

June 27, 2023

To The Manager, Listing Department <b>National Stock Exchange of India Limited</b> Plot no. C/1 G Block, Bandra-Kurla Complex, Bandra (East), Mumbai- 400 051 Symbol: <b>BLISSGVS</b>	To The General Manager, Listing Department <b>BSE Limited</b> Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai- 400 001 Scrip Code: <b>506197</b>
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Dear Sir/Madam,

**Sub: Business Responsibility and Sustainability Report for the financial year 2022-2023**

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, please find enclosed the Business Responsibility and Sustainability Report for the financial year 2022-2023, which forms an integral part of the Annual Report for the financial year 2022-2023.

This is for your information and records.

Thanking you.

Yours faithfully,  
For **Bliss GVS Pharma Limited**

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Digitally signed  
by ADITI  
HIMANSHU  
BHATT  
Date: 2023.06.27  
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**Aditi Bhatt**  
**Company Secretary**

Encl: As above

**Regd. Office :** 102, Hyde Park, Saki Vihar Road, Andheri (East), Mumbai - 400 072, INDIA.

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Email : [info@blissgvs.com](mailto:info@blissgvs.com) • Website : [www.blissgvs.com](http://www.blissgvs.com) • CIN - L24230MH1984PLC034771

**Factory :** Plot No. 10, 11 & 12, Survey No. 38/1, Dewan Udyog Nagar, Aliyali Village, Tal. & Dist. Palghar - 401 404.

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# Annexure-VIII to Board's Report

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

### SECTION A: GENERAL DISCLOSURES

#### I. Details of listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L24230MH1984PLC034771
2	Name of the Listed Entity	BLISS GVS PHARMA LIMITED
3	Year of incorporation	1984
4	Registered office address	102, Hyde Park, Saki Vihar Road, Andheri (East), Mumbai - 400072, India
5	Corporate address	102, Hyde Park, Saki Vihar Road, Andheri (East), Mumbai - 400072, India
6	E-mail	info@blissgvs.com
7	Telephone	+91 (22) 4216 0000
8	Website	www.blissgvs.com
9	Financial year for which reporting is being done	FY 2022-23
10	Name of the Stock Exchange(s) where shares are listed	NSE/BSE
11	Paid-up Capital	₹1,041.53 Lakh
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Aditi Bhatt +91 (22) 4216 0000 info@blissgvs.com
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).	Disclosures under this report are made on standalone basis

#### Products/services

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

Manufacturing, Marketing, Trading, Export of Pharmaceutical products and Product Development Services

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing, Marketing, Trading, Export of Pharmaceutical products and Product Development Services	Manufacturing, Marketing, Trading, Export of Pharmaceutical products and Product Development Services	100

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

Manufacture of allopathic pharmaceutical preparations

S. No.	Product/Service	NIC Code	% of total Turnover contribute
1	Pharmaceutical	21002	100

**II. Operations****16** Number of locations where plants and/or operations/offices of the entity are situated

Location	Number of plants	Number of offices	Total
National	4	3	7
International	0	0	0

**17** Markets served by the entity:

Location	Number
a. Number of locations	
National (No. of States)	18 States & 2 Union Territory
International (No. of Countries)	46
b. What is the contribution of exports as a percentage of the total turnover of the entity?	94.36%
c. A brief on types of customers	Major Customers are pharmaceutical distributors

**III. Employees****18** 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)	763	616	81	147	19
2	Other than Permanent (E)	0	0	0	0	0
3	<b>Total employees (D + E)</b>	<b>763</b>	<b>616</b>	<b>81</b>	<b>147</b>	<b>19</b>
<b>Workers</b>						
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (G)	240	67	28	173	72
6	<b>Total workers (F + G)</b>	<b>240</b>	<b>67</b>	<b>28</b>	<b>173</b>	<b>72</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	Other than Permanent (E)	-	-	-	-	-
3	<b>Total employees (D + E)</b>	-	-	-	-	-
<b>Differently Abled Workers</b>						
4	Permanent (F)	-	-	-	-	-
5	Other than Permanent (G)	-	-	-	-	-
6	<b>Total workers (F + G)</b>	-	-	-	-	-

**19** Participation/Inclusion/Representation of women

	Description of Main Activity	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	3	50
Key Management Personnel	5	3	60

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

	FY 2023			FY 2022			FY 2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	133	33	166	145	39	184	103	25	128
Permanent Workers	-	-	-	-	-	-	-	-	-

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

## 21 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	Kremoint Pharma Pvt. Ltd.	Subsidiary	70	No
2	Eipii Exports Pvt. Ltd.	Subsidiary	49	No
3	Bliss GVS International Pte. Ltd.	Subsidiary	100	No
4	Asterisk Lifesciences Ltd.	Subsidiary	100	No
5	Greenlife Bliss Healthcare Ltd.	Subsidiary	51	No
6	Asterisk Lifesciences (GH) Ltd.	Subsidiary	100	No
7	Asterisk Lifesciences DRC	Subsidiary	100	No

## V. CSR Details

22.	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
	(ii) Turnover (in ₹)	₹ 59,833.95 Lakh
	(iii) Net worth (in ₹)	₹ 93,699.86 Lakh

