to each principle.	<p>The Company's manufacturing plants situated at Ahmedabad, Sikkim (Unit I &amp; II) and Aligarh are accredited for FSSC 22000 and plants situated at Ahmedabad, Sikkim (Unit I &amp; II) and Aligarh are ISO 14001:2015 &amp; 45001:2018 certified, GMP certification as applicable, for validating process, quality consistency and food safety. Additionally, as part of our ESG initiatives, beginning from the financial year 2021-2022, we have voluntarily participated in S&amp;P Global Corporate Sustainability Assessment ("<b>CSA</b>").</p>								



Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	<p>The Company has outlined specific 2030 goals against the base year FY 2021-2022: -</p> <ul style="list-style-type: none"> <li>• Energy Saving of 50% through Process Optimization &amp; Efficiency improvement. Renewable Energy contribution to be 50% of total requirement.</li> <li>• Reduction of freshwater consumption by 25%.</li> <li>• Zero Liquid discharge and Zero Waste to landfill.</li> <li>• Reduction of GHG Emission of Direct Operations by 50% by 2030.</li> <li>• Ensuring 100% of Critical Active Suppliers &amp; Co-Packers adhere to Company's Sustainability Standards.</li> <li>• Zero LTI and adherence to defined Safety Standards</li> </ul>								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<ul style="list-style-type: none"> <li>• 22.18% Reduction in Specific Energy Consumption and 9% of total energy reduction on absolute basis over FY 2023-24.</li> <li>• 7.35% Reduction in Specific Water Consumption and 5% overall reduction in water consumption on absolute basis over FY 2023-24.</li> <li>• Green Fuel contribution in Manufacturing Operations is 88.3%.</li> <li>• 2 MW Solar Power Purchase agreement for Aligarh Plant completed.</li> <li>• Supplier evaluation on ESG parameters for 34 critical vendors accounting to 29% of business value.</li> <li>• Zero LTI for current year FY 2024-25.</li> </ul>								
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>As a leading FMCG company, we remain deeply committed to embedding responsible and sustainable practices across our value chain. Guided by our Sustainability Goals-2030, we continue to make measurable progress in Environmental stewardship, Social responsibility, and Ethical governance.</p> <p>Following our commitment towards increasing the contribution of green and renewable energy sources, we've committed to a 25-year deal to generate 2MW of solar power at our Aligarh plant, a significant step towards reducing our carbon footprint and promoting clean energy. Further, we are in the process of signing similar agreements. Our total energy consumption has decreased by 9% primarily driven by higher operational efficiencies and energy conservation measures across the manufacturing - supply chain. Furthermore, a significant 40% reduction in non-renewable fuel usage exemplifies our commitment to transition to renewable sources of energy.</p> <p>Building on our Sustainability agenda, we have evaluated biodiversity-related risks and opportunities across all our manufacturing units—Aligarh, Ahmedabad, and Sikkim. This assessment has enabled us to identify critical gaps in our surrounding ecosystems, along with understanding the influence of our operations on, and their dependence upon, nature.</p> <p>To further strengthen our ESG governance, we have implemented a suite of ESG-focused policies and frameworks.</p> <p>Our latest Business Responsibility and Sustainability Report (BRSR) reflects our integrated sustainability approach—highlighting key efforts to reduce our environmental footprint, promote diversity and inclusion, and maintain high standards of ethical conduct. From carbon footprint reduction efforts to community engagement and social equity initiatives, we continue to drive impact through innovation and collaboration.</p> <p>For Zydus Wellness, Sustainability is not just a strategic priority; it is central to our long-term success and our responsibility to people and the planet. As we scale our operations, we remain focused on creating shared value for all stakeholders and contributing meaningfully to a resilient, inclusive, and low-carbon future.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Tarun Arora, Chief Executive Officer ("CEO") and Whole Time Director ("WTD").								

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	In FY 2022-2023, our Board of Directors (“Board”) transformed the “Corporate Social Responsibility Committee” into the “Corporate Social Responsibility and ESG Committee” to underscore our commitment to ESG principles. This Committee oversees ESG performance, strategies and initiatives, ensuring alignment with our long-term value creation goals. Its expanded mandate includes shaping ESG programs, endorsing public disclosures, making ESG related investment decisions and providing regular reports to the Board. The Committee is headed by Dr. Sharvil P. Patel (DIN: 00131995), Chairman of the Board who is a Non-Executive Director and comprises Mr. Ganesh N. Nayak (DIN:00017481), Non-Executive Director and Mr. Kulin S. Lalbhai (DIN: 05206878), Independent Director as members of the Committee. The Risk Management Committee (“RMC”) of the Board supports the Board in directing the risk management process, the controls and risk tolerance including sustainability (Environment, Social and Governance) related risks, information & cyber security. The Board is responsible for reviewing and ratifying the risk management structure, processes and guidelines which are developed and maintained by the RMC.								

Subject for review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
10. Details of Review of NGRBCs by the Company:									
Performance against above policies and follow up action	The business responsibility performance of the Company is regularly monitored by the Company and reviewed by the Chairman and respective departmental heads. The Board of Directors reviews it annually.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with all the applicable laws and a statutory compliance certificate on applicable laws is provided by the CEO & WTD to the Board of Directors on a quarterly basis.								
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	The processes and compliances are assessed by independent Internal and Statutory auditors, as applicable. On a regular basis, the policies are reviewed and updated by senior functional heads and approved by the management, Committees of Directors or the Board. At our factories, we uphold rigorous standards, holding certifications in ISO 14001:2015, ISO 45001:2018, and FSSC 22000. Additionally in FY 2024-2025, we are conducting reasonable assurance for BRSR core parameters on a voluntary basis, ensuring transparency and accountability in our sustainability reporting.								
12. If the answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:									
The entity does not consider the principles material to its business (Yes/ No)									
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)	Not Applicable								
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									



## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

**PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.**

### Essential Indicators

**1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:**

Segment	Total Number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	4	During the Committee / Board meetings discussions are held on various topics including but not limited to business updates, market outlook, innovation, new product launches, Risk Management, Governance, Compliance and Regulatory updates and Environment, Social and Governance (ESG)	100%
Key Managerial Personnel	4	Prevention of Sexual Harassment at Workplace, Cyber Security, Human Rights, Environment, Social and Governance (ESG), Updates and awareness related to Governance and regulatory compliance requirements	100%
Employees other than BoD and KMPs	152	Prevention of Sexual Harassment at Workplace, Cyber Security, Human Rights, ASPIRE, SHINE, DNAIC, 7QC Tools, Leaders as Mentors, Passion 2.0, Employee Hygiene and Jewellery Policy, YouTube unboxing, Digital content marketing, LinkedIn Learning, Building and sustaining trust, Performance Management System, Positive attitude, work culture and ethics, ISO Training, LMI EPP, Conflict Management, Executive presence in business storytelling, application of AI in data analytics and dynamic dashboards, SAP Training	100%
Workers	230	Prevention of Sexual Harassment at Workplace, Cyber Security, Human Rights, Safety induction training, Emergency preparedness, 5S Awareness, Machine Operations, Employee Hygiene and Jewellery Policy, Positive attitude, work culture and ethics, electrical safety, fire safety, housekeeping, near miss, safety and hazard at work place, use of PPE	100%

**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 (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Penalty/Fine Settlement/ Compounding fee	There have been no instances of fines and penalties imposed by the Statutory Authorities on the Company.				
Non - Monetary					
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment Punishment	There have been no instances of fines and penalties imposed by the Statutory Authorities on the Company.				

**3. Of the instances disclosed in Question 2 above, details of Appeal/Revision preferred in case where monetary non-monetary actions has been appealed**

S.No.	Case Detail	Name of the regulatory/ enforcement agencies/ judicial institutions
Not applicable		

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

Yes, the Company has an anti-corruption and anti-bribery policy in place. Policy is uploaded on the website of the Company at <https://www.zyduwellness.com/investor/Anti-Bribery%20and%20Anti-Corruption%20Policy.pdf>.

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

Designation	FY 2024-2025	FY 2023-2024
Director	No such actions have been taken against our Directors/KMPs/ employees/workers both for FY 2024-2025 and FY 2023-2024.	
KMPs		
Employees		
Workers		

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

Designation	FY 2024-2025		FY 2023-2024	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Numbers of Complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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

Not applicable.

