



**Date: July 15, 2025**

**BSE Limited**

P J Towers,  
Dalal Street,  
Mumbai – 400 001

**National Stock Exchange of India Limited**

Exchange Plaza, C-1, Block G,  
Bandra Kurla Complex,  
Bandra (E), Mumbai – 400 051

**Scrip Code: 543904**

**Symbol: MANKIND**

Dear Sir/ Madam,

**Subject: Submission of Business Responsibility & Sustainability Report for FY 2024-25**

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Pursuant to applicable Regulations of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility & Sustainability Report of the Company for the financial year 2024-25.

You are requested to kindly take the same on records.

Thanking You,

Yours Faithfully,

For **Mankind Pharma Limited**

**Hitesh Kumar Jain**

**Company Secretary and Compliance Officer**

**Encl.: A/a**



# Business Responsibility and Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of listed entity

1. Corporate Identity Number (CIN) of the listed Entity	L74899DL1991PLC044843
2. Name of the listed Entity	Mankind Pharma Limited
3. Year of Incorporation	1991
4. Registered Office Address	208, Okhla Industrial Estate, Phase-III, New Delhi 110020, India
5. Corporate Address	262, Okhla Industrial Estate, Phase-III, New Delhi 110020, India
6. Email	<a href="mailto:investors@mankindpharma.com">investors@mankindpharma.com</a>
7. Telephone	+91 11 4684 6700
8. Website	<a href="https://www.mankindpharma.com/">https://www.mankindpharma.com/</a>
9. Financial Year for which reporting is being done	April 1, 2024 to March 31, 2025
10. Name of the Stock Exchanges where shares are listed	BSE Limited and National Stock Exchange of India Limited
11. Paid-up Capital	₹ 41,25,78,527
12. Name and contact details (telephone, email address) of the person Who may be contacted in case of any queries on the BRSR report	Mr. Suresh Raju Penmetsa, Chief Risk Officer & Sr. Vice President- EHS & Sustainability Board No. 011-46546700 Email: <a href="mailto:suresh.raju@mankindpharma.com">suresh.raju@mankindpharma.com</a>
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14. Name of assurance provider	TUV India Pvt. Ltd.
15. Type of assurance obtained	Reasonable Assurance (Refer Page no. 50 for assurance statement)

### II. Products/services

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

S. No.	Description of Main activity	Description of Business Activity	% of total Turnover contributed
1.	Trading	Wholesale trading	54.16%
2.	Manufacturing*	Chemicals & Chemical products, pharmaceuticals, medicinal & botanical products	45.27 %

\*Manufacturing includes Unit-1, Unit-2, Unit-3 at Paonta sahib, Sikkim, Udaipur, Sotanala (Behror) and Anakapalli sites.

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manufacturing pharmaceuticals, medicinal chemical and botanical products	210	45.27 %
2.	Wholesale trading of pharmaceutical and medical goods	46497	54.16 %

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	7	8	15
International	0	2	2

#### 19) Markets served by the entity:

##### a) Number of locations

Locations	Number
National (No. of States)	28 states and 8 union territories
International (No. of Countries)	33

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

9.72 %

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

As a pharmaceutical company, our customer base includes pharmaceutical products manufacturers, distributors, suppliers, retail pharmacies, and patients who procure goods upon presentation of a doctor's prescription. Moreover, the Company also cater to the institutional market, which primarily consists of government and semi-government entities, as well as hospitals, nursing homes, clinics, and dispensing physicians.

### IV. Employees

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

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	18,589	18,101	97%	488	3%
2.	Other than Permanent (E)	0	0	0	0	0%
3.	Total employees (D + E)	<b>18,589</b>	<b>18,101</b>	<b>97%</b>	<b>488</b>	<b>3%</b>
<b>WORKERS</b>						
4.	Permanent (F)	1,031	987	96%	44	4%
5.	Other than Permanent (G)	1,705	1,199	70%	506	30%
6.	Total workers (F + G)	<b>2,736</b>	<b>2,186</b>	<b>80%</b>	<b>550</b>	<b>20%</b>

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

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

21) Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8*	1	12.5%
Key Management Personnel	3**	0	0.0%

\* The number of Board of Directors is as on 31<sup>st</sup> March, 2025. During the financial year 2024-25, Mr. Surendra Lunia ceased to be independent director of the Company upon completion of his second consecutive term w.e.f. the close of business hours on February 18, 2025.

\*\* The Key Managerial Personnel (KMP) is exclusive of those Executive Directors who are covered under Board of Directors.

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

	FY24-25*			FY23-24			FY22-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	28%	23%	28%	18%	27%	18%	23%	22%	23%
Permanent Workers	32%	55%	33%	22%	13%	21%	9%	2%	9%

Note: Pursuant to the merger of Shree Jee Laboratory Pvt Ltd, JPR Labs Pvt Ltd. and Jaspack Industries Pvt. Ltd. (together referred as "Transferor Companies") into the Company vide Scheme of Arrangement approved by Hon'ble NCLT, New Delhi bench, became effective from the appointed date of April 01, 2024, the employee details / data for FY 24-25 is including the employees details of Transferor Companies while employee's previous years data is excluding of Transferor Companies.

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

23)

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	Appian Properties Private Limited	Subsidiary	100.00%	No
2	Appify Infotech LLP	Subsidiary	100.00%	No
3	Bharat Serums and Vaccines Limited	Subsidiary	100.00%	No
4	Broadway Hospitality Services Private Limited	Subsidiary	100.00%	No
5	BSV Bioscience GmbH	Subsidiary	100.00%	No
6	BSV Bioscience Inc.	Subsidiary	100.00%	No
7	BSV Bioscience Malaysia SDN. BHD	Subsidiary	100.00%	No
8	BSV Bioscience Philippines Inc	Subsidiary	100.00%	No
9	Copmed Pharmaceuticals Private Limited	Subsidiary	63.00%	No
10	Genomicks SDN. BHD	Subsidiary	100.00%	No
11	Lifestar Pharma LLC	Subsidiary	90.00%	No
12	Lifestar Pharmaceuticals Private Limited	Subsidiary	85.00%	No
13	Mankind Agritech Private Limited	Subsidiary	100.00%	No
14	Mankind Consumer Products Private Limited	Subsidiary	100.00%	No
15	Mankind Life Sciences Private Limited	Subsidiary	100.00%	No
16	Mankind Medicare Private Limited	Subsidiary	100.00%	No
17	Mankind Petcare Private Limited	Subsidiary	100.00%	No
18	Mankind Pharma FZ LLC	Subsidiary	100.00%	No
19	Mankind Pharma Pte Limited	Subsidiary	100.00%	No
20	Mankind Prime Labs Private Limited	Subsidiary	100.00%	No
21	Mankind Specialties	Subsidiary	98.00%	No
22	Mediforce Healthcare Private Limited	Subsidiary	62.98%	No
23	Mediforce Research Private Limited	Subsidiary	61.72%	No
24	Medipack Innovations Private Limited	Subsidiary	51.00%	No

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)
25	North East Pharma Pack	Subsidiary	57.50%	No
26	Packtime Innovations Private Limited	Subsidiary	90.00%	No
27	Pavi Buildwell Private Limited	Subsidiary	100.00%	No
28	Penta-Latex LLP	Subsidiary	68.00%	No
29	Pharma Force Lab	Subsidiary	63.00%	No
30	Pharmaforce Medex Private Limited	Subsidiary	63.00%	No
31	Prolijune Lifesciences Private Limited	Subsidiary	100.00%	No
32	Qualitek Starch Private Limited	Subsidiary	54.98%	No
33	Relax Pharmaceuticals Private Limited	Subsidiary	63.00%	No
34	Superba Warehousing LLP	Subsidiary	51.00%	No
35	Upakarma Ayurveda Private Limited	Subsidiary	90.00%	No
36	Vetbesta Labs	Subsidiary	60.48%	No
37	A.S. Packers	Associate	50.00%	No
38	ANM Pharma Private Limited	Associate	34.00%	No
39	J K Print Packs	Associate	33.00%	No
40	N. S. Industries	Associate	48.00%	No
41	Sirmour Remedies Private Limited	Associate	40.00%	No
42	Superba Buildwell	Joint Venture	60.00%	No
43	Superba Buildwell (South)	Joint Venture	70.00%	No
44	Superba Developers	Joint Venture	70.00%	No

## VI. CSR Details

24) (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in ₹) - 9,497.80 Cr

(iii) Net worth (in ₹) - 14,640.27 Cr

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No/NA) (If Yes, then provide web-link for grievance redress policy)	FY24-25		FY23-24		Remarks
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	
Communities	Yes	0	0	0	0	Community grievance redressal mechanism in place as briefed in Principle 8. Additionally, procedures are also established within the Company to accommodate external Complaints, adhering to the ISO 14001 and ISO 45001 standards. A register is strategically positioned near the factory entrance to document any grievances from the neighboring community. No complaints received.
Investors (other than shareholders)	Yes - <a href="mailto:investors@mankindpharma.com">investors@mankindpharma.com</a>	0	0	0	0	A mechanism has been established within the Company. This mechanism identifies specific representatives and advisors to comprehend and address any potential concerns.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No/NA) (If Yes, then provide web-link for grievance redress policy)	FY24-25		FY23-24		Remarks
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	
Shareholders	Yes - <a href="mailto:investors@mankindpharma.com">investors@mankindpharma.com</a>	3	0	260	0	<p>Yes, the Company has a grievance redressal mechanism in place. The Company has appointed Kfin Technologies Limited as the Registrar and Share Transfer Agent who are responsible for resolving investors'/ shareholders' queries, concerns, enquiries or complaints.</p> <p>The Shareholders can also send their grievances at email ID <a href="mailto:investors@mankindpharma.com">investors@mankindpharma.com</a> or at <a href="mailto:einward.ris@kfintech.com">einward.ris@kfintech.com</a>.</p> <p>Further, as per SEBI Circular(s) (No. SEBI/HO/OIAE/OIAE_IAD-1/P/CIR/2023/195) dated December 28, 2023 (as updated from time to time), shareholders can access the Online Dispute Resolution (ODR) Portal for resolution of their complaints. The Company has placed aforesaid SEBI Circular and link of ODR Portal on Company's website at <a href="http://www.mankindpharma.com">www.mankindpharma.com</a></p>
Employees and workers	Yes - <a href="mailto:grc@mankindpharma.com">grc@mankindpharma.com</a>	0	0	0	0	<p>The company has established a Policy for Grievance Redressal to reinforce the Company's commitment towards providing fair and equitable work environment to its Employees.</p> <p>Following the policy directives, a Grievance Redressal Committee has been constituted and employee or group of employee can report their grievance to the Chairperson of the Grievance Redressal Committee or email at <a href="mailto:grc@mankindpharma.com">grc@mankindpharma.com</a>.</p> <p>The policy ensures that all grievances are addressed in a fair, impartial, and non-retaliatory manner.</p> <p>Moreover, access to a Whistle-Blower mechanism is provided for all personnel within the organization. This mechanism allows for direct communication with the designated ombudsman via an email address specified in the policy.</p> <p>Link of the policy - <a href="https://www.mankindpharma.com/wp-content/uploads/2025/06/Vigil-Mechanism-Policy.pdf">https://www.mankindpharma.com/wp-content/uploads/2025/06/Vigil-Mechanism-Policy.pdf</a>.</p> <p>Additionally, the Human Resource team can be contacted through email, phone, or personal approach for resolution of any grievances. No complaints received.</p>

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No/NA) (If Yes, then provide web-link for grievance redress policy)	FY24-25		FY23-24		Remarks
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	
Customers	Yes - <a href="https://www.mankindpharma.com/">https://www.mankindpharma.com/</a>	17	2	7	0	Complaints can be raised through various channels such as telephone calls to Mankind's toll-free number, emails to the mailbox ( <a href="mailto:contact@mankindpharma.com">contact@mankindpharma.com</a> ), or postal mails received at Mankind's offices. These complaints can be in any form - written, electronic, or oral communication - reported by customers, hospitals, regulatory agencies, government laboratories, retailers, distributors, etc. These complaints may allege deficiencies related to the identity, quality, reliability, safety, and/or efficacy of a product after its distribution beyond the control area of the Mankind quality systems.
Value Chain Partners	Yes- <a href="https://www.mankindpharma.com/">https://www.mankindpharma.com/</a>	0	0	0	0	The contractors and vendors can access to the designated ombudsman via an email address mentioned in the said policy. Link of the policy - <a href="https://www.mankindpharma.com/wp-content/uploads/2025/06/Vigil-Mechanism-Policy.pdf">https://www.mankindpharma.com/wp-content/uploads/2025/06/Vigil-Mechanism-Policy.pdf</a> . No complaints received.

