

Date: 16<sup>th</sup> June, 2025

To,  
The Manager,  
BSE Limited  
P. J. Towers, Dalal Street,  
Fort, Mumbai – 400 001  
BSE Scrip Code: 533573

To,  
The Manager,  
National Stock Exchange of India Ltd.  
'Exchange Plaza', Bandra Kurla Complex,  
Bandra (E), Mumbai – 400 051  
NSE Symbol: APLLTD

Dear Sir/Madam,

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

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

We request you to kindly take the same on record.

Thanking you,  
Yours faithfully,  
**For Alembic Pharmaceuticals Limited**

**Manisha Saraf**  
**Company Secretary**

Encl.: A/a.

**ALEMBIC PHARMACEUTICALS LIMITED**

# Business Responsibility & Sustainability Report [BRSR]

## SECTION A: GENERAL DISCLOSURE

### I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L24230GJ2010PLC061123
2	Name of the Listed Entity	Alembic Pharmaceuticals Limited (APL)
3	Year of incorporation	2010
4	Registered office address	Alembic Road, Vadodara – 390003, Gujarat, India
5	Corporate address	Alembic Road, Vadodara – 390003, Gujarat, India
6	E-mail	<a href="mailto:apl.investors@alembic.co.in">apl.investors@alembic.co.in</a>
7	Telephone	+91-265-663 7000
8	Website	<a href="http://www.alembicpharmaceuticals.com">www.alembicpharmaceuticals.com</a>
9	Financial year for which reporting is being done	1 <sup>st</sup> April 2024 to 31 <sup>st</sup> March 2025
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited (BSE)
11	Paid-up Capital in INR	39.31 Crore
12	Contact Person	
	Name of the Person	Mr. Sushil Kharkwal, Head EHS
	Telephone	+91 265-663 7000
	Email address	<a href="mailto:sushil.kharkwal@alembic.co.in">sushil.kharkwal@alembic.co.in</a>
13	Reporting Boundary	
	Reporting Boundary - Are the disclosures under this report made on a 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)	Standalone-Basis
14	Name of assurance provider	Bureau Veritas India Private Ltd.
15	Type of assurance obtained	Limited Assurance

### II. Product/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
1	Manufacturing of Pharmaceuticals	Manufacture and trade of active pharmaceutical intermediates and finished dosage formulations.	100.00

#### 17 Products/Services sold by the entity (accounting for 90% of the turnover)

S. No.	Product/Service	NIC Code (last 3 digits)	% of Total Turnover contributed
1	Manufacture and trade of active pharmaceutical Ingredients and finished dosage formulations.	210	100.00

### III. Operations

<b>18</b>	<b>Number of locations where plants and/or operations/offices of the entity are situated:</b>	<b>Location</b>	<b>Number of plants</b>	<b>No. of Offices</b>	<b>Total</b>
		National	11*	2	13
		International	0	3	3

  

<b>19</b>	<b>Market served by the entity</b>	<b>Locations</b>	<b>Numbers</b>
	a. No. of Locations	National (No. of States)	19
		International (No. of Countries)	76 (worldwide)
	b. What is the contribution of exports as a percentage (%) of the total turnover of the entity?	57.00%	
	c. A brief on types of customers	<p>Alembic's products are broadly classified into Active Pharmaceuticals Ingredients (APIs), Formulations, and International Generics, serving a large international and national customer base across various geographies. Customers include:</p> <ul style="list-style-type: none"> <li>• API: Pharmaceutical Companies engaged in formulation business</li> <li>• Formulations: Patients, healthcare facilities</li> <li>• International Generics: Patients, healthcare facilities, Pharmaceutical companies, Pharmaceutical distributors</li> <li>• Alembic is also engaged in trading activities as part of its overall business strategy.</li> </ul>	

\*9 Manufacturing Plants and 2 R&D Centers

### IV. Employees

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>a. Employees and workers (including differently-abled)</b>						
<b>Employees</b>						
1	Permanent Employees (A)	15,682	14,662	93.50	1,020	6.50
2	Other than Permanent Employees (B)	0	0	0	0	0
<b>3</b>	<b>Total Employees (A+B)</b>	<b>15,682</b>	<b>14,662</b>	<b>93.50</b>	<b>1,020</b>	<b>6.50</b>
<b>Workers</b>						
4	Permanent (C)	889	889	100.00	0	0.00
5	Other than Permanent (D)	2,655	2,610	98.31	45	1.69
<b>6</b>	<b>Total Workers (C+D)</b>	<b>3,544</b>	<b>3,499</b>	<b>98.73</b>	<b>45</b>	<b>1.27</b>
<b>b. Differently abled employees and workers</b>						
<b>Differently abled Employees</b>						
1	Permanent Employees (E)	8	6	75.00	2	25.00
2	Other than Permanent Employees (F)	0	0	0	0	0
<b>3</b>	<b>Total Differently abled Employees (E+F)</b>	<b>8</b>	<b>6</b>	<b>75.00</b>	<b>2</b>	<b>25.00</b>
<b>Differently abled Workers</b>						
4	Permanent (G)	1	1	100.00	0	0.00
5	Other than Permanent (H)	9	9	100.00	0	0.00
<b>6</b>	<b>Total Differently abled Employees (G+H)</b>	<b>10</b>	<b>10</b>	<b>100.00</b>	<b>0</b>	<b>0.00</b>

## 21. Participation/Inclusion/Representation of women

S. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	8	1	12.50
2	Key Management Personnel (other than Executive Directors)	1	1	100.00

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

Category	FY 2024-25 (Turnover rate in current FY, %)			FY 2023-24 (Turnover rate in previous FY, %)			FY 2022-23 (Turnover rate in previous FY, %)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	27.56	20.33	27.15	32.92	21.11	31.12	26.91	28.46	26.97
Permanent Workers	7.50	0.00	7.50	8.25	0.00	8.24	4.38	0.00	4.37

\*In the FY2024-25 & FY 2023-24 data disclosed for the all units and in FY 2022-23 data included International Business Unit Only.

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

### 23. Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether it is a holding / Subsidiary / Associate / or 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)
	Nirayu Limited	Holding	0	No
	Alembic Pharmaceuticals Inc	Subsidiary	100.00	No
	Alembic Global Holding SA	Subsidiary	100.00	No
	Alembic Pharmaceuticals Australia Pty Ltd	Subsidiary	100.00	No
	Alembic Pharmaceuticals Europe Ltd.	Subsidiary	100.00	No
	Alnova Pharmaceuticals SA	Subsidiary	100.00	No
	Alembic Pharmaceuticals Canada Ltd.	Subsidiary	100.00	No
	Alembic Pharmaceuticals Chile SpA	Subsidiary	100.00	No
	Alembic Pharmaceuticals S.A de C.V	Subsidiary	99.00	No
	Rhizen Pharmaceuticals AG	Associate	50.00	No
	Incozen Therapeutics Pvt. Ltd.	Associate	50.00	No
	Dahlia Therapeutics SA	Associate	50.00	No
	Alembic Mami SPA	Joint venture	49.00	No
	SPH Sine Alembic (Shanghai) Pharmaceutical Technology Co. Ltd.	Joint venture	44.00	No
	TicTwo Therapeutics Inc.	Subsidiary	100.00	No
	Alembic Lifesciences Inc.	Subsidiary	100.00	No

## VI. CSR Details

24	a. Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes, CSR is applicable as per Section 135 of Companies Act, 2013 to the Company.
	Turnover (in ₹)	6032.63 Crores
	Net worth (in ₹)	5197.79 Crores

## VII. Transparency and Disclosures 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 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	<a href="https://alembicpharmaceuticals.com/webfiles/pdf/Investor/governance-philosophy/Policies%20on%20Business%20Responsibility.pdf">https://alembicpharmaceuticals.com/webfiles/pdf/Investor/governance-philosophy/Policies%20on%20Business%20Responsibility.pdf</a>	0	0	-	0	0	-
Investors (other than shareholders)	Yes		0	0	-	0	0	-
Shareholders	Yes		5	0	-	14	0	-
Employees and workers	Yes		0	0	-	0	0	-
Customers	Yes		441	20	-	352	7	-
Value Chain Partners	Yes		0	0	-	0	0	-
Other (Please Specify)	Yes		0	0	-	0	0	-

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

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial Impacts (Negative or Positive)
1. Human Rights	Risk	Human rights exert a substantial influence on the entire supply chain and can significantly damage a Company's reputation and public relations if violated. Consequently, this underscores the importance of this topic for the Company.	The Company has shifted its focus towards creating an enabling, supportive, and safe environment for its employees. Additionally, it has implemented a policy to prevent sexual harassment and established a robust grievance redressal mechanism to address violations of human rights.	Costs incurred in implementing systems to ensure adherence to human rights principles may pose negative implications, including financial burdens and operational disruptions. However, investing in these systems can yield positive outcomes such as enhanced reputation, increased consumer trust, and improved employee morale and productivity.
2. Product Quality and Safety	Risk	With heightened regulatory constraints on product quality to safeguard consumer safety, it is imperative to comply with them rigorously to prioritize consumer-centricity.	The Company prioritizes its quality commitments, fostering an environment where everyone embraces a culture of quality to produce responsible work. Alembic has consistently invested in initiatives to enhance quality across its plants, ensuring compliance with international standards and regulations.	This dedication leads to positive implications such as increased customer loyalty and acceptance.

