

July 09, 2025

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

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the Financial Year 2024-2025

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 2024-2025, which forms an integral part of the Annual Report for the financial year 2024-2025.

This is for your information and records.

Thanking you.

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

Aditi Bhatt
Company Secretary

Encl: As above

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

TEL. : (+91) (22) 42160000/ 28505387 • FAX. : (+91) (22) 28563930,

Email : info@blissgvs.com • Website : 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.

Tel. (+91) (02525) 252713 • Fax : (+91) (02525) 255257. • Email : factory@blissgvs.com

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Section A: GENERAL DISCLOSURES

I. Details of Listed Entity

| Sr. No. | Indicator | Responses |
|---------|--|---|
| 1 | Corporate Identity Number (CIN) of the Listed Entity | L24230MH1984PLC034771 |
| 2 | Name of the Listed Entity | BLISS GVS PHARMA LIMITED |
| 3 | Year of incorporation | 11-12-1984 |
| 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 2024-25 |
| 10 | Name of the Stock Exchange(s) where shares are listed | The BSE Limited and The National Stock Exchange of India Limited |
| 11 | Paid-up Capital (In Rs) | ₹ 1,053.70 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 |
| 14 | Whether the company has undertaken reasonable assurance of the BRSR Core | No |
| 15 | Name of assurance provider | Not Applicable |
| 16 | Type of assurance obtained | Not Applicable |

II. Products/services

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

| Sr. 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% |

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

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

III. Operations

19 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 | 1 | 1 |

20 Markets served by the entity:

a. Number of locations

| Location | Number of plants |
|----------------------------------|------------------|
| National (No. of States) | 2 |
| International (No. of Countries) | 44 |

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

92.27%

c. A brief on types of customers

Major customers are pharmaceutical distributors

IV. Employees

21 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) |
| EMPLOYEES | | | | | | |
| 1 | Permanent (D) | 966 | 770 | 79.71% | 196 | 20.29% |
| 2 | Other than Permanent (E) | 0 | 0 | 0% | 0 | 0% |
| 3 | Total employees (D + E) | 966 | 770 | 79.71% | 196 | 20.29% |
| WORKERS | | | | | | |
| 4 | Permanent (F) | 0 | 0 | 0.00% | 0 | 0.00% |
| 5 | Other than Permanent (G) | 316 | 151 | 47.78% | 165 | 52.22% |
| 6 | Total workers (F + G) | 316 | 151 | 47.78% | 165 | 52.22% |

b. Differently abled Employees and workers:

| S. No. | Particulars | Total (A) | Male | | Female | |
|-----------------------------|--------------------------|-----------|---------|-----------|---------|-----------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| DIFFERENTLY ABLED EMPLOYEES | | | | | | |
| 1 | Permanent (F) | 0 | 0 | 0.00% | 0 | 0.00% |
| 2 | Other than Permanent (G) | 0 | 0 | 0.00% | 0 | 0.00% |
| 3 | Total workers (F + G) | 0 | 0 | 0.00% | 0 | 0.00% |
| DIFFERENTLY ABLED WORKER | | | | | | |
| 4 | Permanent (F) | 0 | 0 | 0.00% | 0 | 0.00% |
| 5 | Other than Permanent (G) | 0 | 0 | 0.00% | 0 | 0.00% |
| 6 | Total workers (F + G) | 0 | 0 | 0.00% | 0 | 0.00% |

22 Participation/Inclusion/Representation of women

| S. No. | Total (A) | No. and percentage of Females | |
|--------------------------|-----------|-------------------------------|-----------|
| | | No. (B) | % (B / A) |
| Board of Directors | 6 | 3 | 50% |
| Key Management Personnel | 5 | 3 | 60% |

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

| Particulars | FY 2024-25 | | | FY 2023-24 | | | FY 2022-23 | | |
|---------------------|------------|--------|-------|------------|--------|-------|------------|--------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 15% | 20% | 19% | 29% | 19% | 26% | 22% | 22% | 22% |
| Permanent Workers | - | - | - | - | - | - | - | - | - |

V. Holding, Subsidiary and Associate Companies (including joint ventures)**24 (a) Names of holding / subsidiary / associate companies / joint ventures**

| Sr. 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 |

VI. CSR Details**25 (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)** Yes

(ii) Turnover (in Rs.) ₹ 66,720.46 Lakh

(iii) Net worth (in Rs.) ₹ 1,05,863.31 Lakh

VII. Transparency and Disclosures Compliances**26 Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy) | FY 2024-25 | | | FY 2023-24 | | |
|---|--|--|--|---------------------------|--|--|---------------------------|
| | | 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. https://blissgvs.com/investors/investorgrievance/ | 0 | 0 | | 0 | 0 | |
| Shareholders | Yes. https://blissgvs.com/investors/investorgrievance/ | 3 | 0 | | 5 | 0 | |
| Employees and workers | Yes. The Company has whistleblower policy and Vigil mechanism policy in place. https://blissgvs.com/policies-and-codes1/ | 0 | 0 | | 0 | 0 | |
| Customers | Yes. https://blissgvs.com/contact-us/ | 27 | 3 | Product Market Complaints | 29 | 1 | Product Market Complaints |
| Value Chain Partners | No | 0 | 0 | | 0 | 0 | |
| Other (please specify) | No | 0 | 0 | | 0 | 0 | |