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive or Negative implications)
1.	Energy Management	0	<p>Reduce reliance on traditional energy sources: Achieve cost savings and enhance brand image (positively positioning as carbon neutral).</p> <p>Energy conservation program: With the transition from conventional to renewable energy sources, this is an opportunity to explore avenues for reduction in CO2 emissions. Transition towards green energy, aligning with eco-friendly practices and contributing to a sustainable future.</p>		Positive

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 implication of the risk or opportunity (Indicate positive or Negative implications)
2.	Water management	O	<p>Decrease reliance on freshwater withdrawal through the Implementation of Waste water recycling and reuse of steam condensate results in reduction of cost and fresh water intake.</p> <p>Implementation of water conservation initiatives within the Company contributing to its transformation into a water-positive organization in the years to come.</p>		Positive
3.	Waste management and sustainable Packaging	R	<p>Waste Disposal leads pollution and destruction of the natural environment.</p> <p>Currently, availability of required quantity of Sustainable packaging material is an issue</p>	<p>Establish traceability in waste management and its disposal.</p> <p>Strive to achieve zero waste-to-landfill.</p> <p>Implement sustainable packaging initiatives.</p>	Negative
4.	Emission	R	<p>Greenhouse gases is a significant cause of climate change and could lead climate-related risks. These risk can be physical risks resulting from the direct impacts of climate change (such as extreme weather events) and transition risks, (transition to a lower-carbon economy). These risks can lead to significant business impacts, if not managed adequately well in time.</p>	<p>Commit for emission reductions through:</p> <p>Investment in new technologies aimed at reducing emissions.</p> <p>Transition towards Biofuels based operations.</p> <p>Green Chemistry principles in operations.</p>	Negative
5.	Access to healthcare	O	<p>Develop a comprehensive pipeline of products to address unmet medical needs.</p> <p>Building brand image.</p> <p>Ensure access to medicine and better connectivity with communities.</p> <p>Establish an advanced supply chain management system using Artificial intelligent (AI).</p>		Positive
6.	Health, safety and the well-being of employees	O	<p>Ensuring safe workplaces enhance brand reputation. Safer processes often lead to better and more efficient workflows. Safer workplaces make workers feel valued. Rigorous training initiatives and fostering a culture of safety compliance. Implement a world-class healthcare system.</p>		Positive

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 implication of the risk or opportunity (Indicate positive or Negative implications)
7.	CSR	O	<p>Improve brand image.</p> <p>Secure social license to operate.</p> <p>Work towards community betterment.</p> <p>Enhance healthcare services.</p> <p>Facilitate access to education.</p>		Positive
8.	Regulatory compliances	R	<p>Non-compliance with regulations may result in penalties, disruptions and harm to reputation.</p>	<p>Implementation of a strong compliance management system, benchmarking processes and clear roles.</p>	Negative
9.	Promotion of diversity and inclusiveness	O	<p>Enhance talent retention and improve brand reputation. Diverse teams bring different perspective with better problem-solving skills. Develop policies to enhance diversity and inclusion within the Company.</p>		Positive
10.	Sustainable supply chain management	O	<p>Traceable and transparent supply chain for better decision making.</p> <p>Shifts toward cost-effective and low carbon logistics solutions not only benefits the environment but also optimizes resource utilization.</p>		Positive
11.	Cybersecurity/ Data Privacy Risk	R	<p>Data breaches or non-compliance pose existential threats, inviting financial losses, reputational harm and legal entanglements</p>	<p>Continuously improving technological infrastructure, stringent access controls and investing in proactive vigilance mechanisms to uphold data integrity and privacy standards.</p>	Negative

## 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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
<b>Policy and management processes</b>										
1. a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
b) Has the policy been approved by the Board? (Yes/No)	The policies have been approved by either the Board, the responsible Internal Committee, or the respective department, depending on the context									
c) Web Link of the Policies, if available	Access to the policies is facilitated through two avenues: (1) Company's official website- <a href="http://www.mankindpharma.com">www.mankindpharma.com</a> , (2) Intranet portal, designated exclusively for employees of the Company.									
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.	a)	Environmental Management System-(ISO 14001).								
	b)	Occupational Health & Safety Management System-(ISO 45001)								
	c)	IS-14489-3 <sup>rd</sup> Party Safety Audit - NBC 2016 and other applicable IS standards are being followed								
	d)	Good Manufacturing Practice (cGMP) compliance certification for facilities								
	e)	Information Security Management System - (ISO 27001)								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<b>Environment</b>									
	a)	Carbon neutral by 2030 (Base year FY'21)								
	b)	Reduce ground water intensity in Operations by 50% by 2030 (Base year FY'20).								
	c)	Hazardous Waste - Disposal of 70% for co-processing and 30% for landfilling by 2027 (Base year FY'21).								
	d)	Implementation of Wild Life Conservation plan for 2nos of Schedule-1 species in Sotanala (Behror) area.								
	e)	100% Renewable Power by 2030.								
	<b>Social</b>									
	a)	Ensuring the wellbeing of our employees and partners								
	<b>Governance</b>									
	a)	Implementation of effective stakeholder engagement strategy for collaboration to address key sustainability issues backed by Sustainability council.								
	b)	Highest standards of compliance and ethics backed by robust corporate governance.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company is dedicated to enhancing its ESG performance and has established clear targets under the three pillars of ESG.  To achieve the targets, a formal Sustainability strategy is framed, supported by systems to measure performance on each target. This process ensures alignment between the Company's initiatives and its overarching goals.  Through a strong review mechanism, the Company aims to uphold its core values while making a positive impact on stakeholders. This approach reflects our commitment to excellence, responsibility, and sustainable growth.									

## 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)

At Mankind Pharma Limited, we recognize the importance of Environmental, Social, and Governance (ESG) factors and integrated these values into our organizational culture, business operations, and in the value chain. Our commitment focuses on balancing the needs of the planet and its people, ensuring that we minimize environmental and social impacts while simultaneously creating long-term value for our stakeholders.

We have a robust governance framework that not only identifies key material issues, risks, and opportunities, but also lays out clear strategies for addressing them. Our governance structure designed to serve the best interests of all stakeholders, with a detailed set of practices, processes, and regulations that guide our operations. By adhering to these strong governance protocols, the Company aims to foster trust, transparency, and confidence among all its stakeholders.

In line with our environmental responsibility, we are committed to ensuring that our business growth does not come at the cost of the adverse impact on environment. We aim to build climate resilience in the face of climate change challenges and acknowledge the urgent need for a transition to a low-carbon economy. Through initiatives such as energy-efficient technologies, equipment upgrades, and ongoing process optimization, we are making meaningful strides toward our goal for becoming Carbon Neutral by 2030.

To further reduce our environmental impact, we have implemented a range of waste minimization measures, including disposal of waste to co-processing, optimizing plastic packaging and recycling of Post-consumer plastic waste under EPR. Additionally, we have introduced technological advancements such as MVR system to achieve zero liquid discharge at site, Air pollution control device and expansion/ modernization of ETP cum wastewater recycling plants.

Our commitment extends to working collaboratively with our suppliers to promote sustainable practices across our supply chain, reducing indirect emissions and fostering responsible practices throughout the value chain.

Mankind Pharma, a people-focused Company, is dedicated to creating an inclusive and accessible work environment. A proactive approach to health and safety and a commitment to continual learning and skill development demonstrate the Company's commitment to employee well-being.

Alongside initiatives adopted across its operations, the Company remains cognizant of the needs of the wider community and strives to create healthy ecosystems. The Company believes in giving back to the community and preserving culture, values, and traditions to create an equitable society. Our Company engages actively with its communities to address pressing societal challenges, aiming to generate vital impact on society, the environment and stakeholders. We aim to generate positive outcomes for social change, generating meaningful impact for the environment and society.

At Mankind Pharma, we remain committed to continuous improvement and are always seeking innovative ways to enhance our operations and maximize our positive impact.

Mr. Satish Kumar Sharma(Whole time Director)

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Chief Risk Officer and Sr. Vice President- EHS & Sustainability
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's Risk Management Committee and Corporate Social Responsibility Committee oversees sustainability-related matters, particularly those related to ESG. The Committees reports to and updates the Board regarding the actions to be taken, if any, to mitigate any relevant concerns. The details of the Committees are mentioned in the Corporate Governance Report of the Company.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes, the policies undergo a periodic review or as necessitated, under the supervision of the Board/ the accountable Internal Committee or the respective department, as applicable																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Statutory compliances are evaluated on a monthly basis at each manufacturing site and quarterly at the Corporate level, under the Management Review Meeting (MRM) and Committee/Board as applicable.																	

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, TUV India Pvt. Ltd.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles to its business (Yes/ No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	Not Applicable								
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

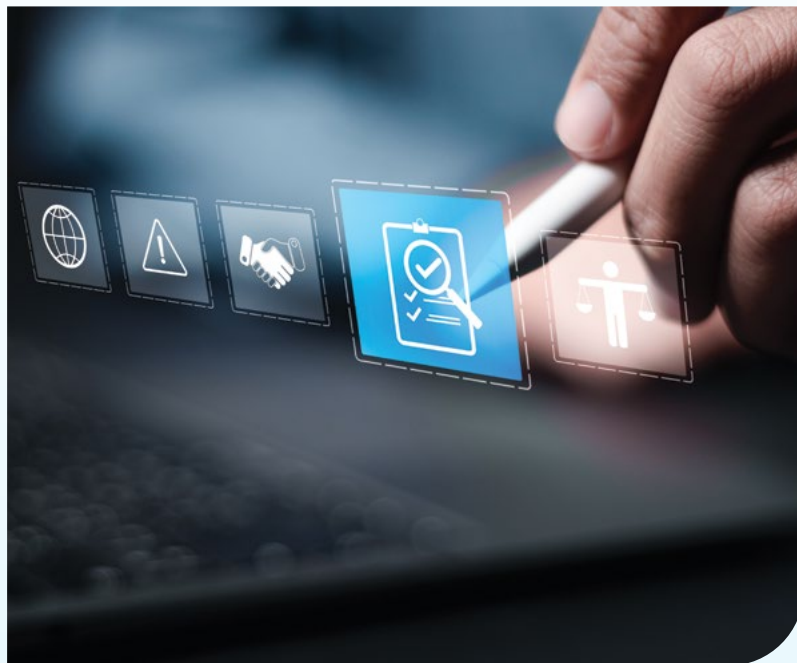
## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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 program 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	5	P1 to P9	100%
Key Managerial Personnel	5	P1 to P9	100%
Employees other than BoD and KMPs	1,022	Employees undergo various training programs throughout the year, aligned with BRSR principles. Key areas include Onboarding & Professional etiquettes, Ethics & Compliance (COC, POSH), Stress Management, People Management, Leadership & People Development, Workplace Culture & Personal Effectiveness, Sales & Business Communication, and Cybersecurity Awareness.	100%
Workers	456	Workers undergo regular training programs throughout the year, aligned with BRSR principles and operational excellence requirements. Key focus areas include workplace discipline, hygiene, GMP compliance, equipment and process safety, data integrity, POSH, COC, ISMS, cybersecurity, road safety, contamination control, TPM, 5S methodology, and handling of hazardous materials and alarms. These programs aim to enhance safety, compliance, and efficiency across operations.	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					
	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					
	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	
Punishment	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.

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 believes in conducting the operations in a transparent manner and does not indulge in the acts of bribery and corruption. The aspects of anti-corruption and anti-bribery are covered in our Code of Conduct and Business Ethics Policy, which applies to all stakeholders. Weblink of the Code of Conduct is available at <https://www.mankindpharma.com/code-ofconduct> and the business ethics policy is available on the company's internal portal for easy access by all employees.

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

	FY24-25	FY23-24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest

	FY24-25		FY23-24	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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) / Cost of goods/services procured) in the following format:**

	FY 24-25	FY 23-24
Number of days of accounts payables	49	49

Note: Pursuant to the merger of Shree Jee Laboratory Pvt Ltd, JPR Labs Pvt Ltd. and Jaspack Industries Pvt. Ltd. into the Company vide Scheme of Arrangement approved by Hon'ble NCLT, New Delhi bench, became effective from the Appointed date of April 01, 2024, the details / data, as applicable, for previous year have been revised.

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	FY24-25	FY 23-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	44.36%	35.59%
	b. Number of trading houses where purchases are made from	389	346
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	49.86%	49.43%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	99.42%	99.60%
	b. Number of dealers / distributors to whom sales are made	10,139	10,133
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	11.77%	9.64%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	47.93%	57.37%
	b. Sales (Sales to related parties / Total Sales)	8.90%	6.22%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	87.70%	95.34%
	d. Investments (Investments in related parties / Total Investments made)	99.13%	95.27%

Note: Pursuant to the merger of Shree Jee Laboratory Pvt Ltd, JPR Labs Pvt Ltd. and Jaspack Industries Pvt. Ltd. into the Company vide Scheme of Arrangement approved by Hon'ble NCLT, New Delhi bench, became effective from the Appointed date of April 01, 2024, the details / data, as applicable, for previous year have been revised.

### 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 Health & Safety	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
More than 5 sessions	Environment, Health & Safety, Sustainability, BRSR	22%

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

Yes, the Company has implemented Code of Conduct for Directors and Senior Management which outlines guidelines pertaining to Conflict of Interest, applicable to all Board Members and Senior Management. Further, the Board Members periodically disclose to the Board the details of their interest in other entities pursuant to the requirement of the Companies Act, 2013. Transaction with the Board Members or any entity in which such Board Members are concerned or interested have to be approved by the Audit Committee/ the Board of Directors, as applicable. In such cases, the interested directors abstain themselves from the discussions at the meetings.



## 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

	FY24-25	FY23-24	Details of improvements in Environmental and Social impacts
R&D	100%	100%*	<ul style="list-style-type: none"> <li>*The investments on R&amp;D are focused on improving the environmental and/or social impacts of our products and processes. The previous year's value is also updated accordingly.</li> <li>Focused on Environmental performance improvement with respect to Water and Energy conservation/GHG reduction initiatives.</li> </ul>
Capex	22%	10%	

2.
  - a) Does the entity have procedures in place for sustainable sourcing? (Yes/No)  
Yes
  - b) If yes, what percentage of inputs were sourced sustainably?  
Yes, Mankind Pharma has developed a thorough Suppliers' Code of Conduct, embracing sustainable practices across its value chain. The Suppliers' Code of Conduct defines the expectations for suppliers, encompassing a wide range of principles and guidelines related to Environmental, Social, and Governance (ESG) factors. The guidelines prioritize to business integrity, environmental responsibility, employee health & safety, employee well-being, fair labor practices, and adherence to applicable laws and regulations in value chain. To ensure implementation of Suppliers' Code of Conduct, The Company diligently incorporate Social, Ethical, and Environmental key performance indicators (KPIs) in supplier's selection and assessment process criteria. In FY 24-25, based upon the Company's sustainability program, 25% of the procurements (by value) were procured through sustainable sourcing.

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.

**Plastics (including packaging):**

The Company is committed to recycling 100% of plastic waste generated in its operation including plastic packaging of its products. In alignment to the commitment, the Company has created an inventory of the plastic waste produced by its products in the Indian market. Additionally, the Company has collaborated with reputable Waste Management Agencies (WMAs) to collect the plastic waste on a geo-neutral model based on CPCB guidelines and ensure its disposal at authorized recycling facilities.

**E-waste:**

Not Applicable, as there is no post-consumer E-waste in our operations. However, the E-waste generated at our premises is disposed safely with the help of authorized recyclers, in accordance with the CPCB guidelines.

**Hazardous waste:**

Not Applicable, as a pharmaceutical company, we do not reclaim products at the end of their life. Although, the unsold products in market that have reached their end of life due to any reason, are retrieved by our warehouses to ensure secure and responsible disposal. Moreover, the hazardous waste generated at our facilities is stored in accordance with the regulatory requirement and disposed at authorized TSDF/Recyclers/Co-processing facilities.

**Other Waste:**

Other waste generated from manufacturing plants sent to authorized vendors for Recycling/Reuse/ disposal in an environmentally safe manner.

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

Yes, Extended Producer Responsibility (EPR) is applicable to Mankind Pharma. The Company takes a proactive approach to waste management, formulating tailored strategies for each category of waste to minimize environmental impacts. Recognizing the significance of plastic waste management and applicable regulations, The Company has registered with the Central Pollution Control Board (CPCB) under the Plastic Waste Management Rules, 2016. In FY24-25, the Company received the EPR target from CPCB (Central Pollution Control Board) for collection and recycling of 7,890 MT of plastic waste. In compliance to regulation, Mankind Pharma has collected 8,996 MT of plastic waste across the nation, surpassing the Extended Producer Responsibility (EPR) target.