<b>Material Issue Identified</b>	<b>Indicate whether risk or opportunity</b>	<b>Rationale for identifying the risk/opportunity</b>	<b>In case of risk, approach to adapt or mitigate</b>	<b>Financial Impacts (Negative or Positive)</b>
3. R&D and Innovation	Opportunity	In today's market, there are numerous opportunities to create innovative solutions and cater to customer needs. By proactively engaging in research and development (R&D), companies can enhance operational efficiency, productivity, and accuracy.	Alembic's R&D teams remain updated on the latest product development tools and technologies to gain a competitive edge in the market. Additionally, the Company has made substantial investments to strengthen R&D capabilities in various high-growth and high-value therapy areas.	This results in a positive impact, including increased productivity and the development of new products.
4. Digital Business model and digitization	Opportunity	With the rapid advancement of technology and innovation, the pharmaceutical industry is witnessing a significant shift towards digitization. This transformation is expected to revolutionize various aspects of the industry, including the emergence of e-pharmacies, digital clinical trials, digital pills, artificial intelligence tools, and the production of precise medicines.	Alembic is actively embracing this digital evolution by focusing on digitizing its operations. To achieve this goal, the Company has developed a detailed digital blueprint, which will be implemented in a phased manner.	The adoption of digital technologies is anticipated to yield several positive outcomes, including enhanced precision, increased efficiency, improved quality, and enhanced productivity throughout the organization.
5. Pharmacovigilance	Risk	Pharmacovigilance is intrinsically linked with pharmaceutical products' hazards, necessitating diligent monitoring of their effects to identify adverse reactions. This monitoring is paramount for ensuring patient safety.	To this end, the Company has established a dedicated portal for reporting side effects of its products, facilitating the systematic recording of Pharmacovigilance risks post drug administration. Additionally, a customer care number is provided on the portal for individuals to report Adverse Drug Reactions (ADR) promptly. Furthermore, Corrective Action and Preventive Actions (CAPA) protocols are enforced for each ADR incident, incorporating measures such as change control and impact analysis.	Despite the imperative nature of these measures, there may be negative implications, primarily stemming from the additional costs associated with monitoring and tracking procedures.

<b>Material Issue Identified</b>	<b>Indicate whether risk or opportunity</b>	<b>Rationale for identifying the risk/opportunity</b>	<b>In case of risk, approach to adapt or mitigate</b>	<b>Financial Impacts (Negative or Positive)</b>
6. Clinical Trial Conduct	Risk	Clinical trials are pivotal in advancing medical science, developing novel treatments, and safeguarding patient welfare. Compliance with stringent regulatory frameworks is imperative to uphold integrity and mitigate risks that could adversely impact the Company's reputation.	The Company diligently ensures adherence to all regulatory stipulations throughout the clinical trial lifecycle, encompassing comprehensive protocols, informed consent acquisition from participants, prioritization of patient safety, preservation of data integrity, and protection of participant confidentiality.	While implementing these measures may entail additional expenditures, they are indispensable for upholding ethical standards and ensuring the reliability and success of clinical trials as negative implications.
7. Resilient Business Performance	Risk	Disruptions to business operations can stem from various sources such as shifts in the business landscape, evolving regulatory requirements, and natural or man-made disasters. Therefore, it is crucial for a Company to establish a robust business continuity and resilience mechanism to ensure uninterrupted business performance.	To address these challenges, we have implemented a comprehensive risk management mechanism aimed at effectively identifying and managing emerging risks. This includes the development of mitigating strategies to address potential threats. Additionally, we have formulated and implemented a Business Continuity Plan (BCP) for organisation. This plan delineates specific emergency scenarios and outlines a structured approach for response, rescue, and recovery efforts.	Despite the importance of these preparedness measures, there may be negative implications associated with the expenditure required for their implementation.
8. Human Resource Development	Opportunity	In today's rapidly changing technological landscape and with the availability of highly skilled and knowledgeable workers, it has become crucial for organizations to focus on developing and retaining the right talent to ensure effective and profitable operations. Alembic recognizes the importance of talent development and has implemented a comprehensive learning management system (LMS) designed to provide essential training modules to all employees.	Moreover, the Company emphasizes the nurturing of internal talent for leadership roles through skill enhancement programs.	By investing in the professional growth of our workforce, we anticipate an improvement in productivity and efficiency, which will ultimately contribute to the overall success of the organization as positive implications.

<b>Material Issue Identified</b>	<b>Indicate whether risk or opportunity</b>	<b>Rationale for identifying the risk/opportunity</b>	<b>In case of risk, approach to adapt or mitigate</b>	<b>Financial Impacts (Negative or Positive)</b>
9. Sustainable Supply Chain	Risk	A sustainable supply chain is essential for long-term business success, environmental stewardship, and social well-being. By integrating sustainability into supply chain strategies, companies can realize numerous benefits, including cost savings, risk mitigation, enhanced brand value, and competitive advantage. However, any violation of environmental, social, and governance (ESG) principles within the supply chain can result in the loss of business from reputable customers and damage to the Company's reputation.	To address these challenges, our Company has implemented sustainable procurement policy, supplier code of conduct and comprehensive procedures known as 'sustainability assurance across the value chain.' This involves assessing critical suppliers on ESG parameters using two primary methods: <ol style="list-style-type: none"> <li>1. Audit Method: Through on-site audits, we evaluate our major suppliers on sustainability parameters and assign ratings. These ratings inform to procurement team for further action.</li> <li>2. Checklist Method: Sustainability data is collected from suppliers through a checklist, allowing us to rate them based on their adherence to sustainability criteria.</li> </ol>	While these measures ensure sustainability across our supply chain, there are associated costs involved. However, we believe that these investments are necessary to uphold our commitment to sustainability and maintain the trust of our stakeholders, thus adhering positive implications.
10. Community Engagement	Opportunity	Community engagement is vital for fostering trust and minimizing conflicts within the community. It is imperative for a Company to align with community needs and provide comprehensive support.	Alembic actively collaborates with various communities based on their expressed requirements. The Alembic Group has established, nurtured, and promoted several non-profit organizations focusing on three key areas: education, healthcare, and rural development, aimed at enhancing the well-being of rural populations.	Consequently, positive implications arise, including an enhanced reputation and increased goodwill within the community.

<b>Material Issue Identified</b>	<b>Indicate whether risk or opportunity</b>	<b>Rationale for identifying the risk/opportunity</b>	<b>In case of risk, approach to adapt or mitigate</b>	<b>Financial Impacts (Negative or Positive)</b>
11. Business Ethics & Corporate Governance	Risk	Ethical conduct in both internal operations and external engagements is a cornerstone of sustainable business practices.	The Company has instituted a robust policy framework addressing ethics, bribery, and corruption, ensuring adherence to high standards of integrity and transparency across all facets of its operations. Our organizational ethos underscores the values of patience and perseverance, motivating our team and partners to pursue excellence while upholding ethical principles and fostering a culture of good governance.	These concerted efforts contribute to maintaining our reputation and trustworthiness in the business landscape without significant positive financial implications.
12. Availability and affordability of medicine	Risk	The pricing and availability of medicines entail a complex process influenced by various factors. Balancing the need to make medicines affordable for customers with maintaining a competitive edge in the market presents a significant challenge.	In response to this challenge, Alembic is dedicated to enhancing global health by providing affordable, high-quality generic medicines. Through consistent efforts, Alembic strives to improve access to essential medications while upholding stringent quality standards. Furthermore, Alembic is committed to strengthening its Intellectual Capital by prioritizing innovation. By developing a portfolio of high-quality and cost-effective medicines, Alembic aims to meet the evolving needs of patients worldwide.	While these endeavours may initially incur certain costs and complexities, they are expected to yield positive outcomes in the long run. Anticipated benefits include an expanded market share and continued growth and development within the pharmaceutical industry.
13. Biodiversity	Risk	Being recognized as a responsible corporate citizen entails aligning with the preservation and sustainability of biodiversity. The Company acknowledges the significance of maintaining harmony with its surrounding biodiversity.	To uphold this commitment, the Company prioritizes efforts aimed at nurturing and preserving biodiversity. Through various initiatives, the Company seeks to minimize the impact of its operations on the surrounding environment, thereby safeguarding biodiversity.	While these initiatives require investments and resources, they are essential for the protection and preservation of biodiversity. Thus, while there may be associated costs, the Company remains dedicated to fulfilling its environmental responsibilities and contributing positively to biodiversity conservation efforts.

