

To

Dated 12.08.2025

BSE Limited 25th Floor Phiroze Jeejeebhoy Towers Dalal Street, Mumbai 400 001 BSE Code-531146	National Stock Exchange of India Limited Exchange Plaza, C-1, Block - G Bandra Kurla Complex Bandra (East) Mumbai – 400 051 NSE Code: MEDICAMEQ
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Sub: Submission of Business Responsibility and Sustainability Report for the financial year 2024-25

Dear Sir,

Pursuant to provisions of Regulation 34(2)(f) of the Securities and Exchange Board of India (SEBI) (Listing Obligations and Disclosure Requirements) Regulations, 2015 and with reference to SEBI Circular SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated May 10, 2021, kindly find enclosed herewith the Business Responsibility and Sustainability Report (BRSR) for the financial year 2024-25.

You are requested to take the same on record.

Thanking You

Yours truly,

For Medicamen Biotech Limited

Parul Choudhary
Company Secretary
ACS44157

Encl: As Above.

BUSINESS RESPONSIBILITY AND SUSTAINIBILITY REPORT

SECTION A: GENERAL DISCLOSURES

1	Corporate Identity Number (CIN) of the Company	L74899DL1993PLC056594
2	Name of the Company	Medicamen Biotech Limited
3	Registered Address	1506, Chiranjiv Tower, 43, Nehru Place, New Delhi- 110019
4	Website	www.medicamen.com
5	Email ID	cs@medicamen.com
6	Financial year reported	April 01, 2024 to March 31, 2025
7	Sector(s) that the Company is engaged in (industrial activity code-wise)	NIC Code of product/service: 21001/21002 Manufacture of medicinal substances used in the manufacture of pharmaceuticals: antibiotics, endocrine products, basic vitamins; opium derivatives; sulpha drugs; serums and plasmas; salicylic acid, its salts and esters; glycosides and vegetable alkaloids; chemically pure sugar etc. and Manufacture of allopathic pharmaceutical preparations.
8	List three key products/services that the Company manufactures / provides (as in balance sheet)	MBL manufactures formulations of Oncology, Cardio vascular, Diabetic and hypertension, nutraceutical and other products.
9	Total number of locations where business activity is undertaken by the Company	There are 3 manufacturing facilities: Bhiwadi Plant: SP-1192, A & B Phase-IV, Industrial Area, Distt Alwar, Bhiwadi 301019 (Rajasthan) Haridwar Plant: Unit-I: - Plot No 86 & 87, Sector 6A, IIE, Sidcul, Bhel, Ranipur, Haridwar-249403 Unit-II: - Plot No 84 & 85, Sector 6A, IIE, Sidcul, Bhel, Ranipur, Haridwar-249403
	1. Number of international locations (Provide details of major 5)	Nil
	2. Number of national locations	3

10	Markets served by the Company - local / state / national / international	The Company, in addition to marketing its products domestically, also markets its products globally over 35 countries. Around 80% of sales are generated from international markets.
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SECTION B FINANCIAL DETAILS

1	Paid-up Capital (Rs.)	Rs. 12,71,46,000/-
2	Total Turnover (Rs.)	Rs. 151,46,33,454/-
3	Total Profit after Taxes (Rs.)	Rs. 9,44,75,081/-
4	Total spending on Corporate Social Responsibility (CSR) as percentage of Profit after Tax (%)	CSR spend during the financial year 2024-25 was Rs. 29.50 Lakhs of last three years average Profit After Tax on standalone basis)
5	List of activities in which the above expenditure has been incurred	<ul style="list-style-type: none"> • Education • Health

SECTION C OTHER DETAILS

1	Does the Company have any Subsidiary Company/ Companies?	Yes, the Company have two subsidiaries named:- 1. OPAL Pharmaceuticals Pty Ltd (Wholly owned Subsidiary) located at Australia 2. Medicamen Life Sciences Private Limited (holding 60% of total equity)
2	Do the Subsidiary Company / Companies participate in the BR initiatives of the parent company? If yes, then indicate the number of such subsidiary company(s)	The parent company undertakes majority of the BR initiatives
3	Do any other entity / entities (e.g. suppliers, distributors etc.) that the Company does business with; participate in the BR initiatives of the Company? If yes, then indicate the percentage of such entity / entities? [Less than 30%, 30-60%, More than 60%]	Entities like suppliers, distributors do not participate in the Company BR initiatives in the reporting period.