## VI. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023			FY 2022		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No	0	0	-	0	0	-
Investors (other than shareholders)	Yes. <a href="https://blissgvs.com/investors/investor-grievance/">https://blissgvs.com/investors/investor-grievance/</a>	0	0	-	0	0	-
Shareholders	Yes. <a href="https://blissgvs.com/investors/investor-grievance/">https://blissgvs.com/investors/investor-grievance/</a>	9	0	-	9	0	-
Employees and workers	Yes. The Company has whistleblower policy and Vigil mechanism policy in place . Link : <a href="https://blissgvs.com/policies-and-codes1/">https://blissgvs.com/policies-and-codes1/</a>	0	0	-	0	0	-
Customers	Yes. <a href="https://blissgvs.com/contact-us/">https://blissgvs.com/contact-us/</a>	9	0	Product Market Complaints	10	0	Product Market Complaints
Value Chain Partners	No	0	0	-	0	0	-
Other (please specify)	No	0	0	-	0	0	-

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Product Quality and Safety, and Data integrity	Risk	The Company acknowledges that issues related to product quality and safety, as well as data integrity, have the potential to affect its ability to meet customer demand and generate value for its stakeholders.	A team of quality professionals is assigned to each manufacturing site, responsible for overseeing and facilitating the delivery of quality performance while ensuring continuous audit readiness. The Company leverages information technology to digitise and enhance the processes of quality assurance and quality control. It consistently adheres to a quality improvement and training programme that focuses on addressing historically known quality issues. Robust Corrective and Preventive Action (CAPA) procedures are implemented to investigate and address identified non-conformities. The Company also follows a stringent evaluation process for vendors and suppliers, assessing them against quality parameters and ensuring compliance with cGMP requirements mandated by industry regulatory standards.	Negative
2	EHS	Risk	Safety & Compliance issues	Adherence to statutory and regulatory compliances including E-waste management and EHS policy	Negative
3	Supply	Risk	Key raw materials are majorly single source dependency, and in case of stoppage of supply from vendor may impact operation/ procurement at higher prices	Procurement team identifies new vendors through various sources and has documented alternate approved vendors for few raw materials. The Company is in process to identify alternative vendor sources to mitigate risk of single source dependency.	Negative
4	IT Security & Data Protection	Risk	Network is vulnerable and prone to cyber attacks resulting into loss of data or compromise on confidential information	The Company maintains a documented Standard Operating Procedure (SOP) that encompasses a comprehensive disaster recovery and business continuity plan, outlining procedures for backup, archival, and restoration processes. IT General controls undergo annual testing, and regular SAP user access reviews are conducted to ensure proper segregation of duties. An application control firewall is implemented, and consistent monitoring of email content is performed to verify that confidential data is not transmitted to email IDs outside the Bliss network.	Negative
5	People	Risk	Lack of succession plan for key position that may delay business decision/ operation disruption	Various programmes being run to address attrition and retention of key talents; focus on bringing work-life balance; increasing rewards and recognitions; succession planning of key positions with talent calibration is done.	Negative

Material S. issue No. identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6 Energy Efficient	Opportunities	Focus on alternate energy sources, reducing emissions and optimising natural resources	Invested in green, sustainable and energy efficient technologies which will reduce dependency on conventional energy and increase percentage of renewable and clean energy in our energy mix. It allows us to decrease carbon footprint and helps in reducing our power costs.	Positive
7 Corporate Governance	Risk	Non-compliance with the regulatory and statutory requirements can impact our operations, ability to raise funds in future and valuation of the Company	The Company adheres to all regulatory and statutory compliances and preservation of investor interest by ensuring the most stringent governance protocols and address their concerns through our Investor Relation and Grievance Redressal Policy.	

## Section B: Management and Process Disclosures

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1 a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes (Policies are approved by the Board, respective board committees, respective department heads, wherever applicable)								
c. Web Link of the Policies, if available	The above mentioned policies are available on (1) website of the Company - www.blissgvs.com and (2) Intranet portal of the Company - accessible to the employees of the Company except for P2, P3, P5, P6 and P9								
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)	Code of Conduct, Supplier Code of Conduct and Human Right policy extend to our value chain partners								
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.	SMETA Certified for Palghar west	cGMP standards	Occupational Health and Safety management system (ISO 14001, 45001, IS14489) for Palghar west plant	No	SMETA Certified for Palghar west	No	No	No	No

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
5 Specific commitments, goals and targets set by the entity with defined timelines, if any.	No	The specific commitments, goals and targets are provided in the respective capitals of the integrated annual report, wherever applicable.	No	No	No	No	No	No	No
6 Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	No	The performance against specific commitments, goals and targets are provided in the respective capitals of the integrated annual report, wherever applicable	No	No	No	No	No	No	No

#### 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)	Bliss GVS Pharma recognises the importance of responsible operations and the alignment of its business with sustainability goals. The Company demonstrates its commitment to environmental sustainability by actively addressing air, land, and water pollution, as well as optimising natural resource consumption. Moreover, the Company is dedicated to embracing the finest corporate governance practices, evident in its operations, with the aim of achieving business excellence and enhancing long-term shareholder value. The Company, through regular and extensive stakeholder engagement over the course of many years, has witnessed the evolution of its business operations. This evolution has allowed the Company to achieve a delicate balance between its business priorities and its responsibilities towards economic, environmental, and social sustainability. By actively building trust through productive relationships and fostering collaborative partnerships, the Company recognises the vital importance of both internal and external stakeholders in its business framework.								
8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr Gagan Harsh Sharma, MD (DIN: 07939421)								
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	No								

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	The policies of the Company are reviewed periodically / on a need basis by department heads / director / board committees / board members, wherever applicable.									Continuous assessment is an inherent component of corporate functioning and remains a continual pursuit.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Status of compliance with all applicable statutory requirements is reviewed by the Board on a quarterly basis.																	