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial Impacts (Negative or Positive)
14. Waste Management	Risk	Given the nature of the industry, waste generation is an inevitable aspect of the Company's operations. However, irresponsible waste management practices, such as improper disposal or incineration of hazardous waste, can have detrimental effects on the environment.	To address this issue, the Company has implemented several measures aimed at ensuring responsible waste management: The Company has established a robust mechanism for diverting high-calorific waste to the cement industry for co-processing. This approach helps minimize environmental impact by utilizing waste as an alternative fuel source in cement kilns. Additionally, the Company has implemented recycling initiatives for both products and waste materials. A special drive has been launched to collect plastic waste from neighbouring villages. Moreover, the Company is committed to adopting sustainable practices in its packaging materials. Approximately 50% of the cardboard boxes used in packaging are made from recycled materials, reducing the reliance on virgin resources and minimizing environmental footprint.	While these initiatives contribute positively to environmental sustainability, it's important to acknowledge that there are associated costs incurred in handling and safely disposing of waste. Despite the potential negative implications in terms of costs, the Company remains committed to its responsible waste management practices as part of its broader environmental stewardship efforts.

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial Impacts (Negative or Positive)
15.Climate Change and GHG Emissions	Risk	Given the increasing focus on climate change and sustainable practices, it is crucial to acknowledge the significance of greenhouse gas (GHG) emissions and their impact on the environment.	<p>Managing GHG emissions involves navigating through a complex and scattered process, which can pose critical risks if not properly addressed.</p> <p>To tackle this challenge, the Company has developed extensive plans aimed at reducing its GHG emissions. These initiatives include:</p> <ul style="list-style-type: none"> <li>• Internal utilization of solar power to reduce reliance on conventional energy sources.</li> <li>• Installation of windmills to harness renewable energy.</li> <li>• Procurement of renewable power for its operations, further reducing carbon footprint.</li> <li>• Implementation of efficiency measures across its manufacturing sites to optimize energy consumption.</li> </ul> <p>Moreover, the Company has established corporate policies focused on identifying and addressing climate-related risks and global climate issues. These policies serve as a framework for implementing control measures and mitigating risks associated with GHG emissions.</p>	By implementing these initiatives and adhering to its corporate policies, the Company anticipates several positive outcomes, including process improvements, enhanced energy efficiency, and improved stakeholder outcomes. These efforts align with the Company's commitment to environmental sustainability and responsible business practices.

<b>Material Issue Identified</b>	<b>Indicate whether risk or opportunity</b>	<b>Rationale for identifying the risk/opportunity</b>	<b>In case of risk, approach to adapt or mitigate</b>	<b>Financial Impacts (Negative or Positive)</b>
16. Employee Health and Safety	Risk	Employees and workers within the Company are routinely exposed to hazardous chemicals and substances, which may pose health risks if not properly managed.	<p>To address these challenges, the Company has implemented comprehensive measures aimed at safeguarding the health and well-being of its workforce. These initiatives include:</p> <ul style="list-style-type: none"> <li>Implementation of an Environmental Health and Safety (EHS) policy, providing a comprehensive framework for various environmental-related systems and processes.</li> <li>Establishment of dedicated EHS personnel at all sites to oversee the implementation of safety policies and programs.</li> <li>Provision of physical classroom training to all employees on relevant EHS topics.</li> <li>Conducting periodic medical checkups for both employees and contractual workers to monitor their health status.</li> <li>Regular conduct of robust risk assessment exercises to identify and mitigate EHS risks effectively.</li> <li>Provision of appropriate Personal Protective Equipment (PPE) to employees based on their job roles.</li> <li>Adherence to strict Standard Operating Procedures (SOPs) for chemical handling to minimize risks.</li> <li>Continuous efforts to identify and address unsafe acts and conditions in the workplace.</li> </ul>	While these initiatives are essential for ensuring the safety of employees and mitigating EHS risks, they may lead to increased operational costs associated with safety training programs and the provision of protective gear. However, these investments are necessary to uphold the Company's commitment to workplace safety and regulatory compliance thus adhering to positive implications.

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial Impacts (Negative or Positive)
17. Energy Management	Risk	Efficient utilization of energy resources is essential for managing costs and alleviating environmental burdens, particularly amid increasing concerns about climate change.	Recognizing this imperative, Alembic has made significant investments in renewable energy initiatives, including: Expansion of solar energy capacity through the installation of rooftop solar panels and commissioned 24 MW Solar Park at Bhatpur, Vadodara in two phases. 1 <sup>st</sup> Phase 12MW Solar Park commissioned in the FY 2023-24 for Panelav campus and 2 <sup>nd</sup> phase 12MW Solar Park commissioned in the FY 2024-25 for Karakhadi campus. Deployment of windmills to bolster the proportion of renewable energy sources in its energy mix. Moreover, the Company is actively engaged in the development of flow chemistry techniques for its production processes, aiming to enhance yield and reduce energy consumption.	While these endeavours may entail increased costs associated with fuel and capital expenditure on energy-efficient equipment in the short term, they are anticipated to yield positive financial outcomes in the long run through reduced energy expenses.
18. Water Management	Risk	The mismanagement of water resources can result in adverse outcomes such as excessive consumption and the discharge of toxins, which not only pose regulatory risks but also invite stakeholder activism and the potential shutdown of operations. Given the indispensability of water across various activities like heating, cooling, and manufacturing processes, ensuring a consistent water supply is paramount.	Alembic is committed to responsible water management through several initiatives: Conversion to Zero Liquid Discharge (ZLD) at all API sites and utilization of treated effluents in industrial processes and gardening at formulation units. Implementation of groundwater restoration measures, including the construction of charging wells with ongoing efforts to expand this infrastructure. Efficient utilization of wastewater by repurposing domestic treated water for gardening and industrial treated water for boilers and chillers. Construction of artificial ponds at select sites to enhance rainwater harvesting capabilities.	While these efforts incur costs associated with handling and safe disposal, the Company remains dedicated to mitigating environmental risks and promoting positive sustainable water stewardship.

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and Management Processes</b>										
1	<b>a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	<b>b. Has the policy been approved by the Board? (Yes/No)</b>	Yes, the Business Responsibility Policy, along with any amendments, has undergone a thorough formulation process led by the management of the Company. This process includes consultation with relevant stakeholders to ensure alignment with the Company's objectives and values. Subsequently, the finalized policy is presented to and approved by the Board of Directors, signifying its endorsement at the highest level of governance within the Company.								
	<b>c. Web Link of the Policies, if available</b>	<a href="https://alembicpharmaceuticals.com/governance-philosophy#Polices-codes">https://alembicpharmaceuticals.com/governance-philosophy#Polices-codes</a>								
2	<b>Whether the entity has translated the policy into procedures. (Yes/ No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	<b>Do the enlisted policies extend to your value chain partners? (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	<b>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.</b>	USFDA, WHO GMP, TGA (Australia), Cofepris, EU GMP, Korean FDA, ANVISA, Danish Medicines Agency, PMDA, Health Canada, CDSCO, DCGI, BfArM, Germany and MPA, Sweden, AEMPS – Spain, NPRA – Malaysia, Zazibona (MCAZ).								
5	<b>Specific commitments, goals and targets set by the entity with defined timelines, if any.</b>	<p>At Alembic, we are committed to creating a sustainable ecosystem that generates shared value for all stakeholders. As a part of our evolving approach, we are transforming our business operations to be more socially and environmentally responsible. We have set ambitious targets, including:-</p> <ol style="list-style-type: none"> <li>1. Near-Term Targets: To reduce absolute scope 1, 2 and 3 GHG emissions 63% by FY2034 from a FY2022 base year</li> <li>2. Long-Term Targets: To reduce absolute scope 1, 2 and 3 GHG emissions 90% by FY2050 from a FY2022 base year</li> <li>3. Attaining water neutrality by 2027</li> <li>4. 50,000 Trees Plantation by 2027</li> </ol> <p>This year our Scope-1, 2 and 3 emissions targets are approved by SBTi.</p>								
6	<b>Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</b>	<p>To decrease GHG emissions, the Company has begun with the reduction of Scope-2 emissions and has established a 12 MW solar park as part of this effort. The company has also developed another solar park of the same capacity, which was commissioned in the February-2025. Currently, the Company's renewable energy share constitutes 39% of its overall energy mix. The Company has achieved a 10% reduction in its Scope-1 + 2 emissions compared to the base year of FY2020-21. To attain Water Neutrality, Company has developed 102 Nos. of recharge wells. As a result of it, Company has developed 85% recharge capacity of its total water consumption. Furthermore, the Company has planted 25,000+ trees in support of GHG emission reduction efforts and accelerating its plantation activities to achieve 50,000 trees goal by 2027.</p>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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### Governance, Leadership and Oversight