SECTION D BR INFORMATION**1. A. Details of the Director / Directors responsible for implementation of the BR (Business Responsibility) policy / policies**

1.	DIN NUMBER	00317960
2.	NAME	Rahul Bishnoi
3.	DESIGNATION	Chairman

B. Details of the BR head:

1.	DIN NUMBER	00317960
2.	NAME	Rahul Bishnoi
3.	DESIGNATION	Chairman
4.	TELEPHONE NUMBER	011-47589500
5.	EMAIL ID	info@medicamen.com

I. PRODUCTS/SERVICES

- Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Research & Development, Manufacturing, Marketing, and Distribution of Pharmaceutical Products	We are one of the leading pharmaceutical Companies in India and are engaged in research, development, manufacturing, marketing and distribution of branded and generic pharmaceutical formulations in India and Internationally.	100

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Pharmaceuticals products	Division 1 Group 210 Class 2100	100

II. OPERATIONS

- Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
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National	3	1	4
International	Nil	Nil	Nil

- Markets served by the entity:

- Number of locations

Locations	Number
National (No. of States)	PAN India (21 States)
International (No. of Countries)	More than 35 markets served across African countries, Brazil & Rest of World

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

63

- A brief on types of customers:

The primary channel of distribution is through the wholesale drug distributors and stockiest. We also sell to the institutional segment which majorly includes government, semi-government institutions and hospitals etc.

III. EMPLOYEES

- Details as at the end of Financial Year:

- Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	376	342	90.95%	34	9.04%
2.	Other than Permanent (E)	3	3	100%	-	-
3.	Total employees (D + E)	379	345	91.02%	34	8.98%
WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	230	101	43.91%	129	56.08%
6.	Total workers (F + G)	230	101	43.91%	129	56.08%

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<u>DIFFERENTLY ABLED EMPLOYEES</u>						
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	-	-	-	-	-
<u>DIFFERENTLY ABLED WORKERS</u>						
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F + G)	-	-	-	-	-

c. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	2	20%
Key Management Personnel	3	1	33%

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

Particulars	FY <u>2024-25</u> (Turnover rate in current FY)			FY <u>2023-24</u> (Turnover rate in previous FY)			FY <u>2022-23</u> (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	40.70	40.63	40.69	42.57	53.13	43.56	39.70	35.82	39.34
Workers	73.5	98.5	88.1	75.41	106.56	89.2	82.72	70.05	74.05

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

- (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	OPAL Pharmaceuticals Pty Ltd	Wholly Owned Subsidiary	100	No
2	Medicamen Life Sciences Private Limited	Subsidiary	60	No

V. CSR Details

S. No.	Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
1	Turnover (in Rs. Lakhs)	Rs. 15,146.33
2	Net worth (in Rs. Lakhs)	Rs. 21,763.77

VI. Transparency and Disclosures Compliances

- 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)	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communiti	https://www	-	-	-	-	-	-

es	w.medica men.com/ public/uplo ads/file- 89.pdf						
Investors (other than sharehold ers)	NA	NA	NA	NA	NA	NA	NA
Shareholde rs	https://scores.gov.in/scores/Welcome.html	-	-	-	-	-	-
Employee s and workers	https://www.medica.com/public/uploads/file-89.pdf	-	-	-	-	-	-
Customers	www.medicamen.com	-	-	-	-	-	-
Value Chain Partners	https://www.medica.com/public/uploads/file-89.pdf	-	-	-	-	-	-
Other (please specify)	-	-	-	-	-	-	-

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or
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					negative implication s)
1.	Business Ethics	Risk	<ul style="list-style-type: none"> • MBL is subjected to regulations concerning the prevention of bribery, corruption, lobbying, etc. Evolving ethical business standards and frameworks demand continuous improvement and preparedness. • Non-compliance to the standards and frameworks could lead to financial and reputational consequences. 	<ul style="list-style-type: none"> • MBL has firmly established guiding principles to uphold ethical practices throughout its value chain. • The Company's respective code of conduct for board members, senior management, employees, suppliers, vendors, and contractors, is in alignment with its commitment to ethical and transparent business practices. 	Positive financial impact
2	Patient, Customer, and Consumer Centricity Risk	Risk	The Company prioritizes a strong attention on the requirement and wellbeing of the patients, customers and consumers as the regulations gets more enhanced	<ul style="list-style-type: none"> • The Company's commitment to prioritizing patients, customers, and consumers is core principles of Knowledge, Action, Care and Impact. • The Company has implemented several initiatives to enhance engagement and 	Potential positive implication due to customers' trust and long-term strategic partnership.

