



## SECTION A: GENERAL DISCLOSURES

### I. DETAILS OF THE LISTED ENTITY

- Corporate Identity Number (CIN) of the Listed Entity** - L24230MH1979PLC022059
- Name of the Listed Entity** - Ajanta Pharma Limited
- Year of incorporation** - 31/12/1979
- Registered office address** - Ajanta House, Charkop, Kandivali (West), Mumbai - 400 067
- Corporate address** - Ajanta House, Charkop, Kandivali (West), Mumbai - 400 067
- E-mail** - [legal.info@ajantapharma.com](mailto:legal.info@ajantapharma.com)
- Telephone** - 022 66061000
- Website** - [www.ajantapharma.com](http://www.ajantapharma.com)
- Financial year for which reporting is being done** - 1 April 2022 – 31 March 2023
- Name of the Stock Exchange(s) where shares are listed** - BSE Limited and National Stock Exchange of India Limited
- Paid-up Capital** - ₹ 25.62 cr.
- Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR report** - Arvind K. Agrawal, CFO, 022 66061000, [arvind.agrawal@ajantapharma.com](mailto:arvind.agrawal@ajantapharma.com)
- Reporting boundary** - Standalone basis

### II. PRODUCTS/SERVICES

#### 14. 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	Pharmaceutical	Manufacture and sale of branded generic and generic pharmaceutical products.	100%

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

S. No.	Products/Services	NIC Code	% of total Turnover contributed
1	Pharmaceutical products	210	100%

### III. OPERATIONS

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

Locations	Plants	R&D centres	Warehouses	Offices	Total
National	7	3	4	2	16
International	NA	NA	NA	29	29

#### 17. Markets served by the entity:

##### a) Number of locations

Locations	Number
National	Pan India
International (No. of countries)	30+

##### b) What is the contribution of exports as a percentage of the total turnover of the entity?

Presently, the Company is exporting its products to more than 30 countries in Asia, Africa and the US. The Company's export contribution is 68% of the total turnover.

##### c) A brief on types of customers.

Patients who use our medicines are our ultimate customers. We reach them through wholesalers and distributors who are our primary customers.

## Business Responsibility and Sustainability Report

### IV. EMPLOYEES

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

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Employees</b>						
1.	Permanent (D)	7,601	7,049	93%	552	7%
2.	Other than Permanent (E)	39	29	74%	10	26%
3.	<b>Total employees (D + E)</b>	<b>7,640</b>	<b>7,078</b>	<b>93%</b>	<b>562</b>	<b>7%</b>
<b>Workers</b>						
4.	Permanent (F)	112	112	100%	-	0%
5.	Other than Permanent (G)	2,518	2,410	96%	108	4%
6.	<b>Total workers (F + G)</b>	<b>2,630</b>	<b>2,522</b>	<b>96%</b>	<b>108</b>	<b>4%</b>

##### b) Differently-abled employees and workers

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Differently-abled employees</b>						
1.	Permanent (D)	3	3	100%	-	0%
2.	Other than Permanent (E)	-	-	-	-	-
3.	<b>Total differently-abled employees (D + E)</b>	<b>3</b>	<b>3</b>	<b>100%</b>	<b>-</b>	<b>0%</b>
<b>Differently-abled workers</b>						
4.	Permanent (F)	2	2	100%	-	0%
5.	Other than Permanent (G)	1	1	100%	-	0%
6.	<b>Total differently-abled workers (F + G)</b>	<b>3</b>	<b>3</b>	<b>100%</b>	<b>-</b>	<b>0%</b>

#### 19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	12%
Key Management Personnel	4	-	-

#### 20. Turnover rate for permanent employees and workers

	FY 2023			FY 2022			FY 2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	27%	21%	27%	22%	20%	22%	37%	33%	37%
Permanent Workers	2%	0%	2%	5%	0%	5%	8%	0%	8%



## V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

### 21. (a) Names of holding/subsidiary/associate companies/joint ventures

S. No.	Name (A)	Nature of association	% of shares held by the listed entity	Does entity in column A participates in the BRSR initiatives of the listed entity?
1.	Ajanta Pharma USA Inc.	Subsidiary	100%	Yes, to the extent feasible.
2.	Ajanta Pharma Philippines Inc.	Subsidiary		
3.	Ajanta Pharma Mauritius Limited	Subsidiary		
4.	Ajanta Pharma Nigeria Limited	Subsidiary		

## VI. CSR DETAILS

### 22. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: Yes

Turnover ₹ 3,411.27 cr.

Net worth ₹ 3,246.45 cr.

## VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Complainant group of Stakeholder	Grievance Redressal Mechanism in Place  (If yes, then provide web-link for grievance redressal policy)	FY 2023		FY 2022	
		No. of complaints		No. of complaints	
		Filed during the year	Pending resolution at close of the year	Filed during the year	Pending resolution at close of the year
<b>Customers</b>	Yes. Customers address their grievances through e-mail on <a href="mailto:product.complaint@ajantapharma.com">product.complaint@ajantapharma.com</a> or enquiry form placed on Company's website: <a href="https://www.ajantapharma.com/ajanta/Contact">https://www.ajantapharma.com/ajanta/Contact</a>	168	4*	176	Nil
<b>Shareholders &amp; Investors</b>	Yes. Company's Registrar & Transfer Agent, M/s. Link Intime India Pvt. Ltd., looks after all the grievances/ enquiries/queries of Shareholders/Investors.  There is a dedicated e-mail address of the Company viz <a href="mailto:investorgrievance@ajantapharma.com">investorgrievance@ajantapharma.com</a> for escalating unresolved investor grievances.	4	Nil	Nil	Nil
<b>Employees &amp; workers</b>	Yes. Employees can put their grievances in the complaint/ suggestion boxes placed at each office/plant.  Employees can also raise their grievance on <a href="mailto:whistleblower@ajantapharma.com">whistleblower@ajantapharma.com</a> for any wrongdoing observed in the Company.	Nil	Nil	Nil	Nil
<b>Value Chain Partners</b>	Yes. Value Chain Partners can raise their grievances by writing to the concerned functional head or location head. The same is attended promptly by the concerned head.	Nil	Nil	Nil	Nil
<b>Communities</b>	Yes. Communities can raise their grievances through the concerned Plant head or CSR head.	Nil	Nil	Nil	Nil

\*Received recently.

## Business Responsibility and Sustainability Report

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

Below paras indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to our business, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications.



#### Product Quality and Safety

Whether Risk or Opportunity	Both, Risk & Opportunity
Rationale for identifying the risk/opportunity	<p><b>Risk rationale</b></p> <ul style="list-style-type: none"> <li>Pharma industry is highly regulated.</li> <li>Product quality/safety is very critical for success of the Company.</li> <li>Any deviation or gap in product quality/safety will adversely impact the image and revenue of the Company.</li> <li>It will also attract actions from regulators.</li> </ul> <p><b>Opportunity rationale</b></p> <p>Maintaining product quality, efficacy, safety and meeting all regulatory requirements will demonstrate the Company's commitment towards patient safety and elevate the brand image.</p>
In case of risk, approach to adapt or mitigate	<ul style="list-style-type: none"> <li>The Company has in place, stringent pharmacovigilance processes and global quality standards to ensure quality of its products.</li> <li>Rigorous quality control and quality assurance processes ensure that every single product manufactured by the Company meets highest quality standards.</li> <li>Employees are imparted regular trainings in the areas of pharmacovigilance management and global GMP.</li> <li>Periodic quality review of third-party locations is done to ensure quality and safety of products emanating from these locations.</li> </ul>
Financial implications of the risk or opportunity	<p><b>Positive</b></p> <p>Products meeting the quality and safety standards will lead to higher consumer confidence and enhanced revenue.</p> <p><b>Negative</b></p> <p>Quality and safety issues may lead to penalties and other actions from regulators and also may have an adverse impact on the Company's brand image and consumer confidence.</p>