<b>7</b>	<p><b>Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.</b></p> <p>At Alembic Pharmaceuticals Limited, our commitment to sustainability has deepened as we continue to integrate Environmental, Social, and Governance (ESG) principles into our core business strategy. Over the past year, we have made significant strides in reducing our environmental footprint, enhancing social impact initiatives and strengthening governance frameworks. Through rigorous assessment and targeted interventions, we have optimized resource efficiency, expanded community engagement programs and reinforced ethical business practices. However, challenges such as evolving regulatory landscapes, supply chain sustainability, and climate resilience remain focal points. We recognize that addressing these complexities requires continuous innovation and collaboration. As we move forward, our focus will be on accelerating our transition towards cleaner operations, fostering inclusive growth and enhancing transparency in ESG performance. With well-defined targets and a commitment to continual improvement, we reaffirm our dedication to creating long-term value for all stakeholders. Together, we will build a more responsible and sustainable future.</p>
<b>8</b>	<p><b>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy.</b></p> <p>Name: Mr. Pranav Chirayu Amin          Designation: Managing Director          DIN Number: 00245099          Email Id: <a href="mailto:apl.investors@alembic.co.in">apl.investors@alembic.co.in</a>          Name: Mr. Shaunak Chirayu Amin          Designation: Managing Director          DIN Number: 00245523          Email Id: <a href="mailto:apl.investors@alembic.co.in">apl.investors@alembic.co.in</a></p>
<b>9</b>	<p><b>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.</b></p> <p>Yes, the Company's Managing Directors, Mr. Pranav Amin and Mr. Shaunak Amin, are takes decision on sustainability related issues along with Risk Management Committee. Under their direction, the organization's strategic decision-making procedures incorporate sustainability issues. Additionally, the Company has set up a specific risk management committee at the board level, which is also responsible for monitoring of all facets of sustainability and environmental, social, and governance (ESG) policies. Setting sustainability targets, keeping an eye on performance, and guaranteeing alignment with the Company overarching strategic objectives are all critical tasks performed by this committee. The Company shows its dedication to integrating sustainability principles into its fundamental business operations and governance framework by enlisting the help of top executives and putting in place specialized oversight mechanisms.</p>

### 10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Performance against above policies and follow up action</b>	The Board of Directors serves as the custodian of the Business Responsibility Policy, ensuring its alignment with the Company's overarching goals and values. Periodic reviews of the policy's effectiveness and adherence to set objectives are conducted by relevant Board committees or authorized team members during quarterly meetings. This ensures that the policy remains relevant and responsive to evolving business dynamics and stakeholder expectations.									Quarterly								

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Furthermore, the Company has implemented a robust compliance management system to ensure adherence to all relevant statutes and regulations. This system meticulously tracks and monitors compliance requirements, helping the Company stay abreast of its legal obligations. Notably, during the reporting period, the Company did not incur any penalties or fines for non-compliance issues. The Audit Committee has been entrusted with the responsibility of overseeing compliance matters, underscoring the Company's commitment to upholding regulatory standards. Additionally, the Company utilizes a sophisticated software-based compliance management system to streamline compliance processes and enhance efficiency.									Monthly								

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	<b>P 1</b>	<b>P 2</b>	<b>P 3</b>	<b>P 4</b>	<b>P 5</b>	<b>P 6</b>	<b>P 7</b>	<b>P 8</b>	<b>P 9</b>
	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>
	Yes, The entity has conducted independent assessment via Bureau Veritas India Private Ltd. during the reporting period. However, in addition to statutory audits and certification processes, the Company regularly conducts internal assessments to monitor the implementation of its established principles. All the policies are open for stakeholder consultation before implementation.								

**12. If answer to Question (1) above is “No” i.e., not all Principles are covered by a policy, reasons to be stated:**

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

**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	01	Highlights on EHS and ESG	87.50
Key Management Personnel,	01	Training on Ethics	70.39
Employees other than BODs and KMPs, Workers	01	Training on Anti-Corruption	57.20
	01	Training on EHS	57.25
	01	Training on Employee Wellbeing	32.38
	01	Training on Product Sustainability	41.98
	01	Training on Stakeholders Engagement	30.63

**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:**

During the fiscal year 2024-25, the Company did not incur any fines, penalties, punishments, awards, compounding fees, or settlement amounts paid in proceedings with regulators, law enforcement agencies, or judicial institutions.

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			Nil		
Settlement			Nil		
Compounding Fees			Nil		
Imprisonment			Nil		
Punishment			Nil		
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			None		
Punishment			None		

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

Case Details	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 established an Anti-Corruption and Anti-Bribery Policy aimed at safeguarding against any instances of bribery, corruption, facilitation payments, or kickbacks. Furthermore, anti-corruption measures are also incorporated into the Company's Business Responsibility policy, which is accessible to stakeholders. <https://alembicpharmaceuticals.com/assets/pdf/sustainability/ANTI-CORRUPTION-AND-ANTI-BRIBERY-POLICY.pdf> & <https://alembicpharmaceuticals.com/webfiles/pdf/Investor/governance-philosophy/Policies%20on%20Business%20Responsibility.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:**

	<b>FY 2024-25 (Current Financial Year)</b>	<b>FY 2023-24 (Previous Financial Year)</b>
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	<b>FY 2024-25 (Current Financial Year)</b>		<b>FY 2023-24 (Previous Financial Year)</b>	
	<b>Number</b>	<b>Remarks</b>	<b>Number</b>	<b>Remarks</b>
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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

During the fiscal year 2024-25, the Company did not encounter any reported cases related to fines, penalties, or actions taken by regulators, law enforcement agencies, or judicial institutions concerning corruption or conflicts of interest.

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

	<b>FY 2024-25 (Current Financial Year)</b>	<b>FY 2023-24 (Previous Financial Year)</b>
Number of days of accounts payables	62.02	63.01

**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:**

<b>Parameters</b>	<b>Metrics</b>	<b>FY 2024-25 (Current Financial Year)</b>	<b>FY 2023-24 (Previous Financial Year)</b>
Concentration of purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	NA	NA
	b. Number of dealers/distributors to whom sales are made		
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors		

Parameters	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Share of *RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	2.81%	3.16%
	b. Sales (Sales to related parties / total sales)	25.60%	23.89%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100.00%	100.00%
	d. Investments (Investments in related parties / Total Investments made)	60.90%	69.73%

**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:**

Type	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	Details of improvement in social and environmental aspects
Research & Development (R&D)	0.30%	0.27%	<ul style="list-style-type: none"> <li>Enhancement of medication efficacy: The Company is dedicated to improving the effectiveness of medicines, which not only benefits consumers but also contributes to overall healthcare outcomes.</li> <li>Process optimization to minimize nitrosamine impurities: By continuously refining its processes, the Company ensures that its pharmaceutical products adhere to stringent quality standards, thereby enhancing safety and efficacy.</li> </ul>
Capital Expenditure (CAPEX)	6.34%	13.25%	<ul style="list-style-type: none"> <li>Deployment of renewable energy capacity through solar parks and rooftop solar installations: Embracing renewable energy sources like solar power demonstrates the Company's commitment to reducing its carbon footprint and promoting sustainable energy practices.</li> <li>Technological advancements in environmental infrastructure: Investing in technological upgrades for environmental facilities showcases the Company's proactive approach to mitigating environmental impacts and complying with regulatory standards.</li> <li>Implementation of recharge wells for rainwater harvesting: The installation of recharge wells underscores the Company's efforts to conserve water resources and promote sustainable water management practices.</li> <li>Various other initiatives focused on energy conservation and reducing emissions: The Company is engaged in a range of energy-saving initiatives aimed at minimizing resource consumption and decreasing greenhouse gas emissions, further demonstrating its commitment to environmental sustainability.</li> </ul>

\*R&D Opex figure included in the R&D for FY2023-24.

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

Yes, the Company has implemented Sustainable Procurement Policy, Code of Conduct and Comprehensive procedure on sustainable assurance across the value chain for sustainable sourcing. The procedures aim to evaluate critical suppliers based on Environmental, Social, and Governance (ESG) parameters. The supplier sustainability performance is assessed on the following assessment:

- 1. Supplier code of conduct:** - All suppliers are submitting the signed copy of supplier code of conduct along with purchase order acknowledgement.
- 2. Supplier Checklist:** Sustainability data is systematically collected from suppliers through a checklist format. This allows the Company to assess suppliers' sustainability practices and performance against predefined criteria. The checklist method enables a structured evaluation process, facilitating the identification of areas for improvement and promoting supplier accountability.
- 3. Physical Audit:** The Company conducts on-site audits of major suppliers to evaluate their adherence to sustainability standards. These audits provide valuable insights into supplier practices and performance, informing crucial procurement decisions, including contract renewals.

Overall, these procedures ensure that the Company's sourcing practices align with its sustainability objectives, fostering responsible supply chain management and promoting environmental and social stewardship.

**b. If yes, what percentage of inputs were sourced sustainably?**

27% of suppliers, which includes key suppliers for Active Pharmaceutical Ingredients (API), Advance Intermediate, KSM and primary packing material were engaged through assessment. This signifies the Company's commitment to integrating sustainability into its supply chain.