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

	FY 2024-2025	FY 2023-2024
Number of days of accounts payables	75	73

**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:**

Parameter	Metric	FY 2024-2025	FY 2023-2024
Concentration of purchases*	a. Purchase from trading houses as % 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	63.30%	63.96%
	b. Number of dealers / distributors to whom sales are made	2,015	1,320
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	8.04%	8.24%
Share of RPTs in**	a. Purchases (purchases with related parties / Total Purchases)	0.00%	0.01%
	b. Sales (Sales to related parties / Total Sales)	0.38%	0.59%
	c. Loans and advances (Loans and advances given to related parties / Total loans and advances)	0.00%	0.00%
	d. Investments (Investments in related parties / Total Investments made)	0.00%	0.00%

\*For procurement of Packing Materials, we conduct 100% of our business directly with manufacturers, while for Raw Materials, we exclusively engage with authorized distributors and manufacturers.

\*\*Transactions were entered with Related Parties on arm's length basis after approval of the Audit Committee and the Board of Directors.



**Leadership Indicators**

**1. Awareness programs conducted for value chain partners on any of the principles during the financial year:**

Total number of awareness programmed held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programs
25	<ul style="list-style-type: none"> <li>• Good Animal Husbandry Practices</li> <li>• Ration Balancing</li> <li>• Proper Animal Nutrition, Water feeding importance and Management</li> <li>• Infertility Causes and Prevention</li> <li>• Mastitis disease causes and Prevention</li> <li>• Clean Milk Production</li> <li>• Do and Don'ts in animal upkeep, Management of Cattle Shed</li> <li>• Important of vaccination and deworming for animal productivity</li> <li>• Pregnant Animal Care and Management</li> <li>• Importance of AI, Cross breeding of Animal</li> </ul>	2.5%

**2. Does the entity have processes in place to avoid / manage conflict of interests involving members of Board? If yes, provide details of the same have process: (Yes/No)**

Yes. The Company has adopted “Code of Business Conduct and Ethics”, which expects Directors and Senior Management to disclose actual and potential conflicts of a material nature with the interests of the Company and they submit their affirmation for the compliance with the Code on an annual basis. Additionally, all Directors and Senior Management employees are expected to not engage in any business, relationship or activity which might detrimentally conflict with the interest of the Company and not divert to his / her advantage any business opportunity that the Company is in pursuit. The Code is available on the website of the Company at

<https://zyduswellness.com/investor/code-of-business-conduct-and-ethics-policy.pdf>

**PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe**

**Essential Indicators**

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

	FY 2024-2025	FY 2023-2024	Details of improvements in environmental and social impacts
R&D	3%	0%	The Company has invested in a semi-automatic liquid filler and sealing machine used in a project that could potentially replace thick laminate used in an aseptic carton to thinner laminates with spout. This would help reduce consumption of laminate by 30% thereby reducing the overall carbon footprint per sku.
Capex	8%	44%	<p><b>Ahmedabad Plant:</b> We have significantly scaled up our mayonnaise production capacity—by 7 to 8 times—through the installation of the advanced <i>Fryma Koruma</i> machine. This investment enhances scalability, ensures future readiness, and reduces energy consumption by minimizing planned stoppages and major breakdowns.</p> <p><b>Aligarh Plant:</b> In the new Glucon-D block, we installed a timer on the bin vibrator motor, resulting in electricity savings of 61,974 kWh.</p> <p><b>Sikkim Plant:</b> Variable Frequency Drives (“VFDs”) have been installed across high-energy-consuming equipment and utilities, driving substantial energy efficiency improvements.</p>

Note: The previous year’s figure, previously stated as 100%, has been restated to 0% due to a typographical error.

**2. Does the entity have procedures in place for sustainable sourcing? (Yes/No) If yes, what percentage of inputs were sourced sustainably?**

Yes. Currently, our vendor evaluation process relies on a quality checklist, and vendor audits are conducted for all vendors during onboarding as part of organizational initiatives. However, we recognize the importance of integrating Sustainable Sourcing performance factors into our vendor selection process. Moving forward, we plan to incorporate these factors into our vendor selection criteria.

Recognizing the growing importance of sustainability in procurement, we are committed to integrating Sustainable Sourcing performance factors into our vendor selection process going forward.

As part of our initial assessment, we rolled out an ESG Vendor assessment checklist to our top 34 critical vendors, selected based on material criticality and business volume. These vendors collectively account for 29.0% of our total vendor value. The responses revealed that all of the milk collection centres are certified by the FSSAI. Further all the vendors are certified by applicable quality standards, EHS standards and compliance requirements like FSSC 22000, ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, Kosher, Halal, SGS Non-GMO IP Supply Chain Standards etc.

We aim to expand this ESG assessment to 100% of our critical vendors to ensure broader coverage and stronger adherence to sustainable sourcing practices.

To uphold responsible business conduct, we have adopted a “Code of Conduct for Vendors”, outlining the minimum standards expected from all our partners. This code is publicly accessible on our website: <https://www.zyduwellness.com/investor/code-of-conduct-for-vendors-feb-2025.pdf>. Additionally, we leverage an electronic bidding platform to procure high-quality materials at competitive prices, supporting our commitment to long-term sustainable sourcing.

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

**Process Description**

The waste generated in the Company’s manufacturing operations is recycled/reused to the extent possible. Waste is recycled by authorized third party agencies and records of the same are maintained at all our plants. Additionally, the Company’s manufacturing facility has its own Effluent Treatment Plant, which ensures discharge of waste below the norms prescribed by the Pollution Control Board. Important raw materials and solvents are recovered and reused. It is a part of operational management.

In line with the Ministry of Environment, Forest and Climate Change’s notification on Extended Producers Responsibility, we have strengthened our approach to the management of plastic packaging. Additionally, we have also undertaken design level changes to our products to reduce the raw materials used in their manufacturing.

**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, EPR applies to the Company’s activities and the waste collection plan is in line with the EPR action plan submitted to Central Pollution Control Board (“CPCB”).

**Leadership Indicators**

**1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	If results communicated in public domain, provide the web-link.
The Company hasn’t conducted LCA for any of its products.						

**2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.**

Current Financial Year	Description of the risk / concern	Action Taken
Not Applicable		

**3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).**

Indicate Input Material	Recycled or re-used input material to total material	
	FY 2024-2025	FY 2023-2024
Paper	100%	100%



4. Of the products and packaging reclaimed at end of life of products, amount (in metric tons) reused, recycled, and safely disposed, as per the following format:

	FY 2024-2025			FY 2023-2024		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	0	Refer Note	0	0	6,943	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

**Note:** EPR Annual Return Submission for FY 2024-25 is in progress. The final data would be disclosed in Annual ESG Report 2024-25.

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

**Indicate product category**      **Reclaimed products and their packaging materials as % of total products sold in respective category**

In line with the Plastic Waste Management (PWM) Rules and the national guidelines on Extended Producer Responsibility (EPR), the Company has partnered with authorized Waste Management Agency for collection, recycling, co-processing and safe disposal of pre & post-consumer waste. All our products which are expired or damaged and cannot be consumed, are not sold to the vendors for feeding cattle / consumption and are taken back from trade, audited by government approved agencies and disposed off as per the guidelines enumerated in the internal policy and adhering to the local laws and rules. Proof of products destroyed is maintained by the Company. Thereby, we ensure safe disposal of expired or damaged products.

**PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains**

**Essential Indicators**

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	973	973	100%	973	100%	-	-	973	100%	-	-
Female	68	68	100%	68	100%	68	100%	-	-	-	-
<b>Total</b>	<b>1,041</b>	<b>1,041</b>	<b>100%</b>	<b>1,041</b>	<b>100%</b>	<b>68</b>	<b>7%</b>	<b>973</b>	<b>93%</b>	-	-
<b>Other than Permanent employees</b>											
Male	35	35	100%	35	100%	-	-	35	100%	-	-
Female	12	12	100%	12	100%	12	100%	-	-	-	-
<b>Total</b>	<b>47</b>	<b>47</b>	<b>100%</b>	<b>47</b>	<b>100%</b>	<b>12</b>	<b>26%</b>	<b>35</b>	<b>74%</b>	-	-

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	204	204	100%	204	100%	-	-	204	100%	-	-
Female	2	2	100%	2	100%	2	100%	-	-	-	-
<b>Total</b>	<b>206</b>	<b>206</b>	<b>100%</b>	<b>206</b>	<b>100%</b>	<b>2</b>	<b>1%</b>	<b>204</b>	<b>99%</b>	-	-
<b>Other than Permanent workers</b>											
Male	2,041	2,041	100%	2,041	100%	-	-	2,041	100%	-	-
Female	179	179	100%	179	100%	179	100%	-	-	-	-
<b>Total</b>	<b>2,220</b>	<b>2,220</b>	<b>100%</b>	<b>2,220</b>	<b>100%</b>	<b>179</b>	<b>8%</b>	<b>2,041</b>	<b>92%</b>	-	-

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

	FY 2024-2025	FY 2023-2024
Cost incurred on well-being measures as a % of total revenue of the company	0.2%	0.2%

2. Details of retirement benefits:

Benefits	FY 2024-2025			FY 2023-2024		
	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/N.A.)	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/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
ESI	9%*	100%	Yes	3%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
<b>Other - please specify</b>						
National Pension Scheme	8%	NA	Yes	8%	NA	Yes
Superannuation	3%	NA	Yes	3%	NA	Yes

\*Covering 100% of eligible employees.