#### Occupational Health and Safety

Whether risk or opportunity	Both, Risk & Opportunity
Rationale for identifying the risk/opportunity	<p><b>Risk rationale</b></p> <p>Unhealthy, unsafe and hazardous work conditions can cause physical and mental health issues for workers which will lead to reduced productivity. Any gaps in meeting Health &amp; Safety (HS) regulatory standards can lead to penal actions.</p> <p><b>Opportunity rationale</b></p> <p>Robust Environmental, Health and Safety (EHS) Management System with a comprehensive Occupational Health and Safety (OHS) Risk Management and Mitigation Plan will showcase the Company's commitment towards the health and safety of its workforce. Fewer HS issues boost employee morale and results in higher efficiency and better-quality products.</p>
In case of risk, approach to adapt or mitigate	<p>Committed to providing robust HS management system by:</p> <ul style="list-style-type: none"> <li>Providing safe and healthy working conditions for the prevention of work-related injury and ill health.</li> <li>Meeting regulatory standards/requirements and taking steps for continued improvement.</li> <li>Conducting periodic audits to identify HS risks and taking proactive steps to minimise and mitigate the same.</li> </ul>
Financial implications of the risk or opportunity	<p><b>Positive</b></p> <p>Robust OHS standards minimise or prevent the occurrence of untoward incidents and bring higher productivity. It also contributes to elevate brand image of the Company amongst regulators and investors.</p> <p><b>Negative</b></p> <p>Poor OHS will result in frequent untoward incidents and lower employee morale and productivity.</p>



## Regulatory Compliance

Indicate whether risk or opportunity	Both, Risk & Opportunity
Rationale for identifying the risk/opportunity	<p><b>Risk rationale</b> Pharmaceutical industry is highly regulated. Stringent processes and systems needed to comply with pharmacovigilance, CGMP, CGLP and other regulatory requirements. Even a minor non-compliance with regulatory requirements may result in loss of reputation and business.</p> <p><b>Opportunity rationale</b> Strict and proactive regulatory compliance gives competitive advantage and lifts brand image. It also enables the Company to penetrate new markets/ geographics.</p>
In case of risk, approach to adapt or mitigate	<ul style="list-style-type: none"> <li>• Standard Operating Practices (SOPs) and protocols laid down for every compliance requirement.</li> <li>• Review by quality assurance team along with cross functional team at regular intervals.</li> <li>• Expert external consultants are engaged for internal audits to ensure 100% compliance.</li> <li>• Actively engaging with regulatory agencies to mitigate the risk.</li> </ul>
Financial implications of the risk or opportunity	<p><b>Positive</b> Compliance with regulatory requirements gives competitive advantage in augmenting sales on a sustainable basis. It also lifts brand image for focusing on larger markets.</p> <p><b>Negative</b> Non-compliance with regulatory requirements may affect the Company's brand image, bring loss of business and hamper growth in the long-term.</p>



## Product development, innovation & pricing

Indicate whether risk or opportunity	Opportunity
Rationale for identifying the risk/opportunity	<p>Innovative and first-to-market products developed after extensive R&amp;D helps the Company stay relevant in its market, stay ahead of the competition and grow consistently. It is essential for a wider consumer base and long-term viability.</p> <p>Development of complex and novel drug delivery systems enable the Company to contribute towards product accessibility.</p>
In case of risk, approach to adapt or mitigate	NA
Financial implications of the risk or opportunity	<p><b>Positive</b> Extensive product range and innovative products at affordable prices augment growth, revenue and profits.</p>



## Sustainable Supply Chain Management

Indicate whether risk or opportunity	Both, Risk & Opportunity
Rationale for identifying the risk/opportunity	<p><b>Risk rationale</b> Sustainable supply chain management involves integrating environmentally and financially viable practices into the complete supply chain lifecycle; from product design and development to material selection, manufacturing, packaging, transportation, warehousing, distribution, consumption, return and disposal. Unprecedented situations may lead to disruptions in the supply chain and consequently impact business continuity. Supply chain not adhering to the Company principles may adversely affect the Company's dealing with them and thereby impact the business.</p> <p><b>Opportunity rationale</b> Sustainable supply chain management assists in not only reducing total carbon footprint, but also in optimising the Company's end-to-end operations to achieve greater cost savings and profitability.</p>
In case of risk, approach to adapt or mitigate	<p>The Company has established robust systems to assess the implication of unprecedented situations that can disrupt the supply chain and develop contingency plans to avoid material impact on the business.</p> <p>We undertake periodic assessment of suppliers to ensure that they adhere to the Company's principles on responsible business conduct and the regulatory framework governing human rights.</p>
Financial implications of the risk or opportunity	<p><b>Positive</b> Strong supply chain practices enables the Company to swiftly deal with unprecedented disruptions and thwart any adverse impact on operations. Sustainable supply chain enhances commitment to protection of human rights and integrating ESG parameters across the value chain.</p>

## Business Responsibility and Sustainability Report



### Risk Management

Whether risk or opportunity	Both, Risk & Opportunity
Rationale for identifying the risk/opportunity	<p><b>Risk rationale</b> Deficiency of robust controls and lack of proper risk management &amp; mitigation system may lead to adverse impact on business operations and growth plans.</p> <p><b>Opportunity rationale</b> Proper risk management processes enable the Company to address the risks in a timely and efficient manner and thereby thwart any interruption or disruption of business. It also bolsters the Company's business continuity plan.</p>
In case of risk, approach to adapt or mitigate	<p>Managing risk is an interactive process and assists us in setting strategy, achieving objectives and making informed decisions.</p> <p>The Company has a well-established risk management system which includes identification of various risks, analysis and assessment of risks identified, formulation of risk management and mitigation strategies and implementation of the same to ensure business continuity, if risk materialises.</p> <p>Major risks identified are regulatory, competition, ESG, supply chain disruption, cyber &amp; data security, economic and political etc.</p>
Financial implications of the risk or opportunity	<p><b>Positive</b> A robust Risk Management and Mitigation Plan enables the Company to take timely actions/measures to minimise the chance of risk materialisation and its adverse impact, if the risk indeed materialises.</p>



### ESG Governance Risk

Whether risk or opportunity	Both, Risk & Opportunity
Rationale for identifying the risk/opportunity	<p><b>Risk rationale</b> ESG governance risks have become more imperative in the business. The Company's environmental, social and governance factors could create a bad reputation or harm the Company financially.</p> <p><b>Opportunity rationale</b> Embedding the ESG parameters in the Company's governance structure will augment performance around ESG aspects and reflect commitment to build a sustainable business. It helps the Company to create financial value in the long run through sustainable methods of production and also balance its financial performance against sustainability risks.</p>
In case of risk, approach to adapt or mitigate	<p>The Company is taking proactive initiatives on the ESG front and integrating the ESG parameters in the business plan which will reduce risk considerably.</p> <p>Also, there is an effective audit and assurance regime around ESG disclosures.</p>
Financial implications of the risk or opportunity	<p><b>Positive</b> Various ESG initiatives by the Company will lead to sustainable business in the long run, enhance the brand reputation and increase trust in the investor community.</p>



### Talent Management Risk

Whether risk or opportunity	Both, Risk & Opportunity
Rationale for identifying the risk/opportunity	<p><b>Risk rationale</b> Getting and retaining the right talent is crucial to the success of any organisation. Inability to meet the workforce expectations and well-being may impact the Company's retention rate and adversely affect business operations.</p> <p><b>Opportunity rationale</b> The Company considers its employees as invaluable assets and is committed to provide a conducive environment that values their contribution and provides them opportunities to grow. This enables the Company to attract and retain the right talent.</p>
In case of risk, approach to adapt or mitigate	<p>The Company invests in training and professional development to equip employees with the necessary skills, domain expertise and latest technology in line with the business strategy. It also conducts employee engagement programmes to keep them motivated.</p> <p>The Company's employee compensation structure and yearly increase in the remuneration of employees coupled with congenial work environment considerably reduces the employee turnover.</p>

Whether risk or opportunity	Both, Risk & Opportunity
Financial implications of the risk or opportunity (Indicate Positive/Negative Implications)	<p><b>Positive</b> Right talent mix, highly motivated workforce and high retention rate provides the much-needed consistency in the performance of the Company.</p> <p><b>Negative</b> Inability to meet employee expectations and matching their remuneration to that of competitors, may result in adverse impact on workforce productivity and the Company's growth plan.</p>



