

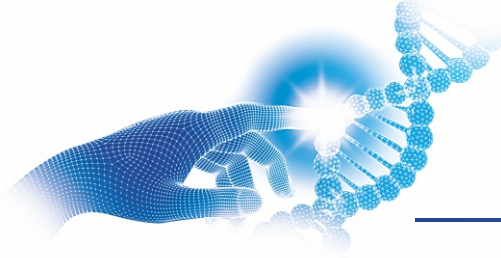


Annexure - X

Business Responsibility and Sustainability Report

Annexure - A				
Business Responsibility and Sustainability Report				
SECTION A: GENERAL DISCLOSURES				
I. Details of the listed entity				
Sl. No	Required Information			
1	Corporate Identity Number (CIN) of the Listed Entity		L24222TN1992PLC022994	
2	Name of the Listed Entity		Orchid Pharma Limited	
3	Year of incorporation		01-07-1992	
4	Registered office address		'Orchid Towers', 313, Valluvarkottam High Road, Nungambakkam, Chennai, Tamil Nadu – 600034	
5	Corporate address		NA	
6	E-mail		corporate@orchidpharma.com	
7	Telephone		044-2821 1000	
8	Website		www.orchidpharma.com	
9	Financial year for which reporting is being done		31 st March, 2023	
10	Name of the Stock Exchange(s) where shares are listed		1.	National Stock Exchange of India Ltd. (NSE)
			2.	BSE Limited (BSE)
11	Paid-up Capital		4,081.64 Lakhs*	
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report		Ms Marina Peter, Company Secretary & Compliance officer, cs@orchidpharma.com , 044-2821 1000	
13	Reporting boundary -Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).		The report is prepared on standalone basis.	
* The Company vide its Board Resolution dated June 27, 2023 allotted 99,02,705 equity shares to Qualified Institutional Buyer , Consequently the paid share capital of the Company is increased from 4,081.64 Lakhs to 5071.91 Lakhs.				
II. Products / Services				
14	Details of business activities (accounting for 90% of the turnover):			
	Sl. No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
	1	Manufacturing	Integrated API manufacturing with wide portfolio of cephalosporin (Both sterile and oral)	98.46
15	Products/Services sold by the entity (accounting for 90% of the entity's Turnover):			
	Sl. No	Product / Service	NIC Code	% of total Turnover contributed
	1	Pharmaceutical products	21001	98.46
III. Operations				
16	Number of locations where plants and/or operations/offices of the entity are situated:			
	Location	Number of plants	Number of offices	Total
	National			
	Orchid Towers, 313, Valluvar Kottam High Road Nungambakkam Chennai, Tamil Nadu 600 034 (Registered Office)	-	1	1
	Plot No. 121-128, 128A-133,138-151 & 159- 164, SIDCO Industrial Estate, Alathur- 603 110, Chengalpattu District, Tamil Nadu (API Facility at Alathur, Tamil Nadu)	1	-	1

	Plot No. A 10 and A-11 SIDCO Industrial Estate, Alathur-603 110, Chengalpattu District, Tamil Nadu (F1 Manufacturing Facility at Alathur, Tamil Nadu)	1	-	1				
	Plot No. 62&77, SIDCO Industrial Estate Alathur 603 110, Chengalpattu District, Tamil Nadu (F2 Manufacturing Facility in Alathur, Tamil Nadu)	1	-	1				
	Plot SP4-4, Industrial Area, Keshwana, Rajput, Kotputli, Shahpura District, Jaipur- 303 108 (Keshwana Land & Building – given on rent)	-	-	-				
	Plot SP3-5 (A&C), Industrial Area, Keshwana Rajput, Kotputli, Shahpura District, Jaipur- 303108 (Keshwana Land & Building – given on rent)	-	-	-				
	Survey Nos. 443,469 Illalur Village, Thiruporur Taluk, Chengalapattu District, Tamil Nadu 603 110 (Vacant land)	-	-	-				
	15th Floor, Building Tower -1, DLF Corporate Greens, Sector 74A, Gurugram, Haryana- 122004 (Office Space)	-	1	1				
	M/s Pentavista Apartments, No 5/3, Beach Road, Kalakshetra Colony, Besant Nagar, Chennai 600 090 (Residential purpose)	-	-	-				
	International	The Company has six subsidiaries (including two steps down subsidiaries) located in USA, South Africa.						
17	Market Served by the entity:							
	a.	Number of locations						
		Locations	Number					
		National (No. of States)	16					
		International (No. of Countries)	52					
	b.	What is the contribution of exports as a percentage of the total turnover of the entity?	84.03					
	c.	A brief on type of customers	The company sells products through the direct method on a purchase-order basis to the distributors and wholesalers.					
IV. Employees								
18	Details as at the end of Financial Year:							
	a.	Employees and workers (including differently abled):						
		Sl. No	Particulars	Total (A)	Male	Female		
					No.(B)	% (B/A)	No. C	% (C/A)
		Employees						
		1	Permanent (D)	283	279	98.59	4	1.41
		2	Other than Permanent (E)	0	0	0	0	0
		3	Total employees (D+E)	283	279	98.59	4	1.41
		Workers						
		4	Permanent (F)	555	534	96.22	21	3.78
		5	Other than Permanent (G)	120	118	98.33	2	1.67
		6	Total workers (F+G)	675	652	96.59	23	3.41
	b.	Differently abled Employees and workers:			Male		Female	
		Sl.No	Particulars	Total (A)	No.(B)	% (B/A)	No. C	% (C/A)
		Differently Abled Employees						
		1	Permanent (D)	NA	NA		NA	
		2	Other than Permanent (E)	NA	NA		NA	
		3	Total differently abled employees (D+E)	NA	NA		NA	
		Differently Abled Workers						
		4	Permanent (F)					
		5	Other than Permanent (G)	NA	NA		NA	
		6	Total differently abled workers (F+G)	NA	NA		NA	



19	Participation/Inclusion/Representation of women:										
					Total (A)			No. and percentage of Females			
								No. (B)		% (B / A)	
	Board of Directors				7			1		14%	
Key Management Personnel				4			1		25%		
20	Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)										
			FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
			Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees		99.93%	0.68%	100.61%	99.93%	0.68%	100.61%	100.00%	0.00%	100.00%

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

21	(a)	Name of holding / subsidiary / associate companies / joint ventures								
		Sl. No	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)				
		1	Dhanuka Laboratories Limited	Holding	89.96*	No				
		2	Orchid Pharmaceuticals Inc.	Subsidiary	100	No				
		3	Orgenus Pharma Inc., USA	Subsidiary	100	No				
		4	Orchid Pharma Inc/Karalex Pharma USA	Subsidiary	100	No				
		5	Bexel Pharmaceuticals Inc	Subsidiary	100	No				
		6	Diakron Pharmaceuticals Inc.	Subsidiary	76.65	No				
		7	Orchid Pharmaceuticals (South Africa) Proprietary Limited	Subsidiary	100	No				
		8	Orchid Europe Limited**	Subsidiary	100	No				
		9	Orbion Pharmaceuticals Private Limited	Associate	26	No				
		10	Orchid Bio-Pharma Limited	Wholly owned Subsidiary	100	No				
		* The Company vide its Board Resolution dated June 27, 2023 allotted 99,02,705 equity shares to Qualified Institutional Buyer consequently the percentage of share held by Dhanuka Laboratories Limited decreased from 89.96 to 72.40. **Orchid Europe Limited was dissolved on September 27, 2022.								

VI. CSR Details

22	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	No (The CSR was not applicable for the Financial Year 2022 -23. The below mentioned net-worth and turnover are for Financial Year ended March 31, 2023.
	(ii) Turnover (in Rs.)	6,65,89,84,000
	(iii) Net worth (in Rs.)	7,31,96,26,000

VII. Transparency and Disclosure Compliances

23	Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:							
	Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes /No)(If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks

Communities	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)*	Yes	Nil	Nil	Nil	163***	Nil	Nil
Shareholders*	Yes	1**	1	Nil	Nil	Nil	Nil
Employees and workers	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Customers	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners	Yes	Nil	Nil	Nil	Nil	Nil	Nil

* Details of Investors (including Bond Holders)/Shareholder are covered).

