



Date: 14th August, 2025

To The Listing Department National Stock Exchange of India Limited Exchange Plaza, Bandra – Kurla Complex Bandra (East) Mumbai – 400 051 Stock Code : INDOCO	To The Listing Department Bombay Stock Exchange Limited Floor 25, P. J. Towers, Dalal Street, Mumbai – 400 001 Stock Code : 532612
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Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the financial year 2024-2025

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith business responsibility and sustainability report for the financial year 2024- 2025. Additionally, the business responsibility and sustainability report is also being uploaded on the website of the Company at www.indoco.com.

This is for your information and records.

Thanking you,
Yours faithfully,
For Indoco Remedies Limited



Ramanathan Hariharan
Company Secretary & Head- Legal

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L85190MH1947PLC005913
2.	Name of the Listed Entity	Indoco Remedies Limited
3.	Year of incorporation	1947
4.	Registered office address	Indoco House, 166 CST Road, Vidyanagari Marg, Kalina, Santacruz East, Mumbai 400098
5.	Corporate address	Indoco House, 166 CST Road, Vidyanagari Marg, Kalina, Santacruz East, Mumbai 400098
6.	E-mail	compliance.officer@indoco.com
7.	Telephone	+91 22 6287 1000 / 6879 1250
8.	Website	www.indoco.com
9.	Financial year for which reporting is being done	April 01, 2024 to March 31, 2025
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 18,44,95,810/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Ramanathan Hariharan, Company Secretary & Head -Legal, Tel. No. : +91 22 68321400, Email Id: compliance.officer@indoco.com
13.	Reporting boundary	Standalone Basis
14.	Name of assessment or assurance provider	Not Applicable
15.	Type of assessment or assurance obtained	Not Applicable

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacture of Pharmaceuticals	Manufacturing and sales of Pharmaceuticals	100

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Formulation Pharmaceutical preparation	21002	90
2	Chemical preparation (Active Pharma Ingredients)	21001	9
3	Analytical Research & Bio-Equivalent studies	72100	1

III. Operations

18. The number of locations where plants and/or operations/offices of the entity are situated:

<i>Location</i>	<i>Number of plants</i>	<i>Number of offices</i>	<i>Total</i>
National	9	4	13
International	Nil	Nil	Nil

19. Markets served by the entity:

a. Number of locations

<i>Locations</i>	<i>Number</i>
National (No. of States)	All States
International (No. of Countries)	37

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

38.70 % of the Company's total revenue (standalone) can be attributed to its earnings from exports.

c. A brief on types of customers

Indoco, being a pharmaceutical Company, has a diverse customer base that includes patients, healthcare professionals/providers, hospitals, clinics, wholesalers, distributors, retail pharmacies, government agencies/institution, other pharmaceutical companies and international customers. The end-users of Indoco's products are patients who rely on its medicines to treat various ailments. The Company exports its products to various countries worldwide, catering to a global customer base.

IV. Employees

20. Details as at the end of the 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)	5,288	4,823	91.21	465	8.79
2.	Other than Permanent (E)	2	1	50	1	50
3.	Total employees (D + E)	5,290	4,824	91.19	466	8.81
Workers						
4.	Permanent (F)	763	727	95.28	36	4.72
5.	Other than Permanent (G)	Nil	Nil	Nil	Nil	Nil
6.	Total workers (F + G)	763	727	95.28	36	4.72

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 (D)	Nil				
2.	Other than Permanent (E)					
3.	Total differently abled employees (D + E)					
Differently-abled workers						
4.	Permanent (F)	Nil				
5.	Other than permanent (G)					
6.	Total differently abled workers (F + G)					

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25
Key Management Personnel	2	Nil	Nil

22. The turnover rate for permanent employees and workers

Particulars	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	48.70%	26.17 %	46.74%	47.13%	23.79%	45.07%	46.04%	20.87%	43.78%
Permanent Workers	27.93%	23.08%	27.70%	27.05%	50.00%	28.16%	16.63%	Nil	15.83%

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether Holding /Subsidiary / Associate /Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Xtend Industrial Designers and Engineers Private Limited	Subsidiary	100	No
2	Indoco Remedies Czech S.R.O	Subsidiary	100	No
3	Indoco Remedies UK Limited	Subsidiary	100	No
4	Warren Remedies Private Limited	Subsidiary	100	No
5	FPP Holding Company, LLC	Subsidiary	85	No
6	Jalansar Wind Energy Private Limited	Associate	26	No
7	Kanakal Wind Energy Private Limited	Associate	26	No

VI. CSR Details

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

(ii) Turnover (₹) : ₹ 1,49,477.50 Lakhs

(iii) Net worth (₹) : ₹ 1,09,761.98 Lakhs

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (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	Yes https://www.indoco.com/policies/grievance_redressal_policy_external.pdf	Nil	Nil	N.A.	Nil	Nil	N.A.
Investors (other than shareholders)	Yes https://www.indoco.com/policies/grievance_redressal_policy_external.pdf	Nil	Nil	N.A.	Nil	Nil	N.A.
Shareholders	Yes https://www.indoco.com/inv-grievances.asp	Nil	Nil	N.A.	Nil	Nil	N.A.
Employees and workers	Yes https://www.indoco.com/policies/policy-on-prevention-of-sexual-harassment-at-the-workplace.pdf	Nil	Nil	N.A.	Nil	Nil	N.A.
	https://www.indoco.com/policies/code_of_conduct.pdf						
	https://www.indoco.com/policies/Whistle_Blower_and_Vigil_Mechanism.pdf						
Customers	Yes https://www.indoco.com/contact-us.asp	84	4	The pending complaints are under investigation	85	Nil	N.A.
	https://www.indoco.com/policies/grievance_redressal_policy_external.pdf						