### Data Integrity and Cyber Security

Whether risk or opportunity	Both, Risk & Opportunity
Rationale for identifying the risk/opportunity	<p><b>Risk rationale</b> Technology advancement and cyber security risks directly impact business operations. The criticality involved with the technology and cyber security needs to be assessed periodically to prevent any unforeseen breaches of data security and data privacy.</p> <p><b>Opportunity rationale</b> A sound governance of data integrity and cyber security and various safety features embedded in the management of IT systems, enable the creation of a secure and impenetrable network that adequately supports business operations and thwarts any attempt towards disrupting the workflow.</p>
In case of risk, approach to adapt or mitigate	<p>Strong IT management and monitoring system, anti-virus and fire walls to prevent any data integrity and cyber security breaches.</p> <p>Training and awareness sessions are conducted for the employees to make them conversant with the latest trends in data integrity and cyber security.</p>
Financial implications of the risk or opportunity	<p><b>Positive</b> Innovative technology, digitalisation initiatives and requisite training to the team will ensure compliance with data security, privacy and prevent any loss of data or cyber-attacks.</p> <p><b>Negative</b> Weak data integrity and cyber security mechanisms may lead to data breaches and loss of valuable data.</p>

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred to as P1-P9 as given below:

P1	Businesses should conduct and govern 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 the ones in their value chains.
P4	Businesses should respect the interests of and be responsive towards all stakeholders.
P5	Businesses should respect and promote human rights.
P6	Businesses should respect, protect and make efforts to restore the environment.
P7	Businesses, when engaging in influencing public and regulatory policies, 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 consumers in a responsible manner.



## Business Responsibility and Sustainability Report

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

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) Has the policy been approved by the Board? (Yes/No)	Yes, the Company has laid down comprehensive policies covering these principles and all the policies have been approved by the Board.								
c) Web Link of the Policies, if available.	<a href="https://ajantapharma.com//images/BusinessResponsibilityPolicies.pdf">https://ajantapharma.com//images/BusinessResponsibilityPolicies.pdf</a>								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Company has translated these policies into procedures and practices wherever applicable.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Policies are extended to value chain partners to the extent required and feasible.								
4. Names of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trusted) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	All our manufacturing sites are adhering to cGMP standards, apart from accreditations by Central Drugs Standard Control Organisation (CDSCO: India), ISO 9001:2015 and international regulatory authorities such as USFDA, WHO etc.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	As provided below								
6. Performance of the entity against the specific commitments, goals and targets, along with reasons in case the same are not met.									

Principles	Specific commitments, goals and targets set by the entity	Performance in terms of specific commitments, goals and targets
<b>P1 Ethics</b>	Conducting regular training and education programmes for employees to promote ethical behaviour and ensure compliance with applicable laws and regulations.	Code of Conduct is placed on the intranet of the Company. Training and awareness programme on ethical conduct, Prevention of Sexual Harassment (POSH) and human rights are conducted for employees at the time of induction and periodically.  Conducted Great Place to Work assessment to promote transparency and took appropriate actions as per feedback.
<b>P2 Product Sustainability</b>	To create a pollution-free environment by taking following actions: <ul style="list-style-type: none"> <li>• Non-Aqueous to Aqueous coating of products.</li> <li>• Design processes with low carbon emissions.</li> <li>• Undertake Life Cycle Assessment (LCA) of products to find out hot spots along the life cycle, tackle climate change, drive energy efficiency, encourage efficient use of resources and renewable energy.</li> <li>• Air Conditioner system maintenance and replacement.</li> <li>• Increase shelf life of products to decrease consumption of utilities, raw materials, man-hours and process time.</li> </ul>	Company's policy on Product Sustainability lays down stringent processes to ensure sustainable products. Following actions taken for creating pollution-free environment: <ul style="list-style-type: none"> <li>• Use of solvent has reduced in five products</li> <li>• Reduced processing time, utility consumption and human exposure time w.r.t. solvents for two products</li> <li>• Conducted LCA of one product</li> <li>• Replaced R-22 gas with CFC-free refrigerant for 10 products to reduce its impact on the ozone layer</li> <li>• Increased shelf life of five products and commenced destruction of expired products and packing material by incineration</li> </ul>
<b>P3 Employee well-being</b>	Creating workplace culture that supports employee health, happiness and personal growth through a variety of initiatives, such as: <ul style="list-style-type: none"> <li>• Offering health insurance and personal accident policy etc.</li> <li>• Providing opportunities for professional development and career advancement.</li> <li>• Encouraging work life balance by offering flexible work arrangements.</li> <li>• Promoting diversity, equity and inclusion by creating an environment where all employees feel valued and respected.</li> <li>• Providing a supportive work environment that encourages open communication, collaboration and teamwork.</li> </ul>	Undertook following initiatives during the year: <ul style="list-style-type: none"> <li>• Provided health insurance and personal accident cover to all eligible employees and settlement of their claims on time</li> <li>• HR policy was revised to provide flexi office timings to the employees</li> <li>• Changed sandwich leave rules for the benefit of the employees</li> <li>• Conducted following continuous learning programmes for employee development: <ul style="list-style-type: none"> <li>- Corporate Etiquettes</li> <li>- Effective Work-Life Balance</li> <li>- Good to Great training</li> <li>- Collaborative Leadership</li> <li>- Emotional Intelligence</li> <li>- Happiness Mantra</li> </ul> </li> </ul>

Principles	Specific commitments, goals and targets set by the entity	Performance in terms of specific commitments, goals and targets
		<ul style="list-style-type: none"> <li>• Conducted following employee engagement programmes:               <ul style="list-style-type: none"> <li>- Thank God it's Friday</li> <li>- Independence Day celebration</li> <li>- Clay Ganpati Making</li> <li>- Smartphone Photography workshop</li> <li>- Garba Evening</li> <li>- OBT programmes</li> <li>- Picnic</li> <li>- Christmas Day celebration</li> <li>- Trekking</li> <li>- Ajanta Box Cricket League</li> </ul> </li> </ul>
<b>P4</b>	<b>Stakeholder Engagement</b>	<ul style="list-style-type: none"> <li>• Provide necessary mechanisms to the stakeholders for raising their grievances and giving suggestions for elevating service standards</li> <li>• Address the grievances of stakeholder swiftly and to their satisfaction</li> <li>• Undertake Stakeholder engagement activities and programmes for enhancing their trust and confidence</li> <li>• Assess satisfaction of Shareholders</li> </ul> <ul style="list-style-type: none"> <li>• Requisite mechanisms such as dedicated e-mail addresses, suggestion boxes etc put in place to enable shareholders, employees, vendors, communities and other stakeholders to raise their grievances and give suggestions</li> <li>• All the grievances received from stakeholders are addressed immediately and resolved to their satisfaction</li> <li>• Conducted employee training programmes for professional development</li> <li>• Conducted training and orientation programmes for vendors and contract manufacturers to upgrade their skills</li> <li>• Conducted stakeholder satisfaction survey to elevate the service standards</li> </ul>
<b>P5</b>	<b>Human Rights</b>	<ul style="list-style-type: none"> <li>• Implementation of human rights policies and procedures that are consistent with international human rights standards to ensure that business operations do not contribute to human rights abuses</li> <li>• Provide training and education to employees on human rights issues to ensure that the rights of all individuals are respected and protected</li> <li>• Establish grievance redressal mechanisms to raise concerns about human rights abuses</li> <li>• Conduct training and awareness programmes on POSH</li> <li>• Provide equal opportunities to people with disabilities</li> </ul> <ul style="list-style-type: none"> <li>• No human rights violations /complaints relating either to child, forced and involuntary labour or discriminatory employment, or sexual harassment</li> <li>• Internal Complaint Committee in place at all locations to address complaints of sexual harassment</li> <li>• Business Integrity Committee in place for attending to grievances or violations of human rights</li> <li>• Conducted webinars and awareness programmes for employees on POSH and Human Rights</li> <li>• Focused on equal opportunities for all</li> <li>• Amended HR policies to protect rights of employees with disabilities, Transgender persons and people with HIV &amp; AIDS</li> </ul>
<b>P6</b>	<b>Environment Management</b>	<ul style="list-style-type: none"> <li>• We aim to achieve 50% renewable power by 2026 and 100% by 2032</li> <li>• Become water positive by 2025</li> <li>• Reduce organic load to Effluent Treatment Plan (ETP)</li> <li>• More tree plantation for maintaining oxygen rich environment</li> <li>• Waste reduction by 20%</li> </ul> <ul style="list-style-type: none"> <li>• Installed solar plants at all its manufacturing locations which produce about 8% of its total energy requirements</li> <li>• Various initiatives were taken to become water positive Audit carried out at two major operating units to reduce the use of raw water by 18%</li> <li>• Continuous focus to reduce freshwater use and upgrading system to recycle treated wastewater</li> <li>• All the personnel are trained to handle solvents safely This reduces the organic load of ETP by 15% which helps to maintain the wastewater parameter and increases the efficiency of treatment</li> <li>• Increased tree plantation drive during the year at all the plants</li> <li>• Most of our sites have achieved waste reduction targets</li> </ul>
<b>P7</b>	<b>Public Advocacy Policy</b>	<p>The Company's public advocacy aims to ensure that issues taken up have the right balance between the interests of company and of the society at large.</p> <p>The Company addresses and takes up all such issues through industry forums and associations.</p>