27 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

| Sr. 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 | R | 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. The Company recognizes that problems concerning the quality and safety of its products, along with data accuracy, could potentially hinder its capacity to satisfy customer needs and create 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. The Company uses technology to digitize and improve its quality assurance and control processes. It consistently follows a program for quality enhancement and training that targets previously identified quality issues. | Negative Implications |
| 2 | EHS | R | Safety & Compliance issues Interruptions in the Company's manufacturing operations can lead to impacts on its reputation. Additionally, there could be potential risks to human life and property | Adherence to statutory and regulatory compliances including E-waste management and EHS policy | Negative Implications |
| 3 | Supply | R | 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. The procurement team finds new suppliers using a variety of methods and has a list of approved alternative suppliers for certain raw materials. The Company is currently working on finding more supplier options to reduce the risk associated with relying on a single source. | Negative Implications |

| Sr. 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) |
|---------|-------------------------------|--|--|---|--|
| 4 | IT Security & Data Protection | R | Network is vulnerable and prone to cyber attacks resulting into loss of data or compromise on confidential information. The network is susceptible to cyber threats, which could lead to data loss or breaches of sensitive information. | The Company has a well-documented Standard Operating Procedure (SOP) in place, which includes a detailed plan for disaster recovery and business continuity. This plan specifies the procedures for data backup, archiving, and restoration. The IT department conducts yearly checks on general controls and routinely reviews SAP user access to ensure duties are properly divided. A firewall is in place for application control, and regular monitoring of email content is carried out to ensure that confidential information is not sent to email addresses outside the Bliss network. | Negative Implications |
| 5 | People | R | The absence of a contingency plan for important roles could lead to delay in business decisions and interruptions in operations. | 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 Implications |
| 6 | Energy Efficient | O | Not adhering to legal and regulatory standards could negatively influence our business activities, future fundraising capabilities, and the overall value of the Company. Stakeholders may lose trust and confidence if the Company's management is ineffective or if there are breaches in business ethics. | 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. The Company strictly follows all legal and regulatory requirements, prioritizing investor interests by implementing rigorous governance protocols. Any concerns are addressed through our Investor Relations and Grievance Redressal Policy. | Negative Implications |
| 7 | Corporate Governance | R | Not adhering to legal and regulatory standards could negatively influence our business activities, future fundraising capabilities, and the overall value of the Company. Stakeholders may lose trust and confidence if the Company's management is ineffective or if there are breaches in business ethics. | 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. The Company strictly follows all legal and regulatory requirements, prioritizing investor interests by implementing rigorous governance protocols. Any concerns are addressed through our Investor Relations and Grievance Redressal Policy. | Negative Implications |

Section B: MANAGEMENT AND PROCESS DISCLOSURES

| Disclosure Question | | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--|--|---|--|--|-----|----------------------------------|-----|-----|-----|-----|
| Policy and management processes | | | | | | | | | | |
| 1 | a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| | b. Has the policy been approved by the Board? (Yes/No) | Yes (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) Intranetportal 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) | 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. | SMETA Certified for Palghar west | cGMP standards | Occupational Health and Safety management system (ISO 14001, 45001, IS14489) for plant | No | SMETA Certified for Palghar west | No | No | No | No |
| 5 | Specific commitments, goals and targets set by the entity with defined timelines, if any. | 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 |
| 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 |

| Disclosure Question | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--|---|----|----|----|----|----|----|----|----|
| 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 (DIN: 07939421), Managing Director | | | | | | | | |
| 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 | | | | | | | | | Any other - 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 | | | | | | | | | Quarterly basis | | | | | | | | |

| | Principles | 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:

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

PRINCIPLE 1

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

**Essential Indicators****1 Percentage coverage by training and awareness programmes on any of the Principles during the financial year:**

| Segment | Total number of training and awareness programmes held | Topics / principles covered under the training and its impact | %age of persons in respective category covered by the awareness programmes |
|-----------------------------------|--|--|--|
| Board of Directors | 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 Personnel | 4 | | 100% |
| Employees other than BoD and KMPs | 500 | 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. | 100% |
| Workers | 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 (In INR) | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Penalty/ Fine | Principle 1 | Court of Judicial Magistrate First Class, Palghar | 75,000 | Fine for Non-Compliance 61(1) and 61(9) of The Factories Act 1948 | No |
| | Principle 1 | Court of Judicial Magistrate First Class, Palghar | 1,50,000 | Fine for Non-Compliance of provision of section 41-b and 41-c of The Factories Act 1948 and provision of rule 73-W (1) (c)(iii)(iv) of Maharashtra Factory Rule, 1963 | No |

| 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) |
| | Principle 1 | National Stock Exchange of India Limited | 18,000 | Delay in compliance with the Regulation 17(1A) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 | No |
| | Principle 1 | National Stock Exchange of India Limited | 48,000 | Delay in compliance with the Regulation 17(1A) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 | No |
| | Principle 1 | Department of Revenue GST (Audit - II), Mumbai | 99,193 | Penalty for non-payment of RCM on foreign bank charges for FY 2018-2019 to FY 2022-2023 | No |
| | Principle 1 | Bombay Stock Exchange Limited | 77,880 | Fine for non-compliance with Regulation 17(1A) of SEBI (LODR) | No |
| | Principle 1 | Indian Customs | 347 | Penalty on delayed payment of custom duty | 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 maintains an anti-corruption and anti-bribery policy. The Company has robust internal controls to prevent unethical behavior among employees. The policy offers guidance on identifying and addressing bribery and corruption issues. Additionally, as part of our Code of Conduct training, employees receive instruction on Anti-Corruption and Anti-Bribery matters. The policy is accessible on the Company's Intranet portal.

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 2024-25 | FY 2023-24 |
|-----------|------------|------------|
| Directors | - | - |
| KMPs | - | - |
| Employees | - | - |
| Workers | - | - |

6 Details of complaints with regard to conflict of interest

| Particulars | FY 2024-25 | | FY 2023-24 | |
|--|------------|--------|------------|--------|
| | Number | Remark | Number | Remark |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | - | - | - | - |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | - | - | - | - |

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

Not Applicable

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

| | FY 2024-25 | FY 2023-24 |
|-------------------------------------|------------|------------|
| Number of days of accounts payables | 62 | 76 |

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

| Parameter | Metrics | FY 2024-25 | FY 2023-24 |
|----------------------------|--|------------|------------|
| Concentration of Purchases | a. Purchases from trading houses as % of total purchases | 0 | 0 |
| | b. Number of trading houses where purchases are made | 0 | 0 |
| | c. Purchases from top 10 trading houses as % of total purchases from trading houses | 0.00% | 0.00% |
| Concentration of Sales | a. Sales to dealer / distributors as % of total sales | 96.6% | 92.50% |
| | b. Number of dealers / distributors to whom sales are made | 67 | 100 |
| | c. Sales to top 10 dealers / distributors as % of total sales to dealer / distributors | 82.16% | 86.30% |
| Share of RPTs in | a. Purchases (Purchases with related parties as % of Total Purchases) | 1.54% | 1.55% |
| | b. Sales (Sales to related parties as % of Total Sales) | 27% | 27.36% |
| | c. Loans & advances given to related parties as % of Total loans & advances | 100% | 100.00% |
| | d. Investments in related parties as % of Total Investments made | 100% | 100.00% |