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers? (Yes/No) If not, whether any steps are being taken by the entity in this regard:

Yes, the premises / offices of the company are accessible to differently abled employees and workers as per the requirements of the Rights of Persons with Disabilities Act 2016.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016 (Yes / No). If so, provide a web-link to the policy:

The Company is an equal opportunity employer. We treat all job applicants fairly and do not support any form of unlawful discrimination. We respect all related laws in our employment decisions and do not discriminate against individuals based on race, colour, gender, age, national origin, religion, sexual orientation, gender identity or expression, marital status or disability. However, the emphasis will continue to remain on merit, skill fitment and business requirement. For further details refer: <https://www.zyduswellness.com/investor/Zydus%20Business%20Conduct%20Policy.pdf>

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

Gender	Permanent employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	85%	NA	NA
Female	100%	80%	NA	NA
<b>Total</b>	<b>100%</b>	<b>84%</b>	<b>NA</b>	<b>NA</b>



6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief:

Yes/No (If yes, then give details of the mechanism in brief)	
Permanent Workers	Yes, Whistle Blower policy is in place for reporting instances of unethical behaviour, improper practices, actual or suspected fraud or violation of the company's code of conduct and leakage of unpublished price sensitive information, which is available on the website of the company at <a href="https://zyduswellness.com/investor/Whistle%20Blower%20Policy%2002-08-24.pdf">https://zyduswellness.com/investor/Whistle%20Blower%20Policy%2002-08-24.pdf</a>
Permanent Employees	
Other than Permanent Employees	Yes, A) <b>Aligarh Plant:</b> The grievances of on roll workers are redressed through Zydus Wellness Association in conjunction with Unit HR Head on regular basis, whereas the grievances of contract workers are redressed through Contractor and unit HR Head. In addition, we have five number of suggestion boxes to redress the grievances reviewed by regular MIS. B) <b>Ahmedabad Plant:</b> There is provision of Grievance Register wherein grievances are registered and addressed. 2 (two) number of suggestion boxes are placed at prominent places in the unit. Suggestion boxes are opened, reviewed and addressed periodically. C) <b>Sikkim Plant:</b> Six number of suggestion boxes are placed in the prominent location. The suggestions are reviewed and implemented to address before development of the grievances.
Other than Permanent Workers	No

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

Benefits	FY 2024-2025			FY 2023-2024		
	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>1,041</b>	<b>0</b>	<b>0</b>	<b>774</b>	<b>0</b>	<b>0</b>
-Male	973	0	0%	725	0	0%
-Female	68	0	0%	49	0	0%
<b>Total Permanent workers</b>	<b>206</b>	<b>148</b>	<b>72%</b>	<b>234</b>	<b>164</b>	<b>70%</b>
-Male	204	148	73%	233	163	70%
-Female	2	0	0%	1	1	100%

8. Details of training given to employees and workers:

Category	FY 2024-2025					FY 2023-2024				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	973	88	9%	736	76%	758	83	11%	614	81%
Female	68	2	3%	68	100%	60	1	1.7%	60	100%
<b>Total</b>	<b>1,041</b>	<b>90</b>	<b>9%</b>	<b>804</b>	<b>77%</b>	<b>818</b>	<b>84</b>	<b>10.3%</b>	<b>674</b>	<b>67%</b>
<b>Workers</b>										
Male	2,245	1,430	64%	1,949	87%	2,551	2,551	100%	1,729	67%
Female	181	157	87%	120	66%	165	165	100%	57	34.5%
<b>Total</b>	<b>2,426</b>	<b>1,587</b>	<b>65%</b>	<b>2,069</b>	<b>85%</b>	<b>2,716</b>	<b>2,716</b>	<b>100%</b>	<b>1,786</b>	<b>66%</b>

**9. Details of performance and career development reviews of employees and worker:**

Category	FY 2024-2025			FY 2023-2024		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	936	809	86%	758	725	96%
Female	58	42	72%	60	49	82%
<b>Total</b>	<b>994*</b>	<b>851</b>	<b>86%</b>	<b>818</b>	<b>774</b>	<b>95%</b>
<b>Workers</b>						
Male	2,041	322	16%	2,551	233	9%
Female	179	113	63%	165	1	1%
<b>Total</b>	<b>2,220</b>	<b>435</b>	<b>20%</b>	<b>2,716</b>	<b>234</b>	<b>9%</b>

\*Eligible employees

**10. a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, what is the coverage of such a system?**

Yes. The Company follows all applicable rules and regulations directed by Authorities for Employees' Health and Safety and it is covered at the group level including all the plants. The Company has adopted Occupational Health and Safety Policy which is available on the website of the Company at -

<https://zyduswellness.com/investor/Occupational-Health-Safety-Policy.pdf>

The safety and wellbeing of our employees is of utmost importance to us. We continuously strive to promote safe practices to be followed by all our employees. We are committed to implementing and monitoring relevant requirements set forth by ISO standards for our plants. Our manufacturing plants at Ahmedabad and Sikkim are ISO 45001:2018 (OH&S) certified. We have established Occupational and Health centers, equipped with Ambulance facilities, at all our plants to serve 24\*7.

In FY 2024-2025 we have invested 3,131.5 hours in training our employees on topics related to safety practices at the workplace. In FY 2024-2025, zero fatalities occurred, and zero lost days were recorded across all the plants.

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

The Company has a centralized Environment, Health and Safety ("EHS") Cell, both at a group and the plant level to identify work related hazards and assess risks on a routine and non-routine basis. All relevant updated EHS documents, guidelines, policies, SOPs, and checklists are being regularly updated to the employees through this EHS portal and necessary compliance perspective actions are tracked. Further, at regular intervals, EHS interactions like seminars, group meetings, focused training etc. are organised for awareness amongst all levels of employees. At the group level, the Corporate EHS team has created EHS Software viz. "Zysafe" for EHS governance and to monitor all EHS related Activities.

**c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes / No)**

Yes. The company has a legal obligation to provide a safe and healthy work environment to the employees. Part of this responsibility involves establishing procedures for reporting hazards and removing workers from hazardous situations. The company carries out following activities to create process for workers to report work related hazards and remove themselves from the risk:

- i. Identify and assess all potential hazard at workplace to develop hazard reporting procedures.
- ii. Training given to employees to identify hazards and how to remove themselves from hazardous situations.
- iii. Encourage employees to report the hazard and potential hazards wherever possible and ensure workers are not punished or retaliated against reporting hazards.
- iv. Investigation of hazards and implement appropriate measure to avoid re-occurrence of the hazards.
- v. We have a well-designed EHS Software named Zysafe which is used for reporting of Unsafe act, Unsafe conditions. We regularly monitor and review the hazards reporting and removal process to ensure that it is effective and to make any necessary improvements.



The Company celebrates EHS campaigns like National Safety Month, Fire Safety Month, World Environment Day and also celebrates theme based EHS campaigns like Electrical Safety, Slip & Trip, Machine Safety etc.

**d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes / No)**

Yes. 100% of our Permanent workers and employees have access to non-occupational medical and health care services through Health Insurance. We recognize that access to healthcare services is a fundamental human right and we are committed to providing our employees and workers with access to quality healthcare services through below mentioned measures:

- i. Providing permanent employees / workers and their loved ones with comprehensive health insurance which includes coverage for non-occupational medical and healthcare services.
- ii. On-site medical clinics that are staffed by qualified medical professionals to provide medical care and treatment to the employees/ workers.
- iii. Telemedicine services that allow employees and workers to consult with medical professional remotely, providing them with access to medical care and treatment from the comfort of their homes or workplaces.
- iv. Conducting programs for the employees and workers to help them maintain their physical and mental health. These programs include fitness classes, stress management programs and nutrition counselling.

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

Salary Incident / Number	Category	FY 2024-2025	FY 2023-2024
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	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 entity to ensure a safe and healthy workplace.**

1. Implementation of International Standards of Occupational Health & Safety Management System ISO 45001:2018 at all three sites.
2. Regular Training & Awareness to all employees
3. Preparing Safe Operating Procedures of operational activities to prevent from incidents.
4. Providing Personal Protective Equipment to employees wherever necessary to protect from incidents.
5. Hazard identification, Safety theme drives on different Hazards, ownership by all staff through EHS index system, involvement of senior management in safety and health related activities, Promotional activities on EHS, Fire Safety Management, Occupational Health Centre with medicine facility, Clean & hygiene canteen, are some other initiatives are implemented to ensure a safe and healthy work place.