### 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 Products/ Service	% of Total Turnover contributed	Boundary for which Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No)
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Formal LCA studies have not yet been undertaken for products, however, the Company incorporates environmental considerations such as energy efficiency, waste management, and responsible sourcing as part of its broader environmental management practices. It is currently in the process of evaluating the feasibility of implementing LCA methodologies in alignment with sustainability goals.

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 Products/ Service	Description of Risk / concern	Action Taken
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Risks are monitored through internal assessments and regulatory compliance processes and no significant social or environmental concerns have been identified.

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	
	FY24-25	FY 23-24

As a pharmaceutical company, use of recycled or reused materials in the manufacturing process is restricted due to the sensitive nature of our products and the need to maintain strict safety and quality standards. However, in API manufacturing at Rajasthan, the Company has installed solvent recovery plants to recycle and recover solvents used in APIs production.

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 24-25			FY23-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging) (MT)	0	3,588	5,409	0	6,275	2,047.31
E-waste (MT)	NA	NA	NA	0	1.6	N.A
Hazardous waste (MT)	0	0	668.16*	0	5.57	312.25
Other waste (MT)	NA	NA	NA	0	0	28.01

\* Unsold products in market that have reached their end of life for any reason.

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

Indicate product category	Reclaimed products and their packaging material as % of total product sold in respective category
As a pharmaceutical company, we do not reclaim products at the end of their life. However, we ensure that plastic packaging materials (both pre- and post-consumer plastic waste) are sent to an authorized recycling facility for co-processing or recycling.	



## 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	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities*	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	18,101	18,101	100%	18,101	100%	0	0.00	18,101	100%	0	0
Female	488	488	100%	488	100%	488	100%	0	0	0	0
<b>Total</b>	<b>18,589</b>	<b>18,589</b>	<b>100%</b>	<b>18,589</b>	<b>100%</b>	<b>488</b>	<b>3%</b>	<b>18,101</b>	<b>97%</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent employees</b>											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

\* Day care facility is provided for Paonta Sahib Unit-1 & 2 (Common), for both employees and workers

## b. Details of measures for the well-being of Workers:

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities*	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	987	987	100%	987	100%	0	0	987	100%	0	0
Female	44	44	100%	44	100%	44	100%	0	0	0	0
<b>Total</b>	<b>1,031</b>	<b>1,031</b>	<b>100%</b>	<b>1,031</b>	<b>100%</b>	<b>44</b>	<b>4%</b>	<b>987</b>	<b>96%</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent Workers</b>											
Male	1,199	1,199	100%	1,199	100%	0	0	0	0	0	0
Female	506	506	100%	506	100%	0	0	0	0	0	0
<b>Total</b>	<b>1,705</b>	<b>1,705**</b>	<b>100%</b>	<b>1,705</b>	<b>100%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

\* Day care facility is provided for Paonta Sahib Unit-1 & 2 (Common), for both employees and workers

\*\* 100% worker are covered either ESI (Employees' State Insurance Corporation) or Health Insurance benefits

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

	FY24-25	FY 23-24
Cost incurred on wellbeing measures as a % of total revenue of the company	0.35%	0.35%

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

Benefits	FY24-25			FY 23-24		
	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	99.84%	81.18%	Yes	99.64%	80.66%	Yes
Gratuity	99.87%	81.18%	Yes	99.67%	80.66%	Yes
ESI	4.35%	43.35%	Yes	6.40%	47.84%	Yes
Others – please specify	-	-	-	-	-	-

**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.**

Yes, Mankind Pharma is committed to fostering an inclusive and accessible work environment for all its employees. The Company has implemented various initiatives across its locations aimed at enhancing the workplace experience. Mankind Pharma has incorporated facilities such as ramps and elevators, among other amenities like modification in washrooms, to ensure the accessibility of its manufacturing sites, administrative offices and corporate headquarters for differentially abled persons. By prioritizing inclusivity and accessibility, the organization demonstrates its dedication to empowering its diverse workforce.

**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.**

Mankind Pharma is committed to creating an inclusive workplace environment that promotes equal opportunities and respects the dignity and rights of all individuals. The Company takes great pride in offering a discrimination-free workplace where all workers can reach their full potential and flourish, irrespective of their age, color, origin, nationality, disability, religion, race, caste, gender, sex, or sexual orientation.

At Mankind Pharma, fostering inclusivity and embracing diversity are not just moral requirements, but also potent engines of economic expansion and sustained competitive advantage. This dedication to integrate diversity and inclusivity is codified under Code of Conduct of the organization, which specifically forbids discrimination on the basis of personal characteristics.

By adhering to these values, Mankind Pharma fosters an environment where all workers are respected, encouraged to pursue their goals and feel empowered to bring forth their diverse perspectives. Web-link of the policy- <https://www.mankindpharma.com/code-of-conduct/>

**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%	83%	100%	100%
Female	100%	63%	100%	100%
<b>Total</b>	<b>100%</b>	<b>81%</b>	<b>100%</b>	<b>100%</b>

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	The Company has established a Policy for Grievance Redressal to reinforce the Company's commitment towards providing fair and equitable work environment to its Employees.
Other than Permanent Workers	
Permanent Employees	Following the policy directives, a Grievance Redressal Committee has been constituted and employee or group of employees can report their grievance to the Chairperson of the Grievance Redressal Committee or email at grc@mankindpharma.com.  The policy ensures that all grievances are addressed in a fair, impartial, and non-retaliatory manner.
Other than Permanent Employees	

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

Category	FY24 -25			FY23 -24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Total Permanent Employees</b>	<b>18,589</b>	<b>0</b>	<b>0</b>	<b>18,428</b>	<b>0</b>	<b>0</b>
Male	18,101	0	0	17,997	0	0
Female	488	0	0	431	0	0
<b>Total Permanent Workers</b>	<b>1,031</b>	<b>0</b>	<b>0</b>	<b>1,112</b>	<b>0</b>	<b>0</b>
Male	987	0	0	1,049	0	0
Female	44	0	0	63	0	0

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

	FY24 -25					FY23 -24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	18,101	13,667	76%	18,101	100%	17,997	10,429	58%	17,997	100%
Female	488	466	95%	488	100%	431	156	36%	431	100%
<b>Total</b>	<b>18,589</b>	<b>14,133</b>	<b>76%</b>	<b>18,589</b>	<b>100%</b>	<b>18,428</b>	<b>10,585</b>	<b>57%</b>	<b>18,428</b>	<b>100%</b>
<b>Worker</b>										
Male	987	987	100%	987	100%	1,049	1,049	100%	1,049	100%
Female	44	44	100%	44	100%	63	63	100%	63	100%
<b>Total</b>	<b>1,031</b>	<b>1,031</b>	<b>100%</b>	<b>1,031</b>	<b>100%</b>	<b>1,112</b>	<b>1,112</b>	<b>100%</b>	<b>1,112</b>	<b>100%</b>

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

	FY24 -25			FY 23 -24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	18,101	12,981	71.71%	17,997	13,438	74.67%
Female	488	337	69.06%	431	281	65.20%
<b>Total</b>	<b>18,589</b>	<b>13,318</b>	<b>71.64%</b>	<b>18,428</b>	<b>13,719</b>	<b>74.45%</b>
<b>Worker</b>						
Male	987	658	66.67%	1,049	691	65.87%
Female	44	17	38.64%	63	31	49.21%
<b>Total</b>	<b>1,031</b>	<b>675</b>	<b>65.47%</b>	<b>1,112</b>	<b>722</b>	<b>64.93%</b>

## 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 system?**

Yes, Mankind Pharma places a high priority on maintaining a safe and secure work environment, recognizing that the well-being of our employees, partners, and stakeholders is critical to our success. About occupational health and safety management, EHS function leads occupational health and safety related matters for the organization, providing strategic direction, developing policies and internal procedures/standards for EHS related activities.

Our occupational health and safety management systems are aligned to the ISO (International Organization for Standardization) and all manufacturing units are ISO 14001 and ISO 45001 certified. Udaipur Unit is going for certification in FY26. The Company is committed to achieve a 'zero' impact on individuals, processes and the environment by implementing a comprehensive EHS management system that is integrated into all business operations. The Company's EHS management system encompasses all internal and external stakeholders, including employees, vendors and contractors, ensuring a holistic approach to creating a safe and ethical work environment for everyone.

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

At Mankind Pharma, the wellbeing of employees is top priority and the Company is committed to providing a safe and healthy work environment for the employees.

In line with our Occupational Health and Safety (OHS) management system, the Company has established integrated Process Safety Management Systems designed to thoroughly assess all current operations, procedures and any upcoming innovations for potential risks. By using techniques such as Process Hazard Analysis, Equipment Safety Studies, HAZOP (Hazard and Operability Study), What-if Analysis, and Risk Matrix assessments, our interdisciplinary teams work collaboratively to conduct in-depth process safety evaluations.

These comprehensive assessments ensure in-depth identification and mitigation of potential risks. Additionally, we have implemented a work permit system to effectively manage both routine and non-routine work-related hazards.

Moreover, Mankind Pharma conducts regular audits to evaluate the effectiveness of its health and safety protocols across all sites.

- c) **Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)**

Yes, the Company acknowledges the importance of providing employees with multiple channels to report work-related hazards and ensure their safety. To support this, the Company has implemented a comprehensive Near-miss/Unsafe Act/Unsafe Condition reporting system, which allows employees to report potential hazards without fear of repercussions.

The Company has a clear protocol for workers to remove themselves from situations that pose a risk to their health or safety. This is part of our commitment to a safe work environment where employees are empowered to take immediate action to protect themselves.

The Company also regularly convenes safety committee meetings, bringing together management, employees, and independent contractors to collaboratively address and resolve health and safety issues. Furthermore, the Company, have a Standard Operating Procedure (SOP) for Incident Reporting and Investigation, ensuring timely reporting and resolution of any incidents.

All reports of hazards are taken seriously and investigated promptly to ensure corrective actions are taken.

Through regular safety training, awareness programs, and clear communication, the Company, strive to create a workplace where all employees feel supported in maintaining their own safety and the safety of their colleagues.

d) **Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?**

Yes. At Mankind Pharma, the wellbeing of its employees is paramount. The Company's commitment extends beyond workplace safety, offering comprehensive medical and healthcare services to all staff members. Recognizing that a healthy workforce is a productive one, Mankind Pharma proactively facilitates complimentary health screenings for all employees. The Company also provides group Medclaim insurance and ESI to its employees & Workers as applicable. This approach underscores Mankind Pharma's dedication to fostering a healthy work environment and promoting the overall wellness of its employees.

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

Safety Incident/Number	Category	FY 24-25	FY 23-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

In accordance with the Company's health and safety mission, the Company consistently endeavors to enhance safety performance and promote health and safety awareness among employees and workers. To achieve this, the Company has implemented several measures to ensure a safe and healthy workplace for all stakeholders:

Mandatory induction safety training and job-specific safety sessions are provided to all employees and workers. We actively encourage the identification of hazards and the proactive reporting of near misses and unsafe conditions through our Hazard and Near Miss reporting program, followed by prompt implementation of corrective actions.

1. Conducting periodic safety audits to review workplace conditions and implementing remedial actions to further enhance safety measures, procedures, and reporting systems.
2. Promoting timely and effective reporting and investigation of all incidents and implementing corrective and preventive actions within specified timeframes.
3. Conducting hazard identification and risk assessment for all departmental operations.
4. Regularly convening safety committee meetings with other stakeholders to ensure compliance with local safety regulations, identify areas for improvement, implement corrective actions, and evaluate key performance indicators.
5. All manufacturing plants are fully equipped with both fire protection and prevention system.
6. Critical operations carrying high hazards at API manufacturing sites, are fully automated and reducing exposure to hazardous environments.
7. Occupational health centers are established assisted by medical officer and nursing assistant at each manufacturing site.
8. On site Emergency management plan in place and basis of same periodic Mockdrills are conducted
9. Structured safety training programs at all manufacturing sites which includes training need identification based on competency and awareness, Preparation of training planner and conducted trainings followed by its evaluation. These safety trainings are majorly focused on safety awareness, process safety, emergency response, and behavioral safety.
10. Annual medical checkups are conducted for all the employees at manufacturing site to ensure the health and well-being of employees.

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

	FY 24-25			FY 23-24		
	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	NIL	NIL	NIL	NIL
Health & Safety	NIL	NIL	NIL	NIL	NIL	NIL

**14. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of the Company's all manufacturing plants & Offices
Working Conditions	

**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**

Not Applicable

**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, for both Employees & Workers.

**2. Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.**

The Company hold the values of integrity and moral behavior in all business dealings to be upheld throughout our entire value chain along with ethical business practice.

The Company is committed to conduct business ethically and in compliance with applicable statutory regulations. The organization has put in place strong systems to ensure that, in all of our dealings with value chain partners, all necessary statutory obligations are taken out and deposited in compliance with the relevant laws.

To ensure the highest levels of compliance, the Company have compliance tool to monitor statutory deductions & associated payments with the authorities. This process is routinely examined thorough audit procedures. This dedication to ethical and sustainable business practices, in our opinion, benefits not only our partnerships but also the ecosystem as a whole.

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

Gender	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 24-25	FY 23-24	FY 24-25	FY 23-24
Employees	0	0	0	0
Workers	0	0	0	0

**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)**

No, the Company believe in capacity building of resources through training and skill development opportunities.

At Mankind Pharma, there's an understanding that continuous learning and skill development are key to fostering a dynamic and engaged workforce. To support the growth and empowerment of the employees for future opportunities, skill upgradation programs are periodically conducted during their employment tenure. These training initiatives are carefully tailored to address the specific needs of various cadres and functional areas, equipping the employees with relevant and valuable skills. Investment in the talent, not only enhance the performance within the Company but also prepared them to pursue meaningful employment opportunities even after retirement. This commitment to lifelong learning and professional development is a testament to Mankind Pharma's dedication to its people and their long-term success.

**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	
Working Conditions	25%

**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.**

No Significant Risk identified.



## PRINCIPLE 4

Business should respect the interests of and be responsive to all its stakeholder



### Essential Indicators

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

Mankind Pharma acknowledges that stakeholder engagement plays the critical role in fostering sustainable growth. The Company actively sought input from both internal and external stakeholders through structured consultations, including discussion, surveys and interviews. Internal stakeholders, in particular senior management and department heads provided valuable perspectives on the organization's sustainability priorities which also provide insights to identify and map more relevant stakeholders. Additionally, other information is also considered like feedback from external stakeholders, such as consumers and the local communities around the CSR projects area, suppliers and service providers, assessed based on leading Environmental, Social, and Governance (ESG) practices etc. Following a comprehensive analysis of the collected data, stakeholders are prioritized based on their significance to the Company's performance.