				improve outcomes with patient centricity at the top of its strategic priorities.	
3	Product quality and safety	Risk	<ul style="list-style-type: none"> • MBL's capacity to satisfy patient needs, generate value, and establish trust with stakeholders is directly linked to the quality and safety of its products. • Inadequate performance in these critical domains can have negative consequences on stakeholders and, ultimately, on the business itself. 	<ul style="list-style-type: none"> • MBL is on the track of enhancing its quality, transitioning from a focus on 'Quality for Compliance' to fostering 'Quality as a Culture.' This shift encompasses a holistic approach, including systems, processes, technology, and people. • A dedicated Corporate Quality Assurance Group consistently monitors adherence to prescribed product quality standards. • To excel in product quality, the Company implemented an internal strategy that includes the evaluation of the cost of poor quality, aiming for 'first-time right' outcomes. 	Potential positive implications of maintaining high product quality and a quality-focused culture include fostering customer loyalty and building long-term strategic partnerships.
4	Financial	Opportunity	Owing to a rapid	MBL strong	Positive

	Performance		growth in population, enhanced healthcare accessibility, improved affordability, the pharmaceutical sector is positioned for consistent growth, underpinned by steady financial performance driven by innovation and global market expansion.	fundamental and robust business model enables robust business strategy to capitalize market opportunity effectively. The Company's focus on quality and safety ensures overall financial performance.	implication due to growing market
5	Regulatory Compliance	Risk	<ul style="list-style-type: none"> • Strict compliance regulations bring diverse challenges for companies. Any lapse in obtaining, retaining, or renewing compliance requirements promptly could negatively impact operations. • Additionally, modifications to laws or regulations by governmental or regulatory bodies may escalate business operating costs. 	<ul style="list-style-type: none"> • To meet compliance requirements, MBL conducts regulatory audits and ensures clearance of all observations. • Additionally, MBL have a pharmacovigilance system in place to ensure timely and accurate reporting of adverse drug reactions in accordance with applicable compliance and regulations. 	Potential negative implication of the cost incurred on systems and processes to ensure strict compliance with applicable and emerging regulations is the financial implication it places on the Company.
6	Stakeholder Relationship	Opportunity	The Company's alignment with stakeholders' priorities is essential for the maintenance of their trust and credibility. Engaging stakeholders and seeking their agreement not only reduces the likelihood of conflicts	The Company undertakes a robust stakeholder engagement process to understand the needs and expectations of its stakeholders. The Company engages with all	Positive impact due to increased reputation and goodwill.

4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	MBL's Business Responsibility Policy is based on National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business as released by Ministry of Corporate Affairs, Government of India.
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Targets are being established around climate change management, energy management, water and waste management, biodiversity, business ethics and compliance, human capital management, and safety, occupational health and safety, patient, customer, and consumer centricity, supply chain management, technology and automation, and quality and compliance by MBL.
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA
Governance, leadership and oversight	
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements <p>MBL acknowledges the critical role of responsible operations and aligns its business practices with sustainability objectives. The company showcases its commitment to environmental sustainability by proactively tackling air, land, and water pollution, as well as optimizing the use of natural resources. Additionally, MBL is devoted to upholding exemplary corporate governance standards in its operations, aiming to achieve business excellence and enhance long-term shareholder value. Through years of consistent and thorough engagement with stakeholders, the company has witnessed significant evolution in its business operations. This evolution has facilitated a careful balance between business priorities and its responsibilities toward economic, environmental, and social sustainability. By actively cultivating trust through productive relationships and fostering collaborations, the company acknowledges the essential role of both internal and external stakeholders within its business framework.</p>	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	DIN- 00317960 Name- Rahul Bishnoi Designation- Chairman Telephone No: 011-47589500 Email Id: info@medicamen.com
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, the Company has a Board level Stakeholder Relationship Committee. This Committee provides valuable direction and guidance to the Management to ensure that Safety and Sustainability implications are duly addressed in all-new strategic initiatives, budgets, audit actions and improvement plans.