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

Assessment Type	FY 2024-2025			FY 2023-2024		
	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 Health & Safety		Nil			Nil	

**14. Assessments for the year:**

Assessment Type	% 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) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.**

Our Sikkim and Ahmedabad plants are undergoing third-party assessments, while Aligarh is being assessed internally by an independent audit team, focusing on health and safety. Additionally, we had no reportable incidents during the year.

**Leadership Indicators**

**1. Does the entity extend any life insurance or any compensatory package in the event of death of**

(A) Employees (Y/N): Y (B) Workers (Y/N): Y

**2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners. -**

The Company has a robust control system and conforms to all laid down laws of the land. It has an efficient tax system to track and control and reconcile that Goods and Services Tax ("GST"), Tax Deducted at Source ("TDS") and Tax Collected at Source ("TDS") have been duly recorded, levied by the suppliers and deposited with the relevant statutory authorities. During the financial year 2024-2025 ₹ 18,754.14 million towards GST and ₹ 367.06 million towards TDS and TCS were deposited with relevant statutory authorities. Further, the system also assists us to check if the TDS have been duly deducted by the Customers and paid to the relevant statutory authorities, wherever applicable.

**3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-2025	FY 2023-2024	FY 2024-2025	FY 2023-2024
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

**4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)**

Yes, in case of retirement of employee on a case-to-case basis, the company provides extended service to the employees as a retainer/consultant and in case of termination of employee the company provides career counselling.

**5. Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	29%*
Working Conditions	

\*We have sent an ESG checklist as a preliminary assessment to our top 34 critical vendors. Going forward, we will implement a plan to assess all the vendors.

**6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners**

Based on the evaluation, low scoring vendors (3) have been identified and advised to go for relevant certifications (e.g., ISO 14001:2015, ISO 45001:2018, ISO 50001, SA 8000). Additionally, they have been advised to start monitoring data on their energy and water consumption, with a target of Y-o-Y reduction. Vendors with manual handling were advised to opt for ergonomic studies and modify the working practices accordingly.



**PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders**

**Essential Indicators**

**1. Describe the processes for identifying key stakeholder groups of the entity.**

Key stakeholder groups are identified through an internal assessment based on their influence on and interest in the company’s operations. The identification process considers strategic relevance, the level of impact on the business, and the stakeholders’ expectations. During the FY 2023-24 materiality assessment, stakeholder groups were prioritized using international reporting standards. This involved direct engagement mechanisms to gather insights on critical issues, followed by detailed analysis of feedback from both stakeholders and internal management.

**2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.**

Stakeholder Group	Identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication	Frequency of Engagement	Purpose and Scope of Engagement (including key topics and concerns)
Employees	No	Email, SMS, Meetings, Surveys, Feedback, Website, Internal Portals	Monthly, Quarterly, Annually, Need-Based	Employee wellbeing, health & safety, performance reviews, training, and career development conversations
Investors	No	Meetings, Conferences, Investor Calls, Correspondence	Monthly, Quarterly, Half-Yearly, Annually, Need-Based	Financial performance, growth strategy, returns and dividends
Customers	No	Meetings, Surveys, Web Portals	Monthly, Annually, Need-Based	Customer experience, product and service quality
Suppliers	No	Vendor meetings, Supplier audits, Facility visits, Annual reports, Compliance filings	Monthly, Quarterly, Half-Yearly, Annually, Need-Based	Supplier performance, compliance with Supplier Code of Conduct
Communities	Yes	Social media, Website, Meetings, Newsletters, Surveys, Trainings, Fieldwork, Virtual engagement	Half-Yearly, Annually, Need-Based	CSR initiatives, employee volunteering, upliftment and development activities
Government & Regulatory Authorities	No	In-person meetings, Conferences, Official communications, Statutory publications, Industry associations, Correspondence	Quarterly, Annually, Need-Based	Compliance, policy alignment, regulatory updates, industry representation

**Leadership Indicators**

**1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board**

Stakeholder engagement is facilitated through various channels such as meetings, surveys, reports, and formal communications. The outcomes and key concerns arising from these engagements are consolidated and presented to senior management and the Board. Feedback mechanisms include regular internal reporting, integration of stakeholder insights into board agendas, and updates during strategic planning sessions to ensure stakeholder voices inform decision-making on economic, environmental, and social matters.

To facilitate the engagement, we have established several committees dedicated to key areas of concern. The CSR and ESG Committee assesses our performance in environmental, social and governance matters, overseeing the implementation of relevant policies and strategies to drive sustainable practices, formulating and recommending to the Board CSR policy, monitoring CSR budget allocation, activities and expenditure to ensure alignment with our commitment to social responsibility. Stakeholders’ Relationship Committee is entrusted with evaluating statutory compliances and services related to non-receipt of Annual Report and dividend, transfer / transmission etc. and review the performance of Registrar and Transfer Agent, thereby enhancing trust and transparency in our interactions. In line with our dedication to shareholder engagement, we offer the Institutional Investors and Analysts the opportunity to interact with the Chairman

and CEO quarterly through post earnings call and to interact with all Board members annually during the Annual General Meeting. This forum allows us to stay attuned to the evolving needs and concerns of our stakeholders, reinforcing our pledge to remain accountable and responsive to their interests. Our engagement with vendors includes the use of an ESG checklist to evaluate their performance and compare against ESG related certifications and labels.

**2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Yes. Stakeholder consultations were central to the FY 2023-24 materiality assessment process. Feedback received from stakeholders was directly used to identify material environmental and social topics such as climate change, waste management, employee wellness, health and safety, and community relations. These topics have since been incorporated into the entity's sustainability framework, influencing the formulation of related policies, operational practices, and long-term business strategies.

**3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.**

The Company recognizes the importance of engaging with and addressing the concerns of vulnerable and marginalized stakeholder groups. We believe that by working closely with these groups, we can better understand their unique needs and perspectives and take meaningful action to support their social and economic inclusions. We conduct event-based engagement that are either statutory in nature or serves as part of our internal programme. The Group continues to create healthier, happier communities globally. Zydus Shrishti, the Group's CSR programme focuses in the areas of health, education and research. Making a difference to serve the needs of the patients and bring world-class medical education to the rural interiors of Gujarat, Zydus Foundation has set up the Zydus Medical College and Hospital at Dahod. For further details please refer Page no. 91-96 of Integrated Annual Report.

**PRINCIPLE 5: Businesses should respect and promote human rights**

**Essential Indicators**

**1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:**

Category	FY 2024-2025			FY 2023-2024		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	1,041	1,041	100%	774	774	100%
Other than permanent	47	47	100%	44	44	100%
<b>Total Employees</b>	<b>1,088</b>	<b>1,088</b>	<b>100%</b>	<b>818</b>	<b>818</b>	<b>100%</b>
<b>Workers</b>						
Permanent	206	206	100%	234	234	100%
Other than permanent	2,220	2,220	100%	2,317	2,317	100%
<b>Total Workers</b>	<b>2,426</b>	<b>2,426</b>	<b>100%</b>	<b>2,551</b>	<b>2,551</b>	<b>100%</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	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
<b>Permanent Employees</b>										
Male	973	0	0%	973	100%	725	0	0%	725	100%
Female	68	0	0%	68	100%	49	0	0%	49	100%
<b>Total</b>	<b>1,041</b>	<b>0</b>	<b>0%</b>	<b>1,041</b>	<b>100%</b>	<b>774</b>	<b>0</b>	<b>0%</b>	<b>774</b>	<b>100%</b>
<b>Other than Permanent</b>										
Male	35	0	0%	35	100%	33	0	0%	33	100%
Female	12	0	0%	12	100%	11	0	0%	11	100%
<b>Total</b>	<b>47</b>	<b>0</b>	<b>0%</b>	<b>47</b>	<b>100%</b>	<b>44</b>	<b>0</b>	<b>0%</b>	<b>44</b>	<b>100%</b>



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	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
<b>Permanent Workers</b>										
Male	204	0	0%	204	100%	233	0	0%	233	100%
Female	2	0	0%	2	100%	1	0	0%	1	100%
<b>Total</b>	<b>206</b>	<b>0</b>	<b>0%</b>	<b>206</b>	<b>100%</b>	<b>234</b>	<b>0</b>	<b>0%</b>	<b>234</b>	<b>100%</b>
<b>Other than Permanent</b>										
Male	2,041	1,578	77%	486	24%	2,153	367	15%	1,786	83%
Female	179	62	35%	94	53%	164	164	100%	0	0%
<b>Total</b>	<b>2,220</b>	<b>1,640</b>	<b>74%</b>	<b>580</b>	<b>26%</b>	<b>2,677</b>	<b>531</b>	<b>20%</b>	<b>1,786</b>	<b>77%</b>

3. Details of remuneration/salary/wages, in the following format:

a. Median remuneration / wages:

(₹ in Million)

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	7	1.35	1	1.6
Key Managerial Personnel*	3	20.11	0	0
Employees other than BoD and KMP	715	14.5	56	20.0
Workers	200	7.38	2	2.93

\*Includes Mr. Tarun Arora, CEO & WTD.