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 |
|---|--|--|
| 4 | Awareness programmes were conducted for value chain partners with a focus on quality compliance in the manufacturing and packaging of primary packaging materials. These sessions aimed to reinforce adherence to regulatory and internal quality standards and to ensure alignment across the supply chain. Inputs were shared on key areas of improvement. | 11% |

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 a 'Policy on Related Party Transactions' that addresses conflicts of interest. This policy applies to board members. Any transactions involving board members or entities in which they have an interest must receive approval from the Audit Committee and the Board of Directors. In such instances, the interested directors refrain from participating in related discussions during meetings. Refer website 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 2024-25 | FY 2023-24 | Details of improvements in environmental and social impacts |
|-------|------------|------------|---|
| R&D | 0 | 0 | Nil |
| Capex | 14.23% | 0.01% | <p>Solar Project - Commissioned 3.5 MW renewable solar power plants to reduce dependency on non-renewable electricity. Achieved an average of 60-70% annual electricity savings; substantial reduction in consumption of fossil fuel-based power.</p> <p>Rainwater Harvesting from Terrace - Implemented rainwater harvesting by channeling rooftop runoff into an underground storage tank through a network of pipes, tanks, and mesh filters. Groundwater conservation; reduced dependency on external water sources.</p> <p>Installation of VFDs for Cooling Tower and ETP Air Blower - Variable Frequency Drives (VFDs) were installed to optimize energy consumption. Energy savings through load-based optimization; reduced electricity consumption.</p> <p>Commissioning of Non-IBR Electrical Boiler - A Non-IBR electrical boiler was installed and commissioned to utilize surplus solar energy generated through the open access system. This resulted in a significant reduction in LPG consumption and associated fuel costs.Reduction in fossil fuel usage; enhanced use of renewable energy.</p> <p>Streetlight Automation and LED Upgrade - Replaced 40-watt streetlights with 100-watt LED lights to improve visibility and incorporated automated timers to regulate operating hours. This eliminated the need for manual operation and optimized energy use. Improved safety through better lighting; energy efficiency and reduced manual intervention.</p> |

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

Yes, The Company is dedicated to ensuring the quality, safety, and reliable supply of products for patients and consumers. Throughout the entire supply chain, from material sourcing to product manufacturing and marketing, the Company rigorously adhere to effective quality management practices. Key focus areas include engaging local suppliers, optimizing cost efficiencies, and minimizing environmental impacts such as air and noise pollution. Additionally, the Company actively work to reduce the consumption of natural resources like petrol and diesel. The Company prioritises the safety of its patients and consumers. As a responsible organization, the Company has robust controls in place to identify, assess, and communicate both the benefits and risks associated with our products.

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) | As a Pharmaceutical Company, Bliss GVS do not reclaim products for reuse, recycling, or disposal at the end of their life cycle. Instead, the Company strictly adhere to waste handling regulations set by the Central Pollution Control Board (CPCB) and other local laws. This practices ensure the safe recycling and disposal of end-of-life e-waste, hazardous waste, and other types of waste. These efforts align with the prescribed guidelines of the CPCB |
| (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.

Yes, The Company adheres to Extended Producer Responsibility (EPR) obligations outlined by the Central Pollution Control Board (CPCB) and Maharashtra Pollution Control Board (MPCB) norms. The Company manages waste across all categories in an environmentally sustainable manner, following Standard Operating Procedures. Waste management process involves segregation, and collaborate with government-approved vendors for recycling and appropriate incineration.

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. |
|----------|---------------------------|---------------------------------|--|---|--|
|----------|---------------------------|---------------------------------|--|---|--|

No, 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 2024-25 | FY 2023-24 |

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 2024-25 | | | FY 2023-24 | | |
|--------------------------------|------------|----------|-----------------|------------|----------|-----------------|
| | Re-Used | Recycled | Safely Disposed | Re-Used | Recycled | Safely Disposed |
| Plastics (including packaging) | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| E-waste | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Hazardous waste | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Other waste | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

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

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

| Indicate product category | Reclaimed products and their packaging materials as % of total products sold in respective category |
|---------------------------|---|
|---------------------------|---|

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



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

| Category | % of employees covered by | | | | | | | | | | |
|--------------------------------|---------------------------|------------------|--------------|--------------------|------------|--------------------|------------|--------------------|--------------|---------------------|------------|
| | Total (A) | Health insurance | | Accident insurance | | Maternity benefits | | Paternity Benefits | | Day Care facilities | |
| | | No. (B) | % (B / A) | No. (C) | % (C/A) | No. (D) | % (D/A) | No. (F) | % (E / A) | No. (F) | % (F/) |
| Permanent employees | | | | | | | | | | | |
| Male | 770 | 770 | 100% | 770 | 100% | - | - | - | - | - | - |
| Female | 196 | 196 | 100% | 196 | 100% | 196 | 100% | - | - | - | - |
| Other | - | - | - | - | - | - | - | - | - | - | - |
| Total | 966 | 966 | 100% | 966 | 100% | 196 | 20% | - | - | - | - |
| Other than Permanent employees | | | | | | | | | | | |
| Male | - | - | - | - | - | - | - | - | - | - | - |
| Female | - | - | - | - | - | - | - | - | - | - | - |
| Other | - | - | - | - | - | - | - | - | - | - | - |
| Total | - | - | - | - | - | - | - | - | - | - | - |