## Business Responsibility and Sustainability Report

Principles	Specific commitments, goals and targets set by the entity	Performance in terms of specific commitments, goals and targets
<b>P8</b> <b>Equitable Development</b>	<ul style="list-style-type: none"> <li>Promote sustainable development and empower and uplift the local communities</li> <li>Undertake CSR activities in the areas of education, healthcare and rural development for the benefit and upliftment of the marginalised, economically weaker sections and local communities</li> </ul>	<p>Conducted vaccination drives in the rural areas, distributed Covid-19 relief material, arranged cataract surgery and family welfare camps, aided various educational initiatives at schools and colleges for women's empowerment and skill &amp; vocational development. The number of beneficiaries through our CSR efforts in the reporting year is as follows:</p> <ul style="list-style-type: none"> <li>Cataract and other camps: 67,000+</li> <li>Family Planning: 8,900+</li> <li>Malnutrition: 79,200+</li> <li>Skin, Plastic Surgery and others: 15,000+</li> <li>Education: 92,000+</li> <li>Rural development &amp; other areas: 12,000</li> <li>Sports Promotion: 4</li> </ul>
<b>P9</b> <b>Customer Service</b>	<p>The Company is committed to providing the highest quality products, attending to every customer complaint and resolving it promptly.</p> <p>A robust process is created for prompt resolution of customer complaints and concerns.</p>	<p>The Company has established stringent quality control and assurance checks and controls to deliver best-in-class products.</p> <p>Reduced time for complaint investigation and CAPA implementation. Packing and process-related complaints were tracked and additional controls were put in.</p> <p>Few complaints received from customers were resolved promptly and there are no pending complaints.</p>

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
7.	Statement by the Director responsible for the Business Responsibility Report, highlighting ESG-related challenges, targets and achievements.	Director's message is given at the beginning of this report.								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility (BR) Policy.	Mr. Yogesh M. Agrawal, Managing Director Mr. Arvind K. Agrawal, Chief Financial Officer								
9.	Does the entity have a specified committee of the Board/Director responsible for decision-making on sustainability-related issues? (Yes/No). If yes, provide details.	<p>Yes. The Company has constituted an ESG Committee for decision-making on sustainability-related issues.</p> <p>The Committee comprises of all the important functional heads and meets once in two months to review the progress in implementing ESG initiatives.</p> <p>The Company's business responsibility performance is reviewed by the Board of Directors annually.</p>								

### 10. Details of the Review of the National Guidelines on Responsible Business Conduct

Subject for Review	Indicate whether review was undertaken by Directors/Committee of the Board/any other Committee	Frequency (annually/half yearly/quarterly/any other-please specify)
		P1 to P9
Performance against above policies and follow-up action.	Performance against all the policies is monitored and reviewed by the ESG committee and necessary actions are taken.	
	The policies are also reviewed annually by the internal audit team.	
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances.	The Company has complied with all the regulatory and statutory requirements and there are no non-compliances.	

### 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.

Assessment/evaluation of working of the BRSR policies has been done by the internal audit team.

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

Not Applicable

## SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

**PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN 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	% of persons in respective category covered by the awareness programmes
Board of Directors and KMP	Board of Directors – 5 KMP – 5	P1 to P9	100%
Employees other than the Board of Directors and KMP	On an average, each employee spent four hours on various trainings.	The trainings covered upskilling and reskilling of employees on the following: <ul style="list-style-type: none"> <li>• ESG aspects</li> <li>• Occupational Health and Safety</li> <li>• Prevention of Sexual Harassment</li> <li>• Human Rights</li> <li>• Consumer Safety</li> <li>• Cyber Security</li> <li>• Regulatory compliance</li> <li>• Code of Conduct on ethics</li> <li>• Collaborative Leadership</li> <li>• Emotional Intelligence</li> <li>• Specific to department/business function</li> <li>• Trainings covered P1 to P9</li> </ul>	100%
Workers	On an average, each worker spent three hours on various trainings.	Training programmes covered: <ul style="list-style-type: none"> <li>• Health &amp; Safety Trainings</li> <li>• Code of Conduct</li> <li>• Prevention of Sexual Harassment</li> <li>• Human Rights</li> <li>• Regulatory compliance</li> <li>• Trainings covered Principles 1, 2, 3, 5 and 6</li> </ul>	100%

**2. Details of fines/penalties/punishments/awards/compounding fees/settlement amounts paid in proceedings with regulators/law enforcement agencies/judicial institutions in FY 2023:**

Nil

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

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:**

As per the Code of Conduct for Directors and Senior Management, anti-bribery and anti-corruption practices are required to be adhered to by them. Also, Ethics policy framed under the NGRBC principles mandates ethical conduct by employees, supply chain and business partners. The Company expects its value chain partners to adhere to the principles of the Code of Conduct and Ethics Policy.

Web links of these policies are as under:

<https://ajantapharma.com//images/CodeofConductforDirectorsandSeniorManagement.pdf>Link of Ethics policy: <https://ajantapharma.com//images/BusinessResponsibilityPolicies.pdf>**5. Number of Directors/KMP/employees against whom disciplinary action was taken by any law enforcement agency on the charges of bribery/corruption:**

Nil

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

No complaints of conflict of interest of Directors and KMP were received during the FY 2022 and FY 2023.

## Business Responsibility and Sustainability Report

**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:**

Not Applicable.

### LEADERSHIP INDICATORS

**1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:**  
Few awareness programmes on ESG and human rights were conducted for value chain partners during the year.

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

Yes, the Code of Conduct for Directors and Senior Management (the "Code") sets forth legal and ethical standards of conduct for them. The Code promotes:

- Honest, fair and ethical conduct, including ethical handling of conflicts of interest between personal and professional relationships.
- Compliance with applicable laws, rules and regulations.
- Protection and proper use of corporate assets and confidential information.
- Prompt internal reporting of violations of the Code.

Link of the policy:

<https://ajantapharma.com//images/CodeofConductforDirectorsandSeniorManagement.pdf>

Yearly declarations are received from the directors and senior management that they have abided by the Code of Conduct and there is no conflict of interest in any of their dealings.

### 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 impact of products and processes to total R&D and capex investments made by the entity, respectively.**

	FY 2023	FY 2022	Details of improvement in environment and social impact
R & D	27.92%	31.77%	<ul style="list-style-type: none"> <li>• Reduction of solvent consumption by adopting Non-Aqueous formulations to Aqueous formulations.</li> <li>• Developed new products with DC formulations (Direct Compression Method) which enhanced process improvisation by reducing man hours, energy and time.</li> <li>• Conducted LCA for one product.</li> <li>• Increased shelf life of products to reduce the consumption of utilities, raw materials, man hours and process times, which helps the environment.</li> <li>• The environmentally hazardous refrigerant, R-22 gas was replaced by the CFC free refrigerant R410A, which minimises damage to the Ozone layer.</li> </ul>
Capex	72.08%	68.23%	

**2. Does the entity have procedures in place for sustainable sourcing?**

Yes, the Company has started screening suppliers based on their ESG parameters. It collects data of suppliers on parameters such as ISO/WHO certifications/inspections, SOPs and sanitation of premises and facilities, warehouse maintenance, production and packing standards and approaches, quality control, quality assurance, environmental monitoring, HVAC and water systems, protection of human rights, before onboarding them.

To enhance its impact on the environment and society, the Company sources more than 90% of its requirements from local communities.

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

>95%.