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

	FY 2024-2025	FY 2023-2024
Gross wages paid to females as % of total wages	7%	6%

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

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

At Zydus, we prioritize human rights across our operations, striving for a safe and inclusive work environment while preventing issues like child labor, forced labor, and discrimination. Our Human Rights Policy extends to all employees, including part-time and contractual workers, and we require the same commitment from our value chain partners. We conduct regular risk assessments to identify and address potential human rights risks, incorporating stringent due diligence processes. To ensure accountability, we have established grievance redressal policies such as the Human Rights Policy, Whistle Blower Policy, Prevention of Sexual Harassment of Women at Workplace Policy and Code of Conduct for Vendors. The human rights concerns/grievances can be reported to the Immediate Supervisor, Head of Department or Human Resources department. We believe that businesses play a vital role in upholding human rights, and we are committed to promptly addressing any concerns raised by stakeholders. The Human Rights Policy is available on the website of the Company at: <https://www.zyduswellness.com/investor/Human%20Rights%20Policy.pdf>.

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

	FY 2024-2025			FY 2023-2024		
	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						
Discrimination at Workplace						
Child Labour						
Forced Labour/ Involuntary Labour		Nil			Nil	
Wages						
Other Human rights related Issue						

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

	FY 2024-2025	FY 2023-2024
Total Complaints reported under the Sexual Harassment of Women at Workplace (Prevention, prohibition and Redressal) Act, 2013 (POSH)		
Complaints on POSH as a % of female employees/workers	Nil	Nil
Complaints on POSH upheld		

**8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.**

The Company is committed to a workplace free of harassment, including sexual harassment at the workplace, and has zero tolerance for such unacceptable conduct. It encourages reporting of any harassment concerns and is responsive to complaints about harassment or other unwelcome or offensive conduct. Committees have been constituted across locations to enquire into complaints of sexual harassment and to recommend appropriate action, wherever required. The Company is committed to ensure that no employee who brings forward a Sexual Harassment concern is subject to any form of reprisal. Any reprisal will be subject to disciplinary action. The Company ensures that the victim or witnesses are not victimized or discriminated against while dealing with complaints of Sexual Harassment. However, anyone who abuses the procedure are subject to applicable disciplinary action by the Company. Also, awareness sessions are organized for all employees at regular intervals. Also, Company has in place, a Whistle Blower policy which provides necessary safeguards to all Whistle Blowers for making disclosures in Good Faith and any other employee assisting the investigation.

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

Yes. Agreements provide for compliance with accepted standards on issues related to EHS, Human Rights and labour practices. Additionally, the Company has adopted "Code of Conduct for Vendors". This requires suppliers to comply with labour laws, environmental regulations, and uphold human rights and principles of ethics and integrity in their operations. All Suppliers are expected to meet the requirements of this Code. Additionally, the Vendor Code of Conduct is a mandatory requirement for all our suppliers and forms an integral part of their contract and a link of the code is also mentioned in purchase order.

**10. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	
Forced/ involuntary labour	
Sexual harassment	
Discrimination at workplace	No plants and offices were assessed for human rights issues.
Wages	
Others - Please specify	

**11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above:**

Not Applicable



## Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints:

Not Applicable.

2. Details of the scope and coverage of any Human rights due diligence conducted:

No Human rights due diligence was conducted.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016? Yes

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	29%*
Wages	
Others – please specify	

\*We have sent an ESG checklist as a preliminary assessment to our top 34 critical vendors. Going forward, we will implement a plan to assess all the vendors.

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

No risks identified.

## 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) and energy intensity, in the following format:

Parameter (In Gigajoules)	FY 2024-2025	FY 2023-2024
<b>From renewable sources</b>		
Total electricity consumption (A)	6,754	-
Total fuel consumption (B)	4,15,252	3,62,550
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>4,22,006</b>	<b>3,62,550</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	50,815	44,235
Total fuel consumption (E)	1,93,224*	3,24,132
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>2,44,039</b>	<b>3,68,457</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>6,66,045</b>	<b>7,30,917</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations in million)	<b>24.6</b>	<b>31.4</b>
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations in million adjusted for PPP)	<b>550.7</b>	<b>703.3</b>
<b>Energy intensity in terms of physical output (GJ/MT)</b>	<b>7.71</b>	<b>9.60</b>

#### Notes:

- a) \*Includes NIPL plant data effective from Jan-Mar'25.
- b) Purchasing Power Parity (PPP) - Revenue from operations is adjusted as per International Monetary Fund Implied PPP conversion rate.
- c) 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. Reasonable Assurance has been carried out by Intertek India Private Limited and the certificate for the same is attached to this report.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and 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

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2024-2025	FY 2023-2024
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	62,658	67,118
(ii) Ground water	3,55,402	3,49,223
(iii) Third party water	0	0
(iv) Sea water / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>4,18,060</b>	<b>4,16,341</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>3,89,852*</b>	<b>4,10,270*</b>
<b>Water intensity per rupee of turnover</b> (Total Water consumption / Revenue from operations in million)	<b>14.39</b>	<b>17.52</b>
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations in million adjusted for PPP)	<b>322.4</b>	<b>392.5</b>
<b>Water intensity in terms of physical output</b> (kilolitres/MT)	<b>4.5</b>	<b>4.7</b>

**Methodology for tracking:** We have dedicated magnetic flow water meters at plants on each borewell for tracking of freshwater consumption and these details are being then transferred to excel sheet for easy tracking.

**Notes:**

- \*The data includes of 4 manufacturing plants of Zydus wellness - Ahmedabad (1), Sikkim (2) and Aligarh (1) and restated figures for previous year
- Purchasing Power Parity (PPP) - Revenue from operations is adjusted as per International Monetary Fund Implied PPP conversion rate.
- 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. Reasonable Assurance has been carried out by Intertek India Private Limited and the certificate for the same is attached to this report.

4. Provide the following details related to water discharged:

Parameter	FY 2024-2025	FY 2023-2024
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(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		
No treatment	-	-
With treatment - please specify level of treatment	-	-
(v) Others		
No treatment	-	-
With treatment - please specify level of treatment	29,528	50,287
<b>Total water discharged (in kilolitres)</b>	<b>29,528</b>	<b>50,287</b>



**Methodology for tracking:** We have flow meters for recording the details at Effluent Treatment Plant (ETP) for tracking of Inlet & Outlet water. All water from plants is treated at both the ETP before being reused for gardening, road cleaning, flushing, etc., on-site or released off-site

**Notes:**

- a. The data includes of 4 manufacturing plants of Zydus wellness - Ahmedabad (1), Sikkim (2) and Aligarh (1)
- 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: Yes. Reasonable Assurance has been carried out by Intertek India Private Limited and the certificate for the same is attached to this report.

**5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.**

Yes, we have Installed ZLD in Plant with Ultrafiltration (UF) and 2 stage Reverse Osmosis (RO), we are using treated water in Cooling tower, toilet flush and Boiler. In Sikkim location, we reduced 3,379 KL of raw water consumption in Year 2024.

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

Parameter	Please specify unit	FY 2024-2025*	FY 2023-2024
NOx	mg/Nm3	8,277.3	72.3
Sox	mg/Nm3	925.33	112.3
Particulate matter (PM)	mg/Nm3	2,726.4	107.5
Persistent organic pollutants matter (POP)	-	NA	
Volatile organic compounds (VOC)	-	NA	
Hazardous air pollutants (HAP)	-	NA	
Others - please specify.	-	NA	

\*The air emissions reported for FY 2024-25 are from all our direct manufacturing facilities.

**Methodology for tracking:** We conduct third-party testing from the govt. approved environmental laboratories for air emission equipment's as per the defined frequencies in respective locations PCB consent order and data showing is taken from one of the third-party report. These tests are conducted against the prescribed limits of Central Pollution Control Board.

