

CSD/BSE&NSE/BRSR 2024-25  
July 30, 2025

**To**  
**Listing Department**  
**BSE Limited**  
**25th Floor, P. J. Towers,**  
**Dalal Street, Mumbai - 400 001**

**To**  
**Listing Department**  
**National Stock Exchange of India Limited**  
**Exchange Plaza, Bandra Kurla Complex**  
**Bandra (E), Mumbai – 400 051**

**Scrip Code: 530239**

**Scrip Symbol: SUVEN**

Dear Sir/Madam,

**Sub: Business Responsibility and Sustainability Report for FY 2024-25**

.....

Pursuant to Regulation 34 of SEBI (LODR) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report (BRSR) for FY 2024-25, forms part of the Annual Report FY 2024-25 of the Company.

This is for your information and record.

Thanking you,

For **Suven Life Sciences Limited**

**Shrenik Soni**  
Company Secretary

Encl.: as above

## **Suven Life Sciences Limited**

Registered Office: 8-2-334 | SDE Serene Chambers | 6th Floor Road No.5 | Avenue 7  
Banjara Hills | Hyderabad – 500 034 | Telangana | India | CIN: L24110TG1989PLC009713  
Tel: 91 40 2354 1142/ 3311/ 3315 Fax: 91 40 2354 1152 Email: [info@suven.com](mailto:info@suven.com) website: [www.suven.com](http://www.suven.com)



# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

**[Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015]**

The present report has been formulated in accordance with the SEBI Guidelines for Business Responsibility and Sustainability Reporting (BRSR). Its principal aim is to enhance transparency by showcasing how businesses generate value through active contributions to a sustainable economy. The report serves to emphasize our steadfast dedication to fostering sustainable development and creating enduring value for our stakeholders.

## SECTION A: GENERAL DISCLOSURES

### 1. DETAILS OF THE ENTITY

S. No	Particulars	Response
1	Corporate identity Number (CIN) of the Listed Entity	L24110TG1989PLC009713
2	Name of the Listed Entity	Suven Life Sciences Limited
3	Year of incorporation	1989
4	Registered office address	8-2-334, SDE Serene Chambers, 6 <sup>th</sup> Floor, Road No.5, Avenue 7, Banjara Hills, Hyderabad – 500 034, Telangana, India.
5	Corporate address	8-2-334, SDE Serene Chambers, 6 <sup>th</sup> Floor, Road No.5, Avenue 7, Banjara Hills, Hyderabad – 500 034, Telangana, India.
6	E-mail	<a href="mailto:investorservices@suven.com">investorservices@suven.com</a>
7	Telephone	+91 040 2354 1142/ 1152
8	Website	<a href="http://www.suven.com">www.suven.com</a>
9	Financial year for which reporting is being done	FY 2024-25
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid-up Capital	₹21,80,73,717
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Shrenik Soni, Company Secretary Telephone: 040 2354 1142/1152 Email: <a href="mailto:investorservices@suven.com">investorservices@suven.com</a>
13	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 assessment or assurance provider	None
15	Type of assessment or assurance obtained	Not Applicable



## 2. PRODUCTS/SERVICES

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

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Professional, scientific and technical	Scientific research and development	100

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

S.No.	Product/Service	NIC Code	% of total Turnover contributed
1	Scientific Research & Technical Services	74909	100

## 3. OPERATIONS

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

Location	Number of plants	Number of offices	Total
National	2	1	3
International	0	0	0

### 19. Markets served by the entity:

#### a) Number of locations

Locations	Number
National (No. of States)	3
International (No. of Countries)	3

#### b) Contribution of exports:

What is the contribution of exports as a percentage of the total turnover of the entity?	29
--	----

#### c) Type of Customers

A brief on types of customers	<p>Suven Life Sciences is primarily engaged in providing services to</p> <ul style="list-style-type: none"> <li>Pharmaceuticals.</li> <li>Life Sciences Companies.</li> </ul>
-------------------------------	---

## 4. EMPLOYEES

### 20. Details at the end of the year of financial year:

#### a) Employees and workers (including differently abled):

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1	Permanent (D)	138	101	73	37	27
2	Other than Permanent (E)	0	0	0	0	0
3	Total employees (D + E)	138	101	73	37	27
Workers						
1	Permanent (F)	0	0	0	0	0
2	Other than Permanent (G)	49	46	94	3	6
3	Total workers (F + G)	49	46	94	3	6


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

S. No	Particulars	Total (A)	Male		Female		
			No. (B)	% (B / A)	No. (C)	% (C / A)	
Differently Abled Employees							
1	Permanent (D)	NIL					
2	Other than Permanent (E)						
3	Total differently abled employees (D + E)						
Differently Abled Workers							
1	Permanent (F)	NIL					
2	Other than Permanent (G)						
3	Total differently abled workers (F + G)						

- Permanent Employees: Includes all full-time and part-time employees on the payroll.
- Other than Permanent Employees: Comprises contractual associates, interns, trainees.
- Permanent Workers: None.
- Other than Permanent Workers: Includes casual staff, administration, security, and housekeeping personnel.

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

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33.33
Key Management Personnel*	2	0	0

\*Key Management Personnel includes Company Secretary and Chief Financial Officer.

**22. Turnover rate for permanent employees and workers:**

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14%	5%	19%	17%	7%	24%	13%	36%	18%
Permanent Workers	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL

**5. 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 (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Suven Neurosciences Inc.	Subsidiary	100	No



## 6. CORPORATE SOCIAL RESPONSIBILITY (CSR) DETAILS

24.

S. No.	Requirement	Response
1	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	No*
2	Turnover (in ₹)	₹6,65,58,359/-
3	Net worth (in ₹)	₹799,51,09,829/-

\*There is no CSR spending obligation to the Company as the Company has continued to incur losses since more than three preceding financial years.