- 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 | |
| | | No. (B) | % (B / A) | No. (C) | % (C/A) | No. (D) | % (D/A) | No. (F) | % (E / A) | No. (F) | % (F/) |
| | Permanent workers | | | | | | | | | | |
| Male | - | - | - | - | - | - | - | - | - | - | |
| Female | - | - | - | - | - | - | - | - | - | - | |
| Other | - | - | - | - | - | - | - | - | - | - | |
| Total | - | - | - | - | - | - | - | - | - | - | |

| Category | % of workers covered by | | | | | | | | | | |
|------------------------------|-------------------------|------------------|--------------|--------------------|------------|--------------------|------------|--------------------|--------------|---------------------|------------|
| | Total (A) | Health insurance | | Accident insurance | | Maternity benefits | | Paternity Benefits | | Day Care facilities | |
| | | No. (B) | % (B / A) | No. (C) | % (C/A) | No. (D) | % (D/A) | No. (F) | % (E / A) | No. (F) | % (F/) |
| Other than Permanent Workers | | | | | | | | | | | |
| Male | 151 | 151 | 100% | 151 | 100% | - | 0% | - | - | - | - |
| Female | 165 | 165 | 100% | 165 | 100% | 165 | 100% | - | - | - | - |
| Other | - | - | 0% | - | 0% | - | 0% | - | - | - | - |
| Total | 316 | 316 | 100% | 316 | 100% | 165 | 100% | - | - | - | - |

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

| | FY 2024-25 | FY 2023-24 |
|--|------------|------------|
| Cost incurred on wellbeing measures as a % of total revenue of the company | 0.51% | 0.41% |

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

| Benefits | FY 2024-25 | | | FY 2023-24 | | |
|-------------------------|--|--|--|--|--|--|
| | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
| PF | 100% | 100% | Y | 100% | 100% | Y |
| Gratuity | 100% | 100% | Y | 100% | 100% | Y |
| ESI | 18% | 100% | Y | 16% | 100% | Y |
| Others – please specify | NA | | | | | |

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, the Company has proactively enhanced accessibility within its offices, demonstrating its commitment to ensuring that individuals with disabilities encounter no obstacles when accessing different areas and facilities. These efforts include installing ramps, lifts, and other necessary accommodations to facilitate convenient mobility for everyone. By implementing these measures, the Company aims to create an inclusive environment where individuals with disabilities can navigate the premises effortlessly, 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 | 0 | 0 | 0 | 0 |
| Female | 100 | 100 | 100 | 100 |
| Other | 0 | 0 | 0 | 0 |
| Total | 100 | 100 | 100 | 100 |

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

| | Yes/No If Yes, then give details of the mechanism in brief) |
|--------------------------------|---|
| Permanent Workers | The Company maintains a Grievance Redressal Policy, designed to provide an accessible platform for the resolution of complaints. This policy ensures a swift settlement of grievances at the most immediate level of authority. At the organisational level, it aspires to foster a just and balanced mechanism, aiming to reduce dissatisfaction and discontent among the workforce. |
| 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 2024-25 | | | FY 2023-24 | | |
|----------------------------------|--|--|-----------|--|--|-----------|
| | 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) |
| Total Permanent Employees | 966 | 0 | 0% | 831 | 0 | 0% |
| Male | 770 | 0 | 0% | 664 | 0 | 0% |
| Female | 196 | 0 | 0% | 167 | 0 | 0% |
| Other | 0 | 0 | 0% | | 0 | 0% |
| Total Permanent Workers | - | - | - | - | - | - |
| Male | - | - | - | - | - | - |
| Female | - | - | - | - | - | - |
| Other | - | - | - | - | - | - |

8 Details of training given to employees and workers:

| | FY 2024-25 | | | | | FY 2023-24 | | | | |
|-----------|------------|-------------------------------|---------|----------------------|---------|------------|-------------------------------|---------|----------------------|---------|
| | 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) |
| | | | | | | | | | | |
| Employees | | | | | | | | | | |
| Male | 770 | 538 | 70% | 40 | 5% | 664 | 448 | 67% | 448 | 67% |
| Female | 196 | 108 | 55% | 10 | 5% | 167 | 75 | 45% | 75 | 45% |
| Other | - | - | 0% | - | 0% | - | - | 0% | - | 0% |
| Total | 966 | 646 | 67% | 50 | 5% | 831 | 523 | 63% | 523 | 63% |
| Worker | | | | | | | | | | |
| Male | - | - | - | - | - | - | - | - | - | - |
| Female | - | - | - | - | - | - | - | - | - | - |
| Other | - | - | - | - | - | - | - | - | - | - |
| Total | - | - | - | - | - | - | - | - | - | - |

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

| Category | FY 2024-25 | | | FY 2023-24 | | |
|------------------|------------|------------|----------------|------------|------------|----------------|
| | Total (A) | No. (B) | % (B / A) | Total (C) | No. (D) | % (D / C) |
| Employees | | | | | | |
| Male | 770 | 770 | 100.00% | 664 | 664 | 100.00% |
| Female | 196 | 196 | 100.00% | 167 | 167 | 100.00% |
| Other | - | - | - | - | - | - |
| Total | 966 | 966 | 100.00% | 831 | 831 | 100.00% |
| Workers | | | | | | |
| Male | - | - | - | - | - | - |
| Female | - | - | - | - | - | - |
| Other | - | - | - | - | - | - |
| Total | - | - | - | - | - | - |

10 Health and safety management system

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

Yes. The Company has put in place a comprehensive Occupational Health and Safety Management System to safeguard the well-being of all employees. This system includes various measures to create a secure work environment. Firstly, registered medical practitioners conduct annual health checkups for employees to monitor their overall well-being. Additionally, employees working in hazardous processes undergo biannual checkups to address specific occupational health concerns. The Company has also established a dedicated Occupational Health Centre, equipped to handle any health-related emergencies during working hours. To further support employees, a visiting consulting doctor provides additional medical guidance on a weekly basis. Additionally, quarterly safety committee meetings review and enhance safety measures, ensuring a continuous focus on maintaining a safe workplace 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?**

The Company conducts regular HAZOP studies and ISO 14489 audits every two years. When introducing new products, hazard identification is carried out through Quality Risk Management (QRM). Additionally, the Company performs periodic preventive maintenance to eliminate potential hazards in machine operations. Self-inspections and spot checks are conducted by the Quality team in collaboration with the Administrative team to proactively identify any potential hazards before they arise.

- 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 has established and maintains an on-site emergency plan to efficiently address potential emergencies or critical situations that may arise within its premises. As part of this plan, the Company identifies and evaluates potential risks and hazards that could lead to emergencies. This involves conducting thorough risk assessments and analyzing the specific vulnerabilities of the facility, equipment, and processes involved.

- d. **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 2024-25 | FY 2023-24 |
|---|-----------|------------|------------|
| 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 work place.