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
Value Chain Partners	Yes https://www.indoco.com/policies/grievance_redressal_policy_external.pdf	76	1	The pending complaint is under investigation	54	Nil	N.A.
	https://www.indoco.com/contact-us.asp						
Other (please specify)	-	-	-	-	-	-	-

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy Management	Opportunity	Purchase of renewable energy and adoption of energy efficiency initiatives can assist reduce operating costs and offset emissions.	The use of solar power units, energy efficient machinery and LEDs to reduce power consumption.	Positive - Investments in renewable energy, energy-efficient machinery and processes has the potential to propel business in the long run via reduced operating costs.
2	Carbon Emissions	Risk	Increasing product demand will necessitate higher manufacturing capacity, resulting in a rise in emissions.	Implementation of energy efficient technologies in processes will help in reducing emissions and help the Company achieve its targets.	Negative- Investments in environmentally friendly technology and processes for reducing emissions will lead to increased operating costs.
3	Water Management	Risk	Water, being a limited resource on the globe and a vital component of all activities, poses a threat to future operations.	Devise tactics and conduct assessments to ensure maximum efficiency of Zero Liquid Discharge (ZLD) across all facilities, along with initiatives aimed at conserving valuable water resources.	Positive - No immediate financial impact is envisaged, and we are taking measures to guarantee effective water management to prevent this problem from getting out of hand.

<i>S. No.</i>	<i>Material issue identified</i>	<i>Indicate whether risk or opportunity (R/O)</i>	<i>Rationale for identifying the risk/ opportunity</i>	<i>In case of risk, approach to adapt or mitigate</i>	<i>Financial implications of the risk or opportunity (Indicate positive or negative implications)</i>
4	Waste Management	Opportunity	The waste generated may be considered as a resource that may be utilised in the future, as well as a strategy to mitigate the negative environmental consequences of the business.	Implemented waste recycling procedures to minimize waste disposal. Additional actions are taken to ensure waste remains within permissible levels outlined by Central Pollution Control Board/State Pollution Control Board.	Positive - Waste is recycled and used both internally and outside, guaranteeing that operating costs are decreased.
5	Value Chain Management	Risk	Because the product is reliant on the supply chain for the duration of its life cycle, a good contingency plan is essential to cope with unanticipated events that may disrupt the supply chain.	Employing a robust assessment method to analyze the repercussions of an unforeseen supply chain disruption and developing a thorough contingency strategy to mitigate substantial business disruptions. Assessing suppliers to ensure alignment with industry-specific responsible supply chain initiatives and compliance requirements.	Negative - Long-term effects on the business partnership might result from suppliers not adhering to the standards set by the growing industries. On the other side, ethical supply chain procedures will help the business deal with unanticipated supply chain interruptions and enhance its overall social and environmental performance.
6	Social Responsibility	Opportunity	Involvement in community development raises the standard of living in the region, producing future employment prospects as well as clients. Being a community benefactor also boosts the Company's reputation.	Community engagement activities are developed and implemented, which include both financial contributions to the community and initiatives carried out by the Company's CSR Committee.	Positive - CSR initiatives offer advantages to the community, fostering positive sentiment and elevating the Company's brand, resulting in enduring financial gains.

<i>S. No.</i>	<i>Material issue identified</i>	<i>Indicate whether risk or opportunity (R/O)</i>	<i>Rationale for identifying the risk/ opportunity</i>	<i>In case of risk, approach to adapt or mitigate</i>	<i>Financial implications of the risk or opportunity (Indicate positive or negative implications)</i>
7	Diversity, Equity and Inclusion (DEI)	Opportunity	It gives the Company the opportunity to contribute to the advancement of society as a whole, as well as access to a bigger pool of talent for its personnel.	Emphasis is placed on facilitating the promotion of employees from diverse backgrounds, regardless of age, caste, gender, etc. This is achieved by creating a safer working environment through the formulation of policies that uphold equal rights and ensure safety.	Positive - The advantages stemming from DEI endeavors uplift employee morale and fortify the Company's workforce, yielding lasting financial advantages.
8	Employee Welfare	Opportunity	Due to the importance of the employee as a component of the business growth plan, failure to exceed workforce expectations may have an adverse effect on the Company's retention rate and business continuity.	Particular attention is dedicated to aligning the health and other employee benefits with industry norms.	Positive- The costs associated with the benefits offered are crucial for the wellbeing of the workforce and for motivating employees, which improves the effectiveness of operations.
9	Product Responsibility	Risk	Considering the pharmaceutical industry's high sensitivity to product quality and safety problems, addressing product liability risks is critical.	Strict monitoring processes have been implemented to determine the safety and quality of the product.	Negative - Due to the delicate nature of pharmaceutical items, any compromise on the quality and safety of the products may have major financial and legal repercussions for the Company.
10	Attracting and retaining Talent	Opportunity	Because personnel is an important component of the business growth plan, failing to satisfy workforce expectations may have a negative impact on the Company's retention rate and business continuity.	The Company aims to retain talent by providing growth and learning opportunities to its employees via regular skill upgradation and regular reviews and appraisals.	Positive- A strong staff with a high retention rate shows the Company's commitment to offering a positive work environment, a proactive approach to workforce development and increased productivity.