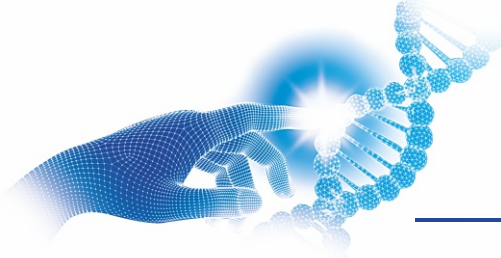
** This one complaint pending as on March 31, 2023 stands resolved to the satisfaction of the investor in the first week on April 2023 and hence number of complaints not solved to the satisfaction of shareholders' on date of this report are NIL .

***During the year, the company received 163 Complaints and all the complaints were resolved to the satisfaction of the investors and there are no pending complaints as on March 31, 2022.

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

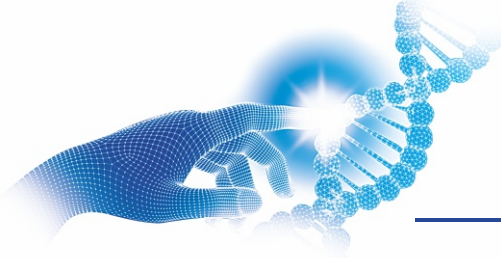
Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per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

Sl. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Product Re-sponsibility	Risk	Risk of customer being lost, in the course of business. Dissatisfaction amongst the customer due to lack of attention, focus, etc	Our Company has procedures in place for Sustainable Sourcing including transportation. If the same is in line with our specifications then Organise fresh Samples from the Manufacturers. The samples are tested in our labs. We insist for the Term Card, Emergency Contact Number and relevant Safety Data Sheet during Transportation of raw Materials. Once a Vendor is approved based on the Purchase SOP material is procured PR, Enquiry, Negotiations then Placement of Orders. Also, the Procurement team ensure the transportation of materials. If the transportation is in our scope we explain the safety procedures to the transporters else the risk associated with Supply of raw materials, Safety precautions shall be mentioned in our PO which the Vendors needs to follow. Right now, the company factors only price and past performance while selecting our suppliers. Once the QA approves the documents, in case of Key Raw materials the Vendor facility is audited by team of QA & QC personal and subsequently a New Vendor for the Raw material is approved.	Impacts the brand reputation in the industry thereby leading to financial loss



				<p>The following points are also considered towards sustainable sourcing.</p> <ol style="list-style-type: none"> 1. We issue Soft copies of PO's in PDF Format Instead of Manual Hard copies there by saving on Paper Printout's and Stationery. 2. We combine and procure by way of issuing Quarterly contracts there by save for the company as well reduce repeated ordering process. 3. By way of using the recovered and distilled Solvents we try to minimize fresh solvents Procurement. 4. With proper planning we engage single truck and bring clubbed material there by save on transportation Vs reduce in Carbon emission towards social responsibility 	
2	Occupational Health & Safety	Risk	<p>Non-compliance with safety measures by employees Non-awareness of the safe and secure environment Not following COVID-19 safety measures</p>	<p>The Company is committed towards conservation of the environment and compliance with all requirements related to Environment, Health and Safety (EHS). The Company undertakes all its operations with a high concern and sincerity for environment and its surroundings as well as the safety and health of people. The policy covers all the operations of the Company and the same extends to subsidiaries of the Company, wherever applicable. To become a world-class, safety-driven pharmaceutical organization by conducting our business processes and operations with commitment to the highest standards of safety, health and environment.</p>	<p>Incidents impact employee morale and business reputation leading to negative financial implication</p>
3	Transparency, Accountability & reporting	Risk	<p>Risk: ESG compliance risk is linked to non-adherence with the standards and guidelines of all regulatory agencies, focusing on Pharmaceuticals and the negative impact of the medicines on the patients</p>	<p>The Company is committed to grow in a socially and environmentally responsible way, while meeting the interests of its major stakeholders. The Company has also implemented a Vigil Mechanism across the organisation to encourage reporting of unethical behaviour, actual or suspected fraud, unlawful or inappropriate activities and to act in accordance with the highest standards of integrity. The above-mentioned Policy (ies) also extend to the Subsidiaries.</p>	<p>Positive: Compliance with relevant regulatory requirements pertaining to the ESG domain reflects the Company's commitment towards responsible business practices.</p> <p>Negative: Non-compliance with ESG and regulatory requirements, may affect the Company's image and impact its business continuity in the long term.</p>
4	Human rights practices	Risk and Opportunity	<p>Risk: Absence of a comprehensive Human Rights governance structure from the aspects of parameters such as working conditions, child/ forced labour, fair remuneration, gender diversity, preven-</p>	<p>The Company believes in greater engagement with its stakeholders and being sensitive towards their needs and expectations. The Company engages with its stakeholders on an ongoing basis. It is committed to the welfare of marginalized and vulnerable sections of the society and endeavours to meet the expectations of the said stakeholders. As a responsible corporate citizen, Orchid Pharma Limited</p>	<p>Positive: Comprehensive alignment of Human Rights principles in accordance with the guiding principles of national and international Human Rights standards amplifies the Company's performance</p>

			<p>tion of sexual harassment, freedom of association, and collective bargaining will impact the Company's performance in the social domain from the perspective of the employee workforce as well as the community.</p> <p>Opportunity: The presence of a strong redressal mechanism outlines the Company's commitment to Human Rights protection.</p>	<p>neither has nor encourages any form of child labour, forced labour or bonded labour. The Company has in place a Prevention of Sexual Harassment Policy in line with the requirements of The Sexual Harassment of Women at the Work Place (Prevention, Prohibition and Redressal) Act, 2013. All employees (permanent, contractual, temporary, trainees) are covered under this policy. During the financial year 2022-2023 no complaint relating to child labour, forced labour, involuntary labour, sexual harassment was received.</p>	<p>in the social aspect as well as reflects its commitment towards human rights integration within the Company's business model.</p> <p>Negative: The absence of a Human Rights governance structure could result in employee dissatisfaction, impacting the workforce productivity that could impact the Company's long-term business growth plan. The lack of a strong redressal mechanism may result in non-compliance issues from a relevant regulatory perspective</p>
5	Employee Diversity	Opportunity	<p>Opportunity: Employee diversity is one of the key strategic imperatives for the Company and we consistently invest in the growth & development and alignment of employees to the Company growth strategy</p>	<ol style="list-style-type: none"> 1. Providing a needs-based and innovative range of training courses, notably in forward thinking fields of expertise like digitalization. 2. Attracting and developing the right talent, ensuring professional development and personal well-being throughout their tenure with the Company. 3. Providing programmes that are specifically designed for roles which require upgraded skills. 	<p>Consistent efforts would lead to positive impact due to improvement in productivity, reduction in defects, etc.</p>



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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Policy and management processes

1	a	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c	Web Link of the Policies, if available	http://www.orchidpharma.com/invr_corporategovernance.htm								
2		Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3		Do the enlisted policies extend to your value chain partners? (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4		Name of the national and international codes / certifications/ labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	National Guidelines on Responsible Business Conduct (NGRBC)	National Guidelines on Responsible Business Conduct (NGRBC)	National Guidelines on Responsible Business Conduct (NGRBC)	National Guidelines on Responsible Business Conduct (NGRBC)	National Guidelines on Responsible Business Conduct (NGRBC)	National Guidelines on Responsible Business Conduct (NGRBC)	National Guidelines on Responsible Business Conduct (NGRBC)	National Guidelines on Responsible Business Conduct (NGRBC)	National Guidelines on Responsible Business Conduct (NGRBC)
5		Specific commitments, goals and targets set by the entity with defined timelines, if any.	The company has identified material ESG issues which will help Orchid in setting targets and measures. Orchid strives to become a sustainable company and, in the process, to develop targets.								
6		Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Orchid is committed to enhancing Sustainability practices in a formal manner by adopting the guidelines defined under NGRBC and will work on developing targets and measuring performance against them.								