The Company places significant emphasis on safety, compliance, and risk management across its operations. It has implemented various measures to ensure these priorities are met. Notably, Plot 11 is ISO 14001 and 45001 compliant, reflecting the Company's strong commitment to effective environmental management and occupational health and safety.

Additionally, Plot 10 and 12 undergo regular IS14489 audits every two years to maintain rigorous safety standards. To proactively address potential hazards, the Company conducts comprehensive risk assessments, including HAZOP studies, for all units. This approach allows efficient identification and mitigation of risks, creating a safer work environment. Safety awareness is promoted through initiatives like Safety Week, Fire Safety Week, and Environment Day, providing valuable education for employees. Regular safety committee meetings discuss concerns and identify areas for improvement, fostering a healthy workplace atmosphere.

For product quality and safety, the Company diligently follows Quality Risk Management (QRM) processes for each new product. Personal Protective Equipment (PPE) is readily available to employees, prioritizing their well-being and ensuring a secure working environment. These comprehensive safety measures demonstrate the Company's 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 2024-25 | | | FY 2023-24 | | |
|--------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
| | 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 | 0 | 0 | - | 0 | 0 | - |
| Health & Safety | 0 | 0 | - | 0 | 0 | - |

14 Assessments for the year:

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

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

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

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 ensures that it deducts and deposits the necessary statutory dues in accordance with applicable regulations when transacting with its value chain partners. Additionally, the Company collects certificates and proofs from contractors regarding payment of statutory dues (such as PF and ESIC) for contractual employees and workers. Ethical behavior and integrity are expected from all value chain partners in their business transactions, upholding standards of fair 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

| | Total no. of affected employees/ worker | | No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment | |
|-----------|---|------------|---|------------|
| | FY 2024-25 | FY 2022-23 | FY 2024-25 | FY 2022-23 |
| 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

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 | 100% |
| Working Conditions | 90% |

The Company maintains a structured approach to ensure responsible and sustainable sourcing. As part of this, all key raw material and packing material suppliers are subject to every three years assessment.

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 recognizes that stakeholders significantly influence its strategies, decisions, and overall performance. By prioritizing stakeholder needs, expectations, and concerns. The Company effectively manages relationships and strives for mutually beneficial outcomes. The stakeholder identification process involves assessing interests across various groups, including distributors, employees, shareholders, suppliers, local communities, and regulatory bodies. The Company evaluates their impact on operations and involvement in governance matters. Effective communication channels are established, allowing proactive addressing of concerns, risk mitigation, and collaboration for 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 | Others - In-market visits/Meetings/Email | Periodic | To enhance access to medicines in various geographies, To develop a strong partnership for uninterrupted supply of vital medicines, To achieve higher market share through better coverage and penetration into new markets, To create awareness about new portfolio and initiatives, To address any query/feedback by channel partners |
| Suppliers | No | Others - 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 | Others - Written communication/ Facility visits/ Engagement with Industry Associations/ Subcommittees | Event based/ Periodic | To Ensure timely compliances with Government and regulatory requirements and prompt reply to any communication to the agencies |

| 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 |
|--------------------------|---|---|--|---|
| Shareholders & Investors | No | Others - 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 | Others - 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

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

The Company's business and functional leaders actively engage with stakeholders on Environmental, Social, and Governance (ESG) matters. Valuable feedback from these interactions is shared with the Board when relevant. This practice ensures that stakeholder perspectives and concerns are considered in decision-making and governance processes.

- 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. The Company actively engages with stakeholders to identify material issues. Through meaningful dialogue, it gains a comprehensive understanding of stakeholder concerns, priorities, and expectations. Regular customer audits provide valuable feedback directly from customers. These audits assess alignment with customer expectations and industry standards, identifying areas for improvement. This approach ensures relevance to emerging trends, customer preferences, and industry best practices, while fostering strong stakeholder relationships.

- 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:

| Category | FY 2024-25 | | | FY 2023-24 | | |
|------------------------|------------|--|---------------|------------|--|---------------|
| | Total (A) | No. of employees / workers covered (B) | % (B / A) | Total (C) | No. of employees / workers covered (D) | % (D / C) |
| Employees | | | | | | |
| Permanent | 966 | 352 | 36.44% | 831 | 523 | 62.94% |
| Other than permanent | - | - | - | - | - | - |
| Total Employees | 966 | 352 | 36.44% | 831 | 523 | 62.94% |
| Workers | | | | | | |
| Permanent | - | - | - | - | - | - |
| Other than permanent | 316 | - | - | 300 | - | - |
| Total Workers | 316 | - | - | 300 | - | - |

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

| Category | FY 2024-25 | | | | | FY 2023-24 | | | | |
|----------------------|------------|-----------------------|---------|------------------------|---------|------------|-----------------------|---------|------------------------|---------|
| | 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) |
| Employees | | | | | | | | | | |
| Permanent | 966 | 7 | 0.72% | 959 | 99.28% | 831 | 143 | 17.21% | 688 | 82.79% |
| Male | 770 | 7 | 0.91% | 763 | 99.09% | 664 | 120 | 18.07% | 544 | 81.93% |
| Female | 196 | - | - | 196 | 100.00% | 167 | 23 | 13.77% | 144 | 86.23% |
| Other | - | - | - | - | - | - | - | - | - | - |
| Other than Permanent | - | - | - | - | - | - | - | - | - | - |
| Male | - | - | - | - | - | - | - | - | - | - |
| Female | - | - | - | - | - | - | - | - | - | - |
| Other | - | - | - | - | - | - | - | - | - | - |
| Workers | | | | | | | | | | |
| Permanent | - | - | - | - | - | - | - | - | - | - |
| Male | - | - | - | - | - | - | - | - | - | - |
| Female | - | - | - | - | - | - | - | - | - | - |
| Other | - | - | - | - | - | - | - | - | - | - |
| Other than Permanent | 316 | 316 | 100.00% | - | - | 300 | 300 | 100.00% | - | - |
| Male | 151 | 151 | 100.00% | - | - | 140 | 140 | 100.00% | - | - |
| Female | 165 | 165 | 100.00% | - | - | 160 | 160 | 100.00% | - | - |
| Other | - | - | - | - | - | - | - | - | - | - |