<i>S. No.</i>	<i>Material issue identified</i>	<i>Indicate whether risk or opportunity (R/O)</i>	<i>Rationale for identifying the risk/ opportunity</i>	<i>In case of risk, approach to adapt or mitigate</i>	<i>Financial implications of the risk or opportunity (Indicate positive or negative implications)</i>
11	Health and Safety	Risk	Highly skilled workers and employees complete their duties more effectively, efficiently, and safely.	Continuous efforts are undertaken to keep the plants updated with the latest safety protocols, ensuring employee well-being and optimizing production.	Positive – Financial resources allocated for the initiatives on employee health and safety will potentially yield positive results in the long term.
12	Business Conduct and Ethics	Risk	Non-compliance with the Company's ethical standards could lead to the erosion of the Company's reputation, along with potential financial and legal repercussions.	Mechanisms for vigilant monitoring and adherence are established to ensure that all business operations align with the Company's values and standards.	Negative - A breach in any of the Company's commercial operations might place the Company at serious financial, legal, and reputational danger.
13	Risk Management	Opportunity	Risk management of several Company components may aid in decision-making in order to maintain a sustainable and profitable business.	The Company analyzes risk management procedures in each function, assisting in the identification of potential future concerns, and takes the required actions to mitigate such risks.	Positive - In order to maintain profitability, the Company takes proactive steps to reduce future hazards.
14	Data Integrity and Security	Opportunity	The significance of technology and cyber security must be assessed on a regular basis in order to prevent breaches of data privacy involving sensitive information belonging to the business and its stakeholders.	Security systems, IT and monitoring systems, anti-virus, and patch management have all been reinforced to reduce the dangers connected with cyber security and data breaches.	Positive - A strong alignment of safe data integrity principles will ensure compliance with data security and privacy laws, prevent any data loss, and help the Company to comply with data security and privacy laws with the help of cutting-edge technology and digitalization activities inside its business processes.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.indoco.com/inv-corp-policies.asp								
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.	WHO-cGMP								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	We are currently in the process of analysing and planning our commitments, and the same will be disclosed in the report for financial year 2025-2026.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The performance of the Company against the commitments will be disclosed post the financial year 2025-2026.								
Governance, leadership and oversight									
7. Statement by the director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>Our world is undergoing a profound transformation. Climate challenges, tightening regulations, and shifting customer expectations demand not just compliance, but solid leadership. At Indoco, we are embracing this moment with clarity and conviction, turning challenges into catalysts, and ensuring our progress is both responsible and resilient. Growth, for us, must never come at the cost of our planet or our people.</p> <p>Sustainability is embedded in our strategy, our operations, and our mindset. Over the past year, we have undertaken a series of focused interventions that not only minimise our environmental footprint but also raise the bar for responsible pharmaceutical manufacturing.</p> <p>A notable step in this journey has been the replacement of water and steam ejectors with Dry Vacuum Pumps at one of our key facilities. This has led to significant savings in electricity and water consumption, along with a measurable reduction in carbon emissions. Simultaneously, we have reassessed our energy mix. The introduction of briquettes as boiler fuel at selected sites marks a decisive shift from carbon-intensive fuels to more sustainable, renewable alternatives.</p>								

	<p>Water stewardship is another cornerstone of our environmental responsibility. At Indoco, we have made significant strides across conservation, treatment, and reuse. The commissioning of a state-of-the-art Reverse Osmosis (RO) plant at our Patalganga site has notably expanded our wastewater treatment capacity. This has enabled the recycling of treated effluent, significantly reducing our dependence on freshwater resources. By repurposing treated water within our operations, we have established a closed-loop approach to water management, one that reflects our commitment to long-term resource resilience.</p> <p>Our digitalisation efforts are equally transformative. With the deployment of platforms like TrackWise, SAP, DMS, LMS, and digital signature solutions, we are reimagining how we work. These systems have not only enhanced transparency, compliance, and operational efficiency but also contributed directly to our environmental goals. The reduction in paper usage, from batch records to employee training documentation, has led to a substantial drop in our carbon footprint.</p> <p>Beyond efficiency, digital tools are enabling us to build a safer, smarter workplace. We are leveraging AI and intelligent platforms to monitor workforce safety, proactively manage risks, and drive productivity across sites. These technologies empower us with real-time insights and predictive capabilities — ensuring our people remain protected, engaged, and at the heart of our sustainability ambitions.</p> <p>At Indoco, we see the future clearly, and are acting boldly to achieve our goals and strengthen our commitment towards our ESG endeavours.</p>
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Ms. Aditi Panandikar Managing Director (DIN: 00179113)
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 the review was undertaken by the Director/Committee of the Board/ Any other Committee	Frequency (Annually / Half yearly / Quarterly / Any other – please specify)																	
		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	The policies of the Company are reviewed periodically / on a need basis by department heads / director / board committees / board members, wherever applicable.																		
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.																		

11. Has the entity carried out an independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency

No, external evaluation of our policies has not been conducted yet. Our policies are reviewed internally by the respective department heads, as required, to ensure that they remain up to date and incorporate global/industry best practices.

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable since the policies of the Company cover all Principles on NGRBCs.								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 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	The Company conducts familiarisation programmes for its Board of Directors at regular intervals, which covers topics such as Business and Operational performance of the Company, Regulatory Updates, Environment, Health and Safety and Risk Management.	100
Key Managerial Personnel	2	POSH (Prevention of Sexual Harassment) awareness session and a session on “Finance for Non-Finance” aimed at enhancing financial literacy among non-finance professionals across the organisation.	100
Employees other than BoD and KMPs	131	The Company conducts training programmes for its Employees at regular intervals on topics such as EHS Awareness Training, Communication Skills, Personality Development, Error and Remediation, Behavioural Challenges, Data Integrity.	67
Workers	95	The Company conducts training programmes for its Workers at regular intervals on topics such as Workplace Hazardous, Fire Fighting Training, Monitoring of Personal Hygiene, Chemical Handling, Electrical Safety, Machine Safety, Handling of Adverse Events, Forklift and Equipment Handling, Machine Guard, Basic Fire and Safety, First Aid, Work Permit.	57

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 Requirements) Regulations, 2015 and as disclosed on the entity's website):

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

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed:

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web link to the policy:

Yes, the Company has an Anti-bribery and Anti-Corruption Policy. The Policy is available on the Company's website at the web link: https://www.indoco.com/policies/anti-corruption_policy.pdf

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

Particulars	FY 2024-25	FY 2023-24
Directors	No Directors/KMPs/employees/workers were involved in bribery / corruption in both FY 2024-25 and FY 2023-24. Hence, no action was taken by any law enforcement agency.	
KMPs		
Employees		
Workers		

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

Particulars	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	N.A.	Nil	N.A.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	N.A.	Nil	N.A.