The Company recognize each stakeholder group and their specific priorities and consistently engage with them to get their insights which in turn contribute to Company's performance. The key stakeholder groups are Healthcare Professionals, Customers, Suppliers, Regulators, Community, NGOs, Government/ Corporate partners, Investors and Employees etc. Through this inclusive approach, Mankind Pharma ensures that its sustainability programs align with the expectations and standards of its diverse stakeholder base.

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

Stakeholder Group	Whether identified as vulnerable & marginalized group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others-please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Healthcare Professionals	No	<ul style="list-style-type: none"> <li>In Person Meetings</li> <li>Sharing specific scientific updates and practices regarding newer therapies</li> <li>Digital channels</li> </ul>	Frequently and need-based	<p>The Company engages with healthcare professionals to update them regarding its products, newer therapies, patient need and science of medicines.</p> <p>Key topics of concern:</p> <ul style="list-style-type: none"> <li>- Product availability</li> </ul>
Customers	No	<ul style="list-style-type: none"> <li>Conducting regular customer surveys</li> <li>Website &amp; Brochure</li> <li>Receiving feedback to monitor trends through review meetings and calls</li> </ul>	Frequently and need-based	<p>The Company interacts with its customers to keep them updated about its offerings and resolve any grievances.</p> <p>Key topics of concern:</p> <ul style="list-style-type: none"> <li>- Access to affordable products</li> <li>- Availability of the products</li> <li>- Customer care</li> </ul>
Suppliers	No	Engagement with suppliers on a continuous basis through scheduled meetings, weekly email briefings, regular phone calls and partner events	Half yearly and need-based	<p>Regular interaction with suppliers is necessary to continuously keep track of the quality of raw materials and understand any supply chain issues that might occur.</p> <p>Key areas of interest:</p> <ul style="list-style-type: none"> <li>- Long term contracts</li> <li>- New technology or equipment</li> <li>- Pricing</li> </ul>
Regulators	No	<ul style="list-style-type: none"> <li>One-on-one meetings</li> <li>E-mails</li> <li>Mandatory submissions</li> <li>Periodic audits</li> </ul>	Periodic and need-based	<p>The Company engages with regulators for compliance, guidelines and technical guidance to consistently improve governance.</p> <p>Key topics of concern:</p> <ul style="list-style-type: none"> <li>- Change in laws and regulations</li> <li>- Regulatory compliance</li> <li>- Timely disclosures</li> </ul>
NGO's/ Communities	Yes	<ul style="list-style-type: none"> <li>Direct engagement at facility and project sites</li> <li>Dedicated CSR-team-led engagement</li> <li>Health Awareness Campaigns</li> <li>Engagement through NGO Partners</li> </ul>	Continuous and need-based	<p>The Company engages with communities through different CSR initiatives undertaken by the Company to improve the overall living conditions and support in the sustainable development of the communities.</p> <p>Key topics of concern</p> <ul style="list-style-type: none"> <li>- CSR activities</li> <li>- Livelihood development</li> <li>- Access to education and healthcare</li> <li>- Creating Healthcare Awareness</li> </ul>

Stakeholder Group	Whether identified as vulnerable & marginalized group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors and leadership	No	<ul style="list-style-type: none"> <li>Annual reports and quarterly results</li> <li>General meetings</li> <li>Media releases</li> <li>Performance and Business update calls Investor meetings</li> </ul>	Annual and need based	<p>The Company engages with investors and leaderships as they help in maintaining the business performance and discuss future growth plans with them.</p> <p>Key topics of concern:</p> <ul style="list-style-type: none"> <li>- Business Performance</li> <li>- Stable business growth</li> <li>- Company's reputation</li> <li>- Corporate governance</li> <li>- ESG</li> </ul>
Employees	No	<p>The Company uses both digital and physical channel of communication for:</p> <ul style="list-style-type: none"> <li>Quarterly reviews to address employee queries at corporate and manufacturing locations New Year and other festive events, sporting events, Blood donation camps Outbound training programmes, Newsletter</li> </ul>	Ongoing and need based	<p>The Company continuously engages with employees through various training programmes and career development activities.</p> <p>Key topics of concern:</p> <ul style="list-style-type: none"> <li>- Well-being.</li> <li>- Work environment.</li> <li>- Health and safety</li> <li>- Career growth</li> <li>- Capacity building</li> <li>- Upskilling the employees</li> </ul>

## Leadership Indicators

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

At Mankind Pharma, consultation with respective stakeholders is performed by the relevant business and functional heads. Feedback received from such consultations are provided to the senior management and/or the Board accordingly.

**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, Mankind Pharma, with contributions from a diverse group of stakeholders, has conducted a comprehensive materiality assessment. This process enabled the Company to identify and prioritize the environmental, social, governance, and economic issues that are crucial to its long-term sustainability and success. As a result of this assessment, Mankind Pharma gained a deeper understanding of the key issues impacting its operations and value creation. Armed with this knowledge, the Company has set ambitious goals to drive its sustainability agenda forward, ensuring a prosperous future for both the Company and its stakeholders.

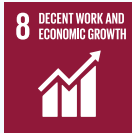
**3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.**

Mankind Pharma is dedicated to improving the communities in which we live, especially the weaker and more marginalized ones. We effort to comprehend the particular needs and demands of our surrounding communities by actively engaging with them. The Company has taken steps to support various community services educational initiatives, livelihood, sanitation, Hygiene, Drip Irrigation, Renewable solar lighting, Plantation, Health & healthcare facilities, Youth skill development out of a strong sense of responsibility. Our desire to make a difference and enhance the lives of people who live in our communities motivates these efforts.



## 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:

	FY24-25			FY23-24		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	18,589	18,589	100%	18,428	18,428	100%
Other than permanent	0	0	0	0	0	0
<b>Total Employees</b>	<b>18,589</b>	<b>18,589</b>	<b>100%</b>	<b>18,428</b>	<b>18,428</b>	<b>100%</b>
<b>Workers</b>						
Permanent	1,031	1,031	100%	1,112	1,112	100%
Other than permanent	1,705	0	0	1,516	0	0
<b>Total Workers</b>	<b>2,736</b>	<b>1,031</b>	<b>38%</b>	<b>2,628</b>	<b>1,112</b>	<b>100%</b>

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

Category	FY24-25					FY23 -24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>	<b>18,589</b>	<b>15</b>	<b>0.08%</b>	<b>18,574</b>	<b>99.92%</b>	<b>18,428</b>	<b>63</b>	<b>0.34%</b>	<b>18,365</b>	<b>99.66%</b>
Male	18,101	10	0.06%	18,091	99.94%	17,997	41	0.23%	17,956	99.77%
Female	488	5	1.02%	483	98.98%	431	22	5.10%	409	94.90%
<b>Other than Permanent</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
<b>Workers</b>										
<b>Permanent</b>	<b>1,031</b>	<b>102</b>	<b>9.89%</b>	<b>929</b>	<b>90.11%</b>	<b>1,112</b>	<b>70</b>	<b>6.29%</b>	<b>1,042</b>	<b>93.71%</b>
Male	987	100	10.13%	887	89.87%	1,049	70	6.67%	979	93.33%
Female	44	2	4.55%	42	95.45%	63	0	0	63	100%
<b>Other than Permanent*</b>	<b>1,705</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,516</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>
Male	1,199	0	0	0	0	1,046	0	0	0	0
Female	506	0	0	0	0	470	0	0	0	0

\*Payment of wages to non-permanent employees and workers is the responsibility of the respective contractor, The Company ensure compliance of minimum wages.

3. Details of remuneration/salary/wages

a) Median remuneration / wages:

	Male		Female	
	Number FY24-25	Median remuneration / salary / wages of respective category	Number FY24-25	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	1,07,38,204 <sup>^</sup>	1	63,00,000
Key Managerial Personnel <sup>^^</sup>	3	5,31,60,135 <sup>^^</sup>	0	0
Employees other than BoD and KMP	18,094	4,82,112	488	5,74,338
Workers	987	3,74,988	44	2,26,524

<sup>^</sup> Remuneration includes sitting fees paid to Independent Directors.

<sup>^^</sup> The median remuneration of KMP is exclusive of remuneration paid to the Executive Directors since it is covered under median remuneration of Board of Directors.

<sup>^^^</sup> The KMP includes Chief Operating Officer, Chief Financial Officer & Company Secretary. During the FY 2024-25, Mr. Pradeep Chugh, resigned and ceased as Company Secretary and Key Managerial Personal of the Company w.e.f. close of business hours on November 30, 2024 thereafter Mr. Ashish Mittal, appointed as Company Secretary and Compliance officer of the Company and Key Managerial Personnel and designated as Deputy Company Secretary with effect from December 3, 2024 and resigned on January 8, 2025, as part of internal re-structuring and thereafter Mr. Hitesh Kumar Jain appointed as Company Secretary and Compliance officer of the Company and Key Managerial Personnel w.e.f. January 9, 2025.

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

	FY 24-25	FY 23-24
Gross wages paid to females as % of total wages	3.50%	3.52%

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

Yes, the Company acknowledges the significance of human rights violations. The Company has a POSH, Grievances Redressal Policy and Whistle Blower Policy in place to ensure a positive and safe work environment. The employees and contractors are free to discuss human rights concerns in safety and canteen committee meetings. Both the site

HR and site EHS teams are responsible for addressing the concerns in consultation with the Site Head. Whenever necessary, those issues are escalated to the corporate level, including the Corporate HR Head and the Operation Head. Consolidated details are further discussed with the respective governance committees.

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

The Company respect and uphold high standards on the protection of human rights and strives to create a work environment that is conducive to safeguarding human rights protection. In case of any concerns with regards to this Policy, the Employees are encouraged to reach out to Head of Human Resource Department. Additionally, the Employees can also refer to the Company's Grievance Redressal Policy, in case of any grievances.

The Company has established process for employees and workers to raise grievances and concerns. The concerns can be raised through the following channels:

- Employees can reach out to Head of Human Resource Department.
- Concerns can also be raised through e-mail at [ombudsman@mankindpharma.com](mailto:ombudsman@mankindpharma.com).
- In case of POSH, the Complainant may make in writing or by e-mail, the complaint of Sexual Harassment to any of the member of the POSH Committee.

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

	FY 24-25			FY23-24		
	Filed during the year (No.s)	Pending resolution at the end of year	Remarks	Filed during the year (No.s)	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labor	0	0	NA	0	0	NA
Forced Labour/Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

	FY 24-25	FY 23-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

At Mankind Pharma, we are dedicated to maintaining a safe and respectful work environment, free from discrimination and harassment. Our Company policies explicitly protect employees from acts of retaliation, including intimidation or further harassment. Employees who report violations or potential violations are safeguarded by these policies, ensuring confidentiality and promoting a non-retaliatory culture. All information shared during the investigation process is kept confidential, except as necessary to conduct the investigation.

We provide clear and secure reporting channels to facilitate confidential reporting, and our comprehensive investigation and review process ensures appropriate actions are taken. We also offer protections to complainants to guarantee a safe work environment.

Through these measures, Mankind Pharma strives to create a workplace where all employees feel secure and confident that their concerns will be addressed in a fair and effective manner.

**9. Do human rights requirements form part of your business agreements and contracts?**

Yes.

**10. Assessments for the year**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	100%
Forced/involuntary labor	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	100%

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

Not Applicable

**Leadership Indicators**

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

Nil

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

Nil

**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?**

The Company is taking the requisite steps to create a better and more accessible work space for its people. The manufacturing facilities of the Company, its administration offices and the corporate headquarters offices have braille on lifts buttons, ramps, elevators and other infrastructure, that provide easy access to differently abled individuals.

**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	
Discrimination at workplace	
Child Labour	25%
Forced Labour/Involuntary Labour	
Wage	
Company Third Party Code of conduct	

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

No significant risk observed.



## 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 24-25	FY 23-24
<b>From renewable sources</b>		
Total electricity consumption (A)*	1,54,136	1,40,543 <sup>#</sup>
Total fuel consumption (B)	2,24,934	1,96,979
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>3,79,070</b>	<b>3,37,522</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	1,44,620	1,00,750
Total fuel consumption (E)	82,803	1,05,297
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from nonrenewable sources (D+E+F)</b>	<b>2,27,423</b>	<b>2,06,046</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>6,06,493</b>	<b>5,43,568</b>
<b>Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (GJ/CR INR)</b>	<b>63.86<sup>**</sup></b>	<b>62.99</b>
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (GJ/ Cr. USD)</b>	<b>1,319.26<sup>***</sup></b>	<b>1,441.24</b>
<b>Energy intensity in terms of physical output (GJ/Million no of Tablets)</b>	<b>61.8<sup>****</sup></b>	<b>61.1</b>
<b>Energy intensity – GJ/ MT <sup>*****</sup></b>	<b>591.5</b>	<b>391.8</b>

Note: Pursuant to the merger of Shree Jee Laboratory Pvt Ltd, JPR Labs Pvt Ltd. and Jaspack Industries Pvt. Ltd. into the Company vide Scheme of Arrangement approved by Hon'ble NCLT, New Delhi bench, effective from the Appointed Date of April 01, 2024, the details / data, as applicable, for previous year have been revised.

\* 89% & 100 % of Himachal Pradesh & Sikkim State Electricity Board respectively, constitutes renewable electricity share, as per the source document issued by the state electricity board.

\*\*Revenue from operations does not include manufacturing site revenue of INR 40.00 Crs and trading revenue of INR 398.26 due to discontinued operations in FY24-25.

\*\*\* In FY 24-25, The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year by IMF, which is 20.66 while in FY23-24, PPP exchange rate was based on OECD i.e. 22.88.

\*\*\*\* Energy intensity is calculated considering Million no of Tablets produced at formulation Unit 1, Unit 2, Unit 3, Sikkim and Udaipur while API production of Udaipur Unit (3.12 MT) is not considered.

\*\*\*\*\* Energy intensity (GJ/MT) is calculated for API Production of Sotanala (Behror), Rajasthan (API-1) and Anakapalli, Andhra Pradesh (API-2) sites.

Restatement -

# For FY23-24 - Electricity consumption from renewable sources (A) is revised due to addition of GRID (renewable electricity), as in FY23-24 only CAPEX solar energy was considered for renewable energy calculation including subsequent data points.

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

Yes, TUV India Pvt. Ltd. has carried out the BRSR Core assessment.

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, Mankind Pharma Limited, does not fall under the notified criteria of designated consumer of PAT Scheme.