	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	The policies of the Company are subject to audit by the internal auditors of the Company. The adherence of the policy is also ensured by the various department heads / director /board committees / board members, wherever applicable								

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

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

**Section C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

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

Essential Indicators

I Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	Familiarisation programmes are carried out by way of exhaustive presentations on the Financial, Operational and Business Performance, Business Strategies and policies, Foreign Exchange Exposure and Un-hedging Operation, Annual Budget and planned expenditure, Review of Internal Financial Control, Internal Audit and Risk Management Framework, amended laws affecting Bliss GVS Pharma Limited, and so on.	100
Key Managerial	4		100
Personnel			



Employees other than BOD and KMPs	156	The employees / workers undergo various trainings / awareness sessions such as induction training at the time of joining and leadership, policy, technical and compliance training during the course of employment.	59
Workers	0		0

- 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 (INR in lakh)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	0	0	0	0	No
Settlement	0	0	0	0	No
Compounding fee	0	0	0	0	No

Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	0	0	0	NA	
Punishment	0	0	0	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 has an anti-corruption and anti-bribery policy. The company have appropriate internal controls to ensure that the employees do not engage in unethical practices. Moreover, the policy provides information and guidance on how to recognise and deal with bribery and corruption issues. As part of the company's training on the Code of Conduct, employees also receive training on the subjects of Anti-Corruption and Anti-Bribery.

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

	FY 2023	FY 2022
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

- 6 Details of complaints with regard to conflict of interest

	FY 2023		FY 2022	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

- 7 Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest

Not Applicable

Leadership Indicators

- 1 Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
0	0	0

- 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 in place a 'Policy on Related Party Transactions' which deals with conflict of interest and are applicable to board members of the Company . Transactions with the board members or any entity in which such board members are concerned or interested are required to be approved by the Audit Committee and the Board of Directors. In such cases, the interested directors abstain themselves from the discussions at the meeting. Refer website [www.blissgvs.com](http://www.blissgvs.com) for policy.

**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.

	FY 2023	FY 2022	Details of improvements in environmental and social impacts
R&D	0%	0%	1. The Company has successfully converted its furnace oil fired boiler to an LDO (Light Diesel Oil) fired boiler, resulting in a shift in fuel usage from furnace oil to LDO. 2. To enhance energy efficiency and reduce reliance on fossil fuels, a heat pump recovery chiller has been implemented. This system allows for heating water to 50 degrees Celsius for HVAC (Heating, Ventilation, and Air Conditioning) purposes without relying heavily on the boiler. As a result, the consumption of fossil fuels has been significantly reduced, leading to lower greenhouse gas emissions. 3. In an effort to promote water conservation, the Company has implemented a water recycling system for the effluent treatment plant. This involves utilising a tertiary reverse osmosis system to treat the reject water from the main primary water treatment process. 4. Moreover, in the previous year, the Company invested in a solar plant, which has effectively decarbonised the electrical units' requirements. Approximately 65-70% of the plant's electrical energy demand is met through solar power obtained through open access, thereby reducing reliance on conventional sources and contributing to a greener energy mix.
Capex	0.32%	10.92%	

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

The Company is committed to quality, safety and reliable supply of products for patients and consumers. From the sourcing of materials to the manufacturing and marketing of the products, the Company make sure that effective quality management practices are strictly followed during all stages of the supply chain. The Company's primary focus is on engaging local suppliers, fostering cost efficiencies, and minimising environmental impacts such as air and noise pollution (as well as reducing the consumption of natural resources like petrol and diesel). The Company prioritises the safety of its patients and consumers, placing it at the forefront of their operations. As a responsible entity, the Company has implemented comprehensive controls to detect, assess, and communicate the benefits, risks, and potential safety issues

associated with their products. To ensure the availability of current and relevant information, the Company ensures that up-to-date details are provided on the product packaging. In line with their commitment to product quality, the Company adheres to Good Manufacturing Practice (GMP) regulations and other established procedures. These procedures are documented in the BGPL Quality Management System. Compliance with GMP standards allows the company to consistently produce and maintain control over their medicinal products, ensuring the highest quality standards are upheld. The Company endeavours to implement responsible procurement practices across its supply chain. As a measure of enhancing its impact on the environment and society, the Company encourages local sourcing enabling the reduction in costs, currency risks and environmental footprint of the transportation services. Moreover, the Company has implemented a comprehensive quality and Environmental, Health, and Safety (EHS) policy.

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

100% of critical inputs sourced is sourced sustainably from approved suppliers.

**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)	Since the Company is engaged in pharmaceutical sector it does not reclaim products for reusing, recycling and disposing them at the end of their life. The Company adheres to the waste handling rules of the Central Pollution Control Board, as well as other relevant local laws and regulations, ensuring the safe recycling and disposal of end-of-life e-waste, hazardous waste, and other types of waste. The Company's practices align with the prescribed consent and guidelines of PCB.
(b) E-waste	
(c) Hazardous waste	
(d) other waste.	