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, since no fines, penalties or actions were imposed by regulatory, law enforcement or judicial authorities on cases related to corruption and conflicts of interest.

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

Particulars	FY 2024-25	FY 2023-24
Number of days of accounts payables	48	38

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	35.07%	42.02%
	b. Number of trading houses where purchases are made from	2,612	2,963
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	48.17%	5%
Concentration of Sales	a. Sales to dealers /distributors as % of total sales	91.11%	92.07%
	b. Number of dealers / distributors to whom sales are made	4,348	4,332*
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	21.85%	26.74%*
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.46%	1.10%*
	b. Sales (Sales to related parties / Total Sales)	1.94%	0.98%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	94.85%	98.83%
	d. Investments (Investments in related parties / Total Investments made)	Nil	84.12%

* In FY 2024-2025, we revised our calculation methodologies, as a result, the data for FY 2023–2024 has been restated based on the updated methods. Moreover, we have also updated the list of our dealers/distributors to whom sales are made incorporating therein our domestic distribution channel.

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.**

Particulars	FY 2024-25 (%)	FY 2023-24 (%)	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	2.78	0.06	The projects are currently in progress and scheduled for commissioning. The objective is to enhance energy efficiency and water utilization.

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

At Indoco, we have initiated the implementation of a Supplier Code of Conduct that incorporates environmental, social, and governance parameters. These parameters include aspects such as water consumption, potential negative environmental impacts, child labour, bonded labour, anti-bribery and anti-corruption, data privacy, among others. However, we are in the process of implementing a structured sustainable sourcing mechanism.

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

As of financial year 2024–2025, we do not have a robust mechanism in place to determine the sustainability performance of our vendors. However, we are in the process of implementing a Sustainable Procurement Program, which will encompass vendor engagement, capacity building, and structured assessments to evaluate and improve our vendors' sustainability practices.

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

a) Plastics (including packaging):

To promote reuse and minimize packaging waste, factory cartons are reused in the following manner:

- Standard case lots of sales materials are dispatched to CFA locations using reusable factory cartons.
- Loose cartons are retained and utilized during the repacking of sample consignments.
- Central Warehouse (CWH) uses these loose cases for repacking sample materials and forwards them to CFAs for repacking of sales consignments to stockists.

This reuse process helps in reducing shipper costs and results in an estimated monthly saving of approximately ₹ 1.55 Lakhs.

b) E-waste:

Currently, no significant e-waste is generated from the processes mentioned. In case of any future generation, disposal will be managed through government-authorized e-waste recyclers in compliance with regulatory guidelines.

c) Hazardous waste (including expired goods and damaged materials):

All expired and damaged goods such as plastic bottles, strips, vials, and glass bottles are safely disposed of through incineration by government-authorized facilities to ensure compliance with environmental standards.

d) Other waste:

Any other waste materials, including non-recyclable packaging and unusable goods, are handled through authorized waste management partners, ensuring environmentally sound disposal practices.

Note: Indoco follows a structured process to minimize the risk of contamination to pharmaceutical products and to protect the environment. This process aligns with Good Manufacturing Practices (GMP), regulatory requirements, and Safety, Health, and Environmental (SHE) guidelines.

i. Effluent Treatment

- All Indoco manufacturing sites operate an Effluent Treatment Plant (ETP) to treat effluents generated during manufacturing and testing.
- Treated effluents are disposed of strictly in compliance with national and international environmental, health, and safety regulations.

ii. Waste Collection and Storage

- All waste is properly labeled and promptly destroyed to avoid cross-contamination.
- Waste is not allowed to accumulate inside production areas.
- Collected waste is placed in designated, suitable receptacles and transferred to external collection points.

iii. Waste Disposal and Destruction

- Pharmaceutical waste is destroyed under the supervision of a designated responsible person.
- Critical waste, such as printed packaging material, is destroyed by tearing, shredding, or drilling.
- At contract manufacturing sites, destruction is carried out in the presence of an Indoco representative.
- Preferred destruction method is incineration, wherever applicable.
- Deblistered strips and packaging materials are marked as scrap and destroyed by shredding.
- Laboratory waste is treated as per approved procedures before disposal.

iv. Supplier Waste Compliance

- Suppliers of printed packaging materials (e.g., leaflets, labels, cartons) are required to destroy waste material at their locations following Indoco's waste disposal guidelines.

v. Management of Unused Materials

- Usable but unused starting materials are returned to the manufacturer to minimize pharmaceutical waste.
- Toxic and flammable substances are stored in suitably designed, enclosed cupboards in compliance with legal requirements.

vi. Authorized Waste Vendors

- Waste collection and disposal are handled only by vendors authorized by the State Pollution Control Board, as per approved procedures.

vii. Documentation and Records

- Disposal records are maintained for all pharmaceutical waste, capturing:
 - Waste identity
 - Source of generation
 - Quantity
 - Method of destruction
 - Name of responsible person
 - Date of disposal

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.

Indoco Remedies Limited acknowledges the applicability of the Plastic Waste Management Rules, 2016 (as amended) and is actively implementing its Extended Producer Responsibility (EPR) obligations as a Brand Owner and Importer of plastic packaging.