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

Parameter	FY 24-25	FY 23-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	3,94,575	3,45,361
(iii) Third party water	19,491	23,313
(iv) Seawater / desalinated water	0	0
(v) Others*	95.6	1,806
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>4,14,162</b>	<b>3,70,480</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>4,14,162</b>	<b>3,70,480</b>
<b>Water intensity per rupee of turnover</b> (KL/CR INR) (Total water consumption / Revenue from operations)	<b>43.6**</b>	<b>42.9</b>
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (KL/Cr USD) (Total water consumption / Revenue from operations adjusted for PPP)	<b>900.9***</b>	<b>982.3</b>
<b>Water intensity in terms of physical output (KL/Million no of Tablets)</b>	<b>47.26****</b>	<b>45</b>
<b>Water intensity – KI/MT *****</b>	<b>156.5</b>	<b>142.2</b>

Note: Pursuant to the merger of Shree Jee Laboratory Pvt Ltd, JPR Labs Pvt Ltd. and Jaspack Industries Pvt. Ltd. into the Company vide Scheme of Arrangement approved by Hon'ble NCLT, New Delhi bench, effective from the Appointed Date of April 01, 2024, the details / data, as applicable, for previous year have been revised.

\* Other Category include - Rain water harvested for reuse in the utility operations.

\*\*Revenue from operations does not include manufacturing site revenue of INR 40.00 Crs and trading revenue of INR 398.26 due to discontinued operations in FY 24-25.

\*\*\* In FY 24-25, The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year by IMF, which is 20.66 while in FY23-24, PPP exchange rate was based on OECD i.e. 22.88.

\*\*\*\* Water intensity is calculated considering Million no of Tablets produced at formulation Unit 1, Unit 2, Unit 3, Sikkim and Udaipur while API production of Udaipur Unit (3.12 MT) is not considered.

\*\*\*\*\* Water intensity (KL/MT) is calculated for API Production of Sotanala (Behror), Rajasthan (API-1) and Anakapalli, Andhra Pradesh (API-2) sites.

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

Yes, TUV India Pvt. Ltd. has carried out the BRSR Core assessment.

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

Parameter	FY 24-25	FY 23-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties*	6,892	7,077
- No treatment	0	0
- With treatment – please specify level of treatment	6,892	7,077
(v) Others*	3,847	0
- No treatment	0	0
- With treatment – please specify level of treatment	3,847	0
<b>Total water discharged (in kilolitres)</b>	<b>10,739</b>	<b>7,077</b>

Note: Pursuant to the merger of Shree Jee Laboratory Pvt Ltd, JPR Labs Pvt Ltd. and Jaspack Industries Pvt. Ltd. into the Company vide Scheme of Arrangement approved by Hon'ble NCLT, New Delhi bench, effective from the Appointed Date of April 01, 2024, the details / data, as applicable, for previous year have been revised.

(\*) Our manufacturing facilities (Unit 1,2,3 Sikkim, Udaipur and Sotanala (Behror) (API -1) are equipped with Effluent treatment plants followed by UF/RO systems that treat wastewater for safe on-site reuse, such as for maintaining green areas, flushing in Toilets and cooling tower as a makeup water, except Anakapalli, Andhra Pradesh (API-2) and R&D Centers, Manesar. At R&D centers, Manesar tertiary level treated waste water is discharged into HSIIDC (Haryana State industrial and Infrastructure development corporation) and at Anakapalli, Andhra Pradesh (API-2) waste water is sent to the CETP (Common Effluent Treatment plant) for its treatment, in conformance with the norms stipulated and specific conditions as mentioned in CTO (Consent to operate). Both API plants at Rajasthan and formulation site at Sikkim are ZLD plants.

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

Yes, TUV India Pvt. Ltd. has carried out the BRSR Core assessment.

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

The Company has implemented waste water treatment facilities across the operations, equipped with advanced technologies based on system requirements such as Multi Vapor recompression (MVR), Membrane Bioreactor (MBR) and Multi-Stage Ultra-Filtration Reverse Osmosis (UFRO) systems, Multi Stage Evaporator (MEE) and Dewatering sludge Volute Press etc. which ensure high quality treatment of waste water for further use in cooling towers, Toilet flushing, Gardening and avoid discharge of water at manufacturing sites. Moreover, Company's API manufacturing facilities at Sotanala (Behror) and Udaipur in Rajasthan are Zero Liquid discharge sites and formulation facility in Sikkim has also upgraded into Zero Liquid Discharge (ZLD) site ensuring no waste water discharge outside the premises. These initiatives help minimize wastewater discharge across operations, reinforcing the Company's commitment to sustainability.

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

Parameter	Please specify unit	FY 24-25	FY 23-24
NOx	Tons	68.37	69.12
SOx	Tons	37.28	20.04
Particulate matter (PM)	Tons	98.98	129.15
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

Note: Pursuant to the merger of Shree Jee Laboratory Pvt Ltd, JPR Labs Pvt Ltd. and Jaspack Industries Pvt. Ltd. into the Company vide Scheme of Arrangement approved by Hon'ble NCLT, New Delhi bench, effective from the Appointed Date of April 01, 2024, the details / data, as applicable, for previous year have been revised.

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

Yes, TUV India Pvt. Ltd. has carried out the BRSR Core assessment.

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

Parameter	Unit	FY 24-25	FY 23-24
<b>Total Scope 1 emissions<sup>#</sup></b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	MTCO <sub>2</sub> eq	6,538*	8,075
<b>Total Scope 2 emissions<sup>#</sup></b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	MTCO <sub>2</sub> eq	29,205	19,871
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MTCO <sub>2</sub> eq /Cr INR	3.76**	3.24
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	MTCO <sub>2</sub> eq /Cr USD	77.75 ***	74.11
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	MTCO <sub>2</sub> eq /Million no of Tablets	3.22****	2.7
<b>Total Scope 1 and Scope 2 emission intensity *****</b>	MTCO <sub>2</sub> eq /MT	55.23	41.60

Note: Pursuant to the merger of Shree Jee Laboratory Pvt Ltd, JPR Labs Pvt Ltd. and Jaspack Industries Pvt. Ltd. into the Company vide Scheme of Arrangement approved by Hon'ble NCLT, New Delhi bench, effective from the Appointed Date of April 01, 2024, the details / data, as applicable, for previous year have been revised.

#Source of Emission Factor & GWP -

Scope 1 emission – IPCC 2006 Revised Volume 2, GHG Protocol 2024, Version 2.0 of Emission Factor for Cross Sector Tool.

Scope 2 emission- Central electricity authority (CEA), Version-20 of CO<sub>2</sub> Baseline Database for the Indian Power Sector.

GWP – AR6 report.

\* Biogenic emission from the Agro based briquettes for the FY 24-25 is 22,921.23 tCO<sub>2</sub>eq.

\*\*Revenue from operations does not include manufacturing site revenue of INR 40.00 Crs and trading revenue of INR 398.26 due to discontinued operations in FY 24-25.

\*\*\* In FY 24-25, The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year by IMF, which is 20.66 while in FY23-24, PPP exchange rate was based on OECD i.e. 22.88.

\*\*\*\* Emission intensity is calculated considering Million no of Tablets produced at formulation Unit 1, Unit 2, Unit 3, Sikkim and Udaipur while API production of Udaipur Unit (3.12 MT) is not considered.

\*\*\*\*\* Emission intensity (MTCO<sub>2</sub> eq/MT) is calculated for API Production of Sotanala (Behror) (API-1) and Annkapalli (API-2) sites.

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

Yes, TUV India Pvt. Ltd. has carried out the BRSR Core assessment.

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

The Company is committed to become carbon neutral by 2030. Continuous efforts are being made to enhance energy efficiency, transition to renewable energy sources, and reduce greenhouse gas (GHG) emissions. Key initiatives undertaken in this regard include,

- In line with the carbon neutrality objective, our manufacturing facilities continues to utilize Agro based bio-briquettes in boilers, as sustainable alternative to fossil fuels, except at Sikkim and Andhra Pradesh (API-2).
- The Company has replaced high-energy decanters with low-energy volute sludge dewatering systems at Sikkim, Udaipur, Unit 2 & Unit 3 manufacturing sites which directly contribute for GHG emissions reduction.
- Advancement of air pollution control devices at utilities for reducing other air emissions.

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

Parameter	FY 24-25	FY 23-24
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	9,256.05*	8,336.22
E-waste (B)	2.64	1.67
Bio-medical waste (C)	32.83	28.80
Construction and demolition waste (D)	0	0
Battery waste (E)	16.30	9.55
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	1,857.53	995.19
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	3,789.94	1,386.51
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>14,955</b>	<b>10,758</b>
<b>Waste intensity per rupee of turnover (MT/CR INR)</b> (Total waste generated / Revenue from operations)	1.57**	1.25
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (MT/Cr USD)</b> (Total waste generated / Revenue from operations adjusted for PPP)	32.53***	28.52
<b>Waste intensity in terms of physical output (MT/Million no of Tablets)</b>	1.58****	1.24
<b>Waste intensity Waste (MT)/ Product (MT) *****</b>	11.65	6.65
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	6,427.88*	640.5
(ii) Re-used	1,593.01	533.5
(iii) Other recovery operations	0	0
<b>Total</b>	<b>8,020.9</b>	<b>1,174.14</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	99.54	56.98
(ii) Landfilling	1,009.25	83.62
(iii) Other disposal operations -Coprorocessing	5,768.48	335.42
<b>Total</b>	<b>6,877.27</b>	<b>475.97</b>

Note: Pursuant to the merger of Shree Jee Laboratory Pvt Ltd, JPR Labs Pvt Ltd. and Jaspack Industries Pvt. Ltd. into the Company vide Scheme of Arrangement approved by Hon'ble NCLT, New Delhi bench, effective from the Appointed Date of April 01, 2024, the details / data, as applicable, for previous year have been revised.

\* Plastic waste category also includes Pre- & Post consumer plastics packaging waste of Qty. (8,996 MT) which is collected, recycled and co-processed by the authorized third- party recycler.

\*\*Revenue from operations does not include manufacturing site revenue of INR 40.00 Crs and trading revenue of INR 398.26 due to discontinued operations in FY 24-25.

\*\*\* In FY 24-25, The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year by IMF, which is 20.66 while in FY23-24, PPP exchange rate was based on OECD i.e. 22.88.

\*\*\*\* Waste intensity is calculated considering Million no of Tablets produced at formulation Unit 1, Unit 2, Unit 3, Sikkim and Udaipur while API production of Udaipur Unit (3.12 MT) is not considered.

\*\*\*\*\* Waste intensity (MT/MT) is calculated for API Production of Sotanala (Behror) (API-1) and Annkapalli (API-2) sites.

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

Yes, TUV India Pvt. Ltd. has carried out the BRSR Core assessment.

**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.**

The Company acknowledges the critical importance of an effective waste management system, recognizing the potential risks it poses to both the environment and business operations. Inadequate handling and disposal of waste can lead to significant environmental harm and damage the Company's reputation.

To address these challenges, the Company has established a comprehensive waste management system across the operations at Mankind. Each site has its own waste management procedures that define roles and responsibilities as well as guidelines for waste stream screening and segregation, handling, storage, and disposal while safety is prioritized throughout the entire waste management process.

Waste storage areas are equipped with impervious flooring and concrete barrier walls to prevent soil contamination. Additionally, the Company ensures that the generation and disposal of all waste categories comply with local statutory requirements. Waste generated by operations is sent to authorized recyclers or Treatment, Storage, and Disposal Facilities (TSDF) for co-processing, landfilling, or incineration.

The Company's waste management strategy is focused on screening waste, enhancing resource utilization, and reducing waste generation. This approach is centered around the principles of the 3Rs: reduction, reuse, and recycling. Furthermore, the Company has proactively implemented a sludge dewatering system—Volute Press and Paddle Dryer—to reduce the sludge content and moisture in the Effluent Treatment Plant (ETP) sludge, as well as efforts to minimize plastic usage in operations.

**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.
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None of the manufacturing facility/ offices under reporting boundary is located in/ around to the ecologically sensitive areas which requires environmental approvals/ clearances from the statutory authority.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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No Environmental impact assessment has been carried out in FY24-25 based on the applicable law.

**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, 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
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All of our manufacturing sites are compliant with relevant environmental law/ regulation/ guidelines in the FY 24-25. No fines/ penalty/ action taken by any of the regulatory agencies/ board w.r.t to applicable environmental law/ regulations/ guidelines in India.

## Leadership Indicators

### 1. 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:

**Name of the area:** Manesar, Delhi and Rajasthan.

**Nature of operations:** R&D, Office and Manufacturing

**Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 24-25	FY 23-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	-
(ii) Groundwater	79,409	-
(iii) Third party water	2,498	-
(iv) Seawater / desalinated water	0	-
(v) Others	0	-
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>81,907</b>	<b>-</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>81,907</b>	<b>-</b>
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover) (KI/Cr INR)	8.62	-
<b>Water intensity</b> – the relevant metric may be selected by the entity	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	0	-
- No treatment	0	-
- With treatment – please specify level of treatment	0	-
(ii) Into Groundwater	0	-
- No treatment	0	-
- With treatment – please specify level of treatment	0	-
(iii) Into Seawater	0	-
- No treatment	0	-
- With treatment – please specify level of treatment	0	-
(iv) Sent to third-parties	0	-
- No treatment	0	-
- With treatment – please specify level of treatment	0	-
(v) Others	3,847.3*	-
- No treatment	0	-
- With treatment – please specify level of treatment	3,847.3	-
<b>Total water discharged (in kilolitres)</b>	<b>3,847.3</b>	<b>-</b>

Note: Pursuant to the merger of Shree Jee Laboratory Pvt Ltd, JPR Labs Pvt Ltd. and Jaspack Industries Pvt. Ltd. into the Company vide Scheme of Arrangement approved by Hon'ble NCLT, New Delhi bench, effective from the Appointed Date of April 01, 2024 the details / data, as applicable, for previous year have been revised.

(\*) R&D Centers at Manesar, the Tertiary level treated waste water is discharged into HSIIDC (Haryana State industrial and Infrastructure development corporation) in compliance to the norms stipulated in the CTO (consent to operate).

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

Yes, TUV India Pvt. Ltd. has carried out the BRSR Core assessment.

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

Parameter	Unit	FY 24-25	FY 23-24
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	-	-
<b>Total Scope 3 emissions per rupee of turnover</b>		-	-
<b>Total Scope 3 emission intensity (optional)</b> – 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.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Advance water treatment	Commissioning of MBR (Membrane Bioreactor) for advance water treatment at Sikkim and Paonta Sahib Units. The MBR system ensures that the treated water meets the highest standards for reuse in the facility's operations, promoting water sustainability and minimizing waste.	
2	Advancement of air pollution control devices	The advancement of air pollution control devices, such as bag filters and cyclone separators, at Unit-3 is a significant step toward reducing particulate matter (PM) emissions in industrial processes. These control devices play a crucial role in capturing and filtering out fine dust particles, preventing them from being released into the atmosphere.	
3	Replacement of high-energy decanters	The replacement of high-energy decanters with low-energy volute sludge dewatering systems is a significant upgrade aimed at improving energy efficiency in sludge management. Volute sludge dewatering systems consume less power while effectively separating water from sludge, reducing operational costs and environmental impact. This transition enhances sustainability by optimizing resource utilization and minimizing energy consumption in the dewatering process.	