**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:**

Sr. No.	Waste Category	Disposing method at the end-of-life
1.	Plastics (Including packaging)	The Company has established thorough processes to manage the end-of-life phase of its products, specifically for plastics, including packaging materials. The Company collaborates with a third-party agency to collect plastic waste from the market. This proactive approach not only helps in preventing plastic pollution but also ensures that the collected plastic is properly managed and recycled. All the plastics, which are used by the Company for packaging such as drums, liners etc. are sending to recycler through authorised recycler. All paper based packaging waste is send to authorized recycler. All plastic that goes with product is lifted in equal quantity from the market through third party and sent for recycling.
2.	E-waste	E-waste is sent to authorised third party recyclers.
3.	Hazardous Waste	The Company has a guideline for handling and safe disposal of all category of hazardous waste. The Company sends its hazardous waste to the Pollution Control Board authorized third party for co-processing, incineration, landfilling etc. as per nature of hazardous waste. The Company has a system to separately collect and dispose the date expired pharmaceutical products through incineration/ co-processing. The drug products, which are expired in market or ware houses are also collected back and sent for incineration/ co-processing,
4.	Other waste	Non-hazardous waste is send to registered vendors for recycle/ disposal. Bio-medical waste is sent to common bio-medical waste incineration facility authorized by the regulators for safe disposal

Overall, these processes reflect the Company's commitment to sustainable waste management practices. By implementing initiatives such as the Plastic Management Plan and responsible disposal of expired products, the Company contributes to environmental conservation efforts while adhering to regulatory requirements. This approach underscores the Company's dedication to environmental stewardship and corporate social responsibility.

**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, Extended Producer Responsibility (EPR) for plastic waste management is applicable to the Company. The Company has registered itself and brand owner and importer of plastics. The Company recycles or safely disposes all the quantity of plastic it procures and submits its annual report to CPCB in this regard at their portal, after fulfilling its EPR obligation.

The Company has effectively demonstrating its unwavering commitment to environmental stewardship and compliance with regulatory standards. This proactive approach underscores the Company's proactive dedication to minimizing the environmental impact of its operations. By fulfilling its EPR responsibilities, the Company contributes to the broader goal of sustainable waste management and resource conservation. It ensures that plastic waste generated from its products is collected and recycled in an environmentally responsible manner.

**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	
		No. (B)	% (B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
<b>Permanent Employees</b>											
Male	14,662	14,662	100.00	14,662	100.00	0	0	14,662	100.00	7,175	48.94
Female	1,020	1,020	100.00	1,020	100.00	1,020	100.00	0	0.00	998	97.84
<b>Total</b>	<b>15,682</b>	<b>15,682</b>	<b>100.00</b>	<b>15,682</b>	<b>100.00</b>	<b>1,020</b>	<b>6.50</b>	<b>14,662</b>	<b>93.50</b>	<b>8,173</b>	<b>52.12</b>
<b>Other than Permanent Employees</b>											
Male								NA			
Female								NA			
<b>Total</b>								<b>NA</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	
		No. (B)	% (B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
<b>Permanent Workers</b>											
Male	889	889	100.00	889	100.00	NA	NA	889	100.00	889	100.00
Female	0	0	NA	0	NA	NA	NA	0	NA	0	NA
<b>Total</b>	<b>889</b>	<b>889</b>	<b>100.00</b>	<b>889</b>	<b>100.00</b>	<b>NA</b>	<b>NA</b>	<b>889</b>	<b>100.00</b>	<b>889</b>	<b>100.00</b>
<b>Other than Permanent Workers</b>											
Male	2,610	0	0	0	0	0	0	0	0	0	0
Female	45	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>2,655</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

	<b>FY 2024-25 (Current Financial Year)</b>	<b>FY 2023-24 (Previous Financial Year)</b>
Cost incurred on wellbeing measures as a % of total revenue of the Company	0.78	0.65

**2. Details of retirement benefits, for Current FY and Previous Financial Year:**

S. No.	Benefits	FY 2024-25 (Current FY)			FY 2023-24 (Previous FY)**		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	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 worker	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	100.00	100.00	Y	100.00	100.00	Y
2	Gratuity	100.00	100.00	Y	100.00	100.00	Y
3	ESI	2.60	10.69	Y	3.13	12.71	Y
4	Others – please specify	-	-	-	-	-	-

\*ESIC is covered as per statutory limit

\*\*Note: ESI figures are revised for FY 2023-24

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

The premises and offices of the Company are designed to be accessible to differently abled employees and workers, in compliance with the requirements of the Rights of Persons with Disabilities Act, 2016. The Company ensures that its facilities are conducive to the needs of individuals with special requirements, and has implemented ramps and other necessary infrastructure to accommodate differently abled individuals.

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

Yes, the Company has implemented an equal opportunity policy as part of its Business Responsibility and Sustainability Reporting (BRSR) policy. This policy emphasizes providing equal opportunities to all competent applicants in terms of job placements, promotions, and skill development, without discrimination based on factors such as race, caste, religion, color, ancestry, marital status, gender, sexual orientation, age, or nationality. For further details, please refer to the Company's BRSR policy available on its website - <https://alembicpharmaceuticals.com/webfiles/pdf/Investor/governance-philosophy/Policies%20on%20Business%20Responsibility.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	100.00	82.14	100.00	90.91
Female	96.00	78.95	0	0
<b>Total</b>	<b>99.76</b>	<b>80.55</b>	<b>100.00</b>	<b>90.91</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:**

Category	Yes/No	Details of the mechanism in brief
Permanent Workers	Yes	The Company is committed to promptly addressing and resolving any complaints raised by workers and employees, irrespective of their status within the organization. To facilitate this, site HR team responsible for handling HR and administrative matters oversees the complaint resolution process. This ensures that all complaints are handled with confidentiality and sensitivity.
Other than Permanent Workers	Yes	The Company has maintained a grievance redressal procedure as part of its Whistleblower Policy and encourages its employees and workers to report any instances of unethical behaviour, incidents, fraud, or violations. The Company has adopted a policy on prevention, prohibition and redressal of sexual harassment at workplace in line with the provisions of the Sexual Harassment of Women at Workplace. Employees/workers can file any complaints/grievances related to sexual harassment under this mechanism.
Permanent Employees	Yes	HR department in Company, keeps track of all the complaints/ grievances for their rightful and just resolution.
Other than Permanent Employees	Yes	Overall, this proactive approach underscores the Company's dedication to maintaining a supportive, respectful, and inclusive work environment for all its personnel.

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

Category	FY 2024-25 (Current FY)			FY 2023-24 (Previous FY)		
	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>Permanent Employees</b>						
Male	14,662	0	0	13,410	0	0
Female	1,020	0	0	661	0	0
Others	0	0	0	0	0	0
<b>Total</b>	<b>15,682</b>	<b>0</b>	<b>0</b>	<b>14,071</b>	<b>0</b>	<b>0</b>
<b>Permanent Workers</b>						
Male	889	0	0	786	0	0
Female	0	0	0	1	0	0
Others	0	0	0	0	0	0
<b>Total</b>	<b>889</b>	<b>0</b>	<b>0</b>	<b>787</b>	<b>0</b>	<b>0</b>

**8. Details of training given to employees and workers:**

Category	FY 2024-25 (Current FY)					FY 2023-24 (Previous FY)				
	Total (A)	On Health and safety measures		On Skill up gradation		Total (D)	On Health and safety measures		On Skill up gradation***	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	%(F/D)
<b>Permanent Employees</b>										
Male	14,662	14,539	99.16	7,848	53.53	13,410	13,410	100.00	1,128	8.41
Female	1,020	858	84.12	302	29.61	661	661	100.00	23	3.48
<b>Total</b>	<b>15,682</b>	<b>15,397</b>	<b>98.18</b>	<b>8,150</b>	<b>51.97</b>	<b>14,071*</b>	<b>14,071*</b>	<b>100.00</b>	<b>1,151</b>	<b>8.18</b>

Category	FY 2024-25 (Current FY)					FY 2023-24 (Previous FY)				
	Total (A)	On Health and safety measures		On Skill up gradation		Total (D)	On Health and safety measures		On Skill up gradation***	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	%(F/D)
<b>Permanent Workers</b>										
Male	889	889	100.00	0	0	786	786	100.00	0	0
Female	0	0	0	0	0	1	1	100.00	0	0
<b>Total</b>	<b>889</b>	<b>889</b>	<b>100.00</b>	<b>0</b>	<b>0</b>	<b>787</b>	<b>787</b>	<b>100.00</b>	<b>0</b>	<b>0</b>

\*All of our employees and workers are provided the trainings for Health and safety measures

\*\*\*Only external training were considered.