In Financial Year 2024-2025, the Company introduced a total of 1,274.30 tons of plastic packaging into the market, comprising:

- 1,248.02 tons as a Brand Owner, and
- 26.28 tons as an Importer.

To fulfil its EPR obligations, the Company has procured 632 tons of plastic waste credits through engagement with CPCB-authorized recyclers or Producer Responsibility Organizations (PROs), resulting in a compliance rate of approximately 63.30% for the Brand Owner category.

While no credits have yet been purchased for the imported plastic component, the Company is working toward full compliance by Financial Year 2025-2026 through enhanced reverse logistics partnerships and forward credit procurement plans.

We have also implemented internal monitoring mechanisms to track EPR obligations and performance regularly. The ESG/Sustainability team oversees compliance, coordinates with recyclers/PROs, and ensures documentation is maintained for regulatory audits.

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. (E)	% (E / A)	No. (F)	% (F / A)
Permanent employees											
Male	4,823	4,823	100	4,823	100	N.A.	N.A.	Nil	Nil	Nil	Nil
Female	465	465	100	465	100	465	100	N.A.	N.A.	Nil	Nil
Total	5,288	5,288	100	5,288	100	465	8.79	Nil	Nil	Nil	Nil
Other than Permanent employees											
Male	1	1	100	1	100	N.A.	N.A.	Nil	Nil	Nil	Nil
Female	1	1	100	1	100	1	100	N.A.	N.A.	Nil	Nil
Total	2	2	100	2	100	1	50	Nil	Nil	Nil	Nil

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. (E)	% (E / A)	No. (F)	% (F / A)
Permanent workers											
Male	727	727	100	727	100	N.A.	N.A.	Nil	Nil	Nil	Nil
Female	36	36	100	36	100	36	100	N.A.	N.A.	Nil	Nil
Total	763	763	100	763	100	36	4.72	Nil	Nil	Nil	Nil
Other than Permanent workers											
Male	Not Applicable as there are no other than Permanent workers in the Company										
Female											
Total											

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

Particulars	FY 2024-25	FY 2023-24
Cost incurred on wellbeing measures as a % of total revenue of the company	0.14	0.54

2. Details of retirement benefits, for the current financial year 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	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	12.30	23.60	Yes	25	52	Yes
Others - please specify	-	-	-	-	-	-

3. Accessibility of workplaces

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

Yes, the Company has taken steps to ensure the safety of differently-abled employees and workers at its corporate offices and plant locations. If any employees and workers with special needs require additional support or are facing accessibility challenges, they can contact the Human Resources (HR) department. The HR department will arrange the necessary accommodations in accordance with the equal opportunity policy, ensuring that every employee and worker has equal access to opportunities and resources.

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.

The Company has established a policy on equal opportunity in compliance with the Rights of Persons with Disabilities Act, 2016. The Policy is available on the Company's website at the web link: https://www.indoco.com/policies/equal-opportunity-policy-as-per-the-rights-of-persons-with-disabilities-act_2016.pdf.

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	N.A.	N.A.	N.A.	N.A.
Female	66.67	100	Nil	Nil
Total	66.67	100	Nil	Nil

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

Category of employees and workers	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	We are committed to ensuring an inclusive environment, where people are treated with dignity and respect, so that employees can bring their best selves to work. The Company has various policies to effectively address grievances like Code of Conduct, Whistle-blower & Vigil mechanism Policy, Policy on Prevention of Sexual Harassment at the workplace. All the employees of the Company shall report any queries or complaints of violation or potential violation (with full details and evidence, if any) to the location Human Resources Department Head and to Corporate Human Resources Department on corporatehr@indoco.com . All complaints, lodged with the location Human Resources Department Head or with Corporate Human Resources Department, will be promptly and discreetly investigated, provided allegations are authentic and specific. An Investigation Committee/Member, appointed by the Management, will investigate the complaints and upon completion, a report shall be submitted to the Management to take appropriate action. All complaints, identities, investigations, reports, testimonies, evidences, and all other associated documents, shall be kept strictly confidential.
Other than Permanent Workers	
Permanent employees	
Other than permanent employees	

7. Membership of employees and workers 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	5,288	Nil	Nil	5,046	Nil	Nil
Male	4,823	Nil	Nil	4,599	Nil	Nil
Female	465	Nil	Nil	447	Nil	Nil
Total Permanent Workers	763	91	11.93	883	446	50.51
Male	727	64	8.80	841	424	50.42
Female	36	27	75	42	22	52.38

8. Details of training given to employees and workers:

Category	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	4,823	1,080	22.39	3,563	73.88	4,599	1,053	22.90	1,193	25.94
Female	465	245	52.69	242	52.04	447	105	23.49	142	31.77
Total	5,288	1,325	25.06	3,805	71.96	5,046	1,158	22.95	1,335	26.46
Workers										
Male	727	607	83.49	727	100	841	461	54.82	405	48.16
Female	36	36	100	36	100	42	8	19.05	13	30.95
Total	763	643	84.27	763	100	883	469	53.11	418	47.34

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	4,823	2,853	59.15	4,599	4,167	90.61
Female	465	369	79.35	447	427	95.53
Total	5,288	3,222	60.93	5,046	4,594	91.04
Workers						
Male	727	590	81.16	841	822	97.74
Female	36	20	55.56	42	40	95.24
Total	763	610	79.95	883	862	97.62

10. Health and safety management system:

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

The Company is committed to ensuring the highest standards of health, safety, and well-being for all employees, contractors, and stakeholders. A comprehensive Occupational Health and Safety (OHS) Management System has been established in alignment with applicable legal requirements and industry best practices. The key elements of the system include:

EHS Policy

- A well-defined Environment, Health, and Safety (EHS) Policy is in place, forming the foundation of the Company's commitment to a safe and sustainable work environment. The policy is communicated across all levels of the organization and guides the implementation of health and safety initiatives.