	<p>Members of Stakeholder Relationship Committee:-</p> <ol style="list-style-type: none"> 1. Mr. Harish Pande-Independent Director 2. Mr. Arun Kumar-Independent Director 3. Mrs. Sumita Dwivedi-Independent Director
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10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)
	P 1 P 2 P 3 P 4 P 5 P 6 P 7 P 8 P 9	P 1 P 2 P 3 P 4 P 5 P 6 P 7 P 8 P 9
Performance against above policies and follow up action	The Company's policies are reviewed at regular intervals or as needed by Department Heads, Directors, Board Committees, and Board Members, as appropriate.	Continuous assessment is a fundamental aspect of corporate operations and is an ongoing effort.
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Board conducts a quarterly review of compliance with all relevant statutory requirements.	On Annual 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.	P	P	P	P	P	P	P	P
		1	2	3	4	5	6	7	8
		The Company has various policies in place which are reviewed from time to time by the Board, its Committees and Senior Management. Further, the above policies and processes may be subject to regulatory compliances and changes, as applicable.							

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

[illegible]

The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	
It is planned to be done in the next financial year (Yes/No)	
Any other reason (please specify)	

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1- BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE

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.

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 Key Managerial Personnel	4	Familiarization programs involve detailed presentations covering various topics, including the company's financial, operational, and business performance, business strategies and policies, foreign exchange risks, annual budgets and planned expenses, internal financial controls, internal audits, risk management, and updated laws affecting MBL.	100

Employees other than BOD and KMPs	379	Employees go through different training sessions. When they first join, they have an induction training. Later on, they attend sessions on leadership, company policies, technical skills, and compliance throughout their time at work.	100
Workers	230	<ul style="list-style-type: none"> • Safety Trainings • Prevention of Sexual Harassment at the Workplace 	100

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

	Monetary					
	Particulars	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	NA	NA	NA	NA	NA
	Settlement	NA	NA	NA	NA	NA
	Compounding fee	NA	NA	NA	NA	NA
	Non-Monetary					
	Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
	Imprisonment	NA	NA	NA	NA	NA
	Punishment	NA	NA	NA	NA	NA

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.

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.

The Company upholds a strict anti-corruption and anti-bribery policy. We have implemented strong internal controls to deter unethical conduct among employees. The policy provides clear guidance for recognizing and responding to bribery and corruption concerns. Moreover, our Code of Conduct training includes specific instruction on anti-corruption and anti-bribery topics. Employees can easily access the policy through the Company's Intranet portal.

website at:

<https://www.medicamen.com/investor/view/13>

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

During the financial year, no disciplinary action taken by any law enforcement agency for the charges of bribery / corruption against the Company's Directors, KMPs, employees or workers.

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

During the financial year, no complaints were received in relation to Conflict of Interest of the Directors or KMPs.

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

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

	2024-25	2023-24
Number of days of accounts payable	170	132

9. Open-ness of business Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	Purchases from trading houses as % of total purchases	-	-
	Number of trading houses where purchases are made	-	-
	Purchases from top 10 trading houses as % of total purchases	-	-

	from trading houses		
Concentration of Sales	Sales to dealer / distributors/stockiest as % of total sales	10.59	7.25
	Number of dealers / distributors/stockiest to whom sales are made	145	121
	Sales to top 10 dealers / distributors/stickiest as % of total sales to dealer / distributors	40.76	41.72
Share of RPTs in	Purchases (Purchases with related parties as % of Total Purchases)	5.57	3.43
	Sales (Sales to related parties as % of Total Sales)	0.84	0.51
	Loans & advances given to related parties as % of Total loans & advances	0	0
	Investments in related parties as % of Total Investments made	100	100

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

We produce a comprehensive, diverse and highly complementary portfolio of generic and specialty medicines, targeting a wide spectrum of chronic and acute treatments. Our product portfolio includes generics, speciality products, over the counter (OTC) products and formulations

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 Year	Details of improvements in environmental and social impacts
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R & D	20%	22%	Improvement in analysis technology and laboratories
Capex	9%	16%	

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

Yes

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

The Company has standard operating procedures for the evaluation and selection of its vendors for sourcing of material. The Company has system of identifying and / or developing alternate vendors where single vendor is considered critical for business continuity.

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

Product	Process to safely reclaim the product
Plastic (including packaging)	MBL, as a pharmaceutical company, does not take back products for reuse, recycling, or disposal after they have reached the end of their life cycle. Instead, the company follows strict waste handling rules set by the Central Pollution Control Board (CPCB) and local laws. This approach ensures that e-waste, hazardous waste, and other types of waste are recycled and disposed of safely. These practices comply with the guidelines provided by the CPCB.
E-waste	
Hazardous waste	
Other waste	

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, the Company follows the Extended Producer Responsibility (EPR) rules set by the Central Pollution Control Board (CPCB). We handle all types of waste in an environmentally friendly way, using standardized procedures. Our waste management process includes sorting the waste and working with government-approved vendors for recycling and safe disposal through incineration.