## 7. 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="http://www.suven.com/pdf/BRSR_Policies_Suven-Life.pdf">www.suven.com/pdf/BRSR_Policies_Suven-Life.pdf</a>	NIL	NIL	None	NIL	NIL	None
Investors (other than shareholders)	NA	NIL	NIL	None	NIL	NIL	None
Shareholders	Yes, <a href="http://www.suven.com/pdf/BRSR_Policies_Suven-Life.pdf">www.suven.com/pdf/BRSR_Policies_Suven-Life.pdf</a>	NIL	NIL	None	NIL	NIL	None
Employees and workers	Yes, <a href="http://www.suven.com/pdf/BRSR_Policies_Suven-Life.pdf">www.suven.com/pdf/BRSR_Policies_Suven-Life.pdf</a>	NIL	NIL	None	NIL	NIL	None
Customers	Yes <a href="http://www.suven.com/pdf/BRSR_Policies_Suven-Life.pdf">www.suven.com/pdf/BRSR_Policies_Suven-Life.pdf</a>	NIL	NIL	None	NIL	NIL	None
Value Chain Partners	Yes, <a href="http://www.suven.com/pdf/BRSR_Policies_Suven-Life.pdf">www.suven.com/pdf/BRSR_Policies_Suven-Life.pdf</a>	NIL	NIL	None	NIL	NIL	None
Others	NA	NIL	NIL	None	NIL	NIL	None



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

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

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Clinical trial	Risk and Opportunity	<p><b>Risk:</b></p> <ul style="list-style-type: none"> <li>Clinical trials demand significant financial investment, presenting a substantial risk to the Company.</li> <li>The inherent uncertainties in R&amp;D, along with the long duration of trials, increase exposure to potential setbacks.</li> <li>Risks include trial failures, unforeseen disruptions, or non-compliance, which may: <ul style="list-style-type: none"> <li>Lead to financial losses</li> <li>Cause delays in product launch</li> <li>Impact brand reputation</li> <li>Result in legal liabilities</li> <li>Lead to missed revenue opportunities</li> </ul> </li> </ul> <p><b>Opportunity:</b></p> <ul style="list-style-type: none"> <li>Successful clinical trials are a cornerstone of the pharmaceutical industry.</li> <li>They confirm a drug's efficacy and safety, thereby enhancing credibility with regulators, healthcare professionals, and patients.</li> <li>Positive trial outcomes support: <ul style="list-style-type: none"> <li>Smoother regulatory approvals</li> <li>product commercialization</li> <li>Successful product launch and marketing potential</li> </ul> </li> </ul>	<p><b>Proactive risk assessment</b> Comprehensive risk identification is conducted at the beginning of each clinical trial to detect potential hazards and operational challenges.</p> <p><b>Qualified Investigative Team</b> A dedicated and experienced team is formed to oversee the clinical trial process and ensure adherence to protocols.</p> <p><b>Patient Recruitment Strategy</b> The Company adopts diverse and efficient strategies to ensure patient enrolment and compliance with clinical protocols.</p> <p><b>Ongoing Monitoring &amp; Data Management</b> Continuous oversight, robust data management systems, and quality assurance measures are implemented throughout the trial to maintain integrity and safety.</p> <p><b>Post-Trial Evaluation</b> Upon completion, evaluations are conducted to capture insights, assess performance, and identify improvement areas.</p> <p><b>Process Refinement</b> Insights from past trials are used to refine methodologies and incorporate best practices into future clinical research.</p> <p><b>Enhanced Resilience</b> These structured practices collectively enhance the reliability and safety of the clinical trial process while minimizing the risk of adverse outcomes.</p>	Negative



S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Drug Safety Monitoring	Risk	<ul style="list-style-type: none"> <li>• Occurrence of adverse events or medication safety issues can significantly impact on the Company.</li> <li>• Such events may lead to: <ul style="list-style-type: none"> <li>– Loss of public and healthcare professionals' trust</li> <li>– Increased regulatory scrutiny</li> <li>– Potential legal action or litigation</li> </ul> </li> <li>• Regulatory consequences may include: <ul style="list-style-type: none"> <li>– Product recalls</li> <li>– Label changes</li> <li>– Market withdrawal</li> </ul> </li> <li>• These outcomes can adversely affect the Company's reputation, financial performance, and stakeholder confidence.</li> </ul>	<ul style="list-style-type: none"> <li>• Each clinical development program includes a dedicated safety monitoring group to track and report any safety alerts or issues during the clinical trials.</li> <li>• All identified safety concerns are reported to regulatory agencies as per the applicable protocols.</li> <li>• During Phase 2 and Phase 3 clinical trials, Suven engages an independent Data Safety Monitoring Board (DSMB).</li> <li>• The DSMB is responsible for: <ul style="list-style-type: none"> <li>– Identifying and overseeing the impact of adverse events, including serious adverse events, during the clinical trials.</li> <li>– Periodic review and reporting of safety data to regulatory authorities.</li> </ul> </li> </ul>	Negative
3.	Human Capital	Opportunity	<ul style="list-style-type: none"> <li>• A skilled workforce comprising researchers, scientists, and medical professionals supports innovation in drug discovery and development.</li> <li>• Expertise in areas such as pharmacology, biochemistry, and medicine enables the company to address complex scientific problems effectively.</li> <li>• The team's strong problem-solving capabilities help identify R&amp;D challenges early and implement creative, science-based solutions.</li> <li>• This enhances the efficiency of the drug development process, enabling faster turnaround from research to market.</li> <li>• An expert team improves innovation capacity, contributing to the company's competitive edge in delivering new and effective medical solutions.</li> </ul>	-	Positive



## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

P1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

P2 Businesses should provide goods and services in a manner that is sustainable and safe.

P3 Businesses should respect and promote the well-being of all employees, including those in their value chains.

P4 Businesses should respect the interests of and be responsive to all its stakeholders.

P5 Businesses should respect and promote human rights.

P6 Businesses should respect and make efforts to protect and restore the environment.

P7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

P8 Businesses should promote inclusive growth and equitable development.

P9 Businesses should engage with and provide value to their consumers in a responsible manner.

S. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>										
1.	a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>Particulars of the Policies</b>										
	Principle 1	<ul style="list-style-type: none"> <li>Code of Business Conduct</li> <li>Anti-Bribery and Anti-Corruption Policy</li> </ul>								
	Principle 2	<ul style="list-style-type: none"> <li>Supplier Code of Conduct</li> <li>Policy on Product Responsibility</li> </ul>								
	Principle 3	<ul style="list-style-type: none"> <li>Code of Conduct for Employees</li> <li>Health and Safety policy</li> <li>Rights of Person with Disability policy</li> <li>Grievance Redressal Policy</li> </ul>								
	Principle 4	<ul style="list-style-type: none"> <li>Stakeholders Management Policy</li> <li>Grievance Redressal Policy</li> </ul>								
	Principle 5	<ul style="list-style-type: none"> <li>Human Rights policy</li> <li>Code of Conduct for employees</li> <li>Right of person with Disability Policy</li> <li>Grievance Redressal Policy</li> </ul>								
	Principle 6	<ul style="list-style-type: none"> <li>Environment Health &amp; Safety (EHS) policy – Environmental Component</li> </ul>								
	Principle 7	<ul style="list-style-type: none"> <li>Policy on Responsibility policy</li> <li>Anti-Bribery and Anti-Corruption Policy</li> </ul>								
	Principle 8	<ul style="list-style-type: none"> <li>Corporate Social Responsibility Policy</li> </ul>								
	Principle 9	<ul style="list-style-type: none"> <li>Information Technology Security Policy (ITSP)</li> <li>Grievance Redressal Policy</li> <li>Policy on Product Responsibility</li> </ul>								





S. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	b) Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c) Web Link of the Policies, if available	<a href="https://www.suven.com/pdf/BRSR_Policies_Suven-Life.pdf">https://www.suven.com/pdf/BRSR_Policies_Suven-Life.pdf</a>								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name of the national and international codes /certifications/ labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>The Company aligns with recognized national and international standards that support responsible business conduct and operational excellence. Key certifications and guidelines adopted by the entity include:</p> <p>NABL Accreditation: National Accreditation Board for Testing and calibration Laboratories (NABL) The Company operates a NABL-accredited laboratory, ensuring compliance with national and international standards for quality and technical competence. (Relevant to Principles 3, 9)</p> <p>Good Laboratory Practices (GLP): Adhered to for ensuring the quality, integrity, and reliability of non-clinical safety data. (Relevant to Principles 1, 3, 9)</p> <p>Good Clinical Practices (GCP): Followed in all clinical trials to ensure ethical conduct, subject safety, and data reliability. (Relevant to Principles 3, 5, 9)</p> <p>National Guidelines on Responsible Business Conduct (NGRBC): The Company refers to the NGRBC framework to guide its ESG initiatives and policy decisions. (Applicable across all 9 Principles)</p> <p>These standards reflect the Company's focus on scientific integrity, ethical research, and stakeholder trust.</p>								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p><b>1. Clinical Trials</b></p> <p>Commitment: Conducting ethical, safe, and effective clinical trials is fundamental to our research and development efforts.</p> <p>Patient Safety: Enhanced patient safety protocols to minimize risks and severe adverse events in clinical trials.</p> <p><b>2. Safety monitoring of Clinical Trials subjects</b></p> <p>Commitment: Ensuring the highest standards in safety of clinical trials subjects.</p> <p>Safety Monitoring: Enhance real-time monitoring of clinical trial subjects, immediate reporting on serious and non-serious adverse events and further enhance of patients' safety overseen by Data Safety Monitoring Committee at periodic intervals.</p> <p><b>3. Human Capital</b></p> <p>Commitment: We are dedicated to focused and supportive work environment that empowers our employees and drives innovation.</p> <p><b>Employee Development:</b> Implement learning/training programs to ensure that 100% of our employees have access to professional development opportunities by 2026.</p> <p><b>Employee Well-being:</b> Continue to conduct health and wellness programs aimed at improving the physical and mental well-being of our employees, with a target of 95% participation by 2026.</p>								



S. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	<p><b>Clinical Trials:</b> Company ensured patient safety during the clinical trials and there were no adverse events in this regard. All trial sites were monitored periodically for patient safety &amp; protocol adherence by CROs appointed by Company. Data safety monitoring committee reviews data from various trial sites and there were no alarms raised by the Data Safety Monitoring Board.</p> <p><b>Drug Safety &amp; Public Health:</b> During the year no pharmacovigilance study was conducted by the Company hence there was no requirement of safety monitoring in relation to subjects.</p> <p><b>Human Capital:</b> Company could achieve to implement learning/training programs to only 65% of our employees to have access to professional development opportunities, due to pre-occupation and other assignments.</p>								
Governance, leadership and oversight										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>At our company, we truly care about building a sustainable future that benefits everyone involved in our employees, partners, customers, and communities. This year, we’ve continued to grow and adapt, especially focusing on meeting the important, often overlooked medical needs in the Central Nervous System (CNS) area.</p> <p>We feel a deep responsibility to do the right thing, which is why we’ve been working hard to bring Environmental, Social, and Governance (ESG) values into everything we do in research and development. Over the past year, we took a close look at how we operate, searching for ways to lessen our environmental impact, support our people better, and make sure we’re always acting ethically. The challenges to mitigate the environmental impact by controlling use of chemicals that are pollutant still exists.</p> <p>We’re setting clear goals to shrink our environmental footprint, improve how we monitor the safety of our medicines, and raise the bar for clinical trial safety. We know it’s not always easy to blend these ESG goals with scientific innovation, but we believe it’s the right path one that will help us grow responsibly and lead the way in our industry.</p> <p>We’re committed to learning, being transparent, and innovating responsibly as we move forward.</p> <p><b>- Shri Venkateswarlu Jasti (Chairman &amp; Managing Director)</b></p> <p><b>DIN: 00278028</b></p>								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	<p>Name: Shri Venkateswarlu Jasti</p> <p>Designation: Chairman &amp; Managing Director</p> <p>DIN: 00278028</p>								
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details	<p>Yes.</p> <p>The Board of Directors of the Company oversee the sustainability related issues and have delegated the authority to the Chairman of the Company for BRSR report related matters.</p> <p>Name: Shri Venkateswarlu Jasti</p> <p>Designation: Chairman &amp; Managing Director</p> <p>DIN: 00278028</p> <p>Email: <a href="mailto:info@suven.com">info@suven.com</a></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)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes, performance against enlisted policies and necessarily follow up actions are duly reviewed by Managing Director									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes, we comply with statutory requirements relevant to the principles and review was undertaken by the Board of Directors.									Quarterly								

**11. Independent assessment/ evaluation of the working of its policies by an external agency:**

	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	<p>The Company has established an internal management evaluation process to assess the effectiveness and alignment of its policies with business objectives and regulatory requirements.</p> <p>These evaluations are reviewed and approved by the Board of Directors.</p> <p>However, no external or independent assessment of policy implementation was undertaken during the reporting period for any of the principles</p>								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	<p>This section is not applicable.</p> <p>All the principles under the BRSR are duly covered under the enlisted policies.</p>								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/ No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									