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

The Company has established a comprehensive business continuity and disaster management plan to identify and assess business related risks and categorize these risks under high and low risk factors. It also includes management procedures to restore, recover and continuation of technology infrastructure critical to the organization during a natural and human induced disaster. This framework ensures the prompt detection of risks, with appropriate mitigation plans developed and regularly monitored to drive sustainable growth.

The organization's IT team has implemented a disaster recovery system, enabling users to access critical IT infrastructure and systems during emergencies. Its preparedness ensured through routine disaster recovery drill for minimizing any potential downtime during an actual incident.

An emergency management plan is in place across all Mankind Pharma plants, addressing various emergency scenarios, including operational incidents and natural disasters. Each site follows a systematic procedure, with a dedicated Emergency Response Team (ERT) trained to manage emergencies. The plan is regularly tested and reviewed, including frequent emergency mock drills, to ensure ongoing readiness.

6. 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?

The Company has established the processes to evaluate its upstream and downstream value chain partners on ESG aspects. Following the process, the Company has started to assess its critical suppliers. There is no significant adverse impact to the environment, arising from the value chain partners.

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

The Company has implemented a process to assess its critical suppliers on ESG aspects which includes environment as key criteria. In FY 24-25, based upon the Company's sustainability program, 25% of the procurements (by value) were procured through sustainable sourcing.



## PRINCIPLE 7

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



### Essential Indicators

1.
  - a) **Number of affiliations with trade and industry chambers/ associations.**  
The Company has Five affiliations with trade and industry chambers/associations as mentioned in the table 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.**

S.no	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
2	Indian Pharmaceutical Alliance (IPA)	National
3	Indian Drug Manufacturers Association (IDMA)	National
4	Federation of Pharma Entrepreneurs (FOPE)	National
5	Quality Circle forum of India (QCFI)	National

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

There have been no adverse orders against the Company pertaining to anti-competitive conduct from regulatory bodies.

Name of Authority	Brief of the case	Corrective action taken
Not Applicable		

**Leadership Indicators**

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

Public Policy	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
None				



**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
Support program for research of Lung cancer and life expectancy for cancer patients - Implemented with tata Memorial cancer Center					
Support for Vaccine for the rare diseases - Implemented with Impact guru foundation					
Operational Expenses to the hospital run and managed by J.C Juneja foundation					
Support for Patients and their relatives shelter during the treatment at AIIMS- Rishikesh- Implemented with Bhao ras dev ras Nyas	MCA vide General Circular No. 14/2021	24.08.2021	Yes	Yes	<a href="https://www.mankind-pharma.com/wp-content/uploads/2025/06/Impact%20Assessment%20Report%20-%20F.Y.%202024-25.pdf">https://www.mankind-pharma.com/wp-content/uploads/2025/06/Impact%20Assessment%20Report%20-%20F.Y.%202024-25.pdf</a>
Support and promotion of distribution of Educational and stationary materials for Government school students					
Installation and management of Digital smart class with equipment Kyan-Implemented with Seeds					
Support for livelihood and Migration issues - Implemented with vanwasi raksha Parivar					
Support for rural development through economic empowerment and Health care development					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
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Not Applicable

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

To effectively address and resolve community grievances, we have a structured mechanism that promotes transparency, accountability, and continuous improvement.

Our CSR initiatives are developed based on the comprehensive need-based assessments conducted in consultation with the local communities. Our established Community-Based Organization (CBOs) is responsible for the management and monitoring of our CSR programs. This organization maintain comprehensive records of all CSR activities, including progress updates, feedback, and grievances from community members, ensuring transparency throughout the program's execution. All grievances and feedback received by CBOs are documented and systematically escalated to the relevant authorities for resolution. Our robust resource network ensures that concerns are addressed promptly and efficiently.

Additionally, Mankind's CSR team regularly conducts visits to project locations to directly engage with beneficiaries and program personnel. During these visits, feedback is collected, challenges in program execution are identified, community grievances are addressed, and opportunities for improvement are explored. The insights gathered from these interactions are analyzed to refine and enhance CSR initiatives, ensuring they better align with the evolving needs of the community.

Furthermore, the Company's Code of Conduct includes a mechanism to report and address any concerns related to misconduct. The Code of Conduct is publicly available on the Company's website and outlines the process for grievance redressal.

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

	FY 24-25	FY 23-24
Directly sourced from MSMEs / Small producers	26.21%	22.65%
Directly from within India	90.14%	90.00%

Note: Pursuant to the merger of Shree Jee Laboratory Pvt Ltd, JPR Labs Pvt Ltd. and Jaspack Industries Pvt. Ltd. into the Company vide Scheme of Arrangement approved by Hon'ble NCLT, New Delhi bench, effective from the Appointed Date of April 01, 2024, the details / data, as applicable, for previous year have been revised.

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

Location	FY 24-25	FY 23-24
Rural	10.84%	11.59 %
Semi-urban	20.87%	19.96%
Urban	20.79%	28.52%
Metropolitan	47.51%	39.93%

## 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
None	

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

S. No.	State	Aspirational District	Amount spent (In ₹)
1.	Bihar	Jamaui, Nawada and Seikhpura	1,03,00,000
2.	Orissa	Koraput	23,00,000

3.

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

No, our Company does not have any preferential procurement policy. However, our code of conduct ensures equal opportunities to all our Stakeholders including our suppliers, without regard to their race, caste, religion, color, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin or disability.

- b) From which marginalized /vulnerable groups do you procure?

Not Applicable

- c) What percentage of total procurement (by value) does it constitute?

Not Applicable

The Company is deeply committed to supporting local economies and ensuring equal opportunities for all suppliers. We uphold a strict code of conduct for suppliers, ensuring that all business transactions are carried out ethically and responsibly. A key focus of the Company is local sourcing of materials, with significant procurement from Micro, Small, and Medium Enterprises (MSMEs) and small producers, including those from marginalized and vulnerable groups. This approach not only supports the growth of these businesses but also contributes to economic diversity and resilience. The Company remains dedicated to expanding its supplier diversity and inclusion efforts, continually seeking new opportunities to enhance these initiatives.

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:

S. No.	Intellectual Property based on traditional knowledge	Owned / Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

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.

Not Applicable

**6. Details of beneficiaries of CSR Projects:**

S. NO	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	Dispel- Lepra Society	3,13,391	100%
2	Strengthening Primary Health Services	71,928	
3	Mid-Day meal support	10,413	
4	Holistic Rural Development in collaboration with Prosper AT India	3,500	
5	Holistic Rural Development in collaboration with Prosper IDF	43,321	
6	Holistic Rural Development in collaboration with Prosper Suidha	4,732	
7	Rural Development and Healthcare Development in collaboration with Dream Trust	1,430	
8	Holistic Rural Development in collaboration with Prosper Swayam Shikshan Prayog	3,950	
9	Cervical Cancer awareness and Vaccination Programme	23,415	
10	Installation of digital smart class	29,821	
11	Vaccination support for rare Diseases	3	
12	Blanket Distribution to Poor Section of Society	17,000	
13	Support to the Tata Memorial Cancer Hospital for research and development and medical treatment.	307	
14	Cancer Research Foundation	35	
15	Promotion of Boxing Sports	-	
16	Promotion of Health care at Pataudi location	10,019	
17	Promotion of FLN among Primary school children of Delhi	1,000	
18	Animal care (Supporting Street Animals)	2,000	
19	Crèche Support for Children	30	
20	Promotion, Awareness and Treatment of congenital heart diseases among new born child and Pregnant Women.	11,000	
21	Promotion of Sports and Health activities among neurological challenged persons	22	
22	Awareness Programmes for Schooling and quality education among govt. Schools	1,460	
23	Eye care camp and Spectacles distribution	395	
24	Financial assistance for Type-1 diabetes project in 10 Hospitals.	1,000	
25	Support for Vascular Biology research studies	-	



**PRINCIPLE 9**

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



**Essential Indicators**

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

The Company has implemented a robust procedure to effectively manage consumer complaints. This system ensures that all issues are addressed promptly, maintaining high levels of customer satisfaction and trust.

Consumers can raise complaints through various channels, including telephone calls on Mankind’s tollfree number, emails at mailbox (contact@mankindpharma.com), any postal mails received at Mankind’s offices etc.

The Company has a procedure in place meeting all the health authority guidelines for addressing complaints in a timely manner to satisfy the complainant and adhere to the compliance requirements, as well as to implement adequate preventive measures to prevent future occurrences.

**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	
<ul style="list-style-type: none"> <li>Environmental and social parameters relevant to the product</li> <li>Safe and responsible usage</li> <li>Recycling and/or safe disposal</li> </ul>	<p>The Company is dedicated to ensuring that its products are not only safe but also contribute positively to the health and well-being of patients and consumers. We maintain robust quality management systems and monitor product safety and effectiveness throughout the entire lifecycle.</p> <p>100% of the Company’s products carry information about its responsible and safe usage. Due to the criticality associated with the safe and responsible consumption of medicines, the Company displays relevant information on the product labels as per the requirements of national and international drug regulatory bodies.</p> <p>As a pharmaceutical company, we do not reclaim products at the end of their life. However, the unsold products in market that have reached their end of life for any reason, are retrieved by our warehouses to ensure secure and responsible disposal. For plastic packaging materials (both pre- and post-consumer plastic waste) are sent to an authorized recycling facility for co-processing or recycling.</p>

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

Number of consumer complaints in respect of the following:	FY24-25		Remarks	FY23-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber Security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	21	4	The complaints include packaging defects along with complaints caused due to improper storage and handling of products	7	0	The complaints include packaging defects along with complaints caused due to improper storage and handling of products

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

Details of instances of product recalls on account of safety issues:	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	2	Product Out of Specifications, regulatory recommendations

**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.**

The Company is committed to protecting an individual's privacy and personal information. The Company has formulated "Privacy policy" which governs the Company's collection, possession, transfer, processing, storage, use and disclosure of Personal Information/Sensitive Personal Data or Information, as defined in the relevant statutory provisions. It also details the security practices and procedures the Company has implemented to safeguard this information, as well as the entities with whom the information may be shared.

Weblink : <https://www.mankindpharma.com/privacy-policy>.

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

Not applicable

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

**a) Number of instances of data breaches**

No such incident reported in FY 24-25

**b) Percentage of data breaches involving personally identifiable information of customers**

Not applicable

**c) Impact, if any, of the data breaches**

Not applicable

**Leadership Indicators**

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

Yes, <https://www.mankindpharma.com/products/>

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

The Company remains committed to developing products that are safe and contribute positively to the health and well-being of patients and consumers. Every product uses high-quality ingredients and complies with all applicable safety and regulatory standards.

Every product carries a label, serving as a critical guide for consumers. It provides essential information, including a detailed list of ingredients, composition, recommended storage conditions, manufacturing and expiration dates, and relevant safety guidelines. This ensures transparency and helps consumers make informed decisions.

Our robust quality management system is aligned with the stringent guidelines of leading regulatory authorities and standards like FDA, Central Drugs Standard Control organization (CDSCO) (Under Drugs and Cosmetic segment) etc. which ensure that products are compliant with the most stringent quality standards, safeguarding patient safety and product efficacy.

Moreover, Mankind organize various educational events and product training programs, with the overarching aim of advancing medical knowledge, enhancing patient care, fostering scientific inquiry, etc.

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

As the Company is in the pharmaceutical business, there are numerous generic pharmaceutical companies that provide similar products. Hence, the discontinuation of any product does not impact the community at large.

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).**

The Company ensure that all product information displayed complies with the applicable regulatory requirements and standards like FDA, Central Drugs Standard Control Organization (CDSCO) (Under Drugs and Cosmetic segment) etc. In addition to mandated information, the Company may also include additional details that are beneficial for healthcare professionals and consumers, such as usage instructions, potential side effects, storage guidelines, and additional product benefits, provided that information are scientifically validated.

Our primary objective is to deliver clear, transparent, and accurate information that promotes patient safety, facilitates better understanding, and supports the appropriate use of our products. We continuously review and update our labeling practices to ensure alignment with evolving regulatory requirements and industry best practices. This approach, guided by ethical, legal and compliance considerations, places a high emphasis on transparency and accountability.

Although a formal customer satisfaction survey has not yet been conducted, but, The Company maintains a dedicated customer care cell that actively manages feedback and inquiries. This mechanism provides valuable insights into customer experiences, concerns, and expectations, helping us continuously improve our offerings and customer engagement practices.



## INDEPENDENT ASSURANCE STATEMENT

To,  
The Board of Directors of Mankind Pharma Limited,  
208, Okhla Phase III, Okhla Industrial Estate  
New Delhi -110020

Mankind Pharma Limited (hereinafter referred to as "Mankind" or "Reporting Organization") engaged TUV India Private Limited (TUVI) to perform an independent external assurance of the Business Responsibility and Sustainability Report (hereinafter 'the BRSR') Core. Mankind developed the Annual Report which also contains the disclosures of BRSR Core ("the 09 attributes"), for the period April 01, 2024 to March 31, 2025, following frameworks and guidelines are referred during assurance process:

- i. SEBI circular SEBI/HO/CFD/CMD-2/P/CIR/2021/562, dated 10 May 2021;
- ii. The SEBI notification SEBI/LAD-NRO/GN/2023/131, dated 14 June 2023, related to BRSR reporting requirements;
- iii. The BRSR Core – Framework for Assurance and ESG Disclosures for the Value Chain, as stipulated by SEBI circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated 12 July 2023;
- iv. The Industry Standards on Reporting of BRSR Core, as per SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177, dated 20 December 2024

The assurance engagement for the BRSR Core disclosures was performed in accordance with the requirements of the International Standard on Assurance Engagements (ISAE) 3000 (Revised) and provided a reasonable level of assurance.

### Management's Responsibility

Mankind developed its sustainability information forming part of the Annual Report (based on BRSR framework) and holds full responsibility for the collection, analysis, preparation, and disclosure of the information presented in the Annual Report, including its availability in both web-based and printed formats. This responsibility also extends to the maintenance and integrity of the website where the Annual Report is published. Management is responsible for ensuring the disclosed data is accurate, reliable, and free from material misstatements, as per the BRSR criteria. Additionally, Mankind is responsible for the archiving and reproduction of the disclosed information and for ensuring that such data is made available to relevant stakeholders and regulatory authorities upon request. The Reporting Organization is responsible for complying with applicable laws.