**4. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing off at the end of their lifecycle, for plastics (including packaging), e-waste, hazardous waste and other wastes.**

The packaging of the Company's products plays an important role in delivering safe, stable and trusted medicines. However, the plastic used in product packaging has an impact on the environment. The Company is adhering to the requirements of Plastic Waste Management Rules laid down by the Central Pollution Control Board. We have complied with the Extended Producers Responsibility (EPR) obligation under the Plastic Waste Management (PWM) Rules 2016. The Company is recycling 100% of the packaging foils with the help of its implementation partners.

The Company also has a process in place for sending recyclable waste like e-waste, hazardous waste and other wastes to the State Pollution Control Board (SPCB) and authorised agencies. The Company has a comprehensive SOP for handling and safe disposal of expired stocks.

**5. 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 EPR plan submitted to Pollution Control Boards (PCB)? If not, provide steps taken to address the same.**

Yes, we work in compliance with PWM Rules, 2016 and the EPR guidelines. Our waste collection plan is in line with the EPR plan submitted to PCB.

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

Yes

NIC code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web link
210	MET XL - 50	1.50%	ISO 14044:2006	Yes, by SIPL Private Limited	No

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

No.

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

The Company reclaims expired medicine stocks from the stockist as per its SOP. The reclaimed expired medicine stock is then disposed off in a safe manner, as per the regulatory guidelines.

Business Responsibility and Sustainability Report

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



**ESSENTIAL INDICATORS**

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	7,049	5,998	85%	7,052	100%	-	-	-	-	-	-
Female	552	503	91%	552	100%	552	100%	-	-	-	-
<b>Total</b>	<b>7,601</b>	<b>6,501</b>	<b>86%</b>	<b>7,604</b>	<b>100%</b>	<b>552</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent employees</b>											
Male	29	29	100%	29	100%	-	-	-	-	-	-
Female	10	10	100%	10	100%	10	100%	-	-	-	-
<b>Total</b>	<b>39</b>	<b>39</b>	<b>100%</b>	<b>39</b>	<b>100%</b>	<b>10</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	112	112	100%	112	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>112</b>	<b>112</b>	<b>100%</b>	<b>112</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent employees</b>											
Male	2,410	2,410	100%	2,410	100%	-	-	-	-	-	-
Female	108	108	100%	108	100%	108	100%	-	-	-	-
<b>Total</b>	<b>2,518</b>	<b>2,518</b>	<b>100%</b>	<b>2,518</b>	<b>100%</b>	<b>108</b>	<b>4%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

2. Details of retirement benefits, for the current and previous financial year

Benefits	FY 2023			FY 2022		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	100%	100%	Y
Others – please specify	-	-	N.A.	-	-	N.A.

### 3. Accessibility of workplaces

**Are the premises/offices accessible to differently-abled employees 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.**

Various offices of the Company, including the registered and corporate offices have ramps for easy movement of differently-abled people. All other offices are also being made friendly for differently-abled employees and workers.

### 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.

The Company believes in equal opportunity for all its employees and is committed to providing an inclusive work culture and an environment, free from any discrimination. Ajanta's policies cover the aspects of Rights of Persons with Disabilities Act, 2016 and the rules and regulations are committed towards empowering persons with disabilities.

### 5. Return to work and retention rates of permanent employees and workers who took parental leave

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100%	100%	-	-
Total	100%	100%	-	-

Note: Under permanent workers there are no female employees

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

Particulars	Yes/No
Permanent Employees	Yes
Other than Permanent Employees	Yes
Permanent Workers	Yes
Other than permanent Workers	Yes

Yes. We have established a three-way approach to receive and redress grievances of employees:

- **Open-door policy:** The employees may specify their grievance to their line manager and they also have the option of raising a grievance directly to the HR Manager.
- **Committees for issues related to Human Rights:** We have Internal Complaints Committees (ICC) and a Business Integrity Committee. The ICCs have been formed to address sexual harassment grievances, whereas the Business Integrity Committee caters to grievances or violations pertaining to Human Rights.
- **Suggestion Box:** We have a kept suggestion box at each plant/site. Employees are encouraged to provide suggestions, raise concerns with respect to health and safety practices, or any other concerns. We ensure that every complaint is treated seriously and dealt with consistently, in an impartial, confidential and transparent manner.



## Business Responsibility and Sustainability Report

### 7. Membership of employees and workers in association(s) or unions recognised by the listed entity

The Company recognises the right to freedom of association and has recognised unions at two plants.

Category	FY 2023			FY 2022		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or union(s) (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(s) (D)	% (D/C)
Total Permanent Employees	7,713	-	-	7,120	-	-
- Male	7,049	-	-	6,577	-	-
- Female	552	-	-	543	-	-
Total Permanent Workers	112	103	92%	114	105	92%
- Male	112	103	92%	114	105	92%
- Female	-	-	-	-	-	-

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

Category	FY 2023					FY 2022				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	7,049	7,049	100%	5,728	81%	6,577	4,493	68.31%	42	0.64%
Female	552	552	100%	408	74%	543	92	16.94%	14	2.58%
Total	7,601	7,601	100%	6,136	81%	7,120	4,585	85.25%	56	3.22%
<b>Workers</b>										
Male	112	112	100%	112	100%	114	114	100%	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	112	112	100%	112	100%	114	114	100%	-	-

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

Category	FY 2023			FY 2022		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	7,049	7,049	100%	6,577	6,049	91.97%
Female	552	552	100%	543	508	93.55%
Total	7,601	7,601	100%	7,120	6,557	92.09%
<b>Workers</b>						
Male	112	112	100%	114	9	7.89%
Female	-	-	-	-	-	-
Total	112	112	100%	114	9	7.89%

## 10. Health and Safety Management System

### a) Whether an OHS management system has been implemented by the entity? (Yes/No). If yes, describe the system's coverage.

Yes, the Company places utmost emphasis on OHS management. Following are the objectives and commitments:

- Provide safe and healthy working conditions for the prevention of work-related injury and ill health.
- Eliminate hazards and reduce OHS risks.
- Continual improvement of the OHS management system.
- Fulfil legal and other obligations.

All work-related, health & safety risks and their causes in the work environment are identified. To mitigate the same, personal protective equipment is provided and awareness training related to SOPs and best practices is given to the employees and workers. Each site is supervised by the OHS management team and the site management, who conduct workplace inspections and hazard identifications, which are then notified to the OHS head.

Safety & Environmental audits are also conducted through external agencies to identify gaps and establish compliances. Central Safety Committee and emergency response teams are also formed to periodically conduct workplace and work zone monitoring at the sites. As a safety measure, signages including general safety instructions (also in vernacular languages), Life Safety Rules etc. are placed at all the factories. Process Safety Risk Assessment & Material Safety Data Sheet (MSDS) are also kept at all the sites. Health insurance & compensation, Occupational health centre, first aid points, firefighting systems (smoke detectors, fire alarm systems, fire extinguishers etc.), SOPs to operate plant activities in emergencies, ambulance service and Government approved on-site Emergency plan are also provided at all the sites. To ensure that the suppliers comply with OHS regulations, the Company gathers and assesses their data on various Health and Safety parameters and also the certifications of their sites.

Our two formulation units have been recommended for certification under ISO 45001.

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

We believe that risk assessment is an integral part of ensuring health, safety and well-being at the workplace. Risk assessment is carried out through Hazard Identification and Risk Assessment (HIRA) method which comprises of:

1. Spot the Hazard (Hazard Identification)
2. Assess the Risk (Risk Assessment)
3. Make the Changes (Risk Control)

Periodic internal audits and leadership rounds are conducted to identify unsafe acts/conditions to improve and optimise risk levels. Corrective Actions and Preventive Actions (CAPA) is implemented based on the incident and the cause. Furthermore, follow up on implementation of CAPA is done to reassess the process if necessary.

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

Yes, systems are in place to report work-related hazards. Safety suggestion boxes are provided at each site where employees and workers can drop their concerns with details of the hazard identified. Based on the concerns raised, hazard risk level is evaluated and CAPA is implemented to either eliminate or to minimise hazard levels.

### d) Do the employees have access to non-occupational medical and healthcare services? (Yes/No)

Yes, there is a Group Medclaim policy for all the employees and workers.