## 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



#### A) 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	2	<ul style="list-style-type: none"> <li>Overview of BRSR Policies &amp; reporting requirements</li> <li>Key amendments to SEBI LODR Regulations &amp; SEBI Insider Trading Regulations</li> </ul>	100
Key Managerial Personnel	2	<ul style="list-style-type: none"> <li>Insider trading Compliances</li> <li>Overview of BRSR Policies &amp; reporting requirements</li> </ul>	100
Employees other than BOD and KMPs	27	<ul style="list-style-type: none"> <li>Topics related to the drug discovery &amp; development; good laboratory practices (GLP); good clinical practices (GCP); ICH Quality, Safety, Efficacy &amp; Multidisciplinary guidelines for the development of new drugs; and General Requirements for the Competence of Testing Laboratories in accordance with ISO/ IEC 17025 (for NABL Accreditation), Prevention of POSH, Health Safety and Skills upgradation</li> </ul>	74
Workers	12	<ul style="list-style-type: none"> <li>Health Safety and Skills upgradation</li> </ul>	84

##### 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:

MONETARY					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine			NIL		
Settlement					
Compounding fee					



NON-MONETARY					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL	NIL

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	NIL

**4. Anti-corruption or Anti-bribery policy:**

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.	<p>Suven Life Sciences has implemented a robust anti-corruption and anti-bribery policy as part of its Code of Business Conduct and Ethics, demonstrating its commitment to ethical conduct, professionalism, integrity, and compliance. The policy prohibits all forms of bribery, corruption, and unethical practices, providing clear guidelines for employees, stakeholders, and partners to report violations. It defines bribery-related activities comprehensively, establishing a strict ethical and compliance framework. The policy ensures adherence to all applicable laws and includes strict repercussions, such as disciplinary action and legal measures, reinforcing Suven's dedication to transparency, accountability, and regulatory compliance.</p> <p>The policy can be accessed at below web link:-  <a href="https://www.suven.com/pdf/BRSR_Policies_Suven-Life.pdf">https://www.suven.com/pdf/BRSR_Policies_Suven-Life.pdf</a></p>
--	---

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

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

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

	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	None	NIL	None
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	None	NIL	None



## 7. Corrective Actions:

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	The Company has not been subject to any fines, penalties, or enforcement actions by regulators, law enforcement agencies, or judicial bodies in connection with corruption or conflict of interest matters during the reporting period.
---	---

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

	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Number of days of accounts Payables	33	58

## 9. Open-ness of Business

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

Parameter	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24** (Previous Financial Year)
Concentration of purchases	a. Purchases from trading houses* as % of total purchases	0	0
	b. Number of Trading houses where purchases are made from	0	0
	c. Purchases from top 10 Trading houses as % of total purchases from trading houses*	0	0
Concentration of Sales	a. Sale to dealers / distributed as % of total sales	0	0
	b. Number of dealers / distributions to whom sales are made	0	0
	c. Sales upto 10 dealers / distributors as % of total sales to dealers / distributors	0	0
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	NIL	18
	b. Sales (Sales to related parties / Total Sales)	NIL	10
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	NIL	NIL
	d. Investments (Investments in related parties / Total Investments made)	100%	100%

\*A "trading house" is a specialized legal entity primarily engaged in the business of export, import, and/or domestic trade of goods and services, facilitating such import, export and/or domestic trade and providing related services to support these transactions.

\*\*Previous year figures have been adjusted as per industry standard guidelines



## PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE



### A) ESSENTIAL INDICATORS:

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	NIL	NIL	Not Applicable
Capex	NIL	NIL	Not Applicable

2. **Sustainable sourcing:**

Does the entity have procedures in place for sustainable sourcing? (Yes/No)	Yes, the entity has established procedures for sustainable sourcing, which are aligned with the Company's internal policies and responsible procurement practices.  As part of the sourcing process, suppliers are evaluated through preliminary assessments, including questionnaires that seek information on ethical practices, labour standards, health and safety measures, environmental compliance, and animal welfare, wherever applicable.  The Company also reviews the standards maintained by suppliers, including their ISO certifications and other relevant accreditations related to quality, safety, and sustainability. These checks help ensure that sourcing partners align with the Company's expectations on sustainability and responsible business conduct.
If yes, what percentage of inputs were sourced sustainably?	90

3. **Processes in place to reclaim products for reuse, recycle and safe disposal of products at the end of life:**

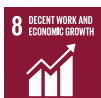
Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.	The Company is primarily engaged in research and development activities and technical services and does not manufacture or distribute end-consumer products. As such, processes related to product reclamation for reuse, recycling, or disposal at end-of-life, including for plastics (including packaging), e-waste, hazardous waste, or other waste, are not applicable in the current context of the Company's operations.
--	---

4. **Extended Producer Responsibility (EPR) plan:**

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.	This is not applicable as the Company's operations are pure R&D & technical services.
---	---



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



#### A) ESSENTIAL INDICATORS:

##### 1. A) Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	101	101	100	101	100	0	0	0	0	0	0
Female	37	37	100	37	100	37	100	0	0	0	0
Total	138	138	100	138	100	37	27	0	0	0	0
Other than Permanent employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

##### B) Details of measures for the well-being of workers:

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Other than Permanent workers											
Male	46	46	100	46	100	0	0	0	0	0	0
Female	03	03	100	03	100	3	100	0	0	0	0
Total	49	49	100	49	100	3	6	0	0	0	0





**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>
<b>Cost incurred on well-being measures as a % of total revenue of the company*</b>	13.03	7.51

\*Cost incurred on well-being of employees include Travel Insurance, Workmen compensation Insurance, Group Mediclaim policy, Employees Deposit Linked Insurance, Group Insurance (GI) policy, Group Gratuity Policy, Staff welfare expenses

\*\* Previous Year data has been adjusted

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

<b>Benefits</b>	<b>FY 2024-25 (Current Financial Year)</b>			<b>FY 2023-24 (Previous Financial Year)</b>		
	<b>No. of employees covered as a % of total employees</b>	<b>No. of workers covered as a % of total workers</b>	<b>Deducted and deposited with the authority (Y/N/N.A.)</b>	<b>No. of employees covered as a % of total employees</b>	<b>No. of workers covered as a % of total workers</b>	<b>Deducted and deposited with the authority (Y/N/N.A.)</b>
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	No
ESI	0	0	NA	15	100	No
Others – EL	100	0	NA	100	0	No

**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.

**As on March 31, 2025, the Company does not have any employees or workers identified as differently abled.**

However, the Company remains fully compliant with the provisions of the Rights of Persons with Disabilities Act, 2016, and is committed to fostering an inclusive and accessible workplace. Necessary arrangements are made to facilitate access to premises for differently abled individuals whenever required, and the Company is prepared to implement any additional accommodations to support their inclusion in the workforce.