EHS Department and Governance

- The Company has established a dedicated EHS Department staffed with a qualified Safety Officer recognized by the Inspectorate of Factories and Boilers. The department is responsible for overseeing compliance, implementation of safety protocols, and continuous monitoring of workplace conditions.
- An EHS Committee is also constituted, comprising representatives from various departments, to review safety performance, provide oversight, and recommend improvements periodically.

Risk Assessment

- Regular risk assessments are conducted for all operational activities to identify, evaluate, and control potential health and safety hazards. The findings from these assessments inform the development of targeted mitigation strategies and preventive measures.

Standard Operating Procedures (SOPs)

- Standard Operating Procedures are in place for all critical tasks and operations, ensuring consistency, safety, and regulatory compliance. These SOPs are periodically reviewed and updated to reflect any changes in process, regulation, or risk profile.

Incident Reporting and Investigation

- A structured procedure for accident and near-miss reporting is established. All incidents are documented, investigated, and analyzed to identify root causes and implement corrective actions to prevent recurrence.

Health Monitoring

- A dedicated Occupational Health Centre (OHC) is available on-site to address employee health needs. Comprehensive annual medical check-ups are conducted for all employees to monitor occupational health trends. Additionally, pre-employment health assessments are conducted for new joiners to ensure fitness for the role.

Training and Capacity Building

- Employees undergo regular safety training programs covering a wide range of topics, including hazard awareness, safe work practices, emergency response, and use of safety equipment. Specialized training is provided to teams with specific responsibilities, such as firefighting and first aid.

Personal Protective Equipment (PPE)

- Appropriate Personal Protective Equipment (PPE) is provided to all employees and workers based on job requirements. Usage of PPE is monitored and enforced through regular inspections and audits.

Emergency Preparedness

- An Onsite Emergency Plan has been developed which outlines procedures for responding to various emergency scenarios, including chemical spills, fire, and medical emergencies. Mock drills are conducted biannually, covering all three operational shifts, to assess preparedness and identify areas of improvement.
- The Company also maintains trained Firefighting and First Aid Teams on-site, equipped and ready to respond to any emergency. Fire drills are conducted every six months to ensure response readiness and awareness among employees.

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

The organization has established a proactive and systematic approach to identifying, evaluating, and controlling occupational health and safety risks. The process is designed to ensure a safe working environment by minimizing potential hazards through regular assessments, control measures, and continuous improvement.

Hazard Identification

Routine assessments are conducted by plant personnel to detect and address any work-related hazards at the earliest opportunity. The hazard identification process includes:

- **Regular Workplace Inspections:** Trained safety personnel, including safety officers and supervisors, conduct regular walkthroughs to identify unsafe conditions, malfunctioning equipment, and non-compliant practices.
- **Employee Reporting Mechanism:** Employees are actively encouraged to report observed hazards or unsafe conditions via established channels such as near-miss reporting systems, suggestion boxes, or during regular safety meetings.
- **Incident Report Analysis:** Historical data from previous incidents and near misses are analyzed to identify recurring risks and take corrective and preventive actions.

Risk Assessment

The Company conducts risk assessments on both routine and non-routine activities, using structured methodologies to prioritize and manage risks effectively:

- **Likelihood and Consequence Evaluation:** Hazards are assessed based on the probability of occurrence and the severity of potential consequences, using historical data, expert inputs, and industry standards.
- **Risk Matrix Tool:** A risk matrix is utilized to classify and prioritize risks. This allows for a systematic determination of risk levels and required mitigation actions.
- **Qualitative and Quantitative Methods:** Depending on the context, both qualitative assessments (e.g., risk categorization based on severity scales) and quantitative methods (e.g., probability-impact scoring) are used.

Control Measures

Appropriate control measures are implemented to mitigate identified risks, following the hierarchy of controls:

- **Elimination/Substitution:** Priority is given to eliminating hazards at the source or replacing hazardous processes with safer alternatives.
- **Engineering Controls:** Physical modifications to equipment, processes, or layouts to isolate or reduce exposure to hazards.
- **Administrative Controls:** Implementation of standard operating procedures (SOPs), safety policies, and work-rest cycles.
- **Personal Protective Equipment (PPE):** PPE is provided and mandated for all employees and workers as per job requirements.
- Regular reviews and updates of control measures are conducted based on operational changes, employee feedback, and audit findings.

Review and Continuous Improvement

The effectiveness of the hazard identification and risk management process is continuously monitored through:

- **Periodic Reviews:** Regular evaluations of existing risk assessments and control measures to ensure ongoing relevance and effectiveness.

- **Incident Analysis:** Learning from incidents, accidents, and near misses is embedded into the safety system for continual improvement.
- **Employee Involvement:** Employees are engaged in safety programs and encouraged to suggest improvements and participate in safety discussions and trainings.
- **Training and Awareness:** Periodic training sessions, including first aid, chemical handling, and personal protection, are conducted to enhance employee awareness and emergency preparedness.

Supporting Documents and Systems

- **Safety Manual:** A comprehensive safety manual is available, detailing all relevant procedures, emergency protocols, and safety guidelines.
 - **Risk Management Policies:** Formalized policies guide the identification, evaluation, and control of risks in alignment with statutory requirements and internal standards.
 - **Chemical Safety Protocols:** Dedicated procedures are in place for the safe handling, storage, and disposal of hazardous chemicals, in compliance with safety data sheets and regulatory standards.
- c. **Whether you have processes for workers to report work-related hazards and to remove themselves from such risks. (Y/N)**
- Yes.
- d. **Do the employees/workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)**
- Yes.