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

The Company complies with the EPR obligations put forth by the Central Pollution Control Board (CPCB) and MPCB norms and disposes of all varieties of waste in an environmentally sustainable manner as per Standard Operating Procedures. As part of the Company's waste management processes, the waste is segregated and handed over to government-approved vendors for recycling and incineration as appropriate.

**Leadership Indicators**

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
The Company has not conducted LCA for any of its product					

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

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

**3 Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).**

Indicate input material	Recycled or re-used input material to total material	
	FY 2023	FY 2022
Since Bliss GVS is engaged in pharmaceutical sector, the Company do not recycle or reuse input material.		

- 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 2023			FY 2022		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Since Bliss GVS is engaged in pharmaceutical sector, the Company do not reclaim products for reusing, recycling and disposing them at the end of their life. For further information, refer BRSR question no 3 under essential indicators of Principle 2					
E-waste						
Hazardous waste						
Other waste						

- 5 Reclaimed products and their packaging materials (as percentage of products) category

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	Since Bliss GVS is engaged in pharmaceutical sector, the Company do not reclaim products for reusing, recycling and disposing them at the end of their life

**PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains**

Essential Indicators

- I a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	616	616	100	616	100	-	-	-	-	-	-
Female	147	147	100	147	100	147	100	-	-	-	-
<b>Total</b>	<b>763</b>	<b>763</b>	<b>100</b>	<b>763</b>	<b>100</b>	<b>147</b>	<b>100</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent employees</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

- b. Details of measures for the well-being of workers:

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent workers</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent Workers</b>											
Male	134	-	-	-	-	-	-	-	-	-	-
Female	184	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>318</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

Benefits	FY 2023			FY 2022		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	40	100	Y	23	100	Y
Others – please specify	-	-	NA	-	-	NA

## 3 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, the Company has taken proactive steps to improve accessibility within its offices, exemplifying its dedication to ensuring that individuals with disabilities encounter no barriers when accessing various areas and facilities. These inclusive initiatives encompass the installation of ramps, lifts, and other necessary accommodations to facilitate smooth and convenient mobility for everyone. By implementing these measures, the company aims to create an inclusive environment where individuals with disabilities can navigate the premises with ease, fostering equal opportunities and a sense of belonging for all.

## 4 Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes, the Company has implemented an equal opportunity policy in accordance with the Rights of Persons with Disabilities Act 2016. This policy is available on the Company's Intranet portal, which is accessible to all employees of the Company.

## 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	-	-	-	-
Female	100%	100%	-	-
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>-</b>	<b>-</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

Gender	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes. The company have a Redressal Policy to provide an easily accessible machinery for settlement of grievances. It ensures expeditious settlement of grievances at lowest level of authority. At an organisational level it seeks to promote a fair and equitable mechanism to minimise discontentment and dissatisfaction amongst employees.
Other than Permanent Worker	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2023			FY 2022		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	Nil	Nil	-	Nil	Nil	-
Male	Nil	Nil	-	Nil	Nil	-
Female	Nil	Nil	-	Nil	Nil	-
Total Permanent Workers	Nil	Nil	-	Nil	Nil	-
Male	Nil	Nil	-	Nil	Nil	-
Female	Nil	Nil	-	Nil	Nil	-

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

	FY 2023					FY 2022				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	616	386	63	386	63	603	382	63	382	63
Female	147	64	44	64	44	147	70	48	70	48
<b>Total</b>	<b>763</b>	<b>450</b>	<b>59</b>	<b>450</b>	<b>59</b>	<b>750</b>	<b>452</b>	<b>60</b>	<b>452</b>	<b>60</b>
<b>Worker</b>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

Category	FY 2023			FY 2022		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	616	616	100	603	603	100
Female	147	147	100	147	147	100
<b>Total</b>	<b>763</b>	<b>763</b>	<b>100</b>	<b>750</b>	<b>750</b>	<b>100</b>
<b>Worker</b>						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

## 10 a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Yes. The Company has implemented an Occupational Health and Safety Management System that ensures the well-being of all its employees. This comprehensive system incorporates several measures to promote a safe working environment. Firstly, annual medical checkups are conducted by registered medical practitioners to monitor the overall health of employees. Additionally, those working in hazardous processes undergo biannual checkups to address any specific occupational health concerns. The Company has also established a dedicated Occupational Health Centre, equipped to handle any health-related emergencies or incidents that may arise during working hours. To further enhance employee care, a visiting consulting doctor is appointed on a weekly basis to provide additional medical support and guidance. In addition, the Company holds quarterly safety committee meetings, where safety measures are reviewed, discussed, and improved to ensure a continuous focus on maintaining a safe workplace for all employees.

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

The Company performs HAZOP studies and conducts ISI4489 audits every two years. Hazard identification of new products is carried out through QRM. Periodic preventive maintenance is conducted by the Company to eliminate potential hazards in machine operations. Self-inspections and spot checks are performed by the Quality Team in collaboration with the administrative team to proactively identify potential hazards before they arise.