**Note:** 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. Reasonable Assurance has been carried out by Intertek India Private Limited and the certificate for the same is attached to this report.

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

Parameter	Unit	FY 2024-2025	FY 2023-2024
Total Scope 1 emissions*	tCO <sub>2</sub> e	11,343	31,304
Total Scope 2 emissions	tCO <sub>2</sub> e	10,289	8,798
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations in million)	tCO <sub>2</sub> e/INR	<b>0.8</b>	<b>1.7</b>
<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)	tCO <sub>2</sub> e/INR	<b>17.88</b>	<b>38.6</b>
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	tCO <sub>2</sub> e/ MT	<b>0.25</b>	<b>0.5</b>

\*Scope 1 encompasses emissions from coal, diesel and refrigerants

Parameter	Unit	FY 2024-2025	FY 2023-2024
Biogenic Emissions	tCO <sub>2</sub> e	47,298	41,294

**Notes:**

- a. Emission factors are based on the IPCC 2006 National Greenhouse Gas guidelines.

- b. Scope 2 emissions for purchased grid electricity are calculated using the Central Electricity Authority (CEA) CO<sub>2</sub>e baseline database for 2024, with a grid emission factor of 0.727 tCO<sub>2</sub>e/MWh.
- c. For Dubai office, we have used a grid emission factor for electricity as 0.4041 tCO<sub>2</sub>e/MWh as per Dubai Electricity and Water Authority Climate Change report.
- d. For Bangladesh office, we have used grid emission factor for electricity as 0.67 tCO<sub>2</sub>e/MWh as per the circular issued by Department of Environment, Bangladesh
- e. 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. Reasonable Assurance has been carried out by Intertek India Private Limited and the certificate for the same is attached to this report.

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

Yes, the entity has undertaken multiple initiatives aimed at reducing greenhouse gas (GHG) emissions across its manufacturing facilities. These projects are primarily focused on improving energy efficiency, optimizing operational processes, and reducing dependence on high-energy-consuming systems. Key initiatives include:

- HVAC Optimization: Sikkim plants (Unit 1 & 2) have started operating Air Handling Units (AHUs) through cooling towers instead of chillers during the winter season, leading to energy savings and cost reduction of ₹12.97 lakh.
- Boiler Efficiency Enhancement: Boiler performance was improved, resulting in a 3.8% increase in efficiency in 2024, saving approximately ₹11 lakh in costs.
- Electrical Energy Reduction Projects:
  - **Sikkim Plant:** Achieved a total energy saving of over 3 lakh KWH through various initiatives such as installing timers on bin vibrator motors in the new Glucon-D block and increasing condensate recovery by 10% compared to the previous year.
  - **Aligarh Plant:** Implemented energy saving projects that resulted in savings of over 4.1 lakh KWH. Additional process optimizations included enhancing fat spread line productivity by increasing product holding time between equipment and upgrading the mayonnaise process by using UV treatment for processed water, thereby eliminating the need for heating water to 80°C.
  - **Ahmedabad Plant:** Contributed to energy conservation by saving a total of approximately 2.76 lakh KWH through energy efficiency measures.

These combined efforts demonstrate the entity's commitment to reducing its carbon footprint through energy optimization, process innovation, and cost-effective sustainability initiatives.

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

Parameter	FY 2024-2025	FY 2023-2024
<b>Total Waste Generated (in metric tonnes)</b>		
Plastic waste (A)	1013.4	419
E-waste (B)	-	-
Bio-medical Waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery Waste (E)	-	-
Radioactive Waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	112.5	86
Other Non-hazardous waste generated (H)	586	784
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>1,712</b>	<b>1,289</b>
<b>Waste intensity per rupee of turnover</b> (Total Waste generated / Revenue from operations in million)	<b>0.06</b>	<b>0.05</b>
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Waste generated / Revenue from operations in million adjusted for PPP)	<b>1.42</b>	<b>1.24</b>
<b>Waste intensity in terms of physical output unit</b> (MT of waste / MT of production)	<b>0.02</b>	<b>0.02</b>



Parameter	FY 2024-2025	FY 2023-2024
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)</b>		
<b>Category of Waste</b>		
(i) Recycled	1,604	1,240
(ii) Re-Used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>1,604</b>	<b>1,240</b>

<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)</b>		
Category of Waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations (Co-processing)	108	49
<b>Total</b>	<b>1,712</b>	<b>1,289</b>

**Notes:**

- Purchasing Power Parity (PPP) - Revenue from operations is adjusted as per International Monetary Fund Implied PPP conversion rate.
  - 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. Reasonable Assurance has been carried out by Intertek India Private Limited and the certificate for the same is attached to this report.
- 10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes**

The company has adopted a holistic approach to waste management and chemical usage, focusing on resource efficiency, waste minimization, and product innovation. Waste management practices across operations emphasize closed-loop systems, plastic reduction, and extended producer responsibility (EPR) compliance. Simultaneously, the organization is committed to reducing the use of hazardous and toxic chemicals through the development of sustainable, low-impact formulations and safer processing techniques. These initiatives are aligned with broader environmental goals and consumer demand for eco-friendly products.

Sr. No.	Details of activities and output	Description of the impact caused
<b>FY 2024-25</b>		
1	Reducing waste generation through closed-loop systems & improved resource efficiency. Reduction of Plastics Waste (Jar, Laminates, Polybags and Caps) forms a part of the Performance Mgmt. System (PMS) as a key KPI of the Site leadership and Production Heads of all factories.	Achieved reduction in waste generation by implementing closed-loop systems and optimizing resource use across Operations.
2	Developing sustainable products with reduced environmental footprints to meet evolving consumer preferences for eco-friendly solutions.	Introduced lower oil-content formulations for products like Retail Mayonnaise to reduce resource dependency. Innovating heat-resistant and low-carbon products.
3	Scaling up partnerships with third-party Recyclers to meet and exceed EPR compliance requirements.	Strengthened EPR performance by expanding collaborations with certified recyclers, ensuring responsible end-of-life management of packaging waste.
4	Supporting the establishment of decentralized waste collection hubs to facilitate effective segregation and processing.	Enabled localized waste segregation and processing through support of decentralized hubs, enhancing material recovery and circularity at the community level.

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:

S. 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.
The Company does not operate in ecologically sensitive areas.			

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 Web link
EIA is not mandatory for the projects which are carried out by the Company.					

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:

S.No.	Specify the law / regulation / guidelines which was not complied	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
The Company is compliant with the applicable environmental law/ regulations/ guidelines applicable in India.				

#### Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

- (i) **Name of the area:** Aligarh, Ahmedabad and Sikkim  
(ii) **Nature of operations:** Manufacturing and R&D  
(iii) **Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 2024-2025	FY 2023-2024
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	62,658	67,118
(ii) Groundwater	3,55,402	3,49,223
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>4,18,060</b>	<b>4,16,341</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>3,89,852*</b>	<b>4,10,270*</b>
<b>Water intensity per rupee of turnover (Water consumed / revenue from operations in million)</b>	<b>14.4</b>	<b>17.52</b>
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(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		
No treatment		-
With treatment - please specify level of treatment		-
(v) Others		
No treatment		-
With treatment - please specify level of treatment	29,528	50,287
<b>Total water discharged (in kilolitres)</b>	<b>29,528</b>	<b>50,287</b>



**Notes:**

- a) 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. Reasonable Assurance has been carried out by Intertek India Private Limited and the certificate for the same is attached to this report.
- b) \*The data includes of 4 manufacturing plants of Zydus wellness - Ahmedabad (1), Sikkim (2) and Aligarh (1) and restated the figure for previous year

**2. Please provide details of total Scope 3 emissions & its intensity, in the following format:**

Parameter	Unit	FY 2024-2025	FY 2023-2024
Total Scope 3 emissions (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)	tCO <sub>2</sub> e	31,614*	26,504**
Total Scope 3 emissions per rupee of turnover	tCO <sub>2</sub> e/ revenue from operations in million	1.17	1.13

\*&\*\*: Standalone emissions

**Scope 3 emissions accounted for the following Categories - Calculation Methodology from the GHG protocol:**

- (a) Capital Goods - Spend-based Method
- (b) Waste generated in operations - Waste Type-Specific Method
- (c) Employee commuting - Distance-Based Method
- (d) Upstream Leased Assets - Asset-Specific Method
- (e) Downstream, Transportation & Distribution - Spend-based Method

**Note:** 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. Limited Assurance has been carried out by Intertek India Private Limited