## Business Responsibility and Sustainability Report

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

Safety Incident/Number	Category	FY 2023	FY 2022
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	0.09	0.18
Total recordable work-related injuries	Employees	4	-
	Workers	6	1
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

### 12. Describe the measures taken by the entity to ensure a safe and healthy work place

The Company is committed to produce highest quality goods without sacrificing on safety and environmental needs. All work-related risks and their causes are identified. Personal protective equipment and training is provided to employees and workers. Workplace inspection and hazard identifications are conducted by OHS management team and site management. Safety & environmental audits of plants are done by competent persons/authorities under the Factories Act to ensure compliance. Central Safety Committee and Emergency Response Team like First Aider & Fire Fighter teams are also formed to ensure safety processes and risk assessment.

### 13. Number of complaints on the following made by employees and workers

	FY 2023			FY 2022		
	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	Nil	Nil	Nil	Nil	Nil	Nil
Health Safety	Nil	Nil	Nil	Nil	Nil	Nil

### 14. Assessments for the year

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

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

As part of continuous improvement, following activities were carried out during the year:

- Static charge dissipation arrangement provided for expanded production area & solvent storage area in Dahej plant.
- Battery storage area isolated with provision of hydrogen detection & fire control system as per standard requirement.
- CO<sub>2</sub> flooding system provided for key electrical panels at manufacturing site.
- Periodic inspection, audits, testing undertaken through competent third parties at each site.
- Phase 2 installation carried out at API Waluj plant for automatic Solvent transfer system through SCADA.
- Provided fire retardant paint on incoming & outgoing cables of key electrical panels at Dahej unit.

**LEADERSHIP INDICATORS****1. Does the entity extend any life insurance or any compensatory package in the event of death of Employees (Y/N) (B) Workers (Y/ N).**

Yes, we have death coverage under the EDLI and Gratuity Policies. Benefits like provident fund, pension as applicable, are settled on a priority basis.

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

We obtain monthly statutory payment challans for verification from vendors/contractors before processing their invoices.

This activity is also reviewed as part of the internal and statutory audit. The Company expects its value chain partners to uphold business responsibility principles and the values of transparency and accountability.

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

Nil.

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

Skill upgradation of all employees remains a continuous activity in the Company.

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

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100% of the value chain partners are assessed and continuously monitored through audits/inspections on working conditions and H&S practices like ISO/WHO certifications, working conditions, quality checks, sanitary practices, fire safety and so on.
Working Conditions	

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

Corrective actions are taken wherever necessitated on the above-mentioned parameters. Training and awareness sessions are conducted for value chain partners to ensure that they adhere to the required health and safety practices.

**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.**

Any individual or group of individuals or institution that adds value to the business chain of the Company is identified as a core stakeholder. The stakeholder groups are identified as part of the stakeholder engagement mechanism and accordingly customers, employees, suppliers & vendors, regulators, business partners, local communities and investors/shareholders are identified as critical stakeholders. There is a deep understanding between the stakeholders and the Company of their expectations and commitment to fulfil the same.

## Business Responsibility and Sustainability Report

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

Key Stakeholders	Whether identified as Vulnerable & Marginalised Group (Yes/ No)	Channels of communication (E-mail, 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	Direct and other communication mechanisms	On-going	The Company follows an open-door policy
Customers (Healthcare professionals, Dealers & Distributors)	No	E-mails, Meetings and Website	On-going	To stay abreast of developments in pharmaceutical sector, product quality and access, resolving grievances
Regulators	No	Meetings and other communication mechanisms	Need based	To stay abreast of the developments in policies, statutory compliances, approvals, permissions, etc
Suppliers and Vendors	No	E-mails and meetings	On-going	Identified key material issues in supply chain, collaboration
Business Partners (third party manufacturers)	No	E-mails and meetings	Need based	Address any issues concerning manufacturing, operations, supplies, provide necessary up-skilling
Local Communities and NGOs	Yes	Directly or through CSR implementation partners	On-going	Community development programmes with focus on Healthcare, Education, Rural Development and other Infrastructure Development
Investors / Shareholders	No	E-mail, Newspaper Advertisement, Website, Annual General Meetings, Disclosures to Stock Exchanges and Investor Meetings/Calls/ Conferences	Need based and Quarterly	To update them about important developments in the Company and address their grievances, regulatory compliances, corporate governance

### LEADERSHIP INDICATORS

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

The Company believes that a constant and proactive engagement with the stakeholders is essential for sustained growth. The stakeholder engagement and materiality assessment exercise conducted in FY2021-22 led to the prioritisation of material issues, mapping of the risks relevant to each material topic and development of consequent risk mitigation steps. The process of consultation with stakeholders is delegated to the Managing Director, Joint Managing Director and Senior Management Team of the Company, who in turn hold consultations with different stakeholders on economic, environmental and social topics on a need basis. The Board is then appraised on a quarterly basis during Board Meetings.

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

Yes. Ajanta Pharma believes in engaging with stakeholders to incorporate ESG parameters which are key to building a robust Sustainability/ESG strategy. We had conducted materiality assessment last year with our stakeholders to understand their concerns and feedback in terms of material topics pertaining to ESG parameters for the Company. As part of the risk management plan, the Company incorporated these aspects in its policies and develops mitigation action plans for the identified risks.

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

The Company supports the government's endeavour towards the CSR Rules and implements various initiatives with the mission to uplift and to improve disadvantaged, vulnerable and marginalised segments of society. We undertake CSR initiatives on healthcare, education and community development. We engage with various charitable organisations and NGOs to address the concerns of vulnerable/marginalised stakeholder groups. In healthcare, Samta Foundation conducts cataract operations, eye and skin camps, thereby bringing quality and reliable healthcare to rural and tribal regions of India. And as a community service, Samta Foundation creates sanitation awareness and provide meals and shelter to patients from rural areas visiting hospitals in cities. Mamta and Madhusudan Agrawal Memorial Foundation has contributed in areas such as:

- Mega Medical Health check-up camp.
- Nutrition projects for paediatric patients.
- Operating of Sanjeevani Multi-Speciality Hospital.
- Benz Hospital for Cancer Treatment.
- Parkinson's Disease & Movement Disorder Society.
- Society for Rehabilitation of Crippled Children for medical treatment of needy children.
- Construction of Maharaja Agrasen Bhawan.
- Educational help by paying school fees of 20 children.

**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 2023			FY 2022		
	Total (A)	No. of employees/workers covered (B)	of /% (B/A)	Total (C)	No. of employees/workers covered (D)	of/% (D/C)
<b>Employees</b>						
Permanent	7,601	7,601	100%	7,120	7,120	100%
Other than permanent	39	39	100%	201	201	100%
<b>Total Employees</b>	<b>7,640</b>	<b>7,640</b>	<b>100%</b>	<b>7,321</b>	<b>7,321</b>	<b>100%</b>
<b>Workers</b>						
Permanent	112	112	100%	114	114	100%
Other than permanent	2,518	2,518	100%	2,147	-	-
<b>Total Workers</b>	<b>2,630</b>	<b>2,630</b>	<b>100%</b>	<b>2,261</b>	<b>114</b>	<b>5.04%</b>

Note: Guidance: Training programmes on human rights issues and policies for employees and workers could include aspects of human rights that are relevant to operations, including the applicability of the human rights policies or procedures to the work done by employees/workers.

The training pertains to the Code of Conduct and the Human Rights Statement of the Company.

## Business Responsibility and Sustainability Report

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

Category	FY 2023					FY 2022				
	Total (A)	Equal Minimum Wage to		More than Minimum Wage		Total (D)	Equal Minimum Wage to		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Permanent	7,601	-	-	7,601	100%	6,892	-	-	6,892	100%
Male	7,049	-	-	7,049	100%	6,379	-	-	6,379	100%
Female	552	-	-	552	100%	513	-	-	513	100%
Other than Permanent	39	-	-	39	100%	179	-	-	179	100%
Male	29	-	-	29	100%	172	-	-	172	100%
Female	10	-	-	10	100%	7	-	-	7	100%
<b>Workers</b>										
Permanent	112	-	-	112	100%	120	-	-	120	100%
Male	112	-	-	112	100%	120	-	-	120	100%
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	2,518	2,518	100%	-	-	1,878	1,878	100	-	100%
Male	2,410	2,410	100%	-	-	1,774	1,774	100	-	100%
Female	108	108	100%	-	-	104	104	100	-	100%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹ in lakhs)	Number	Median remuneration/ salary/ wages of respective category (₹ in lakhs)
Board of Directors (BOD)	7	503.60	1	7.49
Key Managerial Personnel (other than BOD)	2	125.57	-	-
Employees (other than BOD and KMP)	7047	4.35	552	5.55
Workers	112	7.44	-	-

### 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, the Company has set up ICC and Business Integrity Committee at all the locations. The ICC looks into and addresses sexual harassment-related grievances, if any, while the Business Integrity Committee looks into and addresses grievances or violations of human rights.