Governance, leadership and oversight

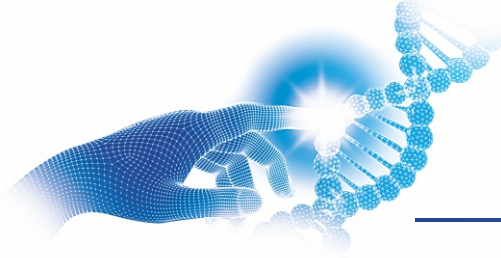
7		Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	In today's ever-changing world, ESG is a gateway to new frontiers of transformation. The transition from individual to community has prompted businesses to reconsider their business strategies, and the core of these strategies revolve around innovation, awareness, and sustainable processes. Hence, ESG has become the foundation of our sustainable and long-term growth charter. We have embarked on a journey where the nation's sustainable development and its people's comprehensive growth are a big part of our responsibility framework. We remain committed to positively impacting the lives of our consumers and the community at large. As an organization, we have been catering to the needs and reaching the underprivileged who could not access basic medicines. And, we continue to focus on balancing our goals of sustainable profitability and long-term value creation with our overarching commitment to responsible growth, as an organization and as a responsible corporate citizen. We have in place a detailed strategic plan to achieve significant growth in the short, medium, and long term. The key growth drivers would include scaling up the existing products and launching								
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		new products and penetrating into newer markets in both API and Formulations business. We also strive to accomplish a strong balance sheet with industry-leading best practices. We, as an organization, are more resolute than ever, to embed our ESG priorities into the DNA of our core operations across people, practices, and processes because real sustainability for us lies in staying committed to responsible growth for all, for now, and tomorrow.																	
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	The Board is the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).																	
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.	Yes, Shri Mridul Dhanuka, Whole Time Director, oversees the Business Responsibility and Sustainability initiatives of the Company.																	
10	Details of Review of NGRBCs by the Company:																		
	Subject of Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Performance against above policies and follow up action	As a practice, policies on the Business Responsibility of the Company are reviewed annually or on a need basis by the Board of Directors. During this assessment, the efficacy of the policies is reviewed and necessary changes to policies & procedures are implemented									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in compliance with the existing regulations as applicable and a Statutory Compliance Certificate on applicable laws is provided by the MD & CEO/CFD to the Board of Directors									On-going basis									
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?(Yes/No). If yes, provide name of the agency	P1	P2	P3	P4	P5	P6	P7	P8	P9									
		Yes, the policies are independently assessed and evaluated by Care Edge Advisory.																	
12	If answer to question (11) above is No i.e. not all Principles are covered by a policy , reasons to be stated:																		
	a.	The entity does not consider the Principles material to its business (Yes/No)									All Principles are covered by the Policies								
	b.	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)																	
	c.	The entity does not have the financial or/human and technical resources available for the task (Yes/No)																	
	d.	It is planned to be done in the next financial year (Yes/No)																	
	e.	Any other reason (please specify)																	



SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE						
This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as Essential and Leadership. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.						
PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.						
Essential Indicators						
1	Percentage coverage by training and awareness programmes on any of the Principles during the financial year:					
	Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes		
	Board of Directors	An induction session is arranged for every independent Director, on his/her appointment to the Board of Directors. The induction session, amongst others, includes an overview of the Company, its vision and mission, the industry in which it operates, its business strategies, risk management, and the roles and responsibilities as a member of the Risk Management Committee and Board. On an ongoing basis, Orchid's Board conducts meetings and updates regarding ESG, Code of Conduct for Prevention of Insider Trading, Code of Conduct for Directors and Senior Management, Corporate Governance, Risk Management, IT & Cybersecurity, changes in the regulatory environment as applicable were made at the meeting. Further, Independent Directors meet separately without the attendance of non-independent Directors to review the performance of non-independent Directors, and Board as a whole, and the performance of the Chairman of the Board.				
	Key Managerial Personnel	Orchid's Code of Conduct serves to guide our actions, which are governed by integrity, honesty, fair dealing, and compliance with all applicable laws. The mandatory training on the Code of Conduct is designed to provide a framework against which conduct and behaviour can be measured. It covers in detail the expected code as but is not limited to the equal opportunity employer, data and people privacy, conflict of interest, insider trading, bribery, improper payment, compliance, human rights, safe and secure work environment, POSH, etc.				
	Employees	We strive to provide our employees with an inclusive workplace that helps them grow professionally and personally. Orchid believes in promoting employee well-being and providing a supportive environment to all employees and guidelines on employee health and safety. At Orchid, we have developed multiple training modules to cater to each function's and individual's training needs. We have invested in digital collaboration tools and have adopted an online and progressive learning ecosystem to engage with the workforce. Such training/awareness programs are on an array of topics, such as Code of Conduct, Ethics, Cyber Security, Data Privacy, ESG Awareness, Fraud Prevention, Functional Training, Health and Safety, Insider Trading, Prevention of Sexual Harassment, Skill Upgradation, etc.				
2	Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):					
	Monetary					
		NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
	Penalty/ Fine	-				
	Non- Monetary					
		NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case		Has an appeal been preferred? (Yes/No)
	Imprisonment	Nil				
	Punishment					
3	Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.					
	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions				
	Not Applicable					
4	Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.	Yes, the company does not encourage associates or any connected stakeholders to follow unethical means such as Bribery or kickbacks. We have a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly, and with integrity in all its business relationships, wherever they cooperate, and to implementing and enforcing effective systems to counter bribery. Strong guidelines have been laid down to avoid malpractices and the consequences of such actions are also well-defined. Strong and stringent control				

		<p>measures are in place to stop such activities and associates are encouraged to bring to notice any such malpractice which might have been missed out. The Company's governance practices are laid out on the foundation of honesty and integrity, conducting business in compliance with all regulatory and legal obligations. The principles of anti-corruption and bribery are captured in the three codes of conduct of the company: Code of Conduct on Prevention of Insider Trading Regulations: http://www.orchidpharma.com/downloads/codeofconduct/Code%20of%20Conduct%20on%20Prevention%20of%20Insider%20Trading%20Regulations.pdf Code for Independent Directors: http://www.orchidpharma.com/downloads/Code_for_Independent_Directors.pdf Code of Conduct for Board of Directors and Senior Management: http://www.orchidpharma.com/downloads/Code%20of%20Conduct%20for%20Board%20of%20Directors%20and%20Senior%20Management%20.pdf</p>			
5	Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:				
		FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Directors	Nil		Nil	
	KMPs	Nil		Nil	
	Employees	Nil		Nil	
	Workers	Nil		Nil	
6	Details of complaints with regard to conflict of interest:				
		FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
		Number	Remarks	Number	Remarks
	Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
	Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA
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:				
	Total number of awareness programmes held	Topics / principles covered under the training		% age of value chain partners covered (by value of business done with such partners) under the awareness programmes	
	Nil				
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	<p>Yes, every Director of the Company discloses his/her concern or interest in the Company or companies or bodies corporate, firms, or other association of individuals and any change therein, annually or upon any change, which includes the shareholding. Further, a declaration is also taken annually from the Directors under the Code of Conduct confirming that they will always act in the interest of the Company and ensure that any other business or personal association which they may have, does not involve any conflict of interest with the operations of the Company and the role therein. In the Meetings of the Board, the Directors abstain from participating in the items in which they are concerned or interested. For identifying and tracking conflicts of interest involving the Directors/KMPs of the Company, the Corporate Secretarial team maintains a database of the Directors and the entities in which they are interested. This list is shared with the Finance department for monitoring and tracking transaction(s) entered by the Company with such parties. Additionally, the Senior Management also affirms annually that they have not entered into any material, financial and commercial transactions, which may have a potential conflict with the interest of the Company at large.</p>			



SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE						
PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe						
Essential Indicators						
1	Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively					
		Current Financial Year	Previous Financial Year7	Details of improvements in environmental and social impacts		
	R & D Capex	Since Orchid is involved in the manufacturing of formulations and API, the investment is restricted to improvements in IT infrastructure, air emissions, effluent discharge, and energy efficiency.				
2	a.	Does the entity have procedures in place for sustainable sourcing? (Yes/No)	Yes, the company strives to be a sustainable organization and tries to influence the supply chain partners to reduce the environmental footprint. At an all-India level, preference is always given to sourcing from local suppliers. The Company strives empower suppliers that contribute to a responsible supply chain with best practices			
	b.	If yes, what percentage of inputs were sourced sustainably?				
3	Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for					
	(a)	Plastics (including Packaging)	Plastic waste is disposed of in accordance with the Plastic Waste Management Rules.			
	(b)	E-waste	Disposed of as per E-waste Management Rules, 2016			
	(c)	other waste (Expired Products)	The Company has Standard Operating Procedure for returned products which provides the guidelines for safe handling and disposable of expired products.			
4	Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.		Orchid Pharma has already started the process to get registered under EPR. Currently, the waste is disposed of through government -registered waste vendors.			
Leadership Indicators						
1	Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?					
	NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
	Nil, the company has not conducted LCA.					
2	If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.					
	Name of Product / Service		Description of the risk / concern		Action Taken	
	Not Applicable					
3	Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).					
	Indicate input material		Recycled or re-used input material to total material			
	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	The company is involved in the manufacturing of pharmaceutical products, hence no material is re-used or recycled for the production purposes.					
4	Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:					
	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed

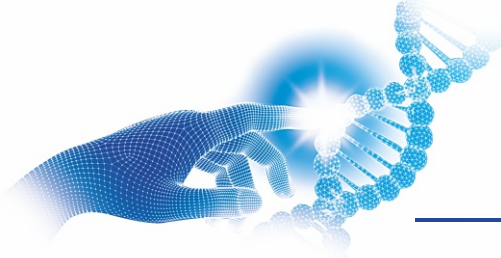
	Plastics (including packaging)	The Company has Standard Operating Procedure for returned products which provides the guidelines for safe handling and disposable of expired products.
	E-waste	
	Hazardous waste	
	Other waste	
5	Reclaimed products and their packaging materials (as percentage of products sold) for each product category	
	Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	Not Applicable	

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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)
		Permanent employees											
		Male	279	279	100	279	100	0	0	4	1.4337	NA	NA
		Female	4	4	100	4	100	4	100	0	0	NA	NA
		Total	283	283	100	283	100	4	1.4134	4	1.4134	NA	NA
	b	Details of measures for the well-being of workers:											
		Category	% of works covered by										
			Total (A)	Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
				Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
		Permanent workers											
		Male	534	534	100	534	100	0	0	26	4.868	NA	NA
		Female	21	21	100	21	100	21	100	0	0	NA	NA
		Total	555	555	100	555	100	21	4	26	5	NA	NA
		Other than Permanent workers											
		Male	118	118	100	118	100	0	0	0	0	NA	NA
		Female	2	2	100	2	100	2	100	0	0	NA	NA
		Contract Workman	407	0	0	407	100	0	0	0	0	NA	NA
		Total	527	120	22.77	527	100	2	100	0	0	NA	NA
2	Details of retirement benefits, for Current FY and Previous Financial Year.												
		Benefits	FY 2022-23				FY 2021-22						
			No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)					
		PF	100%	100%	yes	100%	100%	yes					
		Gratuity	100%	100%	yes	100%	100%	yes					
		ESI	26%	26%	yes	26%	26%	yes					
		Others - Please specify	NA	NA	NA	NA	NA	NA					
3	Accessibility of work-places												
		Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard					Yes, as a principle the Company along with its subsidiaries through its Equal Employment Opportunity policy prohibits any kind of discrimination against any person with a disability in any matter related to employment as per the Right of Person with Disabilities Act, 2016, and Transgender persons (Protection of Rights) Act 2019. Various corporate offices and sites of Orchid and its subsidiaries have ramps for easy movement of differently -abled people and wheelchair-accessible restrooms are available.						



4	Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.	Yes, Orchid Pharma Limited has adopted Equal employment opportunity and non-discrimination policy in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016 and provides a framework which is committed towards the empowerment of persons with disabilities. Weblink http://www.orchidpharma.com/downloads/Equal%20pp ortunity%20Policy.pdf
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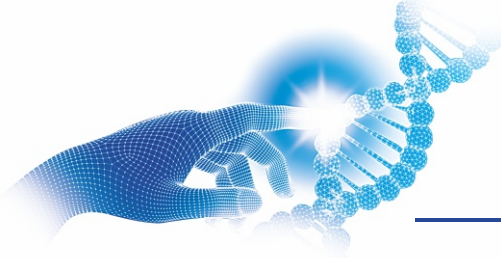
5	Return to work and Retention rates of permanent employees and workers that took parental leave.				
	Gender	Permanent employees		Permanent workers	
		Return to work rate	Retention rate	Return to work rate	Retention rate
	Male	100%	100%	100%	100%
	Female	100%	100%	100%	100%
Total	100%	100%	100%	100%	

6	Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes , give details of the mechanism in brief.	
		Yes/No (If Yes, then give details of the mechanism in brief)
	Permanent Workers	Yes. Orchid strives to create a fair, open, and transparent culture where employees can openly present their views. Orchid Pharma Limited transparently communicates its policies and practices such as plans, compensation, performance metrics, performance pay grids and calculation, career enhancements, compliance, and other processes. Orchid enables employees to work without fear of prejudice, gender discrimination, and harassment. It has zero tolerance for any non-compliance with these principles. Orchid has 'The Whistle-blower Policy', 'and Prevention of Sexual Harassment framework serving as grievance mechanisms for its employees to report or raise their concerns confidentially and anonymously, without fear of retaliation.

7	Membership of employees and worker in association(s) or Unions recognised by the listed entity:						
	Category	FY 2022-23			FY 2021-22		
		Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category who are part of association(s) or Union (D)	% (D / C)
	Total Permanent Employees	Orchid's employees are currently not part of any employee association					
	Male						
	Female						
	Total Permanent Workers						
	Male						
	Female						

8	Details of training given to employees and workers:										
	Category	FY 2022-23					FY 2021-22				
		Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
			No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. F	% (F/D)
	Employees										
	Male	858	855	100	777	91	810	664	82	80	12
	Female	10	5	50	5	50	9	5	56	1	0
	Total	868	860	99	782	90	819	669	82	81	10
	Workers										