**3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities:**

The Company does not operate in ecologically sensitive areas

**4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

The company has implemented a range of targeted initiatives and technological innovations to enhance resource efficiency and reduce environmental impacts associated with emissions, effluent discharge, and waste generation. These measures include the adoption of renewable energy sources, optimization of energy and water usage, and implementation of cleaner production technologies. Through strategic investments in infrastructure and process improvements, the organization has not only achieved significant energy and cost savings but has also contributed to lowering its carbon and water footprints. Key initiatives and their outcomes are summarized below:

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Purchased electricity unit through Solar power	Open access 2 MW solar energy adopted from August, 2024	1. Saving of ₹ 48 Lakhs. 2. Reduction in Carbon Emission
Energy Saving in operational cost through revised production plan	Through additional day shut down on Diwali festival.	20 % Electricity Reduction in per ton of Complan production
Energy saving through innovative technological improvement	In New Glucon-D block, installation of timer on bin vibrator motor	61975 KWH energy saving
Energy saving by reusing of condensate water	10% increase in condensate water recovery	352,940 KWH energy saving
Increasing boiler efficiency by 1.1 %.	Technological Improvement	783 MT of fuel saving
Reduced consumption of coal (fossil Fuel) with rice husk (Green Fuel)	Technological Improvement	Reduced carbon emissions
Water Saving by utilizing ETP treated wastewater	Reuse of ETP discharge water after UF and RO treatment at Utilities (HWG and Cooling tower)	1,644 KL water saving

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Cooling Tower fan interlocking with Temperature to save energy	Technological Improvement	Saved ₹ 0.15 Lakhs (1,899 KWH)
Installation of VFD on Octagonal blender to reduce th energy consumption	Technological Improvement	Saved ₹ 0.13 Lakhs (1,645 KWH)
Installation of sensor in BOPP taping to stop in Ideal time for the reduction of energy consumption	Technological Improvement	Saved ₹ 0.07 Lakhs (886 KWH)
Water Saving by utilizing ETP treated wastewater	Reuse of ETP discharge water after UF and RO treatment at Utilities (HWG and Cooling tower)	8% water Consumption (3,379 KL) reduced in Year 2024.

**5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.**

Yes, the entity has a Business Continuity and Disaster Management Plan integrated within its risk management framework. It ensures preparedness against disruptions such as pandemics, cyber threats, and operational failures. Senior Management oversees implementation, while the Risk Management Committee regularly reviews high-risk scenarios. Emphasis is placed on timely response, recovery strategies, and stakeholder protection to ensure uninterrupted operations and long-term resilience.

**6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard:**

No significant adverse impact has arisen from any of the value chain of the entity.

**7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts:**

Our top critical vendors were assessed representing 29% of the business conducted.

**8. How many Green Credits have been generated or procured:**

a. By the listed entity: Nil

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners:

S. No.	Green Credits generated	FY 2024-2025
1	By the company	Nil
2	By the value chain partners	Nil

**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:** We are associated with 6 (Six) 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**

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	The Confederation of Indian Industry	National
2.	Federation of Indian Chambers of Commerce & Industry	National
3.	All India Food Processors' Association	National
4.	Protein Foods and Nutrition Development Association of India	National
5.	International Market Assessment India Private Limited (IMA)	National
6.	The Advertising Standards Council of India	National

**2. Provide 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 the case	Corrective action taken
	We have no cases pending before the Competition Commission of India ("CCI") nor have we received any notice regarding anticompetitive conduct from the CCI.	



## Leadership Indicators

### 1. Details of public policy positions advocated by the entity:

S No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others - please specify)	Web Link, if available
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The Company engages with various stakeholders as mentioned in point 1(b) such as industry chambers, associations, governments, and regulators, to offer insights for the development and execution of public policies. This engagement, guided by principles of commitment, integrity, and transparency, prioritizes the interests of all stakeholders. The methods employed include participation in meetings, conferences, official communications, and engagement as needed.

## PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

### Essential Indicators

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

Project Name	SIA Notification	Date Notification	Conducted by independent	Result Communicated	Web link
Not applicable, none of the projects are applicable for SIA Assessment in FY 2024-2025.					

#### 2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

S. 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 visits nearby farmers of Aligarh in Uttar Pradesh and seeks to ask their grievances and provide solution to improve the health and hygiene of their cattle. Also, farmer's helpline is started to resolve issues related to animals' health and feeding. The Company also uses digital tools to redress any concerns and grievances posted by members of community on social media.

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

	FY 2024-2025	FY 2023-2024
Directly sourced from MSMEs/ small producers	12%	12%
Directly from within India	98%	94%

#### 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. (Place as per RBI Classification System - rural/semi-urban/urban/Metropolitan)

Location	FY 2024-2025	FY 2023-2024
Rural	0%	0%
Semi-urban	7%	6%
Urban	37%	34%
Metropolitan	56%	60%

## Leadership Indicators

### 1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments

Negative Social Impact	Corrective Action
Not Applicable	

### 2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational District	Amount spent (in ₹)
1	Gujarat	Dahod	64,11,000

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No : No  
 (b) From which marginalized /vulnerable groups do you procure?: Not Applicable  
 (c) What percentage of total procurement (by value) does it constitute?: Not Applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

Intellectual Property	Owned Acquired	Benefit Shared	Calculate Benefit Share
Not Applicable			

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Authority Name	Brief Case	Corrective Action
Not Applicable		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Zydus Medical College and Hospital, Dahod	5,00,000	100%

## PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner

### Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company has a customer grievance handling mechanism in place and is in compliance with the applicable rules and regulations stipulated by the regulators. Customers can reach out to the Company to complain / share feedback / for queries. Customers can either:

- Write a letter to Company's registered office address, or
- Send an email to [customercare@zyduswellness.com](mailto:customercare@zyduswellness.com), or
- Call on customer care phone number: 18001206868.

The contact details are also available on the website of the Company. Customer's contact details are kept confidential to comply with data privacy rules and regulations. Action on all the complaints are taken within 1 (one) working day of receiving a complaint / feedback / query by the customer care executive. The customer care team also resolves customer's queries on usage of the Company's products, product benefits, product availability and others. There is a dedicated resource for handling customer complaints. Within related functions such as, Quality & Regulatory, Research & Development, Manufacturing, Marketing and Sales, as per the nature of the grievance, there are dedicated single point of contact to address and take necessary action on the complaints. All product related complaints are evaluated by Quality function and corrective actions are taken. The Company takes necessary steps to make customers aware on the usage of its products on the packs as well through digital medium including the brand websites. The Company's Customer First approach makes every endeavour to give replacement to all customers who have registered quality related complaints without any questions asked. Wherever possible, the products are directly sent to the customer's address by courier or through local resources.



**2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:**

Services	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%: There are social parameters relevant to the responsible, safe and prescribed usage of the products.
Safe and responsible usage	100%: All products of the Company have the usage/ directions mentioned on leaflets/ packaging.
Recycling and/or safe disposal	All our products which are expired or damaged and cannot be consumed, are not sold to the vendors for feeding cattle / consumption and are taken back from trade, audited by government approved agencies and disposed off as per the guidelines enumerated in the internal policy and adhering to the local laws and rules. Proof of products destroyed is maintained by the Company. Thereby, we ensure safe disposal of expired or damaged products.

**3. Number of consumer complaints in respect of the following:**

Complaint Type	FY 2024-2025		Remarks	FY 2023-2024		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	0	0		0	0	
Advertising	-	-		-	-	
Cyber Security	0	0		0	0	
Delivery of essential service	-	-		-	-	
Restrictive trade practices	-	-		-	-	
Unfair trade practice	-	-		-	-	
Other (Customer Complaints)	1,483	0		1,378	0	

**4. Details of instances of product recalls on account of safety issues:**

	Number	Reason to recall
Voluntary Recall	Nil	NA
Forced Recall	Nil	NA

**5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**

Yes. We have a Cybersecurity Policy in place which is internally available for employees. Additionally, we have CrowdStrike software which serves as both Endpoint detection and response (EDR) and antivirus, enforcing data privacy by blocking USB ports and controlling data flow through them. Further, from a governance perspective, cyber risks are monitored and mitigated through the Risk Management framework implemented under Risk Management Policy, which is available on the website of the Company at <https://www.zyduswellness.com/investor/Risk%20Management%20Policy.pdf>

**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.**

There has been no incidence of product recall, and no penal action was taken by regulatory authorities on safety of products

**7. Provide the following information relating to data breaches:**

- Number of instances of data breaches:** Nil
- Percentage of data breaches involving personally identifiable information of customers:** Nil
- Impact, if any, of data breaches:** Not Applicable

## Leadership Indicators

- 1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

### Channels/Platforms available (Yes / No)

Information on products of the Company are available on the website of the Company at [www.zyduswellness.com](http://www.zyduswellness.com), brand websites, brand social media handles etc. Brand and product related information is available on brand website as mentioned below:

[www.sugarfree-india.com](http://www.sugarfree-india.com), [www.everyuth.com](http://www.everyuth.com), [www.complanforgrowth.com](http://www.complanforgrowth.com), [www.nutralite.com](http://www.nutralite.com), <https://maxprotein.in/> etc. Customers can also access these websites from the dedicated pages available on the website of the Company at [www.zyduswellness.com](http://www.zyduswellness.com) under the tab "Brands".