**4. Equal Opportunity Policy:**

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 is committed to delivering value through equality and fostering human diversity across all its operations. In line with our Equal Opportunity Policy, we provide all necessary facilities and amenities to employees with disabilities, enabling them to effectively discharge their duties within the organization. We have also identified roles, particularly those confined to table work, that are suitable for individuals with disabilities. Additionally, we maintain comprehensive employee records, ensuring that all are treated equally and given the opportunity to contribute to our collective success. By promoting a diverse and inclusive workplace, the Company strives to create an environment where every individual can thrive. These policies can be accessed at [https://www.suven.com/pdf/BRSR\\_Policies\\_Suven-Life.pdf](https://www.suven.com/pdf/BRSR_Policies_Suven-Life.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	NIL	NIL	NA	NA
Female	100	100	NA	NA
Total	100	100	N A	NA

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	<p>Yes, the Company provides multiple channels for employees to communicate their grievances or concerns. These channels include:</p> <ul style="list-style-type: none"> <li>- Whistle-blower Mechanism</li> </ul> <p>Whistle Blower Policy (WBP) is one such practice Suven has pressed into service to ensure integrity of its financial and technical information, which is relied upon by the stakeholders. All Disclosures should be in writing or through email at <a href="mailto:wbm@suven.com">wbm@suven.com</a></p> <ul style="list-style-type: none"> <li>- Anti-Sexual Harassment Committee</li> </ul> <p>To report matters related to sexual harassment, our Company has a policy to form internal committees to ensure all people are free from harassment and degrading treatment to maintain an environment that is free from any Threat, physical / verbal abuse, intimidation and hostility, if any including sexual harassment.</p> <ul style="list-style-type: none"> <li>- Grievance Redressal Policy:</li> </ul> <p>This policy is to provide stakeholders with a platform to report any concerns, enabling the Company to address them transparently and effectively. The Company is committed to providing fair and efficient resolutions for all grievances.</p> <p>Stakeholders, including value chain partners, employees, shareholders, and customers, may report. Upon receipt, the Company will assess the concern and forward it to the relevant department. The department will contact the concerned stakeholder to understand and resolve the issue within a reasonable timeframe.</p> <p>The HR manual outlines the grievance reporting procedure for employees, and site-level administration is responsible for addressing community concerns.</p> <p>These channels are governed by the Whistle blower Policy and the Code of Conduct for Employees, ensuring a safe and transparent environment for all employees to voice their issues</p>
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	



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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24* (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>	<b>138</b>	<b>0</b>	<b>0</b>	<b>141</b>	<b>0</b>	<b>0</b>
Male	101	0	0	107	0	0
Female	37	0	0	34	0	0
<b>Total Permanent Workers</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0

\*Previous Year data has been adjusted

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

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	101	76	75	60	59	107	107	100	90	84
Female	37	25	68	20	54	34	34	100	25	73
Total	138	101	73	80	58	141	141	100	115	81
Workers										
Male	46	38	83	0	0	44	44	100	44	100
Female	3	2	67	0	0	0	0	0	0	0
Total	49	40	82	0	0	44	44	100	44	100

Note:

- Skill upgradation initiatives are specifically designed for scientists and senior-level employees, aligning with their roles in driving innovation and technical advancement.
- The Health & Safety training participation percentage reflects the number of employees who actively attended the training sessions conducted during the year.



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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	101	94	93	107	107	100
Female	37	23	62	34	34	100
<b>Total</b>	<b>138</b>	<b>117</b>	<b>85</b>	<b>141</b>	<b>141</b>	<b>100</b>
<b>Workers</b>						
Male	46	0	0	44	44	100
Female	3	0	0	0	0	0
<b>Total</b>	<b>49</b>	<b>0</b>	<b>0</b>	<b>44</b>	<b>44</b>	<b>100</b>

## 10. Health and safety management system:

S.No	Particulars	Response
a)	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	<p>Yes, the Company has implemented an occupational health and safety management system that reflects its commitment to providing a safe and healthy work environment across its operations:</p> <ul style="list-style-type: none"> <li>- Health &amp; Safety Training: As part of its commitment to a safe and compliant workplace, the Company organizes periodic health and safety training aimed at fostering a proactive safety culture among its workforces.</li> <li>- Pre-employment &amp; Periodical Medical Assessments: The Company carries out medical evaluations prior to hiring and at regular intervals to safeguard the health and well-being of its workforce.</li> <li>- Work Permit System: A structured work permit system is followed to ensure controlled execution of hazardous tasks, thereby minimizing risks and ensuring regulatory compliance.</li> <li>- Emergency Preparedness: The Company maintains emergency preparedness plans and regularly reviews response protocols supported by periodic drills to ensure readiness and minimize potential risks.</li> <li>- Incident Investigation: The Company follows a structured approach to incident investigation, focusing on identifying root causes and thoroughly investigated to derive actionable learnings and strengthen safety controls across operations</li> <li>- Contractor Safety Management: Contractors are required to comply with the Company's established safety protocols, with oversight maintained to ensure adherence and accountability.</li> </ul> <p>These measures collectively ensure a safe and healthy working environment, reflecting our commitment to the well-being of our employees and stakeholders.</p>



S.No	Particulars	Response
b)	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	<p>The Company follows a structured approach for identifying work-related hazards, primarily through Job Safety Analysis (JSA) and adherence to Standard Operating Procedures (SOPs).</p> <p>Risk assessments are conducted for both routine and non-routine activities to proactively identify and address potential hazards.</p> <p>Regular audits, inspections, and evaluations are carried out to monitor safety performance and compliance with internal protocols.</p> <p>A system of continuous review and improvement is maintained to ensure that safety measures remain effective and up to date.</p> <p>These efforts collectively contribute to maintaining a safe, compliant, and resilient workplace for all employees and workers.</p>
c)	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	Yes, the Company has established processes that allow workers to report work-related hazards through designated internal channels. Workers are also empowered to withdraw from tasks or situations they reasonably perceive as unsafe, in line with safety protocols and procedures.
d)	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes, employees and workers of the Company have access to non-occupational medical and healthcare services, which support their overall well-being beyond workplace-related health requirements.