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

Yes, the Company has implemented and maintains an on-site emergency plan to effectively respond to potential emergencies or critical situations that may occur within its premises. As part of the on-site emergency plan, the Company identifies and assesses potential risks and hazards that could lead to emergencies. This includes conducting thorough risk assessments and analysing the specific vulnerabilities of the facility, equipment, and processes involved.

Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes, the Company provides medical insurance benefits to its employees and their direct families, offering valuable assistance in times of healthcare needs.

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

Safety Incident/Number	Category	FY 2023	FY 2022
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	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 work place.

The Company places paramount importance on safety, compliance, and risk management throughout its operations, implementing a range of measures to ensure these priorities are met. A notable achievement in this regard is the ISO 14001 and 45001 compliance of Plot 11, showcasing the company's steadfast dedication to effective environmental management and occupational health and safety. Furthermore, Plot 10 and 12 undergo regular ISI4489 audits every two years to uphold stringent safety standards. To systematically address potential hazards, the Company conducts comprehensive risk assessments, including HAZOP studies, for all units. This proactive approach enables them to efficiently identify and mitigate risks, thereby creating a safer work environment. Promoting safety awareness is a key focus, evidenced by various initiatives undertaken by the company. The Company celebrates Safety Week, Fire Safety Week, and Environment Day, providing valuable opportunities to educate and engage employees on crucial safety and environmental topics. Additionally, regular safety committee meetings are held to discuss concerns, identify areas for improvement, and foster a healthy workplace atmosphere.

To ensure product quality and safety, the company diligently conducts Quality Risk Management (QRM) for each new product. This rigorous process enables the identification and elimination of potential hazards throughout the production process. Recognizing the significance of personal protection, the Company ensures that employees have access to the necessary Personal Protective Equipment (PPE). By providing adequate PPE, the company prioritizes the well-being of its workforce and creates a secure working environment. Through these comprehensive safety measures and robust risk management practices, the Company showcases its unwavering commitment to maintaining a safe, compliant, and healthy workplace for all employees.

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

Category	FY 2023			FY 2022		
	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	-
Health & Safety	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
Working Conditions	100

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

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

## 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, it extend to employees and there are no permanent workers in the Company.

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

The Company has adequate mechanisms to ensure that requisite statutory dues, as applicable to the transactions of the Company with its value chain partners, are deducted and deposited in accordance applicable regulations and reviewed as per regular audit processes.

The Company also collects necessary certificates and proofs from its contractors with respect to payment of statutory dues like PF, ESIC, and so on, relating to contractual employees and workers. The Company expects its value chain partners to behave ethically and with integrity in all its business transactions and uphold standards of fair business practices

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

	FY 2023	FY 2022	FY 2023	FY 2022
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

No

- 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	9%
Working Conditions	9%

Note: % is based on assessment of manufacturer of raw material and packing material

- 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

There were no significant risks / concerns arising from the assessments of health and safety practices and working conditions of value chain partners.

**PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders**

## Essential Indicators

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

The Company recognises that stakeholders play a crucial role in shaping its strategies, decisions, and overall performance. By understanding and prioritizing the needs, expectations, and concerns of these stakeholders, the Company can effectively manage its relationships and work towards achieving mutually beneficial outcomes. The process of identifying stakeholders involves a comprehensive assessment of their interests, which may include distributors / customers, employees, shareholders, suppliers, local communities, regulatory bodies, among others. The Company evaluates the degree to which these stakeholders are affected by or have an impact on its operations, as well as their level of involvement in governance matters such as decision-making processes, policy development, or participation in relevant initiatives. This stakeholder identification process enables the Company to establish effective communication channels, engage in meaningful dialogue, and build strong relationships with key stakeholders. By understanding their perspectives and considering their interests, the Company can proactively address their concerns, mitigate risks, and capitalise on opportunities for collaboration and shared value creation.



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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Distributors/ Customers	No	In-market visits/Meetings/Email	Periodic	To enhance access to medicines in various geographies, To develop a strong partnership for uninterrupted supply of vital medicines, To achieve higher market share through better coverage and penetration into new markets, To create awareness about new portfolio and initiatives, To address any query/ feedback by channel partners
Suppliers	No	Supplier visits/Supplier audits/ Supplier engagement on compliance and QMS	Periodic	To ensure business continuity and opportunities without any quality related challenges, To identify and close gaps at supplier facilities related to cGMP practices and To seek their confirmation on compliance with the Company's Suppliers Code of Conduct
Government & Regulators	No	Written communication/Facility visits/Engagement with Industry Associations / subcommittees	Event based/ Periodic	Ensure timely access to quality medicines in their respective jurisdictions
Shareholders & Investors	No	General Meeting/Grievance mechanism/Financial results/ Stock exchange and other communications/Annual report	Annual/Event based/Quarterly	Understanding the expectations of the shareholders / investors and seeking their feedback and presenting it to the Company's management and Board. Communicating the business and financial performance and overall strategy of the Company
Employees	No	Appraisal, awards and recognition /Grievance mechanism/One-to-one manager connects	Quarterly/Annual /Permanent/Event based	Performance and career development reviews, For building a safe, diverse and inclusive working environment, To communicate the performance and strategy of the Company, To seek their feedback on the work culture

### Leadership Indicators

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

The Company ensures that the respective business and functional heads actively engage with stakeholders on various Environmental, Social, and Governance (ESG) topics. Through these engagements, valuable feedback is obtained, and when relevant, this feedback is provided to the Board. This practice enables the Company to incorporate stakeholder perspectives and concerns into its decision-making processes and governance practices.