9	Details of performance and career development reviews of employees and worker:						
	Category	FY 2022-23			FY 2021-22		
		Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
	Employ						
	Male	856	657	77%	856	657	77%
	Female	10	7	7%	10	7	7%
Total	866	664	78%	866	664	78%	
10	Health and safety management system:						
	a.	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?			Yes, Orchid's manufacturing sites and all locations have Occupational Health and Safety management system in place, in accordance with the guidelines provided by ISO 45001, OHSAS 18001 standards, and legal requirements such as the Factories Act, and Environment Protection Act, among others.		
	b.	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?			Orchid is committed to provide a safe and healthy workplace by minimizing the risk of accidents, injury and exposure to health risks and it complies with applicable laws and regulations with respect to safety at workplace. Orchid has taken an initiative to frame a comprehensive policy with respect to health and safety management system such as P rocess Hazard Analysis, Pre start-up safety review, Plant safety audit, Job safety analysis, Work Permit system, What if study, Work place monitoring, Noise monitoring, Illumination monitoring. Various facilities are available at Orchid manufacturing sites and Corporate Offices and its subsidiaries corporate offices premises such as proper ventilation, hygiene & sanitation, yearly safety audit, emergency exits, first aid box, etc		
	c.	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)			Yes. Work related Hazards are being identified and addressed through a daily plant round and cross functional Behaviour Safety Observation rounds		
d.	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)			Yes, Orchid has insured its employees under group term insurance, health insurance and accidental insurance policies			
11	Details of safety related incidents, in the following format:						
	Safety Incident/Number		Category	FY 2022-23	FY 2021-22		
	Lost Time Injury Frequency Rate (LTIFR)(per one million-person hours worked)		Employees	Nil	Nil		
			Workers	Nil	Nil		
	Total recordable work-related injuries		Employees	Nil	Nil		
			Workers	Nil	Nil		
	No. of fatalities		Employees	Nil	Nil		
			Workers	Nil	Nil		
High consequence work-related injury or ill-health (excluding fatalities)		Employees	Nil	Nil			
		Workers	Nil	Nil			
12	Describe the measures taken by the entity to ensure a safe and healthy work place. Please refer			Operating procedures Personal Protective Equipment (PPE) as per PPE matrix Refresher classroom Training Safety Induction Training Work Permit system Safety Data Sheet Periodical medical examination Pre employment Skin & ENT screening Environment monitoring Preventive maintenance program Plant safety audit Safety Observation Audit			
13	Number of Complaints on the following made by employees and workers:						
		FY 2022-23			FY 2021-22		
		Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
	Working Conditions	Nil	Nil	NA	Nil	Nil	NA
Health & Safety	Nil	Nil	NA	Nil	Nil	NA	



14	Assessments for the year:				
		% of your plants and offices that were assessed (by entity or statutory authorities or third parties)			
	Health and safety practices	ISO Recertification 14001:2015 & ISO 45001:2018 audit done between 07.12.2022 09.12.2022 Certificate Issuing Date 30.01.2023 valid until 16.03.2026 certified by intertek			
	Working Conditions	NA			
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.		No corrective actions pertaining to above mentioned parameters was necessitated by Orchid during the year under review		
Leadership Indicators					
1	Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)?		Yes, Orchid has a scheme in place to provide Financial Assistance to the legal dependents of the permanent employees in case of death while in service. In addition to this, the employees are covered under the Group Personal Accident (GPA) Insurance.		
2	Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.		The Company monitors and tracks the compliance related to statutory dues by contractors supplying third party resources as a part of regular checks while processing the invoices. Periodic audits are also conducted to ensure compliance.		
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 are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:				
		Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
		FY 2022-23	FY 2021-22	FY 2021-22	FY 2022-23
	Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil	
4	Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)		Yes, the company provides the skill training time to time which enable the employees to pursue employment post retirement or termination.		
5	Details on assessment of value chain partners:				
		% of value chain partners (by value of business done with such partners) that were assessed			
	Health and safety practices	The Code of Conduct of the company expects the value chain partners to adhere to health & safety guidelines and provide good working conditions for all of its employees.			
	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.		Not Applicable		

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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	Individual or group concerned or interested with or impacted by the activities of the businesses and vice-versa or adds value to the business chain, now or in the future are identified as key stakeholder by the Company. Based on this the key stakeholders identified by the Company are its customers, investors, government, shareholders, regulators, value chain partners, and the employees. Orchid understands the impact of its policies, decisions, products & services and associated operations on the stakeholders. In line with its policies, practices and processes, Orchid engages with its stakeholders and strives to resolve differences with them in a just, fair, equitable and consistent manner and if warranted takes corrective measures. The Company also engages with relevant stakeholders for enhancing the sustainable and responsible business practices.
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2 List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group					
	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Shareholders & Investors	No	Annual General Meeting, Shareholder meets, email, Stock Exchange (SE) intimations, investor/analysts meet/ conference calls, annual reports, quarterly results, media releases and Company website	Ongoing	Share price appreciation, dividends, profitability and financial stability, climate change risks, cyber risks, growth prospects
2	Employees	No	Senior leaders' communication/ talk /forum, Employee Communication (CEO Online), goal setting and performance appraisal meetings/ review, arbitration, wellness initiatives, engagement survey, email, intranet, websites, poster campaigns, circulars, a quarterly publication, and newsletters	Ongoing	Operational efficiencies, improvement areas, long-term strategy plans, training and awareness, responsible marketing, brand communication, health, safety and engagement initiatives
3	Customers	No	Website, complaints management, helpdesk, conferences, customer surveys, face-to-face meetings, E-mail, Customer feedbacks	Ongoing	Customers form a vital part of the Company's stakeholder engagement group to ensure quality services. The key areas of interest for customers are: New products, regulations
4	Suppliers/Value Chain Partners	No	Vendor meets, Virtual modes such as e-mail, telephonically	Ongoing	Quality, timely delivery and payments, ESG consideration (sustainability, safety checks, compliances, ethical behaviour), ISO and OHSAS standards, collaboration and digitalisation opportunities
5	Government	No	Advocacy meetings with local/state/ national government and Advocacy meetings with local/state/ national government and ministries, seminars, media releases, conferences, membership in local enterprise partnership and industry bodies ministries, seminars, media releases, conferences, membership in local enterprise partnership and industry bodies	Ongoing	Helps and guides in terms of connecting with Govt. Schemes in the same area for increased effectiveness, changes in regulatory frameworks, skill and capacity building, employment, environmental measures), policy advocacy, timely contribution to exchequer/ local infrastructure, proactive engagement

Leadership Indicators

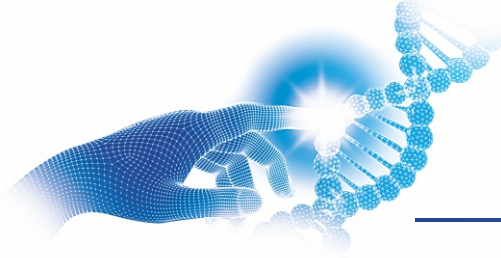
1	<p>Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board .</p> <p>The Company's response on Process: At Orchid, the stakeholder engagement mechanism is a key driving force towards strengthening and diversifying the stakeholder relationship, which further facilitates the identification of key material issues impacting the Company's growth. The stakeholder engagement and materiality assessment exercise conducted in FY 2022-23 led to the prioritization of material issues, mapping of the risks relevant to each material topic, and development of consequent risk mitigation steps. The primary outcome of the stakeholder engagement exercise resulted in the identification and prioritization of material issues relevant to environmental, social, governance, and economic aspects. The identified material issues were presented to the highest governing member and the Board for their feedback and guidance on strategizing the sustainable growth model of the Company. As part of the Company's efforts to continually engage with internal and external stakeholder groups for the identification of key material issues impacting them, the stakeholder engagement exercise undergoes periodic review.</p>
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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, Orchid has always maintained a regular and proactive engagement with the Company's key stakeholders, allowing it to effectively work on its ESG strategies and be transparent about the outcomes. In response to current regulations and interactions with stakeholders, the Company performs periodic evaluations to update and reissue policies as needed.
3	Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.
	Not Applicable