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

[illegible]

2. Details of retirement benefits for Current and Previous FY

Benefit	FY 2024-25			FY 2023-24		
	No of employees covered as a % of total employees	No of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A)	No of employees covered as a % of total employees	No of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A)
PF	100%	100%	Y	97%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	36.44%	100%	Y	44%	100%	Y
Other Superannuation	N/A					

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

Most of our working locations are accessible to differently abled persons.

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.

MBL provides an inclusive work culture and a discrimination-free environment for all its employees. The Company values and embraces diversity and does not discriminate against anyone based on race, gender, religion / beliefs, disability, marital or civil partnership status, age, sexual orientation, gender identity, gender expression, caring responsibilities, or any other protected class of person in the country. In this regard the Company is governed by the BR policy at <https://www.medicamen.com/public/uploads/file-101.pdf>

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

Gender	Permanent Employees		Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	100%	100%	-	-
Total	100%	100%	-	-

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

The Company has a Grievance Redressal mechanism to help employees easily resolve their complaints. This policy aims to quickly address issues at the closest level of management. Overall, it seeks to create a fair and balanced system to lessen dissatisfaction and unhappiness among staff.

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, Through Complaint Box
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

7. Membership of employees in association(s) or Unions recognised by the listed entity

Category	FY 2024-25			FY 2023-24		
	Total employees/workers in respective category (A)	No. of employees / workers in respective category, who are part of associations or Union (B)	% (B/A)	Total employees/worker s in respective category (C)	No. of employees / workers in respective category, who are part of associations or Union (D)	% (D/A)
Total Permanent Employees						
Male	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil
Total Permanent Workers						
Male	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil

8. Details of training given to employees

Category	FY 2024-25					Total D	FY 2023-24			
	Total (A)	On Health and safety Measures % (B/A)		On skill upgradation			Total (A) On Health and safety Measures % (B/A)		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										

Male	345	345	100	Nil	Nil	343	285	83	Nil	Nil
Female	34	34	100	Nil	Nil	35	25	71	Nil	Nil
Total	379	379	100	Nil	Nil	378	310	82	Nil	Nil
Workers										
Male	101	101	100	Nil	Nil	80	78	97.50	Nil	Nil
Female	129	129	100	Nil	Nil	193	190	98.44	Nil	Nil
Total	230	230	100	Nil	Nil	273	268	98.16	Nil	Nil

9. Details of performance and career development reviews of employees

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (A)	No (D)	% (D/C)
Employees						
Male	345	345	100%	343	343	100%
Female	34	34	100%	35	35	100%
Total	376	376	100%	378	378	100%
Workers						
Male	101	101	100%	80	80	100%
Female	129	129	100%	193	193	100%
Total	230	230	100%	273	273	100%

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 of such a system?**

Yes. The Safety & Health Management system covers activities across all manufacturing locations, offices, research laboratories and supply chain partners and ensures the protection of environment, health & safety of its employees, contractors, visitors and all other relevant stakeholders.

The Company has also adopted Environment, Health & Safety Policy which can be accessed on its website at: <https://www.medicamen.com/investor/view/13>

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

MBL has established robust procedures to identify workplace hazards and evaluate associated risks. This involves the development and implementation of our unique strategies, Health, Safety, and Environment (HSE) manuals, and Standard Operating Procedures (SOPs). Through comprehensive risk assessments, the organization ensures the effective management of HSE risks. Additionally, MBL conducts regular audits and inspections of its occupational health and safety management systems to uphold stringent standards. The organization's on-site team has autonomously instituted an internal review mechanism to assess performance. This system gets audited on a timely basis. This proactive approach aligns with MBL's commitment to maintaining a safe and secure work environment, reflecting our dedication to the well-being of our employees and the overall success of our operations

- c. **Whether you have processes for employees 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 of the entity have access to non-occupational medical and healthcare services? (Yes/ No)**

Yes, all employees are covered under ESI scheme.