- 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.

The Company places a strong emphasis on identifying its material issues through active engagement with stakeholders. By proactively involving stakeholders in meaningful dialogue, the Company gains a comprehensive understanding of their concerns, priorities, and expectations. This engagement process includes conducting regular customer audits, which serve as a valuable platform for gathering feedback and insights directly from customers. During these customer audits, the company closely examines various aspects of its operations, products, and services to assess their alignment with customer expectations and industry standards. The observations made during these audits play a crucial role in identifying areas where improvements or corrective actions may be required. This approach enables the Company to stay relevant to emerging trends, customer preferences, and industry best practices while fostering strong relationships with its stakeholders.

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

Not Applicable

## 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:

	FY 2023			FY 2022		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	763	450	59	750	452	60
Other than permanent	-	-	-	-	-	-
<b>Total Employees</b>	<b>763</b>	<b>450</b>	<b>59</b>	<b>750</b>	<b>452</b>	<b>60</b>
<b>Workers</b>						
Permanent	-	-	-	-	-	-
Other than permanent	318	-	-	330	-	-
<b>Total Workers</b>	<b>318</b>	<b>-</b>	<b>-</b>	<b>330</b>	<b>-</b>	<b>-</b>

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

Category	FY 2023					FY 2022				
	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>	763	329	43	434	57	750	374	50%	376	50
Male	616	273	44	343	56	603	299	50%	304	50
Female	147	56	38	91	62	147	75	51%	72	49
<b>Other than Permanent</b>	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Other than Permanent</b>	318	318	100	-	-	330	330	100	-	-
Male	134	134	100	-	-	142	142	100	-	-
Female	184	184	100	-	-	188	188	100	-	-

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

	Male		Female	
	Number	Median remuneration / salary / wages of respective category ( in Lakhs)	Number	Median remuneration/ salary/ wages of respective category ( in Lakhs)
Board of Directors (BoD)	1	180	2	69.3
Key Managerial Personnel	1	16.3	1	15
Employees other than BoD and KMP	614	4.8	144	4.8
Workers	0	0	0	0

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

Yes, the Company has dedicated HR team at various location to address the human rights issues

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

The Company has a well-defined Grievance Redressal Policy that outlines the detailed process for handling grievances. The key aspects of the policy are as follows:

1. The grievance redressal committee convenes regularly, to thoroughly discuss all grievances received.
2. The HR business partner/HR representative assigned to the respective locations assumes the role of a member/secretary of the grievance redressal committee and offers necessary secretarial support to facilitate the committee's functioning.
3. While examining a grievance, the committee may request the presence of the aggrieved employee during the meeting. The employee may also be asked to provide any records or documents that support their grievance.
4. The committee's unanimous decision is communicated to the concerned employee by the member/secretary within three days following the committee's meeting.

By following this well-structured grievance redressal process, the Company ensures that employee grievances are effectively addressed and resolved in a timely manner.

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

Category	FY 2023			FY 2022		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	0	2	0	0
Discrimination at workplace	0	0	0	0	0	0
Child Labour	0	0	0	0	0	0
Forced Labour/Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other human rights related issues	0	0	0	0	0	0

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

The Company has taken proactive measures to foster a safe and respectful work environment by establishing an Internal Complaints (IC) Committee in strict adherence to the Prevention of Sexual Harassment (POSH) Policy. This committee serves as a dedicated platform for employees to report any instances of sexual harassment, ensuring confidentiality and providing a supportive framework for addressing such sensitive matters. The IC Committee works diligently to investigate complaints, take appropriate actions, and facilitate a fair resolution process while upholding the principles of justice and equality. Furthermore, recognising the importance of addressing all employee concerns, the Company has also established a Grievance Redressal Committee. This committee is specifically designed to handle and resolve various types of grievances raised by employees, including but not limited to work-related issues, conflicts, and disputes. By providing a structured mechanism for employees to express their concerns, the Grievance Redressal Committee plays a crucial role in fostering a harmonious and inclusive workplace.

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

Yes

## 9 Assessments for the year:

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

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

Not Applicable

## Leadership Indicators

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

No process has been modified as a result of addressing human rights grievances or complaints.

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

The Company has conducted a SMETA Audit at its manufacturing plant, driven by its specific business requirements.

## 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 ensures that the majority of its locations adhere to accessibility standards, reflecting its commitment to inclusivity. By adhering to these standards, the Company strives to create an environment where individuals of all abilities can access and navigate its facilities without encountering barriers or limitations.

## 4 Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed	
Child labour	9
Forced/involuntary labour	9
Sexual harassment	9
Discrimination at workplace	9
Wages	9
Others – please specify	-

Note: % is based on assessment of manufacturer of raw material and packing material

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

Not Applicable

**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 2023	FY 2022
Total electricity consumption (A) (in MJ)	29496701	21883745
Total fuel consumption (B) (in MJ)	1915010	1452246
Energy consumption through other sources (C) (in MJ)	853303	439008
<b>Total energy consumption (A+B+C)</b>	<b>32265014</b>	<b>23774999</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.005	0.004
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency - No

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

The Company doesn't fall under PAT scheme.