#### 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	NIL	NIL
	Workers	NIL	NIL
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	NIL	NIL
No. of fatalities	Employees	NIL	NIL
	Workers	NIL	NIL
High consequence work-related injury or ill-health (excluding fatalities) Including in the contract workforce	Employees	NIL	NIL
	Workers	NIL	NIL

#### 12. Measures to ensure a safe and healthy workplace:

##### Describe the measures taken by the entity to ensure a safe and healthy workplace.

- Health and safety measures are implemented through procedures and workplace practices applicable across operations.
- Standard safety protocols are followed to manage risks associated with work activities.
- Employees are provided with safety-related information through training sessions and workplace communications.
- Health check-ups and assessments are conducted as part of general employee well-being practices.
- Incident reporting mechanisms are available to record and review workplace safety issues.
- Safety signage, instructions, and basic emergency response practices are in place at operational sites.
- Periodic internal checks and monitoring activities are carried out to support safe working conditions.



**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 year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL	NIL	None	NIL	NIL	None
Health & Safety	NIL	NIL	None	NIL	NIL	None

**14. Assessments for the year:**

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

**15. Corrective Actions:**

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.

There have been no reportable safety-related incidents in the past five years, and assessments have not revealed any significant risks or concerns related to health, safety practices, or working conditions.

As a precautionary measure, the Company continues to maintain a proactive framework to identify improvement areas and implement corrective and preventive actions, as necessary, to strengthen workplace safety and well-being.

**PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS****A) ESSENTIAL INDICATORS:****1. Identification of stakeholders group:**

Describe the processes for identifying key stakeholder groups of the entity

The stakeholder identification process is carried out with due importance and is guided by a defined scope to ensure the recognition of all relevant parties. It aims to identify individuals, groups, or entities that may affect or be affected by the organization's activities, decisions, or performance.

- **Dependency:** Stakeholders who are dependent on the organization's operations or whose support the organization depends upon for its functioning.
- **Responsibility:** Stakeholders to whom the organization has, or may develop, legal, commercial, commercial, operational, or ethical responsibilities.
- **Attention:** Stakeholders who may require focused attention on financial, social, environmental, or broader economic matters.
- **Influence:** Stakeholders who may influence the organization's strategic direction or decision-making processes.
- **Diverse Perspectives:** Stakeholders who provide differing viewpoints, enabling a broader understanding of key issues and helping to identify areas for potential improvement.

**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>• Quarterly Results</li> <li>• Company Website</li> <li>• Intimation to Stock Exchange</li> <li>• Email</li> <li>• Advertisement</li> </ul>	Quarterly/ Annual/ 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> </ul>
Regulatory and Private Bodies & Government Agencies	No	<ul style="list-style-type: none"> <li>• Media releases</li> <li>• Conferences</li> <li>• Membership and Associations</li> </ul>	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>

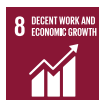


Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> <li>Emails</li> <li>Community meetings</li> <li>Website</li> <li>Notice board</li> </ul>	Ongoing / periodic (as needed)	<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> <li>Poster presentations</li> </ul>	Regular interval	<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>AMC 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 behaviour</li> <li>Upcoming technologies or equipment</li> <li>Health &amp; Safety</li> </ul>
Local Communities	No	Regular engagement to understand concerns & requirement	Need basis	<ul style="list-style-type: none"> <li>Local employment generation</li> </ul>





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



### A) ESSENTIAL INDICATORS:

- 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	138	138	100	141	141	100
Other than permanent	0	0	0	0	0	0
<b>Total Employees</b>	<b>138</b>	<b>138</b>	<b>100</b>	<b>141</b>	<b>141</b>	<b>100</b>
<b>Workers</b>						
Permanent	0	0	0	0	0	0
Other than permanent	49	49	100	44	44	100
<b>Total Workers</b>	<b>49</b>	<b>49</b>	<b>100</b>	<b>44</b>	<b>44</b>	<b>100</b>

- 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)
Employees										
Permanent	138	0	0	138	100	141	0	0	141	100
Male	101	0	0	101	100	107	0	0	107	100
Female	37	0	0	37	100	34	0	0	34	100
Other than Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent	49	49	100	0	0	44	0	0	44	100
Male	46	46	100	0	0	44	0	0	44	100
Female	3	3	100	0	0	0	0	0	0	0

\*Previous year data has been adjusted.



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

#### a. Median remuneration / wages:

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	4	0	2	54,88,000
Key Managerial Personnel**	2	22,40,910	0	0
Employees other than BoD and KMP	99	7,02,203	36	3,69,064
Workers	46	2,71,230	3	1,82,412

\*Sitting fees paid are excluded from the Calculation

\*\*KMP includes CS and CFO

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Gross wages paid to females as % of total wages	12.22	13.85

### 4. Focal point for addressing human rights:

**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, the Stakeholders Relationship Committee is responsible for addressing matters related to human rights impacts or issues that may be caused or contributed to by the business operations.

### 5. Internal mechanisms in place to redress grievances related to human rights issues:

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

The company is firmly committed to upholding internationally recognized principles and standards of human rights. To uphold these principles, the Company has implemented internal human right policy, stringent procedures and protocols to prevent human rights violations across its operations.

The company's Grievance Redressal Policy ensures confidentiality and protection for employees reporting grievances. It fosters a safe, non-exploitative workplace, upholding equal opportunities, fair treatment, social security compliance, and employee welfare through, training, and participation, ensuring justice and well-being for all. Furthermore, it has adopted a robust code of business conduct and a whistle-blower policy to encourage and facilitate the reporting of grievances or complaints by its employees.

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

Category	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	NIL	NIL	None	NIL	NIL	None
Discrimination at workplace	NIL	NIL	None	NIL	NIL	None
Child Labour	NIL	NIL	None	NIL	NIL	None
Forced Labour/ Involuntary Labour	NIL	NIL	None	NIL	NIL	None



Category	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
Wages	NIL	NIL	None	NIL	NIL	None
Other human rights related issues	NIL	NIL	None	NIL	NIL	None

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

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

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

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

The Company has a mechanism in place to address discrimination and harassment cases while safeguarding the interests of the complainant.

A Whistle Blower Mechanism allows individuals to report concerns, including cases of discrimination or harassment, directly and confidentially.