### Scope and Boundary

The scope of this assurance engagement conducted by TUVI covered the verification of disclosures made by Mankind in its Annual Report. The Annual Report represent key disclosures related to the organization's Environmental, Social, and Governance (ESG) performance, as mandated by the Securities and Exchange Board of India (SEBI).

The assurance engagement included the following activities:

1. Review and evaluation of the nine attributes specified under Annexure I – Format of BRSR Core, as disclosed in the BRSR;
2. Assessment of the quality, clarity, and completeness of the reported information; and
3. Verification of supporting evidence on a sample basis, involving:
  - i. Reasonable assurance for the nine attributes as per the BRSR Core framework.

This approach ensured an assessment aligned with the principles of ISAE 3000 (Revised), providing an independent and objective evaluation of the reliability and accuracy of Mankind's ESG disclosures.

TUVI has verified the below [09 attributes as per Annexure I - Format of BRSR Core](#) disclosed in the BRSR

Attributes	KPI
Green-house gas (GHG) footprint	Total Scope 1 emissions (with breakup by type) - GHG (CO <sub>2</sub> e) Emission in MT - Direct emissions from organization's owned- or controlled sources -Monitored
	Total Scope 2 emissions in MT - Indirect emissions from the generation of energy that is purchased from a utility provider -Monitored
	GHG Emission Intensity (Scope 1+2) - (Total Scope 1 and Scope 2 emissions (MT) / Total Revenue from Operations adjusted for PPP -Calculated
	GHG Emission Intensity (Scope 1+2) - (Total Scope 1 and Scope 2 emissions (MT) / Product Output (in Million Tablets) -Calculated
Water footprint	Total water withdrawal by sources (in kL) -Monitored
	Total water consumption (in kL) -Monitored
	Water consumption intensity – Water Consumption (kL) / Total Revenue from Operations adjusted for PPP -Calculated

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Attributes	KPI	
	Water consumption intensity – Water Consumption (kL) / Product Output (In Million Tablets) - Calculated	
	Water Discharge by destination and levels of Treatment (kL) -Monitored	
Energy footprint	Total energy consumed in GJ -Calculated	
	% of energy consumed from renewable sources - In % terms -Calculated	
	Energy intensity - energy consumed (GJ)/ Total Revenue from Operations adjusted for PPP	
	Energy intensity - energy consumed (GJ)/ Product Output (In Million Tablets) -Calculated	
Embracing circularity - details related to waste management by the entity	Plastic waste (A) (MT)	
	E-waste (B) (MT)	
	Bio-medical waste (C) (MT)	
	Battery waste (D) (MT)	
	Other Hazardous waste (E)(MT)	
	Other non-hazardous waste (F)(MT)	
	Total waste generated (A + B + C + D + E + F) (MT) -Calculated	
	Waste intensity -Calculated	
	<ul style="list-style-type: none"> <li>MT /Revenue from Operations adjusted for PPP -Calculated</li> <li>MT / Product Output (In Million Tablets) -Calculated</li> </ul>	
	Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (MT)	
	Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (Intensity)	
	<ul style="list-style-type: none"> <li>✓ kg of Waste Recycled Recovered /Total Waste generated</li> </ul>	
For each category of waste generated, total waste disposed by nature of disposal method (MT)		
For each category of waste generated, total waste disposed by nature of disposal method (Intensity)		
<ul style="list-style-type: none"> <li>✓ kg of Waste disposed /Total Waste generated</li> </ul>		
Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the co - In % terms -Calculated	
	Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites) -Monitored	
	<ol style="list-style-type: none"> <li>Number of Permanent Disabilities</li> <li>Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)</li> <li>No. of fatalities</li> </ol>	
Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid - In % terms -Calculated	
	Complaints on POSH	
	<ol style="list-style-type: none"> <li>Total Complaints on Sexual Harassment (POSH) -Monitored</li> <li>Complaints on POSH as a % of female employees / workers</li> <li>Complaints on POSH upheld</li> </ol>	
Enabling Inclusive Development	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India - In % terms – As % of total purchases by value - Calculated	
	Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost - In % terms – As % of total wage cost - Calculated	
Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events - In % terms - Monitored	
	Number of days of accounts payable - (Accounts payable *365) / Cost of goods/services procured - Monitored	
Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	1) Purchases from trading houses as % of total purchases
		2) Number of trading houses where purchases are made from
		3) Purchases from top 10 trading houses as % of total purchases from trading houses
		1) Sales to dealers / distributors as % of total sales
		2) Number of dealers / distributors to whom sales are made
		3) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors
		Share of RPTs (as respective %age) in -Monitored
		<ul style="list-style-type: none"> <li>Purchases</li> <li>Sales</li> <li>Loans &amp; advances</li> <li>Investments</li> </ul>

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The reporting boundaries for the above attributes include Mankind's Manufacturing Units at Pontasahib, Sikkim, Behror, Annkapalli and Udaipur, research centers and office located in India. On-site verification were conducted at Corporate office and four Manufacturing Plants during March 2025 to May 2025.

## Onsite Verification:

1. Mankind Pharma Limited, Pontasahib Unit-I- Himachal Pradesh-173024
2. Mankind Pharma Limited, Pontasahib Unit-II- Himachal Pradesh-173024
3. Mankind Pharma Limited, Udaipur Unit, Dakan Kotra, Rajasthan-313001
4. Mankind Pharma Limited, Okhla Phase III, Okhla Industrial Estate, New Delhi -110020
5. Mankind Pharma Limited, C-23,23A, 24 & 25, Behror, Sotanala Industrial Area, RIICO, Rajasthan-301701

## Limitations

TUVI did not perform any assurance procedures on the prospective information disclosed in the Report, including targets, expectations, and ambitions. Consequently, TUVI draws no conclusion on the prospective information. During the assurance process, TUVI did not come across any limitation to the agreed scope of the assurance engagement. TUVI did not verify any ESG goals and claim through this assignment. TUVI has taken reference of the financial figures from the audited financial statements. Mankind will be responsible for the appropriate application of the financial data. The application of this assurance statement is limited w.r.t [SEBI circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated Jul 12, 2023 and Industry Standards on Reporting of BRSR Core, circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177, dated 20/12/2024](#). TUVI disclaims liability for decisions or consequences arising from this assurance statement or from inaccurate data, relying on the completeness and accuracy of information provided by Mankind. The responsibility for the authenticity of the data is confirmed by Mankind. Any reliance placed by any person or third party on disclosed KPI is entirely at their own risk. This assurance statement does not validate any environmental or social claims, nor it's intended to mislead or contribute to greenwashing.

## TUVI's Responsibility

TUVI's responsibility in relation to this engagement is to perform a reasonable level of BRSR Core assurance and to express a conclusion based on the work performed. Our engagement did not include an assessment of the adequacy or the effectiveness of Mankind's strategy, management of ESG-related issues or the sufficiency of the Report against BRSR reporting principles. TUVI's responsibility regarding this verification is in reference to the agreed scope of work, which includes assurance of non-financial quantitative and qualitative information disclosed by Mankind. Reporting Organization is responsible for archiving the related data for a reasonable time period. The primary intended user of this assurance statement is Mankind; however, the client may use it at their own discretion in accordance with their specific requirements. This assurance engagement is based on the assumption that the data and information provided to TUVI by Mankind are complete and true.

## Assurance Methodology

During the assurance engagement, TUVI adopted a risk-based approach, focusing verification efforts on disclosures and issues of high material relevance to Mankind and its stakeholders. The objective was to assess the reliability and accuracy of the non-financial information disclosed, with emphasis on the robustness of data management systems, internal controls, and information flows. TUVI's assurance activities included:

1. Document and Data Review
  - i. Examination of documents, datasets, and supporting evidence provided by Mankind for the nine attributes listed in Annexure I – Format of BRSR Core (non-financial disclosures).
2. Stakeholder Interviews
  - i. Conducted interviews with key representatives, including data owners, process managers, and decision-makers across various departments.
  - ii. Reviewed Mankind's approach to stakeholder engagement and materiality determination to validate qualitative statements included in the Annual Report.
  - iii. Interviews were conducted through both onsite visits and remote assessments, as applicable.
3. Process and System Assessment
  - i. Review of systems and processes for:
    - a) Implementing ESG and sustainability-related policies, as described in the BRSR; and
    - b) Collecting, managing, and reporting both quantitative data and qualitative information for the reporting period.
  - ii. Assessment of the internal controls supporting data accuracy, traceability, and consistency.
4. Reporting Framework Adherence
  - i. Verified Mankind's adherence to reporting requirements under:
    - a) SEBI's BRSR guidelines

## Action Plan

Mankind is in the process of developing an action plan for the following focus areas, which are well-aligned with the management's existing objectives and programs. These areas have already been identified by Mankind, and the assurance team confirm their continued implementation to help advance the organization's sustainability goals.

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1. Mankind may perform internal awareness sessions or ESG trainings for plant personnel, who are involved in sustainability data management and reporting
2. Mankind may strengthen its internal reporting by opting a smart cloud-based data management system and compliment the same with periodic internal data and performance reviews
3. Mankind can utilize the best practices/ requirements of ISO 20400 to develop its sustainable procurement policy
4. Mankind can implement the process of taking declaration from the scrap vendors to monitor the end use of its scrapped material through the instruments like tenders, PO's.

## Conflict of Interest

In the context of BRSR requirements set by SEBI, addressing conflict of interest is crucial to maintain high integrity and independence of assurance engagements. As per SEBI guidelines, assurance providers need to disclose any potential conflict of interest that could compromise the independence or neutrality of their assessments. TÜVI diligently identifies any relationships, affiliations, or financial interests that could potentially cause conflict of interest. We proactively implement measures to mitigate or manage these conflicts, ensuring independence and impartiality in our assurance engagements. We provide clear and transparent disclosures about any identified conflicts of interest in our assurance statement. We recognize that failure to address conflict of interest adequately could undermine the creditability of the assurance process and the reliability of the reported information. Therefore, we strictly adhere to SEBI guidelines and take necessary measures to avoid, disclose, or mitigate conflicts of interest effectively.

## Our Conclusion

In our opinion, based on the scope of this assurance engagement, the disclosures related to the BRSR Core Key Performance Indicators (KPIs) presented in the BRSR report, disclosures on ESG performance forming part of its Annual Report along with the referenced supporting information, provide a fair representation of the nine attributes as per Annexure I, material topics, related strategies and meet the content and quality requirements outlined in the BRSR framework. Mankind appropriately discloses the KPIs and actions that focus on value creation over the short, medium, and long term. The KPIs selected and disclosed by Mankind are fairly represented,

**Competency and Independence:** TÜVI confirms its competence to conduct this assurance engagement in accordance with SEBI guidelines. Our assurance team possesses the necessary expertise in ESG verification, assurance methodologies, and applicable regulatory frameworks. We uphold strict independence, apply robust assurance methodologies, and continuously improve our processes to deliver reliable and credible assessments.

**Disclosures:** TÜVI is of the opinion that the reported disclosures comply with the requirements of the BRSR reporting requirements. Mankind's general disclosures provide appropriate contextual information about the organization, covering the nine attributes as per Annexure I – Format of BRSR Core.

**Reasonable Assurance Conclusion:** In our opinion, based on the scope of this assurance engagement, the disclosures on BRSR Core KPI described in the BRSR Report along with the referenced information provides a fair representation of the nine attributes, and meets the content and quality requirements of the BRSR. TÜVI confirms its competency to conduct the assurance engagement for the BRSR as per SEBI guidelines. Our Team possesses expertise in ESG verification, assurance methodologies and regulatory frameworks. We ensure independence, employ robust methodologies and maintain continuous improvement to deliver reliable assessment.

## Evaluation of BRSR Reporting Principles

- i. **Governance, Leadership, and Oversight:** The Annual Report appropriately discloses messages from top management, the business model aimed at promoting inclusive growth and equitable development, along with related actions and strategies. It highlights Mankind's focus on services, risk management practices, environmental protection and restoration efforts, and organizational priorities.
- ii. **Connectivity of Information:** Mankind discloses the nine attributes as per Annexure I - Format of BRSR Core. The Annual Report effectively demonstrates the inter-relatedness and dependencies of these principles with factors influencing the organization's ability to create value over time.
- iii. **Stakeholder Responsiveness:** Stakeholder identification and engagement has been carried out by Mankind on a periodic basis to bring out key stakeholder concerns as material topics of significant stakeholders. The Annual Report details mechanisms for engaging key stakeholders to identify major concerns and to derive and prioritize short, medium and long-term strategies. It provides valuable insights into the nature and quality of Mankind's relationships with its stakeholders and fairly represents how the organization understands, considers, and responds to their legitimate needs and interests. In our view the Annual Report meets the requirements.
- iv. **Materiality:** Material issues related to the nine attributes and corresponding KPIs, as required by the BRSR framework, are adequately identified and reported in the Annual Report. In our view, the Annual Report meets the requirements.
- v. **Conciseness:** The Annual Report communicates the required information clearly and succinctly, using brief and to-the-point sentences. Effective use of graphs, pictorials, and tabular representations enhances clarity while maintaining the continuity of information flow throughout the report.
- vi. **Reliability and Completeness:** Mankind has established robust internal systems for data aggregation and evaluation. The Annual Report has disclosed the selected non-financial KPI's, as per the BRSR framework. TÜVI's assurance team verified the data as per the agreed scope of work and found it to be accurate. The information is reported transparently, neutrally, and free of material error.
- vii. **Consistency and Comparability:** Information in the BRSR is presented on an annual basis and was found to be reliable and complete. This supports adherence to the principles of consistency and comparability in reporting.

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# TUVINDIA

viii. **Impact:** Mankind communicates its ESG performance through regular, transparent internal and external reporting throughout the year, aligned with BRSR, as part of its policy framework that include POSH, ESG, Code of Conduct Policy, Whistle Blower Policy etc. Mankind reports on ESG performance to Board of Directors, who oversees and monitors the implementation and performance of objectives, as well as progress against goals and targets for addressing ESG related issues. Mankind completed the process of establishing contemporary goals and targets against which performance will be monitored and disclosed periodically.

**Reporting Principles for defining report quality:** The mainstream of the data and information was verified by TUVI's assurance team as per the agreed scope of work as defined above and found to be accurate. The disclosures related to ESG issues and performances are reported in a balanced manner and are clear in terms of content and presentation. In our view, the Annual Report meets the requirements.