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

<i>Safety Incident/Number</i>	<i>Category*</i>	<i>FY 2024-25</i>	<i>FY 2023-24</i>
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	3	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

**Including in the contract workforce*

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

A comprehensive Health and Safety Management System is in place to proactively identify, assess, and mitigate workplace risks, ensuring a safe and healthy environment for all employees, contractors, and visitors. Key initiatives and practices include:

Health and Safety Policies and Compliance

- A robust Environment, Health and Safety (EHS) Policy governs all safety-related activities, in full compliance with applicable local and national regulations.
- A well-defined Safety Manual and Standard Operating Procedures (SOPs) are implemented and regularly updated.
- Policy development and implementation processes are reviewed periodically to reflect current legal requirements and best practices.

Risk Assessment and Hazard Identification

- Regular risk assessments covering both routine and non-routine activities are conducted to identify potential hazards.
- Daily site walks and workplace inspections are carried out by trained safety personnel.
- Electrical panels, battery rooms, and server rooms are equipped with fire suppression systems to mitigate electrical and fire hazards.
- Modular suppression systems are installed in critical panel rooms as an additional safety layer.

Emergency Preparedness and Response

- A site-specific Onsite Emergency Plan is developed and approved by a competent authority under the Factories and Boilers Inspectorate.
- Emergency response teams, including First Aid and Firefighting Teams, are established and trained.
- Regular emergency drills and fire evacuation exercises are conducted to ensure operational readiness.

Training and Capacity Building

- Regular internal and external safety training programs are conducted for employees on topics such as fire safety, first aid, chemical handling, and emergency procedures.
- Specialized safety training is provided to personnel handling high-risk operations.
- Safety awareness programs are run to foster a strong safety culture across all levels of the workforce.

Incident Management

- A structured incident reporting and investigation system is in place, allowing for timely identification, reporting, and analysis of incidents and near misses.
- All incidents are thoroughly investigated, and corrective actions are implemented and tracked.
- Records related to safety performance, incidents, inspections, and training are maintained systematically.

Occupational Health and Employee Wellness

- Occupational Health Centre (OHC) is available on-site.
- Annual medical check-ups are conducted for employees, with health records maintained.
- Employee wellness programs are promoted to support both physical and mental well-being.
- Clean and hygienic facilities are maintained at all locations.

Controls and Engineering Measures

- Implementation of the hierarchy of controls, including engineering controls, administrative controls, and personal protective equipment (PPE).
- Regular monitoring ensures PPE availability, use, and compliance.

Employee Engagement and Continuous Improvement

- EHS Committee Meetings are conducted regularly to review safety performance and discuss improvement areas.
- Employees are encouraged to participate through suggestion systems, issue reporting mechanisms, and feedback channels.
- A recognition and reward system is in place to encourage and acknowledge employee contributions toward maintaining a safe workplace.
- Continuous safety audits and reviews are undertaken to assess the effectiveness of the safety systems and identify opportunities for improvement.

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

Particulars	FY 2024-25			FY 2023-24		
	<i>Filed during the year</i>	<i>Pending resolution at the end of year</i>	<i>Remarks</i>	<i>Filed during the year</i>	<i>Pending resolution at the end of year</i>	<i>Remarks</i>
Working Conditions	Nil	Nil	N.A	Nil	Nil	N.A.
Health and Safety	Nil	Nil	N.A	Nil	Nil	N.A.

14. Assessments for the year:

Particulars	<i>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</i>
Health and safety practices	61.54
Working Conditions	61.54

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:

Company has taken several corrective actions to address safety-related incidents and mitigate significant risks identified through assessments. At our Waluj Facility a third-party assessment was conducted which highlighted various observations. The Company promptly addressed all the observations and achieved compliance against the assessment. In response to specific safety concerns, the following measures have been implemented at our Waluj Facility.

- i. **New Fire Hydrant System:** New Fire Hydrant System has been installed as per the Fire NOC requirements.
- ii. **Automated Sprinkler System:** An automated sprinkler system has been installed throughout all high-risk areas to ensure rapid response in case of fire.
- iii. **Smoke Detection System:** The Company has strengthened the Smoke detection system.

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.

As a responsible Company, we are steadfast in our commitment to cultivating strong and meaningful relationships with stakeholders. The Company actively engages with stakeholders, carefully identifying critical material issues, and is committed to effectively addressing stakeholder expectations. The process of identifying key stakeholder groups at Indoco involves a systematic and comprehensive approach to understand and prioritize individuals, organizations, or entities that significantly influence the Company's operations, objectives, and outcomes. Initially, a stakeholder mapping exercise is conducted to identify potential stakeholders, including shareholders, customers, employees, regulatory authorities, healthcare professionals, suppliers, research institutions, advocacy groups, communities, competitors, and media.

Once identified, the stakeholders are prioritized based on their level of influence and impact on Indoco's operations and objectives. Stakeholders with higher influence and impact are given priority.