In cases of sexual harassment, matters are handled by duly constituted Internal Committees as per applicable laws and internal policies. These mechanisms are designed to ensure that complainants are protected from any form of retaliation or adverse consequences during and after the investigation process.

**9. Human rights requirements forming part of your business agreements and contracts:**

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

Yes, all fundamental human rights requirements are incorporated into the Code of Business Conduct and Supplier Code of Conduct, requiring suppliers to uphold and respect human rights through their business actions and practices.

**10. Assessments for the year:**

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	NIL
Forced/involuntary labour	NIL
Sexual harassment	NIL
Discrimination at workplace	NIL
Wages	NIL
Others – please specify	NIL

**11. Corrective Actions to address significant risks / concerns arising from the assessments:**

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

NIL



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



### A) ESSENTIAL INDICATORS:

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

Parameter	FY 2024-25 (Current Financial Year) Gigajoules	FY 2023-24 (Previous Financial Year) * Gigajoules
<b>From renewable sources</b>		
Total electricity consumption (A)	NIL	NIL
Total fuel consumption (B)	NIL	NIL
Energy consumption through other sources (C)	NIL	NIL
<b>Total energy consumption (A+B+C)</b>	<b>NIL</b>	<b>NIL</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	4221.41	4078.66
Total fuel consumption (E)	455.85	434.15
Energy consumption through other sources (F)	NIL	NIL
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>4677.26</b>	<b>4512.80</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>4677.26</b>	<b>4512.80</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	<b>0.000070</b>	<b>0.000039</b>
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumption / Revenue from operations adjusted for PPP)	<b>0.0015</b>	<b>0.0009</b>
<b>Energy intensity in terms of physical output</b>	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

\* Note: Electricity consumption for the previous reporting year was disclosed in Megajoules (MJ). For the current year, it has been reported in Gigajoules (GJ) to ensure consistency with standard reporting practices. (1 GJ = 1,000 MJ). The previous year's data has also been adjusted as per industry standards.

\*\*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF- for India. For the years ended March 31, 2025 and March 31, 2024, it is 20.66 and 22.401, respectively.

**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.**

No independent assessment, evaluation, or assurance has been carried out by an external agency.

#### 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, we have not identified any sites/facilities as Designated Consumers (DCs) under the PAT scheme of the Government of India.



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)*
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	NIL	NIL
(ii) Groundwater	NIL	NIL
(iii) Third party water	217	198
(iv) Seawater / desalinated water	Nil	NIL
(v) Others	NIL	NIL
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>217</b>	<b>198</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>217</b>	<b>198</b>
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations)	<b>0.0000033</b>	<b>0.0000016</b>
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	0.000067	0.000037
<b>Water intensity in terms of physical output</b>	-	-
<b>Water intensity (optional)</b> – the relevant metric may be selected by the entity	-	-

\*Note: Previous year data has been adjusted as per industry standards.

\*\*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF- for India. For the years ended March 31, 2025, and March 31, 2024, it is 20.66 and 22.401, respectively.

**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.**

No independent assessment, evaluation, or assurance has been carried out by an external agency.

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	NIL	NIL
-With treatment – please specify level of treatment	NIL	NIL
(ii) To Groundwater	NIL	
-No treatment	NIL	NIL
-With treatment – please specify level of treatment	NIL	NIL
(iii) To Seawater	NIL	
-No treatment	NIL	NIL
-With treatment – please specify level of treatment	NIL	NIL



Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
(iv) Sent to third parties	217	198
-No treatment	67	58
-With treatment – please specify level of treatment	150 (Pre-treatment for neutralization)	140 (Pre-treatment for neutralization)
(v) Others	NIL	
-No treatment	NIL	NIL
-With treatment – please specify level of treatment	NIL	NIL
<b>Total water discharged (in kilolitres)</b>	<b>217</b>	<b>198</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**

No independent assessment, evaluation, or assurance has been carried out by an external agency.

**5. Mechanism for Zero Liquid Discharge:**

Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.	<p>The Company follows environmentally responsible practices for wastewater management in line with applicable regulatory requirements. Wastewater is treated through a Common Effluent Treatment Plant (CETP), as specified in the Consent for Operation granted by the State Pollution Control Board.</p> <p>This ensures safe and compliant discharge of effluents, reflecting the Company's commitment to environmental compliance and sustainable operations.</p>
---	--

**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	(µg/m3)	19.51	18.90
Sox	(µg/m3)	8.20	7.80
Particulate matter (PM)	PM 2.5 (µg/m3)	21.95	20.90
Persistent organic pollutants (POP)	NIL	NA	NA
Volatile organic compounds (VOC)	ppm	<1	< 1
Hazardous air pollutants (HAP)	NIL	NA	NA
Others – please specify	NIL	NA	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.**

No independent assessment, evaluation, or assurance has been carried out by an external agency.



## 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)	<b>Metric tonnes of CO<sub>2</sub> equivalent</b>	32.09	30.54
<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)	<b>Metric tonnes of CO<sub>2</sub> equivalent</b>	883.51	858.08
<b>Total Scope 1 and Scope 2 emissions intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	<b>Metric tonnes of CO<sub>2</sub> equivalent</b>	0.0000138	0.0000076
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.000284	0.000170
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>		-	-
<b>Total Scope 1 and Scope 2 emission intensity (optional)</b> – the relevant metric may be selected by the entity		-	-

\*Note: Previous year data has been adjusted as per industry standards.

\*\*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF- for India. For the years ended March 31, 2025, and March 31, 2024, it is 20.66 and 22.401, respectively.

**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.**

No independent assessment, evaluation, or assurance has been carried out by an external agency.