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE											
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 2022-23				FY 2021-22					
		Total (A)	No. of employees / workers covered (B)		% (B / A)	Total (C)	No. of employees / workers covered (D)		% (D / C)		
	Employees										
	Permanent	NA	NA		NA	NA	NA		NA		
	Other than permanent	NA	NA		NA	NA	NA		NA		
	Total Employees	NA	NA		NA	NA	NA		NA		
	Workers										
	Permanent	NA	NA		NA	NA	NA		NA		
	Other than permanent	NA	NA		NA	NA	NA		NA		
	Total Workers	NA	NA		NA	NA	NA		NA		
		Any employee who works for Orchid Pharma Limited Company must adhere to the commitment of Orchid to integrity and ensure mutual respect, privacy, equal opportunities and non - discrimination, health, safety and environment, sexual harassment. Our commitment to employees' rights is enshrined in the Code of Conduct and Whistle-Blower Policy which sets out what employees can reasonably expect from the company (Employee Rights) and the responsibilities and qualities that are expected from them while performing their duties (Employee Responsibilities). It also lays down the principles of equal opportunity and non-discrimination, anti-corruption and bribery, prohibition of forced and child labour, transparency, safe healthful and harassment-free workplace, amongst others. Orchid runs ESG awareness programs for its employees to create awareness on ESG initiatives (including human rights) for its employees through use of social media as well as internal communication channels-Intranets, bulletins etc.									
	2	Details of minimum wages paid to employees and workers, in the following format:									
Category		FY 2022-23				FY 2021-22					
		Total (A)	Equal to Minimum Wage		More than minimum Wage	Total (D)	Equal to Minimum Wage		More than minimum Wage		
			No. (B)	% (B/A)	No. (C)		% (C/A)	No. (E)	% (E/D)	No. F	% (F/D)
Employees											
Permanent		866	0	0	866	100	848	0	0	848	100
Male		856	0	0	856	100	837	0	0	837	100
Female		10	0	0	10	100	11	0	0	11	100
3		Details of remuneration/salary/wages, in the following format:									
			Male				Female				
			Number	Median remuneration/ salary/ wages of respective category		Number	Median remuneration/ salary/ wages of respective category				
		Board of Directors (BoD)	2	6,18,743							
		Key Managerial Personnel	2	824180		1	88775				
Employees other than BoD and KMP	279	80166		3	72907						

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)	The Company has formulated a Grievance Redressal in Employee Manual which states that the employees can address their complaints or grievances to the Human Resources department or to the Senior Management. There shall be no retaliation or reprisal taken against any employee or associate who raises concerns in accordance with the policy. A committee may be formed or delegated to investigate the reported issues. The Committee is responsible for evaluating the reported issues and ensuring that they are addressed and rectified. In collaboration with Senior Management, the Committee may also recommend a suitable resolution.				
5	Describe the internal mechanisms in place to redress grievances related to human rights issues.	Orchid understands the importance of human rights and is dedicated to upholding the human rights of its employees, communities, and suppliers. Orchid has Whistle -Blower Policy in place to cater to all the complaints regarding human rights and the employees/ affiliates address their complaints or grievances or report instances to the Vigilance and Ethics Officer of the Company. No reprisal or retaliatory action is taken against any employee/ affiliate for raising concerns under this policy.				
6	Number of Complaints on the following made by employees and workers:					
		FY 2022-23			FY 2021-22	
		Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year
	Sexual Harassment	Nil	Nil	Nil	Nil	Nil
	Discrimination at workplace	Nil	Nil	Nil	Nil	Nil
	Child Labour	Nil	Nil	Nil	Nil	Nil
	Forced Labour/ Involuntary Labour	Nil	Nil	Nil	Nil	Nil
	Wages	Nil	Nil	Nil	Nil	Nil
	Other Human rights related issues	Nil	Nil	Nil	Nil	Nil
7	Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases	The POSH Policy ensures that no unfair treatment will be meted out to a Whistle-blower by virtue of his/her having reported a Protected Disclosure under the policy. The Company, has a policy, condemns any kind of discrimination, harassment, victimisation or any other unfair employment practice being adopted against any person. Complete protection will, therefore, be given to complainant against any unfair practices like retaliation, threat or intimidation of termination/ suspension of service, disciplinary action, transfer, demotion, refusal of promotion, or the like including any direct or indirect use of authority to obstruct the complainant's right to continue to perform his/her duties/functions including making further Protected Disclosure				
8	Do human rights requirements form part of your business agreements and contracts? (Yes/No)	No, but Orchid ensures the suppliers adhere to companies Code of Conduct				
9	Assessments for the year:					
		% of your plants and offices that were assessed (by entity or statutory authorities or third parties)				
	Child labour	100% by our Company Internal Auditor T R Chadha & Co LLP, Chartered Accountants				
	Forced/involuntary labour	100% by our Company Internal Auditor T R Chadha & Co LLP, Chartered Accountants				
	Sexual harassment	100% by our Company Internal Auditor T R Chadha & Co LLP, Chartered Accountants				
	Discrimination at workplace	100% by our Company Internal Auditor T R Chadha & Co LLP, Chartered Accountants				
	Wages	100% by our Company Internal Auditor T R Chadha & Co LLP, Chartered Accountants				
10	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.	Not Applicable				



Leadership Indicators		
1	Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.	Not applicable.
2	Details of the scope and coverage of any Human rights due-diligence conducted.	100% by our Company Internal Auditor T R Chadha & Co LLP, Chartered Accountants
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, most of the locations are accessible to differently abled persons
4	Details on assessment of value chain partners:	
		% of value chain partners (by value of business done with such partners) that were assessed
	Sexual Harassment	Nil
	Discrimination at workplace	
	Child Labour	
	Forced Labour/Involuntary Labour	
	Wages	
	Others - please specify	
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

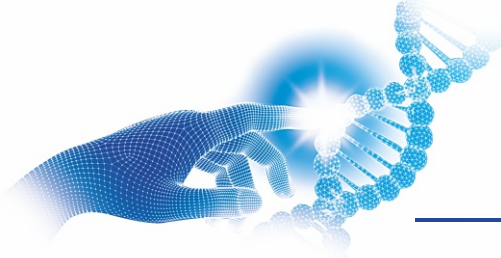
SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

1	Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:		
	Parameter	FY 2022-23	FY 2021-22
	Total electricity consumption (A)(GJ)	94802	160961
	Total fuel consumption (B)(GJ)	322.29	19261
	Energy consumption through other sources (Solar) (GJ)	50,843	NA
	Total energy consumption (A+B+C)	145967.29	180222
	Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	21.92	318
	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 external assessment is done
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 2022-23	FY 2021-22
	Water withdrawal by source (in kilol itres)		
	(i) Surface water	NA	NA
	(ii) Groundwater	148413	166452
	(iii) Third party water (tanker)	NA	NA
	(iv) Seawater / desalinated water	NA	NA
	(v) Water from municipal corporation	NA	NA
	(vi) Others	NA	NA
	Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	148413	166452
	Total volume of water consumption (in kilolitres)	254402	268637

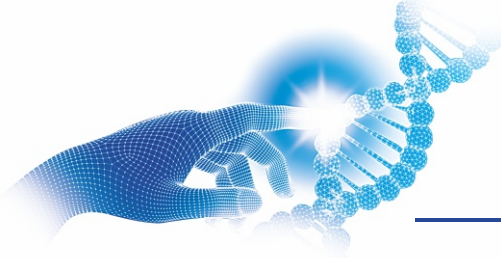
	Water intensity per rupee of turnover (Water consumed / turnover)	38.20	475
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?(Y/N) If yes, name of the external agency	No external assessment is done	
4	Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.	Orchid has employed a state-of-the-art technologies zero liquid trade effluent treatment plant and world class treatment facilities for its liquid pollutants generated from the production processes. The zero discharge of liquid trade effluent treatment plant comprising Membrane Bio Reactor, Reverse Osmosis, Solvent Stripping Column, Thermal Evaporators (Single effect & MEE plant) and Dryer plant to treat the entire trade effluent and recycle back into the utility process.	
5	Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:		
	Parameter	Please specify unit	FY 2022-23
	NOx	Tonnes	105
	Sox	Tonnes	47
	Particulate matter (PM)	Tonnes	37
	Persistent organic pollutants (POP)	NA	NA
	Volatile organic compounds (VOC)	NA	NA
	Hazardous air pollutants (HAP)	NA	NA
	Others - please specify	NA	NA
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?(Y/N) If yes, name of the external agency	No external assessment has been done	
6	Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:		
	Parameter	Unit	FY 2022-23
	Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	GJ	4594
	Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	GJ	381028
	Total Scope 1 and Scope 2 emissions per rupee of turnover	GJ	57.22
	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 external assessment has been done	
7	Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.	<p>The Company has implemented energy conservation initiatives in its manufacturing facilities (which benefited all the products manufactured at the facility, in terms of power Consumption/kg of API.</p> <p>The Company's products do not have any broad-based impact on energy and water consumption by consumers. However, the Company has taken several ongoing measures to reduce consumption of water and energy.</p> <p>Study and stream lining of effluent streams under progress to reduce higher energy consumption in Ecology plant. On part of this TEE plant stoppage resulted in energy savings of 1900 units/ day. Apart from power savings, 7.7MT/Day of steam consumption reduction achieved by stopping TEE plant.</p> <p>CT-13 pump and fan operational control established based on TEE plant stoppage resulted in energy savings of 562 units/ day.</p> <p>Optimizing power consumption in MPSR +40 cooling circuit by providing temperature based cut off for radiator fans, improving performance of PHE, providing controls for switching off chill water pumps based on plant requirement. This resulted in energy saving of 1667 units/day.</p>	