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

Category	FY 2024-25 (Current FY)			FY 2023-24 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	% (D/C)
<b>Permanent Employees</b>						
Male	14,662	14,662	100.00	13,410	13,410	100.00
Female	1,020	1,020	100.00	661	661	100.00
Others	0	0	-	0	0	-
<b>Total</b>	<b>15,682</b>	<b>15,682</b>	<b>100.00</b>	<b>14,071</b>	<b>14,071</b>	<b>100.00</b>
<b>Permanent Workers</b>						
Male	889	889	100.00	786	786	100.00
Female	0	0	100.00	1	1	100.00
Others	0	0	-	0	0	-
<b>Total</b>	<b>889</b>	<b>889</b>	<b>100.00</b>	<b>787</b>	<b>787</b>	<b>100.00</b>

**10. Health and safety management system:**

<b>a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)</b>	Yes, the Company has established a comprehensive Occupational Health and Safety Management System
<b>b. What is the coverage of such system?</b>	The system encompasses all suppliers, contractors, employees, contract workers, and other individuals engaged with the Company. This ensures that the system covers 100% of the Company's operations.
<b>c. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?</b>	<p>The Company adheres to the guidelines of Process Hazard Analysis (PHA) to identify and manage risks effectively. This involves utilizing a holistic approach that incorporates methods such as HAZOP (Hazard and Operability Study), FMEA (Failure Mode and Effects Analysis), JSA (Job Safety Analysis), and HIRA (Hazard Identification and Risk Assessment). The Company maintains a highly qualified and experienced team tasked with reviewing the risk assessment process and implementing mitigation measures according to a predefined schedule. This proactive approach underscores the Company's commitment to ensuring the safety and well-being of all individuals involved in its operations.</p> <p>Organisation level risks are identified and maintained in a separate risk register, which is reviewed by Board level risk management committee. These risks are considered while designing the Company's Business Continuity Plan.</p>

<p><b>d. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/ No)</b></p>	<p>Yes, the Company has established processes for workers to report work-related hazards and to remove themselves from such risks. These processes empower workers to identify and report hazards promptly, ensuring their safety and well-being in the workplace. The Company has established a common safety portal, which is accessed by all employees to immediately report any work related hazard, which is immediately sent online to agency responsible to correct the same. Additionally, workers are provided with the necessary support and resources to mitigate risks and address safety concerns effectively. There are other forums like safety committee, EHS representative meeting, contractor safety meetings, where such issues can be raised. This proactive approach demonstrates the Company's commitment to prioritizing the health and safety of its workforce.</p>
<p><b>e. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)</b></p>	<p>Yes, employees and workers of the entity have access to non-occupational medical and healthcare services. All sites have Occupational, Health Centres (OHC), which are operative round the clock and have qualified staff to take care of any healthcare services, including non-occupational medical services. This ensures that they receive comprehensive healthcare support beyond occupational-related needs, promoting their overall health and well-being.</p>

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

Safety Incident/Number	Category	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.032	0
	Workers	0.065	**0.04
Total recordable work-related injuries	Employees	1	0
	Workers	2	1
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

\*\*Including in the man-hours of the contractual workers and employees

**12. Describe the measures taken by the entity to ensure a safe and healthy workplace:**

The Company prioritizes and promotes a safe working environment, aiming to reduce accidents and incidents. Upon joining the Company, employees and workers receive comprehensive safety training and are familiarized with safety procedures. Throughout their tenure, regular Learning Management System, Classroom sessions and mock drills are conducted to keep them updated and well-prepared. Furthermore, the Company incorporates environmental, health, and safety (EHS) requirements into contracts and service agreements with all contractors. It also ensures that contractors' workers are equipped with mandatory personal protective equipment (PPE) and receive adequate safety training relevant to their job tasks before commencing work. The Company also has an online safety platform, where all the information on safety is available. It also has facility to immediately write any unsafe act/condition/near misses/ accident for quick resolution. This comprehensive approach underscores the Company's commitment to ensuring the safety and well-being of all personnel involved in its operations.

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0	-	0	0	-
Health & safety	0	0	-	0	0	-

**14. Assessments for the year:**

Topic	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	92.31
Working Conditions	92.31

**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:**

In every case, when audits are conducted, any observations made are carefully documented. Following this, appropriate corrective actions are planned and put into effect, with ongoing monitoring to ensure their effectiveness. Furthermore, the feedback derived from these audits is shared with the auditing agency for their review and agreement. Although, there were no serious accidents during the year but all smaller accidents, first-aid cases, near-misses are analysed, investigated and corrective actions decided. Corrective actions are also decided for all safety/ESG audit observations. All the corrective actions are tracked through EHS portal. This collaborative approach helps to ensure that any issues identified are addressed promptly and comprehensively, fostering continuous improvement in our health and safety practices and working conditions.

**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:**

The Company takes a proactive approach in identifying key stakeholders who are significantly impacted by its business operations or have the potential to influence them. Regular consultations with these stakeholders are conducted to identify key material topics of importance. Acknowledging the vital role of effective stakeholder engagement in achieving sustainable, scalable, and inclusive growth, the Company actively engages with various stakeholder groups through diverse communication channels. This engagement allows the Company to gain valuable insights into stakeholder concerns and receive constructive feedback, which in turn helps to enhance its business strategy and plans for the future.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	<ul style="list-style-type: none"> <li>Annual reports</li> <li>Investor Meets</li> <li>Quarterly Results</li> <li>Company Website</li> <li>Intimation to Stock Exchange</li> </ul>	Quarterly / Annually / Need Basis	<ul style="list-style-type: none"> <li>Economic value generated &amp; distributed</li> <li>Long term value creation</li> <li>Transparency</li> <li>Good Governance</li> <li>High Reputation &amp; Brand image</li> </ul>
Regulatory Bodies & Government Agencies	No	<ul style="list-style-type: none"> <li>Open Invitations</li> <li>Media releases</li> <li>Conferences</li> <li>Membership and Associations</li> </ul>	Quarterly/Need Basis	<ul style="list-style-type: none"> <li>Proactive compliance</li> <li>Implementation of compliance management system</li> <li>Governance at different levels</li> </ul>

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Financial Institutions, Bankers & Lenders	No	<ul style="list-style-type: none"> <li>• Annual reports</li> <li>• Investor Meets</li> <li>• Need basis during financial discussion meeting</li> <li>• Regular feedback through emails</li> </ul>	Annually/Need Basis	<ul style="list-style-type: none"> <li>• Good return on investment</li> </ul>
Employees	No	<ul style="list-style-type: none"> <li>• Leadership development interventions</li> <li>• Performance Dialogue</li> <li>• Continuous Feedback</li> <li>• Employee Induction</li> <li>• Employee Experience</li> <li>• Town hall briefing</li> <li>• Employee Engagement Survey</li> <li>• Emails</li> <li>• Quarterly/Publications Newsletters</li> </ul>	Quarterly/Need Basis	<ul style="list-style-type: none"> <li>• Diversity</li> <li>• Quality of Work &amp; Life</li> <li>• Fair wages &amp; Remuneration benefits</li> <li>• Training &amp; Development</li> <li>• Career Growth</li> <li>• Health &amp; Safety</li> </ul>
Customers	No	<ul style="list-style-type: none"> <li>• Video Conferencing</li> <li>• Emails</li> </ul>	Monthly/Need Basis	<ul style="list-style-type: none"> <li>• Quality &amp; Timely Delivery</li> <li>• Competitive Cost</li> <li>• Responsible Production</li> <li>• Transparency in disclosure</li> </ul>
Suppliers & Contractors	No	<ul style="list-style-type: none"> <li>• Supplier meets</li> <li>• Supplier assessment</li> <li>• MoU Agreements</li> <li>• Contract discussion meetings</li> <li>• Performance review</li> </ul>	Need basis	<ul style="list-style-type: none"> <li>• Product Quality</li> <li>• Cost</li> <li>• Timely delivery</li> <li>• On time payment</li> <li>• Ethical behavior</li> <li>• Upcoming technologies or equipment</li> <li>• Health &amp; Safety</li> </ul>
Local Communities	No	<ul style="list-style-type: none"> <li>• Regular engagement to understand concerns &amp; requirement</li> <li>• Community engagement during CSR initiatives</li> </ul>	Need basis	<ul style="list-style-type: none"> <li>• Local employment generation</li> <li>• Development interventions</li> </ul>

**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 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	15,682	3,441	21.94	14,071	14,071	100.00
Other than permanent	0	0	-	0	0	-
<b>Total Employees</b>	<b>15,682</b>	<b>3,441</b>	<b>21.94</b>	<b>14,071</b>	<b>14,071</b>	<b>100.00</b>
<b>Workers</b>						
Permanent	889	257	28.91	787	787	100.00
Other than permanent	2,655	2,655	100.00	2,526	2,526	100.00
<b>Total Workers</b>	<b>3,544</b>	<b>2,912</b>	<b>82.17</b>	<b>3,313</b>	<b>3,313</b>	<b>100.00</b>

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

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Permanent Employees</b>										
Male	14,662	26	0.18	14,636	99.82	13,410	0	0	13,410	100.00
Female	1,020	3	0.29	1017	99.71	661	0	0	661	100.00
<b>Other than Permanent</b>										
Male	NA									
Female	NA									
<b>Workers</b>										
<b>Permanent</b>										
Male	889	0	0	889	100.00	786	0	0	786	100.00
Female	0	0	0	0	-	1	0	0	1	100.00
<b>Other than Permanent</b>										
Male	2,610	0	0	2,610	100.00	2,427	0	0	2,427	100.00
Female	45	0	0	45	100.00	99	0	0	99	100.00

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

**a. Median remuneration / wages:**

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective categories	Number	Median remuneration/ salary/ wages of respective categories
Directors	4	16,59,58,341.00	0	0
KMPs	0	0	1	30,07,530.00
Employees other than BoD and KMP	14,658	4,50,000.00	1,019	4,50,000.00
Workers	889	3,28,844.00	0	0.00

**Gross wages paid to females as % of total wages**

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

FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
5.46	4.73

\*Our gross wages have been calculated including the permanent workers and employees only.