## 8. Project related to reducing Green House Gas emission:

Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.	<p>Suven Life Sciences Limited is engaged primarily in research and development activities as a result, the Company's direct greenhouse gas (GHG) emissions are inherently low.</p> <p>While no new GHG-reduction projects have been introduced during the current reporting year, the Company continues to operate energy-efficient systems and adopts good operational practices that contribute to responsible energy use.</p> <p>The Company remains conscious of its environmental impact and is committed to maintaining low-emission operations while evaluating opportunities to further integrate sustainability measures in its infrastructure and future planning.</p>
--	---

## 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)*
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	NIL	NIL
E-waste (B)	NIL	NIL
Bio-medical waste (C)	0.572	0.545



Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)*
Construction and demolition waste (D)	NIL	NIL
Battery waste (E)	0.165	0.150
Radioactive waste (F)	NIL	NIL
Other Hazardous waste. Please specify, if any. (G)	NIL	NIL
Other Non-hazardous waste generated (H). Please specify, if any	NIL	NIL
<b>Total (A+ B + C + D + E + F + G + H)</b>	<b>0.737</b>	<b>0.695</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	<b>0.000000011</b>	<b>0.000000006</b>
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	<b>0.000000023</b>	<b>0.000000013</b>
<b>Waste intensity in terms of physical output</b>	-	-
<b>Waste intensity</b> (optional) – the relevant metric may be selected by the entity	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	NIL	NIL
(ii) Re-used	NIL	NIL
(iii) Other recovery operations	NIL	NIL
<b>Total</b>	<b>NIL</b>	<b>NIL</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	0.572	0.545
(ii) Landfilling	NIL	NIL
(iii) Other disposal operations	NIL	NIL
<b>Total</b>	<b>0.572</b>	<b>0.545</b>

\*Note: Previous year data has been adjusted as per industry standards.

\*\*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF- for India. For the years ended March 31, 2025 and March 31, 2024, it is 20.66 and 22.401, respectively.

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.

No independent assessment, evaluation, or assurance has been carried out by an external agency.



**10. Waste management practices adopted in the establishment:**

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.

As a research and development-focused organization, the Company generates limited quantities of waste in its operations. All waste, including any hazardous or regulated materials, is systematically handled and disposed of through authorized third-party agencies, in compliance with the norms and guidelines prescribed by the State Pollution Control Board (PCB).

The Company remains aligned with its commitment to environmental compliance and takes necessary steps to ensure that waste disposal processes are safe, traceable, and environmentally responsible. While the use of hazardous and toxic chemicals is limited to essential R&D activities, efforts are made to optimize usage and adopt safer alternatives wherever feasible, thereby minimizing potential environmental impact.

**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.
-------	--------------------------------	--------------------	---

Not Applicable

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

S. No.	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
--------	-----------------------------------	----------------------	------	---	--	-------------------

Not Applicable

**Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N).**

Yes, the Company complies with all applicable environmental laws, regulations, and guidelines in India, including but not limited to the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, and the Environment (Protection) Act, along with the rules framed thereunder.

The Company ensures adherence through regular monitoring, internal compliance reviews, and implementation of necessary control measures as prescribed by the regulatory authorities.

**13. If not, provide details of all such non-compliances, in the following format:**

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
--------	---	---------------------------------------	---	---------------------------------

NIL



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



**A) ESSENTIAL INDICATORS:**

**1. A) Affiliations with trade and industry chambers/ associations:**

**Number of affiliations with trade and industry chambers/ associations.**

The Company is a member of 3 trade and industry chambers/ associations.

**B) List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to:**

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Pharmaceuticals Export Promotion Council of India (Pharmexcil)	National
2.	Department of Scientific and Industrial Research (DSIR)	National
3.	National Accreditation Board for Testing and Calibration Laboratories (NABL)	National

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

Name of authority	Brief of the case	Corrective action taken
	NIL	

**PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT****A) ESSENTIAL INDICATORS:**

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

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
-----------------------------------	----------------------	----------------------	---	--	-------------------

This section is not applicable to the Company as there were no projects that required SIA to be undertaken under Law.

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 ₹)
--------	--	-------	----------	---	--------------------------	---------------------------------------

This section is not applicable to the Company as there were no projects that required Rehabilitation and Resettlement (R&R).

3. Community redressal mechanism:

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

The Company has established a policy and procedure to receive and address grievances or concerns raised by the community. Stakeholders may register their grievances through the channels outlined in the Company's Stakeholder Management Policy and Grievance Redressal Policy (available at [https://www.suven.com/pdf/BRSR\\_Policies\\_Suven-Life.pdf](https://www.suven.com/pdf/BRSR_Policies_Suven-Life.pdf))

Upon receiving concern, the relevant department engages with the stakeholder to understand the issue and takes appropriate steps for resolution within a reasonable timeframe, as per internal procedures.

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

Category	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	20	20
Sourced directly from within India	80	80

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 2024-2025 (Current Year)	FY 2023-2024 (Previous Year)
Rural	NIL	NIL
Semi- Urban	42	41
Urban	46	44
Metropolitan	12	15



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



### A) ESSENTIAL INDICATORS:

#### 1. Consumer Complaints and feedback:

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

The Company, being service-oriented, has mechanisms in place to receive and respond to consumer complaints and feedback in a structured and transparent manner.

A Grievance Redressal Policy and a Stakeholder Management Policy are in place to enable all stakeholders, including consumers, to raise concerns, share feedback, or submit suggestions. These policies are designed to ensure fair handling and timely resolution of grievances.

Each complaint or concern received is carefully reviewed by the relevant department, followed by engagement with the stakeholder to understand the issue. Based on the assessment, appropriate corrective measures are taken within a reasonable timeframe.

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

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

\*Since the Company is engaged in Research & Development (R&D) and technical services, the Company has limited opportunity in this area.

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

Category	FY 2024-25 (Current Financial Year)		Remarks	FY 2023-24 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	Remarks
Data privacy	NIL	NIL	None	NIL	NIL	None
Advertising	NIL	NIL	None	NIL	NIL	None
Cyber-security	NIL	NIL	None	NIL	NIL	None
Delivery of essential services	NIL	NIL	None	NIL	NIL	None
Restrictive Trade Practices	NIL	NIL	None	NIL	NIL	None
Unfair Trade Practices	NIL	NIL	None	NIL	NIL	None
Other	NIL	NIL	None	NIL	NIL	None

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

Particulars	Number	Reasons for recall
Voluntary recalls	NIL	NIL
Forced recalls	NIL	NIL

**5. Cyber security policy:**

**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 established an Information Technology Security Policy (ITSP) that sets out the framework for managing cybersecurity risks and protecting data privacy across its operations.

The policy defines key principles and guidelines for securing IT systems, infrastructure, and data assets under the Company's control. It is designed to strengthen the organization's resilience against evolving cyber threats and ensure responsible handling of digital information.

The Information Technology Security Policy is accessible at:

[https://www.suven.com/pdf/BRSR\\_Policies\\_Suven-Life.pdf](https://www.suven.com/pdf/BRSR_Policies_Suven-Life.pdf)

**6. Corrective Actions:**

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

Not Applicable as there were no such instances.

**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	NIL