		<p>Trial under progress for using renewable energy fuel Rice husk in Boiler to reduce coal consumption – Around 130MT of Rice husk used to reduce equivalent coal consumption of 87.5MT.</p> <p>Improving insulation effectiveness has resulted in energy savings of 603 units per day in refrigeration system .</p> <p>Eliminating loss of energy due to Compressed air & Nitrogen leaks done by conducting air audit across plant and arresting of leaks resulted in energy savings of 1374 units/day. The Company has ancient Solvent Recovery facility consisting of thirty distillation columns, also supported with extraction, washing, washing facility. Impure Solvent/Mother liquor collected from API production, after recovery process about 95% of feed recycled back as pure/Recovered Solvent.</p> <p>The aqueous layer removed after the distillation is sent to the E ffluent Treatment plant for further treatment. Solid wastes generated from the distillation process is collected and disposed suitably as per the authorization. Solvent recovery process control is through DCS, PLC AND SCADA panel system, consisting of temperature, flow, pressure control with process and safety interlocks. Solvent storage tanks and systems are facilitated with nitrogen blanketing for safe operation.</p> <p>In solvent recovery facility, the solvent mixtures are separated from the mother liquor in distillation column of various types (atmospheric / vacuum). Th ese distillation columns are being operated at different temperatures based on the boiling point of solvent mixtures. After distillation, the purified solvents are collected in a collection tank and it is being used in the production to minimize the requirement of fresh solvents. Yes, Our Company has procedures in place for Sustainable Sourcing including transportation.</p> <p>If the same is in line with our speciation then Organise fresh Samples from the Manufacturers.</p> <p>The samples are tested in our labs. We insist for the Term Card, Emergency Contact Number and relevant Safety Data Sheet during Transportation of raw Materials. Once a Vendor is approved based on the Purchase SOP material is procured [PR, Enquiry, Negotiations then Placement of Orders]</p> <p>Also, the Procurement team ensure the transportation of materials. If the transportation is in our scope we explain the safety procedures to the transporters else the risk associated with Supply of raw materials, Safety precautions shall be mentioned in our PO which the Vendors needs to follow.</p> <p>Right now, the company factors only price and past performance while selecting our suppliers. Once the QA approves the documents, in case of Key Raw materials the Vendor facility is audited by team of QA & QC personal and subsequently a New Vendor for the Raw material is approved.</p> <p>The following points are also considered towards sustainable sourcing.</p> <ol style="list-style-type: none"> 1. We issue Soft copies of PO's in PDF Format I/O Manual Hard copies there by saving on Paper Printout's and Stationery. 2. We combine and procure by way of issuing Quarterly contracts there by save for the company as well reduce repeated ordering process. 3. By way of using the recovered and distilled Solvents we try to minimize fresh solvents Procurement. 4. With proper planning we engage single truck and bring clubbed material there by save on transportation Vs reduce in Carbon emission towards social responsibility.
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8	Provide details related to waste management by the entity, in the following format:		
	Parameter	FY 2022-23	FY 2021-22
	Total Waste generated (in metric tonnes)		
	Plastic waste (A)(tons)	Nil	Nil
	E-waste (B)	0	0
	Bio-medical waste (C)	1.858	2.26
	Construction and demolition waste (D)	NA	NA

	Battery waste (E)		185	552		
	Radioactive waste (F)		NA	NA		
	Other Hazardous waste (Oil-soaked cotton waste, DG filters, paint cans, chemical cans, paint residue, oil sludge, DG chimney soot, coolant oil and used oil). Please specify, if any. (G)		12.83	29.32		
	Total (A+B + C + D + E + F + G + H)		200	584		
	For each category of waste generated, total waste recovered through recycling, re -using or other recovery operations (in metric tonnes)					
	Category of waste					
	(i) Recycled		179.63			
	(ii) Re-used		Nil			
	(iii) Other recovery operations		NA			
	Total		179.63			
	For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)					
	Category of waste					
	(i) Incineration		55.9			
	(ii) Landfilling		1110.47			
	(iii) Other disposal operations		NA			
	Total		1166.37			
	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 external assessment has been done			
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	<p>Yes. The Company has efficient Solvent Recovery facility consisting of thirty distillation columns, also supported with extraction, washing, washing facility. Impure Solvent/Mother liquor collected from API production, after recovery process about 95% of feed recycled back as pure/Recovered Solvent.</p> <p>The aqueous layer removed after the distillation is sent to the E flluent Treatment plant for further treatment. Solid wastes generated from the distillation process is collected and disposed suitably as per the authorization. Solvent recovery process control is through DCS, PLC AND SCADA panel system, consisting of temperature, flow, pressure control with process and safety interlocks. Solvent storage tanks and systems are facilitated with nitrogen blanketing for safe operation .</p> <p>In solvent recovery facility, the solvent mixtures are separated from the mother liquor in distillation column of various types (atmospheric / vacuum). These distillation columns are being operated at different temperatures based on the boiling point of solvent mixtures. After distillation, the purified solvents are collected in a collection tank and it is being used in the production to minimize the requirement of fresh solvents.</p>				
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:					
	Sl. No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any		
	NA					
11	Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:					
	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
	No Environmental Impact Assessment has been done by the company					



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:			
	Sl. No	Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts
Not Applicable				
Leadership Indicators				
1	Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:			
	Parameter		FY 2022-23	FY 2021-22
	From renewable sources			
	Total electricity consumption (A)		Electricity consumption from Solar: 14122961 units (kWhr)	Electricity consumption from Solar: 4103464.344 units (kWhr)
	Total fuel consumption (B)		Nil	Nil
	Energy consumption through other sources (C)		Nil	Nil
	Total energy consumed from renewable sources (A+B+C)		14122961	4103464.344
	From Non-renewable sources			
	Total electricity consumption (D)		94802	44711
	Total fuel consumption (E)		4349	3947
	Energy consumption through other sources (F)		Nil	Nil
	Total energy consumed from non-renewable sources (D+E+F)		99151	48658
	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 external assessment has been done	
	2	Provide the following details related to water discharged:		
Parameter		FY 2022-23	FY 2021-22	
(i) To Surface Water		0	0	
-- No treatment				
-- With treatment - please specify level of treatment				
(ii) To Groundwater		0	0	
-- No treatment				
-- With treatment - please specify level of treatment				
(iii) To Seawater		0	0	
-- No treatment				
-- With treatment - please specify level of treatment				
(iv) Sent to third-parties		0	0	
-- No treatment				
-- With treatment - please specify level of treatment				
(v) Others		0	0	
-- No treatment				
-- With treatment - please specify level of treatment				
Total Water discharged (in kilolitres)		0	0	
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 external assessment has been done		