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

Safety incidents	Category	FY 2024-25	FY 2023-24
Lost time injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees & Workers	Nil	Nil
Total recordable work-related injuries	Employees & Workers	Nil	Nil
No. of fatalities	Employees & Workers	Nil	Nil
High consequence work related injury or ill health (excluding fatalities)	Employees & Workers	Nil	Nil

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

To ensure a safe and healthy workplace, the Company has implemented best practices like SOPs are available which is followed by every personnel working within, Permit to work system is implemented to track the non-routine and critical activities carried out, Use of PPE's are mandatory for every worker, External and internal specialists provide regular health and safety training to all employees and contract workers. The highest standards of hygiene and housekeeping are upheld, and the organization operates on a well-maintained HVAC system. Additionally, department-specific safety manuals are in place and are adhered to by all employees.

13. Number of Complaints on the Working Conditions and Health & Safety made by employees and workers:

No complaints have been received from the employees and workers on Working Conditions and Health & Safety measures during the financial year 2024-25 and 2023-24.

14. Assessments for the year:

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

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

In financial year, there were no safety related incident reported.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

Essential Indicator

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

The Company understands that stakeholders play a big role in shaping its strategies, decisions, and overall success. By focusing on the needs and concerns of these stakeholders, the Company aims to build strong relationships and create win-win situations for everyone involved. To identify stakeholders, the Company looks at different groups like distributors, employees, shareholders, suppliers, local communities, and regulatory bodies. It evaluates how these groups affect its operations and their role in governance. The Company also sets up clear communication channels so it can address concerns early, reduce risks, and work together to create shared value.

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, Websites)	Frequency of engagements (Annually/ Half Yearly/Quarterly)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders & Investors	No	Others - General Meeting/Grievance mechanism/Financial results/ Stock exchange and other communications/ Annual report	Annual/Event based/Quarterly	Understanding what shareholders and investors want, getting their feedback, and sharing it with the company's management and Board. Explaining how the business is doing financially and outlining the overall strategy of the company.
Employees	No	Senior management interactions, HR	Continuous	Our organization is dedicated to creating a supportive and healthy

		Communications, Engagement Programmes		<p>work environment by prioritizing employee health, safety, and wellbeing. We offer comprehensive e-learning platforms for enhancing behavioral skills and professional growth.</p> <p>By engaging employees and assessing their satisfaction, we foster a collaborative culture. Regular updates and clear communication about policies ensure transparency and empower our team.</p>
Customers /Distributors	No	Others - In-market visits/Meetings/Email	Periodic	To enhance access to medicines in various geographies, To develop a strong partnership for uninterrupted supply of vital medicines, To achieve higher market share through better coverage and penetration into new markets, To create awareness about new portfolio and initiatives, To address any query/feedback by channel partners
Suppliers	No	Meetings, Visits, supplier Audit, Facility visits	Periodic	Suppliers are contacted regularly to ensure material quality, safety and timely availability amongst other critical services to ensure continuity of business operations.
Government	No	Meetings, Conferences, Facility visits, Official Communications, Statutory Publications	Continuous/ Need Basis	We believe in full compliance with all the regulations. In the fast-changing world of sustainability related regulations and laws, we interact with Government

				and Regulators to deep dive into requirements for our Company, and pharmaceutical sector in general.
Partners and Collaborators	No	Meetings/calls; visits; partner events	<ul style="list-style-type: none"> • Continuous : Conference calls • Quarterly: Business reviews • Annual: Partner events 	<ul style="list-style-type: none"> • Stronger partnerships • Demand Sustainability • Credit worthiness • Ethical Behaviour • Fair Business Practices • Governance

PRINCIPLE 5 BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicators

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. of employees /workers covered (B)	% (B / A)	Total (C)	No. of employees /workers covered (D)	% (D / C)
Employees						
Permanent	376	376	100	378	310	82
Other permanent	3	3	100	Nil	Nil	Nil
Total Employees	379	379	100	378	310	82
Workers						
Permanent	Nil	Nil	Nil	Nil	Nil	Nil
Other permanent	230	230	100	273	268	98.17
Total Workers	230	230	100	273	268	98.17

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

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	To tal (A)	Equal to Minimum Wage		More than Minimu m Wage		Tot al (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										
Male	345	35	10.23 %	310	90.64%	343	Nil	Nil	343	100%
Female	34	Nil	Nil	34	100%	35	Nil	Nil	35	100%
Other than Permanent										
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Workers										
Permanent										
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Other than Permanent										
Male	101	10	9.90 %	91	90.10%	80	Nil	Nil	80	100%
Female	129	12	9.30 %	117	90.70%	193	Nil	Nil	193	100%

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

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (In Lakhs)	Number	Median remuneration/ salary/ wages of respective category (In Lakhs)
Board of Directors (BoD)	8	Nil	2	Nil
Key Managerial Personnel	2	25.16	1	9.19
Employees other than BoD and KMP	525	4.04	46	3.78

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

Yes. BR Policy has been adopted by the Company and Board of directors have an oversight on the progress.