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

| Gender | Male | | Female | |
|----------------------------------|--------|---|--------|---|
| | Number | Median remuneration / salary / wages of respective category | Number | Median remuneration / salary / wages of respective category |
| Board of Directors (BoD) | 1 | 237.60 | 2 | 87.85 |
| Key Managerial Personnel | 1 | 70.40 | 1 | 21.06 |
| Employees other than BoD and KMP | 768 | 8.49 | 193 | 7.09 |
| Workers | - | - | - | - |

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

| Safety Incident/Number | FY 2024-25 | FY 2023-24 |
|---|------------|------------|
| Gross wages paid to females as % of total wages | 19.57% | 18.86% |

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 robust Grievance Redressal Policy that outlines a clear process for handling employee grievances. Key aspects of this policy include:

- **Committee Convening:**
The Grievance Redressal Committee meets regularly to thoroughly discuss all received grievances.
- **HR Involvement:**
The HR business partner or representative assigned to specific locations serves as a committee member or secretary, providing necessary support.
- **Employee Participation:**
During grievance examination, the Committee may request the presence of the aggrieved employee and any relevant records or documents.
- **Timely Communication:**
The Committee's unanimous decision is promptly communicated to the concerned employee within three days after the meeting.

This structured approach ensures effective and timely resolution of employee grievances.

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

| Category | FY 2024-25 | | | FY 2023-24 | | |
|-----------------------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Sexual Harassment | 0 | 0 | | 0 | 0 | |
| Discrimination at workplace | 0 | 0 | | 0 | 0 | |
| Child Labour | 0 | 0 | | 0 | 0 | |
| Forced Labour/ Involuntary Labour | 0 | 0 | | 0 | 0 | |
| Wages | 0 | 0 | | 0 | 0 | |
| Other human rights related issues | 0 | 0 | | 0 | 0 | |

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

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

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

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

Additionally, recognizing the importance of addressing all employee concerns, the Company has established a Grievance Redressal Committee. This Committee handles various grievances raised by employees, including work-related issues, conflicts, and disputes. By providing a structured mechanism for expressing concerns, the Grievance Redressal Committee fosters a harmonious and inclusive workplace.

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

Yes

10 Assessments for the year:

| | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|---|
| Child labour | 100.00% |
| Forced/involuntary labour | 100.00% |
| Sexual harassment | 100.00% |
| Discrimination at workplace | 100.00% |
| Wages | 100.00% |
| Others – please specify | |

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.

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 SMETA audit at its manufacturing plant, in alignment with its specific business needs.

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 prioritizes accessibility standards across its locations, demonstrating its commitment to inclusivity. By adhering to these standards, the Company fosters an environment where individuals of all abilities can access and navigate its facilities seamlessly, without encountering any 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 | 90% |
| Forced/involuntary labour | 90% |
| Sexual harassment | 90% |
| Discrimination at workplace | 90% |
| Wages | 90% |
| Others – please specify | - |

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

Not Applicable

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 | Unit | FY 2024-25 | FY 2023-24 |
|---|------|----------------------|--------------------|
| From Renewable sources | | | |
| Total electricity consumption (A) | MJ | 3,41,05,816 | 1,83,93,382 |
| Total fuel consumption (B) | MJ | 84,197 | 87,472 |
| Energy consumption through other sources(c) | MJ | - | - |
| Total energy consumption from renewable sources (A+B+C) | MJ | 3,41,90,013 | 1,84,80,854 |
| From non-renewable sources | | | |
| Total electricity consumption (D) | MJ | 2,99,89,062 | 2,77,37,332 |
| Total fuel consumption (E) | MJ | 74,46,092 | 48,12,485 |
| Energy consumption through other sources(F) | MJ | - | - |
| Total energy consumed from non-renewable sources (D+E+F) | MJ | 3,74,35,154 | 3,25,49,817 |
| Total energy Consumed (A+B+C+D+E+F) | | 7,16,25,167.2 | 51030671.48 |
| Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) | | 0.0107 | 0.0084 |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) | | 0.2405 | 0.18880 |
| Energy intensity in terms of physical output | | | |
| 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 2024-25 | FY 2023-24 |
|--|---------------|---------------|
| (i) Surface water | - | - |
| (ii) Groundwater | 29,769 | 20,470 |
| (iii) Third party water | 13,430 | 22,350 |
| (iv) Seawater / desalinated water | - | - |
| (v) Others | - | - |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 43,199 | 42,820 |
| Total volume of water consumption (in kilolitres) | 41,020 | 42,820 |
| Water intensity per rupee of turnover (Total water consumed / Revenue from operations) | 0.0000065 | 0.0000071 |
| Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) | 0.00015 | 0.00016 |
| Water intensity in terms of physical output | 0.00005 | 0.00003 |
| 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 Provide the following details related to water discharged:

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

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

Yes. The Company operates an Effluent Treatment Plant (ETP) with a comprehensive three-stage system: primary, secondary, and tertiary treatment. This advanced facility effectively purifies the wastewater generated by the Company's operations. To enhance the treatment process, ozone is used as an additional method to remove organic compounds and contaminants. Following ozone treatment, a sophisticated two-stage Reverse Osmosis (RO) process is employed. This process uses a semi-permeable membrane to remove dissolved salts, heavy metals, and other impurities from the treated water. The RO process is crucial for achieving high water purity and ensuring compliance with stringent quality standards. Additionally, the Company has a Multiple Effect Evaporator (MEE) plant.

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

| Parameter | Please specify unit | FY 2024-25 | FY 2023-24 |
|-------------------------------------|-------------------------|------------|------------|
| NOx | ug/m3 | 24.85 | 59.74 |
| SOx | ug/m3 | 41.65 | 29.74 |
| Particulate matter (PM) | mg/Nm3 | 124.31 | 205.52 |
| Persistent organic pollutants (POP) | mg/m3 | - | - |
| Volatile organic compounds (VOC) | Parts Per Million (PPM) | 2.31 | 0.50 |
| Hazardous air pollutants (HAP) | Parts Per Million (PPM) | - | - |
| 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: Yes

An independent third-party assessment of air emissions has been conducted. The assessment was carried out by an external agency, GreenCircle, for one of the Company's plant located at Palghar.