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

Yes

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

The Company has established internal mechanisms to address grievances related to human rights issues effectively. This includes regularly reviewing practices, policies, and programs to ensure a robust system for redressal. Confidentiality of the concerned individuals is maintained throughout the process. Additionally, a quarterly status report is provided to the Company's Chairman and/or Managing Director, detailing the filed complaints and the actions taken by the Whistle Committee to address them. This proactive approach demonstrates the Company's commitment to addressing human rights concerns promptly and transparently.

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

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	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	0	0	-	0	0	-
Discrimination at Workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other Human Rights related issues	0	0	-	0	0	-

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

	<b>FY 2024-25 (Current Financial Year)</b>	<b>FY 2023-24 (Previous Financial Year)</b>
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

The Company is dedicated to upholding the highest standards of ethical, moral, and legal conduct in all aspects of its business operations. In order to uphold these standards, the Company actively encourages employees to report any suspected misconduct without fear of reprisal. Our Whistle-blower Policy and Prevention of Sexual Harassment (POSH) policy ensure the protection of individuals who raise concerns and safeguard them against retaliation in the workplace. Before taking any corrective actions, the Company thoroughly investigates complaints to ensure their authenticity and prevent any unwarranted harm to individuals' reputations from false accusations. This approach mitigates the potential negative impact of baseless allegations.

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

Yes, human rights requirements are integrated into our business agreements and contracts. This demonstrates our commitment to upholding ethical standards and promoting respect for human rights across our operations.

**10. Assessments for the year:**

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child labor	84.62%
Forced/involuntary labor	84.62%
Sexual harassment	84.62%
Discrimination at workplace	84.62%
Wages	84.62%
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.**

No significant concerns were 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:**

<b>Parameter</b>	<b>FY 2024-25 (Current Financial Year)</b>	<b>FY 2023-24 (Previous Financial Year)</b>
<b>From renewable sources</b>		
Total electricity consumption (A) (GJ)	2,50,723.11	2,01,587.13
Total fuel consumption (B) (GJ)	0	0
Energy consumption through other sources (C) (GJ)	0	0
Total energy consumption (A+B+C) (GJ)	2,50,723.11	2,01,587.13
<b>From non-renewable sources</b>		
Total electricity consumption (D) (GJ)	3,86,076.38	3,39,607.41
Total fuel consumption (E) (GJ)	6,42,769.87	5,47,927.01**

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Energy consumption through other sources (F) (GJ)	0	0
Total energy consumed from non-renewable sources (D+E+F) (GJ)	10,28,846.24	8,87,534.43
Total energy consumed(A+B+C+D+E+F) (GJ)	12,79,569.36	10,89,121.56
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	0.00002121	0.00001854
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed in GJ/million US\$)*	438.26	415.88
Energy intensity in terms of physical output (GJ/Tonne of Product)	182.10	211.89
Energy intensity per employee (GJ/employee)	77.22	73.30

\*Source of PPP conversion rates taken from the International Monetary Fund (IMF) published document for FY 2023-24 and FY 2024-25.

\*\*Fuel (Petrol & Diesel) consumption included in the FY 2023-24.

**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, By M/s. Bureau Veritas India Private Ltd.

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, the entity does not have any sites or facilities identified as designated consumers (DCs) under the Performance, Achieve, and Trade (PAT) Scheme of the Government of India. Therefore, there are no targets set under the PAT scheme to achieve or report on.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	3,59,594.10	3,06,686.07**
(iii) Third party water	3,91,922.51	4,01,254.78
(iv) Seawater / desalinated water	0	0
(v) Others (Rainwater storage)	17,709.80	9,709.90
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>7,69,226.41</b>	<b>7,17,650.75</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>6,75,235.17</b>	<b>6,13,692.89</b>
Water intensity per rupee of turnover (Total Water Consumption in KL/Revenue from operations)	0.00001119	0.00001045
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption in KL/million US\$)	231.27	234.34
Water intensity in terms of physical output (Total Water Consumption in KL/Tonne of Product)	96.09	119.39
Water intensity per employee in (Total Water Consumption in KL/employee)	40.75	41.30

\*Source of PPP conversion rates taken from the International Monetary Fund (IMF) published document for FY 2023-24 and FY 2024-25.

\*\*941KL Ground water added in the FY2023-24.

**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, By M/s. Bureau Veritas India Private Ltd.

**4 Provide the following details related to water discharged:**

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(v) Others – Send to CETP		
No treatment	93,991.24	1,03,957.86
With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>93,991.24</b>	<b>1,03,957.86</b>

**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, By M/s. Bureau Veritas India Private Ltd.

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

Yes, all our API Units operate on a Zero Liquid Discharge (ZLD) system, emphasizing our commitment to environmental sustainability. The wastewater generated undergoes treatment within our facilities, ensuring no liquid discharge. Instead, it is repurposed for essential operations such as boiler and cooling tower usage. Moreover, our formulation plants utilize treated water for gardening purposes, maximizing resource efficiency and minimizing environmental impact.

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

Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Nox	T/year	38.28	48.31
Sox	T/year	105.98	141.01
Particulate matter (PM)	T/year	48.04	48.30
Persistent organic pollutants (POP)	NA	-	-
Volatile organic compounds (VOC)	NA	-	-
Hazardous air pollutants (HAP)	NA	-	-
Others – please Specify	NA	-	-

**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, By M/s. Bureau Veritas India Private Ltd.

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	80,278.03	71,131.81*
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	77,965.98	67,544.14
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	tCO <sub>2</sub> e/INR	0.00000262313	0.0000023608
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)**</b>	tCO <sub>2</sub> e/million US\$	54.20	52.95
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	tCO <sub>2</sub> e/MT	22.52	26.98
<b>Total Scope 1 and Scope 2 emission intensity per employee</b>	tCO <sub>2</sub> e/employee	9.55	9.33

\*The increase is due to accommodation of Product VOC emissions, leakage of refrigerants and CO<sub>2</sub> based refills and fuel consumption in vehicles under Scope 1.

\*\*Source of PPP conversion rates taken from the International Monetary Fund (IMF) published document for FY 2023-24 and FY 2024-25.

**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, By M/s. Bureau Veritas India Private Ltd.

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

Yes, the Company has undertaken various interventions to reduce greenhouse gas emissions. The details are provided below:

- Reduction in energy consumption through equipment up-gradation, and new technology.
- Increasing renewable energy capabilities through rooftop solar plant inside the plant premises, 2 Nos. of 12MW each solar park at Bhatpur, Vadodara and Windmill installation at Kutch.
- Purchasing renewable energy for its operation through a third-party agreement.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Waste generated		
Plastic waste (A) in MT	227.92	312.34
E-waste (B) in MT	1.53	1.55
Bio-medical waste (C) in MT	16.78	24.54
Construction and demolition waste (D)	-	-
Battery waste (E) in MT	21.98	12.52
Radioactive waste (F) in MT	-	-
Other Hazardous waste. Please specify, if any. (Process residue and waste, ETP sludge, evaporation salt etc.) (G)	34,582.49	26,941.98
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) (MS Steel, Mix scrap, glass bottles, etc.)	8,661.48	4679.11***
<b>Total (A+B + C + D + E + F + G+ H)</b>	<b>43,512.18</b>	<b>31,972.02</b>

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations in INR)	0.00000072	0.00000054
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated /Revenue from operations adjusted for PPP in USD) MT/ million US\$**	14.90	12.21
Waste intensity in terms of physical output in MT	6.19	6.22
Waste intensity per employee in waste generated in MT/employee	2.63	2.15

**For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)**

Category of waste	Non-Hazardous Waste	Non-Hazardous Waste
(i) Recycled	8,889.39	4,991.44***
(ii) Re-used	0	00
(iii) Other disposal operations (Non-hazardous)	0	0
<b>Total</b>	<b>8,889.39</b>	<b>4,991.44</b>

**For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)**

Category of waste	Hazardous Waste	Hazardous Waste
(i) Incineration	86.22	142.24
(ii) Landfilling	3,599.35	4,281.91
(iii) Recycling	14,831.69	12,632.79
(iv) Co-processing*	15,992.77	9,839.78
(v) Other disposal operations	21.43	19.32
<b>Total</b>	<b>34,531.46</b>	<b>26,916.02</b>

\*The co-processing waste also includes pre-processing waste.