3	Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):		
	For each facility / plant located in areas of water stress, provide the following information:		
	(i) Name of the area	Chennai	
	(ii) Nature of operations	Manufacturing, R&D	
	(iii) Water withdrawal, consumption and discharge in the following format:	Water Withdrawal, Consumption and Discharge	
	Parameter	FY 2022-23	FY 2021-22
	Water withdrawal by source (in kilolitres)		
	(i) Surface water	NA	NA
	(ii) Groundwater	148413	166452
	(iii) Third party water	NA	NA
	(iv) Seawater / desalinated water	NA	NA
	(v) Others	NA	NA
	Total volume of water withdrawal (in kilolitres)	148413	166452
	Total volume of water consumption (in kilolitres)	254402	268637
	Water intensity per rupee of turnover (Water consumed / turnover)	38.20	475
	Water discharge by destination and level of treatment (in kilolitres)		
	(i) Into Surface water	0	0
	No treatment		
	With treatment – please specify level of treatment		
	(ii) Into Groundwater	0	0
	No treatment		
	With treatment – please specify level of treatment		
	(iii) Into Seawater	0	0
	No treatment		
	With treatment – please specify level of treatment		
	(iv) Sent to third-parties	0	0
	No treatment		
	With treatment – please specify level of treatment		
	(v) Others	0	0
	No treatment		
	With treatment – please specify level of treatment		
	Total water discharged (in kilolitres)	0	0
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency	No independent assessment has been done	
4	Please provide details of total Scope 3 emissions & its intensity, in the following format:		
	Parameter	Unit	FY 2022-23
	Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	
	Total Scope 3 emissions per rupee of turnover		
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		Scope-3 emissions are not considered in Orchid's emission calculations presently. We are in the process of doing the same in the coming year	



	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	Not Applicable	
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.	In all areas of its activities, Orchid is dedicated to regulatory environmental compliance and ethical conduct, and since the Company operates in industrial areas/estates, its influence on biodiversity is very modest.	
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:		
	Sl. NO	Initiative undertaken	Outcome of the initiative
		Details of the initiative (Web-link, if any, may be provided along-with summary)	
	<p>Orchid's world class manufacturing infrastructure include USFDA compliant API and Finished Dosage Form facilities at Chennai in India. Orchid has dedicated state-of-art and GLP compliant R&D infrastructure for Process research, Drug Discovery and Pharmaceutical research at Chennai, India. Orchid has ISO 14001 and OHSAS 18001 certifications. Energy conservation actions are being implemented and are also under progress to reduce carbon emission (global warming). Developing and maintaining greenery through tree plantation. The Company is committed to conserve energy at possible areas. Identification of possible areas and implementation of energy conservation is done through ENCON panel as a continuous process. Spent carbon generated from the process is being utilized as a fuel in our coal boiler. Environment Statement is led annually to the state Pollution Control Board. Optimizing power consumption in MPSR +40 cooling circuit by providing temperature based cut off for radiator fans, improving performance of PHE, providing controls for switching off chill water pumps based on plant requirement. This results in energy saving of 1667 units/day. Study and stream lining of effluent streams under progress to reduce higher energy consumption in Ecology plant. On part of this TEE plant stoppage resulted in energy savings of 1900 units/ day. Apart from power savings, 7.7MT/Day of steam consumption reduction achieved by stopping TEE plant. CT -13 pump and fan operational control established based on TEE plant stoppage resulted in energy savings of 562 units/ day. Trial under progress for using renewable energy fuel Rice husk in Boiler to reduce coal consumption – Around 130MT of Rice husk used to reduce equivalent coal consumption of 87.5 MT.</p> <p>Improving insulation effectiveness has resulted in energy savings of 603 units per day in refrigeration system. Eliminating loss of energy due to Compressed air & Nitrogen leaks done by conducting air audit across plant and arresting of leaks resulted in energy savings of 1374 units/day</p>		
7	Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.	Yes, the Company recognizes the importance of business continuity in its business and has put in place policies to ensure mission-critical operations continue in the event of an interruption Link of Risk Management Policy: http://www.orchidpharma.com/downloads/RMC%20Policy.pdf	
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	No significant adverse impact has been observed from the value chain, pertaining to environment. As an adaptation measure, we assess the critical vendors based on ESG parameters and have implemented vendor engagement programs to improve their capabilities, wherever required.	
9	Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.	Nil	

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent			
Essential Indicators			
1	a.	Number of affiliations with trade and industry chambers/ associations. (As below)	
	b.	List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.	
		Sl. No	Reach of trade and industry chambers/ associations (State / National)
		1	National

2	Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.		
	Name of authority	Brief of the case	Corrective action taken
	No case registered against the company		

Leadership Indicators

1	Details of public policy positions advocated by the entity:					
		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
	NA					

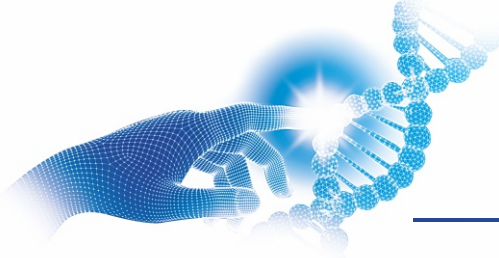
PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

1	Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.					
	Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable to Orchid Pharma Limited						
2	Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:					
	Sl. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R
Not Applicable to Orchid Pharma Limited						
3	Describe the mechanisms to receive and redress grievances of the community.				NA	
4	Percentage of input material (inputs to total inputs by value) sourced from suppliers:					
	Parameter				FY 2022-23	FY 2021-22
	Directly sourced from MSMEs/ small producers				NA	NA
	Sourced directly from within the district and neighbouring districts				NA	NA

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):					
	Details of negative social impact identified			Corrective action taken		
	Not Applicable to Orchid Pharma Limited					
2	Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:					
	Sl. No	State	Aspirational District	Amount spent (In INR)		
Not Applicable to Orchid Pharma Limited						
3	(a)	Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)			No Procurement is done based on competitiveness. However, we encourage marginalised and vulnerable groups.	
	(b)	From which marginalized /vulnerable groups do you procure?				
	(c)	What percentage of total procurement (by value) does it constitute?				
4	Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:					
	Sl. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share	
	No benefits derived from the Intellectual Property					



5	Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.		
	Name of authority	Brief of the Case	Corrective action taken
	Not Applicable to Orchid Pharma Limited		
6	Details of beneficiaries of CSR Projects:		
	Sl. No	CSR Project	No. of persons benefitted from CSR Projects
			% of beneficiaries from vulnerable and marginalized groups
Not Applicable to Orchid Pharma Limited			

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's uncompromising commitment to providing world-class products and services to customers is supported by its concern for the safety of its customers. A well-established system is in place for dealing with customer feedback and complaints. Customers are provided multiple options to connect with the Company through email, telephone, website, social media, feedback forms, etc.				
2	Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:		As a percentage to total turnover				
	Environmental and social parameters relevant to the product		NA				
	Safe and responsible usage		100%				
	Recycling and/or safe disposal		NA				
3	Number of consumer complaints in respect of the following:						
		FY 2022-23		Remarks	FY 2021-22		Remarks
		Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
	Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
	Advertising	Nil	Nil	Nil	Nil	Nil	Nil
	Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
	Delivery of Products	Nil	Nil	Nil	Nil	Nil	Nil
	Quality of Products	Nil	Nil	Nil	Nil	Nil	Nil
	Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil	
Other	Nil	Nil	Nil	Nil	Nil	Nil	
4	Details of instances of product recalls on account of safety issues:						
		Number		Reasons for recall			
	Voluntary recalls	Nil		NA			
	Forced recalls		NA				
5	Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.		Yes, Risk Management Policy. Weblink - http://www.orchidpharma.com/downloads/RMC%20Policy.pdf				

6	Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services	For FY 2022-23, there were no complaints received for issues pertaining to the delivery of essential services, advertising, action taken by regulatory authorities on the safety of products/services .
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 detailed information on the products sold region-wise. - Website http://www.orchidpharma.com/index.html
2	Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.	The company provides all the important and relevant information on the label of the product and adhere to regulatory guidelines.
3	Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services	The company inform the customers and relevant stakeholders , months prior of discontinuation on any scheduled formulation through press release and on the company website.
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)	No
5	Provide the following information relating to data breaches:	
	a.	Number of instances of data breaches along-with impact
		0
	b.	Percentage of data breaches involving personally identifiable information of customers
		0