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

Parameter	FY 2023	FY 2022
(i) Surface water	-	-
(ii) Groundwater	49861	53358
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>49861</b>	<b>53358</b>
Total volume of water consumption (in kilolitres)	29561	34158
Water intensity per rupee of turnover (Water consumed / turnover)	0.00	0.00
Water intensity (optional) – the relevant metric may be selected by the entity		

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

No

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

The Company had a Effluent Treatment Plant (ETP) that encompasses a comprehensive three-stage system: primary, secondary, and tertiary treatment. This advanced facility ensures the effective purification of wastewater generated by the company's operations. To further enhance the treatment process, the Company employs ozone as an additional treatment method, which aids in the removal of organic compounds and contaminants.

Following the ozone treatment, a sophisticated two-stage Reverse Osmosis (RO) process is employed. This process utilises a semi-permeable membrane to effectively remove dissolved salts, heavy metals, and other impurities from the treated water. The RO process plays a crucial role in achieving a high degree of water purity and ensuring compliance with stringent water quality standards. Additionally, the Company incorporates a Multiple Effect Evaporator (MEE) plant.

- 5 Please provide details of air emissions (other than GHG emissions) by the entity, in the following format

Parameter	Please specify unit	FY 2023	FY 2022
NO <sub>x</sub>	µg/m <sup>3</sup>	24.5	27.5
SO <sub>x</sub>	µg/m <sup>3</sup>	56.14	60.22
Particulate matter (PM)	mg/Nm <sup>3</sup>	132.88	130.25
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	ppm	0.3	0.4
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

No

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

Parameter	Please specify unit	FY 2023	FY 2022
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	2434.34	4572.69
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	-	-
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		0.00	0.00
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity		-	-

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

No

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

Yes, the Company has successfully transitioned from using furnace oil to adopting an LDO (Light Diesel Oil) fired boiler, thereby altering its primary fuel source. This strategic shift has effectively optimized the company's energy efficiency while reducing its reliance on fossil fuels. Additionally, the implementation of a heat pump recovery chiller system has further bolstered energy efficiency by enabling the heating of water up to 50 degrees Celsius for HVAC (Heating, Ventilation, and Air Conditioning) purposes, reducing the Company's dependence on the boiler. Consequently, the Company has achieved significant reductions in fossil fuel consumption, leading to a noteworthy decrease in greenhouse gas emissions.

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

Parameter	FY 2023	FY 2022
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	31.876	23.986
E-waste (B)	0.01	0.05
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	60	40
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	15.159	8.995
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>107.045</b>	<b>73.031</b>
<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	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</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	15.169	9.045
(ii) Landfilling	60	40
(iii) Other disposal operations	31.876	23.986
<b>Total</b>	<b>107.045</b>	<b>73.031</b>

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

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

No

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

The Company strictly adheres to the guidelines established by the Maharashtra Pollution Control Board (MPCB) in segregating hazardous waste. In accordance with these guidelines, an internal Standard Operating Procedure (SOP) is prepared by the Company to ensure proper handling and management of such waste. This approach enables the Company to effectively address environmental concerns and comply with regulatory requirements pertaining to hazardous waste management.

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

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

Name and brief details of project	EIA Notification No.	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
During the year under review, the Company hasn't undertaken environmental impact assessment.				

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

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
The Company is compliant with the applicable environmental law/ regulations/ guidelines.				

Leadership Indicators

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

Parameter	FY 2023	FY 2022
<b>From renewable sources</b>		
Total electricity consumption (A) (in MJ)	18859918	1866590
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumption (A+B+C)</b>	<b>18859918</b>	<b>1866590</b>
<b>From Non renewable sources</b>		
Total electricity consumption (D) (in MJ)	10636783	20017155
Total fuel consumption € (In MJ)	1915010	1452246
Energy consumption through other sources (F) (in MJ)	853303	439008
<b>Total energy consumption (D+E+F) (In MJ)</b>	<b>13405096</b>	<b>21908409</b>

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

No

## 2 Provide the following details related to water discharged:

Parameter	FY 2023	FY 2022
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater (Kl)	20300	19200
- No treatment	-	-
- With treatment – please specify level of treatment (Kl)	20300	19200
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>20300</b>	<b>19200</b>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- No

## 3 Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): For each facility / plant located in areas of water stress, provide the following information: (i) Name of the area (ii) Nature of operations (iii) Water withdrawal, consumption and discharge in the following format

Parameter	FY 2023	FY 2022
(i) Surface water	-	-
(ii) Groundwater	7861	5358
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>7861</b>	<b>5358</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>7861</b>	<b>5358</b>
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	20300	19200
- No treatment	-	-
- With treatment – please specify level of treatment	20300	19200
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>20300</b>	<b>19200</b>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- No



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

Parameter	Unit	FY 2023	FY 2022
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	-
<b>Total Scope 3 emissions</b> per rupee of turnover		-	-
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity		-	-

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

No

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

Environmental impact assessment is carried-out for each an every activity in the plant.