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

| Parameter | Please specify unit | FY 2024-25 | FY 2023-24 |
|--|---|------------|------------|
| Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 699.00 | 474.07 |
| Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 8,581.60 | 7,214.77 |
| Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) | MtCO ₂ e / Rs. | 0.0000014 | 0.0000013 |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) | MtCO ₂ e / Rs. | 0.000031 | 0.000028 |
| Total Scope 1 and Scope 2 emission intensity in terms of physical output | MtCO ₂ e | 0.0000131 | 0.0000054 |
| Total Scope 1 and Scope 2 emission 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

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

Yes, the Company has made strategic changes to its energy sources. By transitioning to an LDO (Light Diesel Oil) fired boiler, it has optimized energy efficiency and reduced reliance on fossil fuels. Additionally, a heat pump recovery chiller system now heats water up to 50 degrees Celsius for HVAC purposes, reducing dependence on the boiler. As a result, the Company has significantly reduced fossil fuel consumption, leading to a noteworthy decrease in greenhouse gas emissions. Furthermore, the Company has invested in a Solar Project to reduce reliance on traditional electricity sources, with further to expand its solar energy capabilities.

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

| Parameter | FY 2024-25 | FY 2023-24 |
|--|---------------|----------------|
| Total Waste generated (in metric tonnes) | | |
| Plastic waste (A) | 43.93 | 30.37 |
| E-waste (B) | 0.66 | 0.06 |
| Bio-medical waste (C) | 0.80 | 0.00 |
| Construction and demolition waste (D) | 111.00 | 49.00 |
| Battery waste (E) | - | - |
| Radioactive waste (F) | - | - |
| Other Hazardous waste. Please specify, if any. (G) | 98.95 | 95.41 |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) | 248.72 | 277.90 |
| Total (A+B + C + D + E + F + G + H) | 504.06 | 452.741 |
| Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) | 0.0000000755 | 0.0000000748 |
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) | 0.0000017 | 0.0000017 |
| Waste intensity in terms of physical output | 0.0000008 | 0.0000003 |
| Waste intensity (optional) – the relevant metric may be selected by the entity | | |
| For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes) | | |
| Category of waste | | |
| (i) Recycled | - | - |
| (ii) Re-used | - | - |
| (iii) Other recovery operations | - | - |
| Total | - | - |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | | |
| Category of waste | | |
| (i) Incineration | 91.24 | 28.77 |
| (ii) Landfilling | 8.51 | 48.00 |
| (iii) Other disposal operations | 404.31 | 375.97 |
| Total | 504.06 | 452.74 |

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 follows the guidelines set by the Maharashtra Pollution Control Board (MPCB) for segregating hazardous waste. To ensure proper handling and management of such waste, the Company has developed an internal Standard Operating Procedure (SOP). This proactive approach allows the Company to effectively address environmental concerns and meet regulatory requirements related to hazardous waste management.

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

| Sr. No. | Location of operations/offices | Type of operations | Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any |
|---------|--------------------------------|--------------------|--|
|---------|--------------------------------|--------------------|--|

Not Applicable

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

| Name and brief details of project | EIA Notification No. | Date | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|-----------------------------------|----------------------|------|---|--|-------------------|
|-----------------------------------|----------------------|------|---|--|-------------------|

During the year under review, the Company hasn't undertaken environmental impact assessment.

- 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:**

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

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

Leadership Indicators

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 Palghar
(ii) Nature of Operations Manufacturing of Pharmaceutical products
(iii) Water withdrawal, consumption and discharge in the following format:

- 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: (i) Name of the area (ii) Nature of operations (iii) Water withdrawal, consumption and discharge in the following format**

| Parameter | FY 2024-25 | FY 2023-24 |
|---|------------|------------|
| (i) Surface water | - | - |
| (ii) Groundwater | - | - |
| (iii) Third party water | - | - |
| (iv) Seawater / desalinated water | - | - |
| (v) Others | - | - |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | - | - |
| Total volume of water consumption (in kilolitres) | - | - |
| Water intensity per rupee of turnover (Water consumed / turnover) | - | - |
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) To Surface water | - | - |
| No treatment | - | - |
| With treatment – please specify level of treatment | - | - |
| (ii) To Groundwater | - | - |
| No treatment | - | - |
| With treatment – please specify level of treatment | - | - |

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

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

| Parameter | Please specify unit | FY 2024-25 | FY 2023-24 |
|--|---|------------|------------|
| Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | - | - |
| Total Scope 3 emissions per rupee of turnover | | | |
| Total Scope 3 emission 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

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.

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

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 | Solar Power Projects – 3 MW & 0.625 MW (DC) | Commissioned renewable solar power plants to reduce dependency on non-renewable electricity. Solar energy is utilized for plant operations | Achieved an average of 60-70% annual electricity savings; substantial reduction in consumption of fossil fuel-based power. |
| 2 | Rainwater Harvesting During Monsoon | Captured and stored rainwater to reduce reliance on external borewell water during monsoon months. Water is filtered and stored in an underground tank system. | Reduced dependency on borewell water, contributing to groundwater conservation and cost savings. |
| 3 | Installation of 150 kg/hr Electrical Boiler Powered by Solar Energy | Installed a non-IBR electrical boiler for steam generation using excess renewable solar power, replacing conventional LPG or diesel-fired systems | For steam generation renewable electrical powered used. Hence reduction in air pollution and use of more renewable electrical units rather than non renewable fuel |