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

The Company is committed to maintain a safe and harmonious business environment and workplace for everyone and believes that every workplace shall be free from harassment and / or any other unsafe or disruptive conditions.

Accordingly, the Company has in place an ethics framework comprising a team of ethics counsellors for redressal of grievances related to ethics / human rights.

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

Particulars	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil					
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour						
Wages						
Other human Rights related issues						

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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Female employees / workers	0	0
Complaints on POSH upheld	0	0

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

The Company has proactively created an Internal Complaints (IC) Committee in strict compliance with the Prevention of Sexual Harassment (POSH) Policy. This Committee serves as a confidential platform for employees to report instances of sexual harassment, ensuring a supportive framework. The IC Committee diligently investigates complaints, takes appropriate actions, and upholds principles of justice and equality.

Additionally, as part of Whistle blower Policy, the Company has a section mentioned on the protection of identity of the complainant. All such matters are dealt in strict confidence. Also, as part of its Code of Conduct, the Company does not tolerate any form of retaliation against anyone reporting legitimate concerns. Anyone involved in targeting such a person will be subject to disciplinary action.

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

At our organization, we conduct thorough due diligence to ensure adherence to human rights standards. We emphasize clear communication of our human rights framework both internally and externally, integrating these principles into our agreements, contracts, and extensive Code of Conduct. These efforts demonstrate our unwavering commitment to upholding human rights across all levels of our operations and relationships. By promoting transparency and accountability, we aim to cultivate a culture where human rights are respected and honored in every facet of our business activities.

10. Assessments for the year

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100% The Company's manufacturing plants, R&D centers and offices were assessed by the Company and/or externally by third parties, as applicable
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others - please specify	

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

Not applicable

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

At MBL, we are dedicated to build capabilities and leverage our innovation-oriented approach to protect and rejuvenate our natural ecosystem. Beyond eco-efficient operational innovation, we have also been cultivating an environmentally conscious mind set among our employees. We have embraced an all-encompassing Environment, Health & Safety (EHS) policy that imbues our commitment to environmental conservation in our operational endeavours.

Essential Indicators

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total electricity consumption (A)	6194340734 KJ	6,969,625.463 kJ
Total fuel consumption (B)	1,113,418 kJ	962,503.2252 kJ
Energy consumption through other sources (C)	248,446.8 kJ	7,798,200.328 kJ
Total energy consumption (A+B+C)	6,195,702.599 kJ	15,730.32902 kJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	4.08	0.009
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No. The PAT Scheme is not applicable to the pharmaceutical industries.

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

Parameter	FY 2024-25 (Current Financial	FY 2023-24 (Previous Financial
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	<i>Year)</i>	<i>Year)</i>
Water withdrawal by source (in kiloliters)		
(i) Surface water	NA	NA
(ii) Ground water	23279.89 KL	23673.1 KL
(iii) Third Party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) others	NA	NA
Total volume of water withdrawal (in kiloliters i+ii+iii+iv+v)	23279.89 KL	23673.1 KL
Total volume of water consumption (in kiloliters)	23279.89 KL	23673.1 KL
Water intensity per rupee of turnover (water consumed / turnover) KL / Crore	–	–
Water intensity (optional) – the relevant metric may be selected by the entity-KL/ MT of Production	–	–

Note: indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? if yes, name the external agency

No

4. Provide the following details related to water discharged:

S.No	Parameter	FY 2024-25	FY 2023-24
(i)	To Surface water	-	-
	No treatment	-	-
	With treatment – Please specify level of treatment	-	-
(ii)	To Groundwater	-	-
	No treatment	-	-
	With treatment – please specify level of treatment	-	-
(iii)	To Seawater	-	-
	No treatment	-	-
	With treatment – please specify level of treatment	-	-
(iv)	Sent to third-parties	-	-
	No treatment	-	-
	With treatment – please specify level of treatment	-	-
(v)	Others	-	-
	No treatment	-	-
	With treatment – please specify level of treatment	-	-
	Total water discharged (in kilolitres)	-	-

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

Yes. All MBL facilities are equipped with Effluent Treatment Plant (ETP), wherever required. We have a target to become Zero Liquid discharge across all our manufacturing facilities.