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

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Solar Project	4.5 MW solar power plant was successfully commissioned in March 2022 in Ahmednagar district of Maharashtra. Out of 1 MW is used in Palghar west plant and 3.5 MW is used in Palghar east plant.	60% - 70% of out total power consumption is from solar energy, due which we reduced the carbon emmission
2	ETP Plant	The ETP plant consists of primary, secondary and tertiary treatment with additional provision of ozonisation.	All parameters as per MPCB norms.
3	ZLD plant	Consist of 2 stage RO & 2 stage MEE	Zero effluent is sent to CETP
4	Paper waste reduction	Implementation of SAP system for document system management.	Distribution of control and display copy has been reduced.
5	Reuse of reject RO water	Reject RO is installed to reduce load on ETP in one of manufacturing plant	3.5 m3/hr water is recycled as good water from reject water and reuse as raw water for pre-treatment system

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

Yes, the Company has implemented an on-site emergency plan that comprehensively addresses both internal factors that may lead to emergency situations, as well as external circumstances such as natural calamities and riots. The plan includes detailed roles and responsibilities for various stakeholders involved. In addition to handling emergency situations, the plan also outlines a clear action plan for restoring the system to normalcy once the emergency has been managed.

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

The Company has not observed any significant adverse impacts on the environment within its value chain. As a measure of adaptation, the Company evaluates critical vendors based on ESG parameters when necessary. Additionally, the Company exclusively engages with vendors who comply with ESG standards for the supply of critical materials.

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

9%

**PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

Essential Indicators

- I a. Number of affiliations with trade and industry chambers/ associations.  
5
- 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	Bombay Chamber of Commerce	State
2	Pharmaceutical Export Promotion Council	National
3	APEDA	National
4	EOU Federation	National
5	Federation of Indian Export Organisations	National

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

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

Leadership Indicators

- I Details of public policy positions advocated by the entity:

S. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
Not Applicable					

**PRINCIPLE 8 Businesses should promote inclusive growth and equitable development**

Essential Indicators

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

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

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

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)
Not Applicable					

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

As of now the Company doesn't have any separate mechanisms to receive and redress grievances of the community.

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

Ratios	FY 2023	FY 2022
Directly sourced from MSMEs/ small producers	6.3%	3.50%
Sourced directly from within the district and neighbouring districts	Data not available	Data not available

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
No such assessment carried out by the Company in the current year	

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 INR)
Not Applicable			

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

No

(b) From which marginalised /vulnerable groups do you procure?

The Company is impartial in its selection and procurement processes of its suppliers which is driven by the Company's requirement, supplier code of conduct and supply chain management. The Company does not consider the criteria for marginalised / vulnerable group during selection of its suppliers.

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

During the year, the Company sourced 6.3% of the total inputs material from MSME suppliers.

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

Name of authority	Brief of the Case	Corrective action taken
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
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The Company contributes towards ISKON foundation for the eradication of hunger and malnutrition, as well as to Maharogi Sewa Samiti Warora for the distribution of medicines to tribal patients in the Gadchiroli district.

**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 adequate mechanism and takes due efforts for addressing and redressal of consumer feedback and complaints. The Company has a dedicated mail id through which patients / consumers, healthcare professionals and other stakeholders can approach the Company for reporting adverse events or product related complaints. The consumer complaints received at info@blissgvs.com are managed in accordance with the standard operating procedure (SOP).

Based on its nature, the complaint is forwarded to the respective department for their further actions, if any, including adequate response to the said complaints. The Company takes appropriate actions for addressing any consumer complaints as per the applicable laws and regulations.

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

As a percentage to total turnover	
Environmental and social parameters relevant to the product	90
Safe and responsible usage	90
Recycling and/or safe disposal	-

Note: The Company's product labelling follows all applicable regulatory norms and any additional information subject to specific product and packaging requirements. The Company had no instances of non-compliance with regulations concerning product labelling.

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

Category	FY 2023			FY 2022		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
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	9	0	Product market complaint	10	0	Product market complaint

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

	Number	Reasons for recall
Voluntary recalls	0	-
Forced recalls	0	-

Note: There is no instance of recall of product either voluntary or forced.

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

Yes, the Company has IT policies and guidelines on cyber security, data privacy, acceptable usage, incident management and so on, covering the Dos and Don'ts for a user, actions/measures to be taken in case of a cyber security incident as well as the actions that will be taken in case of any security policy violation. Moreover, the Company uses web filtering for blocking websites as a result of which users cannot exchange data with others and access to removal media is restricted on the system.

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

Leadership Indicator

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

Information on products of the entity can be accessed on Company's website - [www.blissgvs.com](http://www.blissgvs.com)

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

The Company ensures the safe and responsible usage of the medicinal product by providing explicit instructions on the product packaging and packing insert. Moreover, awareness is raised through the display of posters and banners. To ensure comprehensive information accessibility for consumers, the Company has designed a product information leaflet that contains all necessary details regarding product usage, safety measures, and precautions, presented in easily readable and localized languages.

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

Product discontinuation shall be informed to consumers through field representatives.

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

No, product information is mandatory on product pack as per local laws. Requirements of Drugs and Cosmetic Act 1940 and various schedules mentioned in the rules are mandatory to be followed. Product warnings such as 'Schedule H Drug' are written on product pack and highlighted. Consumer satisfaction survey is not conducted.

5 Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact

Nil

b. Percentage of data breaches involving personally identifiable information of customer

Nil