No complaints of sexual harassment or violation of human rights were received during the year.

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

We are committed to provide and maintain a safe and harmonious business environment and workplace for everyone, without any discrimination regarding ethnicity, region, sexual orientation, race, caste, gender, religion, disability, nature of work, designation and other such parameters. We ensure that workplaces are free from violence, harassment, intimidation and/or any other unsafe or disruptive conditions, either due to external or internal threats.

The Company considers human rights as one of its fundamental and core values and strives to support, protect and promote human rights to ensure that fair and ethical business and employment practices are put in place and adhered to by all. It prohibits all forms of slavery, coerced labour, child labour, human trafficking, violence or physical, sexual, psychological or verbal abuse.

The Business Integrity Committee addresses grievances pertaining to violation of human rights, while ICC addresses complaints/grievances specific to sexual harassment. As a matter of policy, Ajanta does not hire any employee or engage with any agent or vendor against their free will.

The Company also has a whistle-blower mechanism in place to enable the employees to raise their concerns, if any unethical or wrong practices are noticed by them, without any fear of reprisal, including dismissal or other disciplinary action.

**6. Number of complaints on Sexual Harassment, Discrimination at workplace, Child Labour, Forced Labour/ Involuntary Labour, Wages, Other human rights related issues by employees and workers**

Nil.

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

The sexual harassment policy of the Company provides and assures that using the complaint procedure will not result in reprisals, retaliation or coercion. The Company has set up ICC and Business Integrity Committee at all the locations.

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

Yes, in certain business agreements and contracts where relevant.

**9. Assessments for the year:**

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	
Forced/involuntary labour	
Sexual harassment	100% of our plants were assessed by statutory authorities. The state regulatory and statutory bodies inspect our plants on periodic basis.
Discrimination at workplace	
Wages	
Others – please specify	

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

In the current year, we haven't received any corrective action directives, as we are compliant with the applicable laws.

**LEADERSHIP INDICATORS**

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

We haven't received any human rights grievances/complaints in the reporting year. The Company believes that it upholds the basic principles of human rights in all its dealings and sensitises employees on the Code of Conduct through various training programmes.

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

No, the Company has not undertaken any human rights due-diligence. However, protection of human rights is embodied in its policies and it expects all the employees and members of the value chain to abide by the principles mentioned in the policies.

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

Yes, the premises/ office of the Company is accessible to differently-abled visitors as per the requirements of the Rights of Persons with Disabilities Act, 2016. The office has ramps, elevators and other infrastructure for differently-abled visitors.

**4. Details of assessment of value chain partners:**

Not applicable.

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

Not applicable.



## Business Responsibility and Sustainability Report

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



#### ESSENTIAL INDICATORS

**Reporting Boundary:** For our environmental performance, the scope is limited to Corporate Offices, R&D centre, two warehouses and all Plants. The data metrics will be made comprehensive and entail all locations gradually in the years to come.

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

Parameter	FY 2023	FY 2022
Total electricity consumption (A)	236111.36	226239.70
Total fuel consumption (B)	64564.54	62229.75
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	300675.90	288469.45
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	8.03	9.89
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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.

We haven't carried out assessment/evaluation/assurance by any 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.

Not Applicable.

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

Parameter	FY 2023	FY 2022
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	148798	112830
(iii) Third party water	273962	169299
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	422760	282129
Total volume of water consumption (in kilolitres)	422760	282129
Water intensity per rupee of turnover (Water consumed/turnover)KL/₹ Million	11.29	8.02
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water withdrawal by source (in kilolitres)	-	-

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.

We haven't carried out assessment/evaluation/assurance by any external agency.

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

The Company implements water conservation through reduce, reuse, recharge and recycle approach. As part of continual improvement of our environmental performance as also to reduce consumption of natural resources, we have implemented Zero Liquid Discharge for API unit. Further, two formulation units are getting upgraded towards Zero Liquid Discharge with ongoing project execution work, post which all treated water will be channelised for use in utilities.



#### 5. Please provide details of air emissions (other than GHG emissions) by the entity.

Parameter	Please specify unit	FY 2023	FY 2022
NOx	mg/nm <sup>3</sup>	22.1	24.2
SOx	mg/nm <sup>3</sup>	24.6	27.1
Particulate matter (PM)	mg/nm <sup>3</sup>	27.2	24.2
Persistent organic pollutants (POP)		Not Applicable	Not Applicable
Volatile organic compounds (VOC)		Not Applicable	Not Applicable
Hazardous air pollutants (HAP)		Not Applicable	Not Applicable
Others – please specify		Not Applicable	Not Applicable

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, the monitoring has been carried out by MoEF /NABL approved laboratories.

#### 6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Unit	FY 2023	FY 2022
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	4368.55	4611.22
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	51813.33	46633.15
Total Scope 1 and Scope 2 emissions per rupee of turnover	kg CO <sub>2</sub> e/₹ Mn	0.0156	0.0017

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.

We haven't carried out assessment/evaluation/assurance by any external agency.

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

Yes, we have implemented multiple projects for reducing greenhouse gas emissions from our operations.

These include:

- shifting to Piped Natural Gas in place of LDO at Pithampur unit
- sourcing of renewable power through power purchase agreements
- setting up rooftop solar power, ground mounted installations
- condensate recovery system

This has resulted in emission reduction of 58,124 MtCO<sub>2</sub>e.

In line with our goal of achieving 50% renewable energy by 2026, we are working towards enhancing the proportion of renewable energy sources and increasing energy efficiency across operational sites. We have installed a 4MW solar plant and further expansion of 8.4MW is under execution.

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

Parameter	FY 2023	FY 2022
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	60.00	80.00
E-waste (B)	0.83	0.20
Bio-medical waste (C)	21.02	12.05
Construction and demolition waste (D)	-	-
Battery waste (E)	4.32	6.68
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any (G)	495.47	458.70
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	1832.18	1921.20
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>2413.82</b>	<b>2478.83</b>

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

Parameter	FY 2023	FY 2022
<b>Category of waste (Hazardous Waste)</b>		
(i) Recycled	70.26	80.00
(ii) Re-used	-	-
(iii) Other recovery operations	121.61	84.17
<b>Total</b>	<b>191.87</b>	<b>164.17</b>
<b>Category of waste (Non-hazardous Waste)</b>		
(i) Recycled	1832.18	1921.20
(ii) Re-used	-	-
(iii) Other recovery operations	60.00	80.00
<b>Total</b>	<b>1892.18</b>	<b>2001.2</b>
<b>For category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	303.60	339.14
(ii) Landfilling	-	-
(iii) Other disposal operations	191.87	-
<b>Total</b>	<b>495.47</b>	<b>339.14</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.

We haven't carried out assessment/evaluation/assurance by any external agency.

- 9. 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.**

We have implemented a waste management system and SOPs are in place for all sites to ensure safe handling and disposal of waste. The Company complies with EPR requirements, by collection of end-use plastic and enhancing its plastic waste management. The spent solvent generated from our API is recycled through government authorised recycler. Hazardous waste generated from Dahej and Guwahati sites are co-processed. E-waste & non-hazardous waste such as glass bottles, MS/SS scrap and paper waste are sent to authorised recycler.

- 10. 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:**

Not Applicable.

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

No assessment has been done in the current financial year.

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

Yes, the Company is compliant with the applicable environmental law/regulations/guidelines in India.

**LEADERSHIP INDICATORS**

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, (Giga Joules) in the following format:

Parameter	FY 2023	FY 2022
<b>From renewable sources</b>		
Total electricity consumption (A)	16238.45	13734.21
Total fuel consumption (B)	0	-
Energy consumption through other sources (C)	0	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>16238.45</b>	<b>13734.21</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	219873	212505.50
Total fuel consumption (E)	64564.54	62229.75
Energy consumption through other sources (F)	0	-
<b>Total energy consumed from non-renewable sources (D + E + F)</b>	<b>284437.54</b>	<b>274735.25</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

2. Provide the following details related to water discharged:

Parameter	FY 2023	FY 2022
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of Treatment (Through Effluent Treatment Plant with Primary, Secondary and Tertiary treatment) KL	157200	198822
<b>Total water discharged (in kilolitres)</b>	<b>157200</b>	<b>198822</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

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

Not Applicable

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

We are considering this data capturing from the next financial year.