**Independence and Code of Conduct:** TUVI follows IESBA (International Ethics Standards Board for Accountants) Code which, adopts a threats and safeguards approach to independence. We recognize the importance of maintaining independence in our engagements and actively manage threats such as self-interest, self-review, advocacy, and familiarity. The assessment team was safeguarded from any type of intimidation. By adhering to these principles, we uphold the trust and confidence of our clients and stakeholders. In line with the requirements of the SEBI [circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated 12/07/2023](#) and [Industry Standards on Reporting of BRSR Core, circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177, dated 20/12/2024](#). TUVI solely focuses on delivering verification and assurance services and does not engage in the sale of service or the provision of any non-audit/non-assurance services, including consulting.

**Quality control:** The assurance team complies with quality control standards, ensuring that the engagement partner possesses requisite expertise and the assigned team collectively has the necessary competence to perform engagements in reference with standards and regulations. Assurance team follows the fundamental principles of integrity, objectivity, professional competence, due care, confidentiality and professional behaviour. In accordance with International Standard on Quality Control, TUVI maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

## Independence and Impartiality Statement

TUVI is an independent and neutral third-party provider of ESG assurance services, supported by a team of qualified environmental and social specialists. We affirm our independence and impartiality in conducting this assurance engagement and confirm that there is no conflict of interest with Mankind. During the reporting period, TUVI did not undertake any assignments with Mankind that could compromise the integrity, independence, or objectivity of our findings, conclusions, or observations. TUVI was not involved in the preparation of any content or data presented in the BRSR, other than this assurance statement. Throughout the assurance process, TUVI remained fully impartial and objective, including during all interviews conducted as part of the engagement.

For and on behalf of TUV India Private Limited



Manojkumar Borekar  
Product Head – Sustainability Assurance Service  
TUV India Private Limited



Date: 20/05/2025  
Place: Mumbai, India  
Project Reference No: 8122629542

**COMPLEMENTARITY CHART WITH GRI STANDARDS AND UN SUSTAINABLE DEVELOPMENT GOALS\***

BRSR	GRI Standard	UN-SDG
<b>Section A General details</b>		
<b>I. Details of the listed entity</b>		
A1- A15	GRI2-1-a, c, GRI 2-2-a, c GRI 2-3- a, b, d	-
<b>II. Products &amp; Services</b>		
A16- A17	GRI 2-6-b-I	-
<b>III. Operations</b>		
A18 - A19	GRI 2-6-b-i, iii	-
<b>IV. Employees</b>		
A20- A22	GRI 2-7-a, b-i-ii GRI 2-8-a GRI 401-1-b GRI 405-1- a-i, b-i-iii	SDG: 5.1; 5.5; 8.5; 8.6; 10.3; 10.1
<b>V. Holding, Subsidiary and Associate Companies</b>		
A23-a	GRI 2-2- a, b	-
<b>VI. CSR Details</b>		
A24	GRI 201-1-a-i-ii-iii	SDG: 8.1; 9.1; 9.5
<b>VII. Transparency and Disclosures Compliances</b>		
A25 - A26	GRI 2-25-e GRI 3-1-a-i-ii, b GRI 3-2-a GRI 3-3-a, d-i-ii GRI 201-2-a	SDG: 16.6, 8.5; 13.1
<b>Section B Management and process disclosures</b>		
B1- B6	GRI 2-10 GRI 2-23-a, c, d, e GRI 2-24-a-ii GRI 3-3-c, e-ii-iii	SDG: 16.6;5.5; 16.7; 12.2; 12.4; 12.5; 12.8
<b>Governance, leadership and oversight</b>		
B7- B12	GRI 2-5-b-i-iii GRI 2-9-b, c-i-viii GRI 2-12-a GRI 2-13-a-i GRI 2-22-a	SDG: 5.5; 16.7;12.2
<b>Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable.</b>		
P1-E1	GRI 2 - 17-a GRI 2 - 24-a-iv	SDG: 16.3; 16.7
P1-E2	GRI 2 - 27 a-i-ii, b- i-ii, c, d	-
P1-E3	GRI 2 - 27 a-i- ii	-
P1-E4	GRI 2 - 23-a,3-c GRI 3 - 3-3-c GRI 205 - 1	SDG:16.5
P1-E5	GRI 205 - 1 GRI 3-3-a, d	SDG:16.5
P1-E6	GRI 2-15- a, b GRI 2- 25-e	SDG:16.6
P1-E7	GRI 205-3	SDG:16.5
P1-E8	GRI 201-1	SDG:16.5
P1-E9	GRI 2-6	SDG:16.5; 12.7; 8.3

BRSR	GRI Standard	UN-SDG
	GRI 201-1	
	GRI 204 -1	
P1-L1	GRI 2- 2-24-a-iv	SDG:16.7
P1-L2	GRI 2- 2-10-b-iii	-
	GRI 2-15-a	
<b>Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe</b>		
P2-E1	-	-
P2-E2 a-b	GRI 308-1-a	SDG: 5.2; 8.8; 16.1
	GRI 414-1-a	
P2-E3	GRI 301- 3-3-d	SDG: 3.9; 6.3; 6.6; 8.4; 11.6; 12.4
	GRI 306- 306-2-a	
P2-E4	-	-
P2-L3	GRI 301-1,	SDG: 8.4; 12.2; 12.5
	GRI 301-2-a	
P2-L4	GRI 301- 1	SDG: 8.4; 12.2; 12.5
	GRI 301-3-2	
P2-L5	GRI 301-1	SDG: 8.4; 12.2; 12.5
	GRI 301-3-a	
<b>Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains</b>		
P3-E1- a-b-c	GRI 401-2-a-i-vii	SDG: 3.2; 5.4; 8.5; 8.6
	GRI 403	
P3-E2	GRI-201-3-b-i-iii, c, d, e	-
P3-E3	GRI 3-3	-
P3-E4	GRI 3-3-c	-
P3-E5	GRI 401-3	SDG: 5.1, 5.4, 8.5, 8.6
P3-E6	GRI 2-25	SDG: 16.6
P3-E7	GRI 2-30-a	SDG: 8.8
	GRI 402-1	
P3-E8	GRI 403-5-a	SDG: 4.3; 5.1; 8.2; 8.5; 10.3
	GRI 404-1-a-i	
P3-E9	GRI 404-3-a	SDG: 4.3; 5.1; 8.5; 10.3
P3-E10-a-b-c-d	GRI 403-1-a, b	SDG: 3.3; 3.5; 3.8; 8.8; 16.7
	GRI 403-2-a-b-c	
	GRI 403-6-a	
P3-E11	GRI 403-9-a-i-v, b-i-v	SDG: 3.3; 3.4; 3.6; 3.9; 8.8; 16.1
	GRI 403-10-a, b-ii	
P3-E12	GRI 3- 3-3-d-i-iii	SDG: 3.6; 8.8; 16.1
	GRI 403-2-a-i-ii	
	GRI 403-9-c-iii, d	
	GRI 403-10-c-iii	
P3-E13	GRI 2-2-25-e	SDG: 16.6
P3-E14	GRI 3-3-e-i	-
P3-E15	GRI 3-3-d-i-ii	SDG: 8.8
	GRI 403-9-c-ii-iii, d	
	GRI 403-10-c-ii-iii	
P3-L1	GRI 401-a-i	SDG: 5.4; 8.5
P3-L2	-	-
P3-L3	GRI 3- 3-d-ii	-
P3-L4	GRI 404 -2-b	SDG: 4.3; 8.5; 10.3
P3-L5	GRI 414- 2-a	SDG: 5.2; 8.8; 16.1
P3-L6	GRI 414- 2-d, e	SDG: 5.2; 8.8; 16.1

BRSR	GRI Standard	UN-SDG
<b>Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders</b>		
P4-E1	GRI 2- 2-29-a-i	SDG: 16.7
P4-E2	GRI 3- 3-1-b	SDG: 16.7
	GRI 2- 2-29-a-i-iii	
P4-L1	GRI 2-12-b	SDG: 16.7
	GRI 2-13-a, b	
	GRI 2-29-a-i	
P4-L2	GRI 3-1-a-i-ii	-
	GRI 3-1-b	
P4-L3	GRI 2-29-a-i-iii	SDG: 16.7
<b>Principle 5: Businesses should respect and promote human rights</b>		
P5-E1	GRI 2-24-a-iv	SDG: 4.3; 8.5; 8.8; 10.3; 16.5; 16.7
	GRI 205-2-e	
	GRI 403-5-a	
	GRI 404-1-a-i-ii	
	GRI 410-1-a	
P5-E2	GRI 202-1-a, b	SDG: 1.2; 5.1; 8.5; 10.3
	GRI 405-2-a	
P5-E3-a-c	GRI 2-19-a-i-v	SDG: 16.7
	GRI 2-21-a	
P5-E4	GRI 2-13-a-i-ii	-
P5-E5	GRI 2-25-b, d, e	SDG: 16.6
P5-E6	GRI 406-1-a	SDG: 5.1; 5.2; 8.7; 8.8; 16.2; 16.6
	GRI 2-25-e	
P5-E7	GRI 2-25-e	SDG: 16.6
P5-E8	-	-
P5-E9	GRI 2-23-a-iv, e, f	SDG: 5.2; 8.8; 16.1; 16.7
	GRI 2-24-a-iii	
	GRI 3-3-3	
P5-E10	-	SDG: 5.2; 8.7; 16.2
P5-E11	GRI 3-3-3-d-i-ii	-
P5-L1	GRI 2- 25-b, e	SDG: 16.6
	GRI 3- 3-d-i-ii	
P5-L2	GRI 3-1-a-i, 3-a, c, d	-
P5-L3	-	-
P5-L4	GRI 414- 1-a,	SDG: 5.2; 8.7; 8.8; 16.1
	GRI 414- 2-a	
P5-L5	GRI 414- 2-d, e	SDG: 5.2; 8.7; 8.8; 16.1
<b>Principle 6: Businesses should respect and make efforts to protect and restore the environment</b>		
P6-E1	GRI 302-1-a-b, b, c-i, e	SDG: 7.2; 7.3; 8.4; 12.2; 13.1
	GRI 302-3-a	
P6-E2	-	SDG: 7.2; 8.4; 12.2; 13.2
P6-E3	GRI 303 -1	SDG: 6.3; 6.4; 12.4
	GRI 303- 3-a-i-v	
	GRI 303- 5-a	
P6-E4	GRI 303-4-a-i-iv	SDG: 6.3
P6-E5	GRI 303-1-a	SDG: 6.3; 6.4; 6.A; 12.4
	GRI 303-2-a	
P6-E5	GRI 305-7-a-i-vii	SDG: 3.9; 12.4; 14.3; 15.2
P6-E7	GRI 305- 1- a-b	SDG: 3.9; 12.4; 13.1; 14.3; 15.2
	GRI 305 -2- a-c	
	GRI 305- 3	

BRSR	GRI Standard	UN-SDG
	GRI 305 -4-a-c	
P6-E8	GRI 305- 5-a-d	SDG: 3.9; 7.2; 12.4; 13.1; 14.3; 15.2
P6-E9	GRI 306- 3-a	SDG: 3.9; 6.6; 8.4; 11.2; 11.6; 12.4; 15.1
	GRI 306-4-a, b-i-iii, c-i-iii	
	GRI 306-5-a, b-i-iii, c-i-iv	
P6-E10	GRI 306-2-a	SDG's - 3.9, 6.3, 6.6, 8.4, 11.6, 12.4
	GRI 3 - 3-3-c, d-i-ii	
P6-E11	GRI 304-1-a-i-v	SDG: 6.6; 14.2; 15.1; 15.5
P6-E12	GRI 304	SDG: 6.3; 6.A; 12.4
	GRI 413-1-a-ii	
	GRI 303-1- a, c	
P6-E13	GRI 2-27-a-i-ii, b-i-ii	-
P6-L1	GRI 303-3-b-i-iv	SDG: 6.3
	GRI 303-4-a-i-ii	
P6-L2	GRI 305-3- a, b	SDG: 3.9; 12.4; 13.1; 14.3; 15.2
	GRI 305-4-a-d	
P6-L3	GRI 304-2-a-i-vi	SDG: 6.6; 14.2; 15.1; 15.5
	GRI 304-2-b-i-iv	
	GRI 304-3-a	
P6-L4	GRI 3-3	SDG: 8.4; 11.6; 12.2; 12.4
P6-L5	-	-
P6-L6	GRI 308-2-c	-
	GRI 308-2-d	
P6-L7	GRI 308-1-a	-
	GRI 308-2-a	
<b>Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent</b>		
P7-E1-a-b	GRI 2-28-a	-
P7-E2	GRI 3-3-d-i-ii	SDG: 16.3
	GRI 206-1	
P7-L1	GRI 2-28-a	SDG: 16.5
	GRI 415	
<b>PRINCIPLE 8- Businesses should promote inclusive growth and equitable development</b>		
P8-E1	GRI 413-1-a-i-iii	SDG: 1.4; 2.3; 9.1; 9.4; 11.2
	GRI 203-1	
P8-E2	GRI 413-1-a-iv	SDG: 1.4; 2.3; 9.1; 11.2
	GRI 413-2-a	
P8-E3	GRI 3-3	SDG: 1.4; 2.3; 9.1; 9.4; 16.6
	GRI 2-25-b	
	GRI 413-1-a-viii	
P8-E4	GRI 204-1-a, b, c	SDG: 8.3
P8-E5	-	-
P8-L1	GRI 413-1-a-iv	SDG: 1.4; 2.3
	GRI 3- 3-d-i-ii	
	GRI 203-1	
P8-L2	GRI 413- 1-a-iv	SDG: 1.4; 2.3
	GRI 203-1	
P8-L3 a-b-c	GRI 3-3	SDG: 8.3; 11.2
	GRI 204 -1-a	
	GRI 203-1	
P8-L4	GRI 201-1-a	SDG: 8.1; 9.1; 9.5
P8-L5	GRI 3-3-d-i-ii	-

BRSR	GRI Standard	UN-SDG
P8-L6	GRI 413-1-a-iv GRI 203-1	SDG: 1.4; 2.3
<b>Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner</b>		
P9-E1	GRI 2-25-b, d, e GRI 2-29-a	SDG: 16.6
P9-E2	GRI 417-1-a-i-v, b	SDG: 12.8
P9-E3	GRI 418- 1-a-i-ii, b	SDG: 16.3; 16.10
P9-E4	GRI 416-2-a-i-iii	SDG: 16.3
P9-E5	GRI 3-3 GRI 2-23-a, c GRI 418	SDG: 16.3; 16.10
P9-E6	GRI 3-3-d-i-ii	-
P9-E7	GRI 418-1-a	SDG: 16.3
P9-L1	GRI 2-6-b-i	-
P9-L2	GRI 3-3 GRI 417	SDG: 12.8; 16.3
P9-L3	-	-
P9-L4	GRI 417-1-a-i-v, b	SDG: 12.8; 16.3

\* Reference NSE, Integrated guide to BRSR - Biotechnology and Pharmaceutical.