- 2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

On each pack of our products, there are clear indications and instructions depicting the ingredients of the product, guidance as to how to use the product, expiry date, caution for consumption of usage and storage with specific disclaimers to ensure proper usage. We also enable consumers to make better choices by imparting information to consumers through several media channels, social campaigns and provide free trials of new products through different platforms.

- 3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

Not Applicable, as the Company does not provide any essential services.

- 4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Yes. The Company follows the legal requirements of Food Safety and Standards Authority of India ("FSSAI") recommended labeling guidelines for food products. The Company also has internal guidelines to check for varieties of branding aspects such as logos, claims etc.

Also, we carry out regular consumer surveys to understand consumer opinions and perceptions about our products and brands.





## Independent Reasonable Assurance Statement to Zydus Wellness Limited on their Business Responsibility & Sustainability Report (BRSR) FY2024-25 Core Disclosures.

To the Management of Zydus Wellness Ltd., Ahmedabad, India

### Introduction

Intertek India Private Limited ("Intertek") was engaged by Zydus Wellness Limited ("ZWL") to provide an independent reasonable assurance on its consolidated BRSR (Business Responsibility & Sustainability Report) core disclosures for FY2024-25 as part of their Integrated Annual Report ("the Report"). The scope of the Report comprises the reporting periods of FY2024-25. The Report is prepared by ZWL based on SEBI's (Securities and Exchange Board of India) BRSR guidelines. The assurance was performed in accordance with the requirements of International Federation of Accountants (IFAC) International Standard on Assurance Engagement (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information.

### Objective

The objectives of this reasonable assurance engagement were, by review of objective evidence, to confirm whether the sustainability related disclosures in the Report are in alignment with the Business Responsibility and Sustainability Report (BRSR) Core disclosures requirements laid down by SEBI and were accurate, complete, consistent, transparent and free of material errors or omission in accordance with the criteria outlined below.

### Intended Users

This Assurance Statement is intended to be a part of the Integrated Annual Report of Zydus Wellness Limited.

### Responsibilities

The management of ZWL is solely responsible for the development of the Report and its presentation. Management is also responsible for the design, implementation and maintenance of internal controls relevant to the preparation of the Report so that it is free from material misstatement, whether due to fraud or error.

Intertek's responsibility, as agreed with the management of ZWL, is to provide assurance and express an opinion on the data and assertions in the Report based on our verification following the assurance scope and criteria given below. Intertek does not accept or assume any responsibility for any other purpose or to any other person or organization. This document represents Intertek's independent and balanced opinion on the content and accuracy of the information and data held within.

### Assurance Scope

The assurance has been provided for selected sustainability performance disclosures as per BRSR core disclosures with reference to SEBI's "BRSR Core - Framework for assurance and ESG disclosures for value chain" vide circular no. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023, presented by ZWL in its Report. The assurance boundary included data and information of 04 Plants, R&D Centre, other offices, and corporate office.

Our scope of assurance included verification of internal control systems, data and information on core disclosures reported as summarized below:

#### BRSR-Core Disclosures

##### Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

- Number of days of accounts payable
- Concentration of purchases & sales done with trading houses, dealers, and related parties.



- Loans and advances & investments with related parties

**Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains**

- Cost incurred on well-being measures of employees and workers as a percentage of total revenue of the company
- Safety related incidents for employees and workers (LTIFR + Fatality + Permanent Disabilities) including contractual workforce

**Principle 5: Businesses should respect and promote human rights**

- Gross wages paid to females as percentage of total wages paid
- Complaints on POSH

**Principle 6: Businesses should respect and make efforts to protect and restore the environment**

- Total scope 1 and scope 2 emissions
- GHG emissions intensity (scope 1 and 2)
- Total water consumption, water consumption Intensity and water discharge by destination and levels of treatment
- Total energy consumed, percentage of energy consumed from renewable sources and energy intensity
- Total waste generated (category wise), waste intensity, Total waste recovered through recycling, re-using or other recovery operations; Total waste disposed by nature of disposal method; waste diverted from landfill.

**Principle 8: Businesses should promote inclusive growth and equitable development**

- Input material sourced (from MSMEs/ small producers and from within India)
- Job creation in smaller towns– Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost

**Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner**

- Instances involving loss / breach of data of customers as % of total data breaches or cyber security events

**Assurance Criteria**

Intertek conducted the assurance work in accordance with the requirements of 'Reasonable Assurance' procedures as per the following standard:

- International Standard on Assurance Engagements (ISAE) 3000 (revised) for 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'.
- International Standard on Assurance Engagements (ISAE) 3410 for 'Assurance Engagements on Greenhouse Gas Statement

A reasonable assurance engagement involved assessing the risks of material misstatement of the agreed indicators/parameters whether due to fraud or error, responding to the assessed risks as necessary in the circumstances. A materiality threshold level of 5% was applied. Assessment of compliance and materiality was undertaken against the stated calculation methodology and criteria.

**Limitations**

We have relied on the information, documents, records, data, and explanations provided to us by ZWL for the purpose of our review.

The assurance scope excludes:

- Any disclosures beyond those specified in the Scope section above.
- Data and information falling outside the defined reporting period.
- Data pertaining to the Company's financial performance, strategy, and associated linkages are articulated in the Report.
- Assertions made by the Company encompassing expressions of opinion, belief, aspiration, expectation, forward-looking statements, and claims related to Intellectual Property Rights and other competitive issues.

While we considered the effectiveness of management's internal controls when determining the nature and extent of our



procedures, our assurance engagement was not designed to provide assurance on internal controls.

The procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within software/IT systems.

### Methodology

Intertek performed assurance work using a risk-based approach to obtain the information, explanations and evidence that was considered necessary to provide a reasonable level of assurance. The assurance was conducted by desk reviews, visit to ZWL's manufacturing site in Aligarh, Uttar Pradesh and stakeholder interviews with regards to the reporting and supporting records for the fiscal year 2024-25. Our assurance task was planned and carried out during April- June'2025. The assessment included the following:

- Assessment of the select sustainability performance disclosures in accordance with the SEBI's BRSR Core guidelines.
- Review of processes and systems used to gather and consolidate data.
- Examined and reviewed documents, data and other information made available at a selected ZWL's operational site and digitally.
- Conducted physical interviews with key personnel responsible for data management at a selected ZWL's site in Aligarh, Uttar Pradesh.
- Assessment of appropriateness of various assumptions, estimations and thresholds used by ZWL for data analysis.
- Review of BRSR core disclosures for the duration from April 1, 2024 to March 31, 2025 for ZWL was carried out onsite at a selected business location.
- Appropriate documentary evidence was obtained to support our conclusions on the information and data reviewed and details would be provided in a separate management report.

### Conclusions

Intertek reviewed BRSR core disclosures provided by ZWL in its Business Responsibility and Sustainability Report (BRSR) in Integrated Annual Report FY2024-25. Based on the data and information provided by ZWL, Intertek concludes that the sustainability data and information is fairly presented in all material aspects as on the reporting standards.

### Intertek's Competence and Independence

Intertek is a global provider of assurance services with a presence in more than 100 countries employing approximately 43,500 people. The Intertek assurance team included competent sustainability assurance professionals, who were not involved in the collection and collation of any data except for this assurance opinion. Intertek maintains complete impartiality towards any people interviewed.

### For Intertek India Pvt. Ltd.

*Poonam Sinha*

**Poonam Sinha, Verifier**  
Manager-Sustainability

2025/06/30

*Beth Mielbrecht*

**Elizabeth Mielbrecht, Reviewer**  
Project Director

2025/06/30

*No member of the verification team (stated above) has a business relationship with Zydus Wellness Ltd., stakeholders beyond that is required of this assignment. No form of bribe has been accepted before, throughout and after performing the verification. The verification team has not been intimidated to agree to do this work, change and/or alter the results of the verification. The verification team has not participated in any form of nepotism, self-dealing and/or tampering. If any concerns or conflicts were identified, appropriate mitigation measures were put in place, documented and presented with the final report. The process followed during the verification is based on the principles of impartiality, evidence, fair presentation and documentation. The documentation received and reviewed supports the conclusion reached and stated in this opinion.*