## Business Responsibility and Sustainability Report

- 5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.**

Not Applicable.

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	Water Reduction	<ul style="list-style-type: none"> <li>Zero Liquid Discharge for API plant.</li> <li>Recycling treated wastewater through UF, RO system.</li> <li>Leakage identification Audit &amp; corrective measures.</li> <li>Installed condensate recovery system at Guwahati plant.</li> </ul>	Wastewater load reduced by 20% to Effluent Treatment Plant
2	Fuel Substitution	Boiler fuel substitution at Pithampur plant from LDO to Piped Natural Gas	Achieved reduction in CO <sub>2</sub> emission
3	Centralised monitoring system	<ul style="list-style-type: none"> <li>Online continuous monitoring system for wastewater discharge at all sites.</li> <li>Installed digital flow meters for monitoring of fresh and wastewater discharge across all plants.</li> <li>Reduction in lab chemicals, consumables, accuracy and timely log generation.</li> <li>Alerts and SMS provision for timely corrective measures.</li> </ul>	Zero wastewater discharge
4	Energy Monitoring System	Implemented EMS system at Dahej and Pithampur plants for monitoring of energy data.	Saving of energy
5	ISO 14001 & 45001 certification	Two sites viz., Dahej and Paithan have been recommended for ISO 45001 & 14001	Third party audit for environment and safety system has improved the practices and procedures.

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

Yes, Ajanta has a robust Business Continuity and Disaster Management Plan. In addition, the workforce is continuously trained by carrying out mock drills and disaster management exercises for possible emergency situations. This business continuity plan enables the Company to adapt to situations arising from any natural calamity or an unprecedented event which may disrupt the business operations. The Company also has a risk management plan & policy which covers all the critical risks that may disrupt or materially impact the operations and mitigation measures to thwart such risks.

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

Not Applicable.

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

In the reporting period, the Company did not evaluate any of its value chain partners, on the basis of environmental impact.

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

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

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

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Indian Pharmaceutical Alliance (IPA)	National
2	Pharmaceuticals Export Promotion Council of India (PHARMEXCIL)	National
3	Federation of Indian Exporters Organisation (FIEO)	National
4	Indian Drug Manufacturers' Association (IDMA)	National
5	Bombay Chamber of Commerce & Industry	State
6	Federation of Indian Chambers of Commerce and Industry	National
7	All India Association of Industries (AIAI)	National
8	Indo American Chamber of Commerce	National

**3. 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.**

There was no adverse order from any regulatory authorities which necessitated any such actions.

**LEADERSHIP INDICATORS****1. Details of public policy positions advocated by the entity**

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain?(yes/no)	Frequency of review by Board (Annually/Half yearly/ Quarterly/ others-please specify)	Web link, if available
NIL					

**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.**

The Company undertakes its CSR initiatives directly and through various implementation agencies in accordance with the applicable laws. However, the Company does not undertake any social impact assessment.

**2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.**

NA

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

The Company undertakes community welfare programmes through the NGO partners. These channels of communication facilitate the receipt and redressal of grievances of the community. The Company has also put in place mechanisms for enabling the communities to put forth their grievances directly to the Company and the same are addressed by concerned Company officials.

## Business Responsibility and Sustainability Report

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

Particulars	FY 2023	FY 2022
Directly sourced from MSMEs/ small producers	59%	19%
Sourced directly from within the district and neighbouring districts	72%	14%

### LEADERSHIP INDICATORS

#### 1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

NA

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

Sr. No.	State	Aspirational District	Amount spent (in ₹)
1.	Maharashtra	Nandurbar	16,65,250/-
2.	Maharashtra	Washim	1,68,20,375/-
3.	Maharashtra	Gadchiroli	35,34,750/-
4.	Maharashtra	Osmanabad	13,79,625/-

#### (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised /vulnerable groups? (Yes/No):

Yes

#### (b) What percentage of total procurement (by value) does it constitute?

60%

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

No

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

NA

#### 5. Details of beneficiaries of CSR Projects:

Sr. No	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
<b>Health</b>			
1	Cataract & Other camps	67,000+	100%
2	Family Planning	8,900+	
3	Malnutrition	79,200+	
4	Skin, Plastic Surgery & Others	15,000+	
<b>Education</b>			
5	Different Educational Institutions	92,000+	100%
<b>Rural development &amp; other areas</b>			
6	Rural development projects, setting-up of old age homes & reducing inequalities faced by socially and economically backward groups	12,000	100%
<b>Sports Promotion</b>			
7	Training of athletes for Olympic	4	100%
<b>Total</b>		<b>274,100+</b>	

**PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER.****ESSENTIAL INDICATORS****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback**

The Company has standard procedures for handling and investigating product quality complaints that are received from various sources such as customers, regulatory agencies, doctors, distributors and suppliers. If any consumer complaint is received w.r.t. quality of product, preliminary assessment of the same is done by the QA team and CAPA is raised. All the complaints are investigated within 30 working days and relevant actions are taken to avoid recurrence. Upon investigation of the complaint, the QA team sends a 'Complaint Reply Form' and waits for 15 working days for any comment (feedback) from the complainant and then proceeds to close the complaint.

Additionally, Ajanta's website ([www.ajantapharma.com](http://www.ajantapharma.com)) has a 'Contact Us' tab followed by 'Enquiry' tab, wherein an individual can register the relevant details including 'product complaint/feedback'. The Company has also provided a dedicated e-mail ID [product.complaint@ajantapharma.com](mailto:product.complaint@ajantapharma.com) to enable consumers and others to send their grievances and feedback.

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

Parameter	As a Percentage of Total turnover
Environment and social parameters relevant to the product	-
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY 2023		Remarks	FY 2022		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Not Applicable	-	Nil	Not Applicable	-
Advertising	Nil	Not Applicable	-	Nil	Not Applicable	-
Cyber Security	Nil	Not Applicable	-	Nil	Not Applicable	-
Restrictive Trade Practices	Nil	Not Applicable	-	Nil	Not Applicable	-
Unfair Trade Practices	Nil	Not Applicable	-	Nil	Not Applicable	-
Others: clarification on technology used	Nil	Not Applicable	-	01	0	Resolved
Others: Product related	5	1	-	28	0	Resolved

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

Parameters	Number	Reasons for recall
Voluntary recalls	Nil	-
Forced Recalls	Nil	-

**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 in place policies covering aspects of Cyber Security and Information Security to ensure sufficient safeguards to prevent any cyber attack. The policy is aligned with GAMP 5: A risk-based approach to Compliant GxP computerised systems. These data privacy policies are available for the employees on the Company's intranet.

**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.**

No penalties/regulatory actions have been levied or taken on the above-mentioned parameters and there were no instances of product recalls.



## Business Responsibility and Sustainability Report

### LEADERSHIP INDICATORS

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

The Company's website provides information on leading products of the Company in different segments and markets. Detailed information of each of the products is provided on the product leaflets.

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

The information label attached to each product informs the consumers about pharmacokinetics, instructions for safe use, sourcing of ingredients, composition, mechanism of action, clinical pharmacology, product interactions and side effects, guidance on appropriate storage conditions, among others.

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

As per the guidelines of National Pharmaceutical Pricing Authority, the Company discloses discontinuation of any scheduled formulation by issuing a public notice for relevant stakeholders in addition to informing the Government at least six months prior to the intended date of discontinuation.

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

Yes, product information is displayed on the product as per local laws/ FDA.

- For Drug Category Products – Instruction/Warning/caution is mentioned in red-coloured box
- For Cosmetic Products – Direction for use/indication/Precaution is mentioned
- For Food Licence – Symbolic indication for Veg /Non-veg source is mentioned

Plastic recycling triangle symbol on plastic packing components is mentioned.

We have customer care service for attending customer queries related to products and providing solutions.

**5. Provide the following information relating to data breaches: NIL**

- A. Number of instances of data breaches along with impact
- B. Percentage of data breaches involving personally identifiable information of customers