\*\*Source of PPP conversion rates taken from the International Monetary Fund (IMF) published document for FY 2023-24 and FY 2024-25.

\*\*\*Fly Ash data added in the Generation of FY 2023-24 (Other Non-Hazardous waste) and disposal (Recycle) waste i.e.1,649.41 MT.

**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, By M/s. Bureau Veritas India Private Ltd.

**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.**

Our waste management practices prioritize environmental sustainability and compliance with regulations. We have implemented a robust standard operating procedure (SOP) specifically for hazardous waste management. This SOP includes procedures for the recovery of spent solvents, which are then sold for reuse, minimizing waste generation. Additionally, high-calorific value waste is directed to cement industries for co-processing, while boiler ash is sent to brick manufacturing units in accordance with waste management regulations. Used oil is responsibly sent for recycling to further reduce environmental impact. Furthermore, we collaborate with third-party agencies to collect plastic waste from end consumers, ensuring its proper disposal or recycling. This comprehensive approach underscores our commitment to reducing the usage of hazardous chemicals and effectively managing associated waste.

- 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.
NA	NA	NA	NA

None of our units are situated in ecologically sensitive areas, ensuring minimal environmental risk. Our operations have been carefully managed to prevent adverse impacts on the ecosystem and biodiversity. Additionally, comprehensive environmental impact assessments were conducted for all API units before their establishment, demonstrating our commitment to responsible environmental practices.

- 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
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There has been no assessment conducted in the current financial year as there was no project requiring environmental Impact Assessment as per applicable laws. These assessments are conducted prior to the commissioning of new projects.

- 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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

Yes, the entity is fully compliant with all applicable environmental laws, regulations, and guidelines in India, including the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and Environment Protection Act, along with their respective rules. The Company has valid Consent and Authorization under these laws. The Company consistently ensures that its operations adhere to these laws to minimize any adverse environmental impact.

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

**PRINCIPLE 7: Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.**

**ESSENTIAL INDICATORS**

- 1. a) Number of affiliations with trade and industry chambers/ associations.**

The Company is affiliated with six trade and industry chambers / associations.

- b) List the top 10 trade and industry chambers/ associations (determined based on the total members of such a 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.	Federation of Gujarat Industries	State
2.	Federation of Indian Chambers of Commerce & Industries	National
3.	International Chamber of Commerce	National
4.	Indian Drug Manufacturers' Association	National
5.	Federation of Indian Export Organizations	National
6.	Pharmaceutical Export Promotion Council of India	National

**2 Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.**

Name of authority	Brief of the case	Corrective action taken
During the fiscal year 2024-25, the Company did not encounter any instances where it was accused or reported of engaging in anti-competitive behaviour or conduct.		

**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 FY 24-25:**

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
-	-	-	-	-	-

In the fiscal year 2024-25, the following projects underwent mandated Social Impact Assessment (SIA) exercises:

**Quality & Free Education-** Vikas School: Established in 2002, Vikas Secondary and Higher Secondary School (VIKAS School) is a free residential Gujarati medium school located at the Rural Development Society campus in Panelav village. It provides education from classes 9 to 12 & enrolls over 300 students annually. The school's vision is to provide quality education to underprivileged community children free of cost, focusing on holistic development. The school also runs a hostel for boys. The Vikas Boys Hostel provides free residential and food facilities for over 150 underprivileged boys, aiming to foster discipline. Since 2022-23, the school has ramped up its effort to improve its academic performance and introduced structured sports coaching and broad-based extracurricular activities, benefiting over 4500 lives annually.

**Shiksha Setu:** The project's focus is (i) helping students attain proficiency in foundational language and numeracy skills and (ii) Preparing talented students for the National Means Cum- Merit Scholarship examination. The project is being run in 15 government/ aided schools catering to students from III-VIII standards. Shiksha Setu is in accordance with the state's imperative to improve learning outcomes at school and the NIPUN Bharat mission, which focuses on students attaining proficiency in language and numeracy.

**Swasthya Setu - 360° Healthcare:**

(i) **Mobile Healthcare Unit:** Under this initiative, a full-fledged clinic-on-wheels visits 26 villages monthly with an on-board doctor and paramedical staff provides primary care to villagers at their doorstep. A rural clinic in Panelav also falls under this project, benefiting 10,000 patients annually.

(ii) **Issuance of Ayushman Cards:** The project facilitates the issuance of Ayushman cards through the government Ayushman Card portal. This includes registering beneficiaries, helping in making supporting documents, and printing and delivering the cards.

**Healthcare Awareness #ForHerWithHer:** The campaign involves creating awareness amongst women about their physical health and wellbeing. This initiative is devoted to uplifting women's lives by bringing clarity about their own health issues and breaking the stigmas that come with them. The project currently targets three health conditions namely Abnormal Uterine Bleeding (AUB), Heavy Menstrual Bleeding (HMB), Anemia and Iron Deficiency. A portal with relevant information has been started and extensive messaging and awareness through social media is undertaken.

**Agriculture:** The project is implemented in 8 villages of Jarod and 15 villages of Panelav CSR catchment. It supports smallholder farmers in adopting recommended agriculture practices to improve productivity. The project stands out in its ability to introduce new agri technology and management practices. It helps establish market linkages and made farmers into entrepreneurs who engage with the customers directly and sell their produce. It also creates a common forum where the farmers can meet and exchange ideas and experiences.

**Animal Husbandry:** The project is implemented in 7 villages in Jarod, Vadodara. It intends to improve the productivity of milch animals through efficient artificial insemination, feed supplements, management practices, and improved animal nutrition.

**Suposhan – Reducing Malnutrition:** Launched in 2021 by the Alembic CSR Foundation, this project aims to eradicate malnutrition in the communities around its plant operations in Vadodara and Panchmahal districts. Targeting children, adolescents, pregnant women, and lactating mothers, the project focuses on improving nutritional status by reducing malnutrition and anemia, and increasing immunization, antenatal care, institutional deliveries, and preschool education.

**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)
NA						

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

The Company engages with the local community at different levels to understand their concerns thoroughly. This involves various interactions and communication channels. Additionally, the Company has implemented a dedicated grievance redressal mechanism, managed by the site-level HR team, to ensure that any issues raised by the community are promptly addressed and resolved.

**4. Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:**

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Directly sourced from MSMEs/ Small producers	18%	30%
Sourced directly from within the district and neighbouring districts (Within India)	7%	33%

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

Location	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Rural	37.65	38.40*
Semi-urban	0.00	0.00*
Urban	1.31	2.23*
Metropolitan	61.04	59.37*

\* Figures are revised for the FY 2023-24

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

**ESSENTIAL INDICATORS**

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

The Company strives to establish a robust mechanism for handling and resolving customer grievances. It also encourages customer feedback and promptly addresses any concerns. To align with consumer concerns, the Company has enhanced its website with a dedicated dashboard, allowing consumers to report any adverse events or reactions related to the Company's products.

Weblink for consumer redressal <https://alembicpharmaceuticals.com/Reporting-side-effect>

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

Information related to	As a percentage to total turnover
Environment and Social parameters relevant to product	-
Safe and responsible usage	100
Recycling and/or safe disposal	-

**3. Number of consumer complaints:**

	FY 2024-25 Current Financial Year		FY 2023-24 Previous Financial Year	
	Received during the year	Pending resolution at the end of year	Received during the year	Pending resolution at the end of year
Data privacy	0	0	0	0
Advertising	0	0	0	0
Cyber-security	0	0	0	0
Delivery of essential services	0	0	0	0
Restrictive Trade Practices	0	0	0	0
Unfair Trade Practices	0	0	0	0
Others (Remarks:-Specifications, Labelling, and Packaging, Product)	441	20	352	7

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

Recalls	Number	Reason for recall
Voluntary recalls	8	Due to non-compliant result
Forced recalls	0	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, the Company has an 'Information Security Policy' in place. All sensitive information is protected according to Alembic's IT Policy and available on website. The Company is committed to safeguarding the information of all users and consumers. Violations of policy standards will result in disciplinary actions. Policy website link is <https://alembicpharmaceuticals.com/privacy-policy>.

**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:**

The products recalls made during FY24-25 were voluntary recalls and none of the product recalls resulted to any harm to any consumer. All the recalls are investigated for their root cause and appropriate corrective actions are taken as per defined SOP.

The incident response process is defined in the IT Security Policy and is managed according to assigned responsibilities. To mitigate breaches, the Company has implemented several layered approaches:

- A firewall is installed at the perimeter security level.
- Applications are deployed on a secure layer, with role-based access granted as required.
- Application Firewall is utilized for all internally hosted applications.
- Network security is managed through SDWAN and IPSEC tunnelling.
- Endpoints are secured using a NextGen EDR-based solution.

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

**a. Number of instances of data breaches-** Nil

**b. Percentage of data breaches involving personally identifiable information of customers-** Nil

**c. Impact, if any, of the data breaches-** Not Applicable