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

Parameter	Please specify Unit	FY 2024-25 Current Financial Year	FY 2023-24 Current Financial Year
NOx	Gm/kw-hr	0.28	0.25
Sox	-Nil-	NA	NA
Particulate matter (PM)	µg/m ³	94.5	94.6
Persistent organic pollutants (POP)	-Nil-	NA	NA
Volatile organic compounds (VOC)	-Nil-	NA	NA
Hazardous air pollutants (HAP)	-Nil-	Nil	Nil
Others – please specify	NA	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

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
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)	Metric tonnes of CO ₂ equivalent	NA	NA

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)	<i>Metric tonnes of CO₂ equivalent</i>	NA	NA
Total Scope 1 and Scope 2 emissions per rupee of turnover	NA	NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	NA	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

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

No

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	NA	NA
E-waste (B)	NA	NA
Bio-medical waste (C)	NA	NA
Construction and demolition waste (D)	NA	NA
Battery waste (E)	NA	NA
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	0.136 (Used oil & ETP sludge)	0.147 (Used oil & ETP sludge)
Other Non-hazardous waste generated (H) . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	NA	NA
Total (A+B + C + D + E + F + G+ H)	NA	NA
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	Hazardous Waste is being transferred to Authorized Recycler for disposal at their end at Plants	
(ii) Re-used		
(iii) Other recovery operations		
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	NA	NA
(ii) Landfilling	NA	NA
(iii) Other disposal operations	NA	NA
Total		

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

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

To ensure proper handling and management of such waste, the Company has developed an internal Standard Operating Procedure (SOP). This proactive approach allows the Company to effectively address environmental concerns and meet regulatory requirements related to hazardous waste management.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not applicable			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not applicable					

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

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

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

Essential Indicators

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

S. No	Name of the trade and industry chambers / associations	Reach of trade and industry chambers / associations (State / National)
1	Bhiwadi Manufacturing Association	State
2	Pharmaceuticals Export Promotion Council of India (Pharmexcil)	National

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

Nil

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Essential Indicators

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

2.

Name and brief details of the projects	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					

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

S No	Name of project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	% of PAF covered by R&R	Amount paid to PAFs in FY(INR)
Not applicable						

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

The Company has a focussed group comprising the Senior Leadership and the CSR Head interacts with the community leaders to understand and address their concerns. Further, a register is also maintained at the plant sites where grievances can be lodged by the community members. Further, the Company also has a Whistle blower Policy in place for all its stakeholders to file their grievances. Same can be accessed at <https://www.medicamen.com/public/uploads/file-89.pdf>

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

Particulars	FY 2024-25	FY 2023-24
Directly sourced from MSMEs / small producers	18%	19%
Sourced directly from within the district and neighboring districts	45%	49%

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.

SOP for handling market complaint is in place to handle all kinds of market complaint. All market complaints are received either directly from the customer or through Marketing by Head- Quality Assurance. It will be forwarded to concerned department Heads through an internal communication (Verbally or through e mail). Communication to the complainant shall be immediately established for acknowledgement of the received complaint and undertaking of the action. The investigation shall be carried out by team of representatives from Quality Control, QA and Production. Further actions shall be initiated as per recommendations in investigation report.

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

Particulars	As a percentage to total turnover
Environment and Social parameters relevant to product	The Company complies with all the regulatory requirements in relation to display of information on product label.
Safe and responsible usage	
Recycling and / or safe disposal	

Pharmaceutical industry is an extremely regulated sector when it comes to marketing and labelling of the products, and thus we ensure responsible communication to all our customers. We comply with all the regulatory requirements for all labelling parameters.

3. Number of consumer complaints

During the year under review, Company has not received any consumer's complaints regarding data privacy, advertisement, cyber-security, restricted trade practices and unfair trade practices. The details of other complaints are stated below:

Particulars	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Others (Product related complaints)	Nil					

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

Particulars	Numbers	Reasons for recall
Voluntary recalls	Nil	
Forced recalls		

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

Yes. We use computerized system duly validated & effectively protected network system using the principal of USFDA 21 CFR part 11.

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.

Nil