| Sr. No. | Initiative undertaken | Details of the initiative (Web-link, if any, may be provided along-with summary) | Outcome of the initiative |
|---------|--|--|--|
| 4 | Installation of Variable Frequency Drive (VFD) for ETP Air Blower (24x7 operation) | Implemented a VFD to modulate the blower speed based on the height of water in the equalization tank. Reduced energy usage and operational noise | Lowered electrical energy consumption and reduced noise pollution through demand-based operation. |
| 5 | Effluent Treatment Plant (ETP) | ETP comprises primary, secondary, and tertiary treatment stages, with additional ozonization to enhance treatment quality. Designed to comply with Maharashtra Pollution Control Board (MPCB) standards. | All effluent parameters meet MPCB norms, ensuring regulatory compliance and reduced environmental impact. |
| 6 | Zero Liquid Discharge (ZLD) System | Advanced ZLD setup with two-stage Reverse Osmosis (RO) and two-stage Multiple Effect Evaporator (MEE) to ensure no liquid discharge from the facility. | Zero discharge to CETP (Common Effluent Treatment Plant); complete recycling of wastewater within the plant |
| 7 | Reuse of RO Reject Water | RO reject water is sent to the ZLD system and reused in cooling tower operations. | Increased water reuse, minimizing freshwater consumption and promoting circular water use practices. |
| 8 | Auto tube cleaning system for Chillers | Automated tube cleaning for chiller condensers improves thermal efficiency and reduces electrical load. Cleaning is done in-line without system shutdown. | Reduced electrical energy consumption of chillers due to improved heat transfer efficiency. |
| 9 | Installation of Hour Meters for Ultra-Filtration and RO Systems | Hour meters track daily operating hours of UF and RO systems to estimate water usage and create awareness among teams. | Promotes water conservation awareness; enables monitoring and control of water usage through runtime analysis. |

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

Yes, the Company has established an on-site emergency plan that covers both internal factors that could trigger emergencies and external events like natural disasters or riots. This plan includes well-defined roles and responsibilities for all stakeholders. In addition to managing emergency situations, the plan outlines a clear strategy for restoring normal operations once the emergency has been resolved.

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 not identified any significant adverse environmental impacts within its value chain. As part of its adaptive approach, the Company assesses critical vendors based on ESG (Environmental, Social, and Governance) criteria when required. Furthermore, the Company exclusively collaborates with vendors who adhere to ESG standards for the supply of essential materials.

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

90%

Note: As part of our commitment to environmental sustainability, we have started assesement of key value chain partners—especially those with significant business volumes—for their environmental impact. 30% Assessment has been completed. This assessment includes criteria such as energy usage, waste management practices, emission controls, and compliance with environmental regulations. These assessments are conducted through ESG questionnaires and periodic audits.

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.
03
- 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.

| Sr. 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 | Export Promotion Council for EOUs and SEZ Units | 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

- 1 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**

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

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

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

| Sr. 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) |
|----------------|--|-------|----------|---|--------------------------|---|
| Not Applicable | | | | | | |

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

Currently, the Company does not possess distinct mechanisms to address and resolve the community's grievances. However, it is committed to fostering an environment that values open communication and problem resolution. Moreover, it adheres to cultivating an atmosphere of transparency and accountability, thereby enabling community members to express any grievances they may have.

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

| | FY 2024-25 | FY 2023-24 |
|--|------------|------------|
| Directly sourced from MSMEs/ small producers | 27% | 20% |
| Directly from Within India | 87% | 42% |

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 2024-25 | FY 2023-24 |
|--------------|------------|------------|
| Rural | 0.56% | 0.77% |
| Semi-urban | 0.00% | 0.00% |
| Urban | 49.78% | 50.25% |
| Metropolitan | 49.66% | 49.05% |

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Leadership Indicators

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

| Details of negative social impact identified | Corrective action taken |
|--|-------------------------|
| Not Applicable | |

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 marginalized /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 27% 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 |
|-------|-------------|---|---|
|-------|-------------|---|---|

The Company contributes towards Krishnalok foundation for the eradication of hunger and malnutrition, Maharogi Sewa Samiti Warora for the distribution of medicines to tribal patients in the Gadchiroli district, towards education of children in the remote, rural parts of India suffering from underdevelopment, PM's Doctoral Fellowship Research project.

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 robust mechanisms in place to address and resolve consumer feedback and complaints. Patients, consumers, healthcare professionals, and other stakeholders can reach out to the Company via a dedicated email address (info@blissgvs.com) or respective country managers / Quality team to report adverse events or product-related issues. Upon receiving complaints, the Company follows a standard operating procedure (SOP) for managing them. Based on its nature, the complaint is forwarded to the respective department for investigation. After a thorough examination, corrective and preventive actions (CAPA) are initiated as needed. The Company communicates the resolution to the complainant or consumer. If any further queries arise, the complaint is re-evaluated. The Company ensures compliance with relevant laws and regulations while addressing consumer concerns.

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 | 10% |
| Safe and responsible usage | 100% |
| Recycling and/or safe disposal | 10% |

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:

| Benefits | FY 2024-25 | | Remarks | FY 2023-24 | | Remarks |
|--------------------------------|--------------------------|-----------------------------------|--------------------------|--------------------------|-----------------------------------|--------------------------|
| | Received during the year | Pending resolution at end of year | | Received during the year | Pending resolution at end of year | |
| Data privacy | - | - | | - | - | |
| Advertising | - | - | | - | - | |
| Cyber-security | - | - | | - | - | |
| Delivery of essential services | - | - | | - | - | |
| Restrictive Trade Practices | - | - | | - | - | |
| Unfair Trade Practices | - | - | | - | - | |
| Other | 27 | 3 | Product market complaint | 29 | 1 | Product market complaint |

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

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

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

Yes, The Company has established comprehensive IT policies and guidelines covering cybersecurity, data privacy, acceptable usage, and incident management. These guidelines outline best practices for users, including actions to take in the event of a cybersecurity incident and consequences for violating security policies. Additionally, the Company employs web filtering to block certain websites, restricting data exchange and access to removable media 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

7 Provide the following information relating to data breaches:

- Number of instances of data breaches along-with impact: Nil
- Percentage of data breaches involving personally identifiable information of customer: Nil
- 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)

Information on products of the entity can be accessed on Company's website - www.blissgvs.com

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

The Company prioritizes the safe and responsible use of its medicinal products by clearly outlining instructions on both the product packaging and insert. Additionally, it promotes awareness through the strategic placement of posters and banners. To further enhance information accessibility for consumers, the Company has developed an informative leaflet. This leaflet, available in user-friendly and local languages, provides all essential details about product usage, safety guidelines, and necessary precautions.

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, According to local regulations, it is compulsory to include product details on the packaging. The stipulations of the Drugs and Cosmetic Act 1940, along with its various schedules, must be strictly adhered to. Warnings related to the product, such as 'Schedule H Drug', are prominently displayed on the packaging. However, no surveys are conducted to gauge customer satisfaction.