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 & Marginalised Group (Yes No)	Channel of Communication (Email/SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of Engagement (Annually/ Half yearly/ Quarterly/ Other please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement.
Shareholders	No	Press releases, website, analyst meets, analyst briefings, annual general meetings, Stock exchange and other communications, Financial Results, investor meetings/ conferences, Annual Report, Grievance redressal mechanism	Regular and as and when required	➤ Update shareholders/ investors on the business and financial performance, Company's strategy, potential opportunities and risks
Banks	No	E-mails, meetings, submissions, phone calls	Regular	➤ Routine banking transactions ➤ Drawdown limits ➤ Lending terms
Regulatory authorities	No	E-mails, meetings, submissions, Engagement through Industry Associations / committees	As and when required	➤ To engage and make representations on various regulatory and policy issues
Suppliers/ vendors	No	Physical and virtual meetings, calls, e-mail, website	Regular	➤ Ensuring business continuity and maintenance of quality compliance ➤ To identify and address any gaps at supplier facilities relating to cGMP practices ➤ To address any feedback/queries related to the product
Employees	No	Digital and physical channels of communication including but not limited to e-mails, intranet, internal human resource portal, notice board, engagement initiatives, Townhalls, Grievance Redressal Mechanism, appraisal and training programmes.	Continuous	➤ Health and Safety Awareness, skill upgradation for personal and professional growth, awareness of Company's policies and grievance redressal, providing the latest and updated information on Company and industry developments
Distributors/ Carrying and Forwarding Agent	No	Mailers, Emails, phone calls	Regular and as and when required	➤ Enhancing the reach of our medicines in various geographies ➤ Developing strong partnerships for an uninterrupted supply of medicines ➤ To address any query/ feedback by Distributors/ Carrying and Forwarding Agent

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes No)	Channel of Communication (Email/SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of Engagement (Annually/ Half yearly/ Quarterly/ Other please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement.
Consumers	No	Customer meets, Emails, social media, website, Marketing & Communication	Frequent and need based	<ul style="list-style-type: none"> ➤ Increase awareness and educate to improve the health of our patients, identify and address the unmet patient needs and develop better products/ services for the patients ➤ To address any concerns relating to our products, To create awareness about our products
Customers B2B	No	In person meetings, emails and calls	Ongoing	➤ Our customers form a vital part of the Company's stakeholder engagement group. The key areas of interest for our customers are product quality, timely supply and pricing.
NGOs	No	In person meetings, emails, calls	Ongoing	➤ We engage with NGOs to facilitate our CSR activities in the areas of Health, Education, Sanitation, Environment, Infrastructure and Sports.

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. employees/ workers covered (D)	% (D / C)
Employees						
Permanent	5,288	Refer Note*		5,046	Refer Note*	
Other than permanent	2			2		
Total Employees	5,290			5,048		
Workers						
Permanent	763	Refer Note*		883	Refer Note*	
Other than permanent	Not Applicable as there are no other than Permanent workers in the Company					
Total Workers	763	Refer Note*		883	Refer Note*	

Note*: While a dedicated Human Rights training has not been conducted in FY 2024-2025, our Code of Conduct training covers key topics aligned with fundamental human rights principles. These include POSH, child labour, locus of control, accountability, and other relevant areas that promote ethical behaviour and respect for individual rights across the organisation.

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	5,288	Nil	Nil	5,288	100	5,046	Nil	Nil	5,046	100
Male	4,823	Nil	Nil	4,823	100	4,599	Nil	Nil	4,599	100
Female	465	Nil	Nil	465	100	447	Nil	Nil	447	100
Other than Permanent	2	Nil	Nil	2	100	2	Nil	Nil	2	100
Male	1	Nil	Nil	1	100	1	Nil	Nil	1	100
Female	1	Nil	Nil	1	100	1	Nil	Nil	1	100
Workers										
Permanent	763	Nil	Nil	763	100	883	Nil	Nil	883	100
Male	727	Nil	Nil	727	100	841	Nil	Nil	841	100
Female	36	Nil	Nil	36	100	42	Nil	Nil	42	100
Other than Permanent	Not Applicable as there are no other than Permanent workers in the Company									
Male										
Female										

3. Details of remuneration/salary/wages:

a. Median remuneration/wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	8,09,90,440	2	9,15,56,923
Key Managerial Personnel	2	1,31,61,186	Nil	Nil
Employees other than BoD and KMP	4,821	4,04,963	465	5,23,175
Workers	727	3,73,721	36	3,68,884

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

Particulars	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	9.33%	11.46%

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. Human Resources Head is the focal point for addressing human rights impacts or issues caused or contributed to by the business.

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

Our Human Rights Policy applies to all stakeholders and is available at weblink https://www.indoco.com/policies/human_rights_policy.pdf. We have various policies to effectively address grievances related to human rights issues. Under these policies, we have established a mechanism for receiving and managing complaints.

We have a dedicated grievance channel through our Whistle-blower Policy, which allows stakeholders to report concerns confidentially to the Chairperson of the Audit Committee. The Company has a Code of Conduct and Policy on Prevention of Sexual Harassment at the Workplace against any kind of harassment whether sexual, verbal, physical or an act of exclusion which interferes with an individual's work performance or creates an environment which is hostile, offensive or intimidating.

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

Particulars	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	Nil	Nil	N.A.	Nil	Nil	N.A.
Discrimination at workplace	Nil	Nil	N.A.	Nil	Nil	N.A.
Child Labour	Nil	Nil	N.A.	Nil	Nil	N.A.
Forced Labour/ Involuntary Labour	Nil	Nil	N.A.	Nil	Nil	N.A.
Wages	Nil	Nil	N.A.	Nil	Nil	N.A.
Other human rights related issues	Nil	Nil	N.A.	Nil	Nil	N.A.

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

Particulars	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

We believe in providing equal opportunity/affirmative action. We have formulated and implemented Code of Conduct, Whistle-blower & Vigil mechanism Policy, Equal Opportunity for Work and Pay Policy, Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016 and Policy on Prevention of Sexual Harassment at the workplace to effectively prevent adverse consequences in discrimination and harassment cases. Complainants in discrimination and harassment cases are protected from adverse consequences as per the guidelines and provisions provided in the Policy on Prevention of Sexual Harassment at the workplace, Code of Conduct and such other aforesaid policies.

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

Yes, human rights requirements form part of our business agreements and contract.

10. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by the entity or statutory authorities or third parties)
Child labour	53.85
Forced/involuntary labour	53.85
Sexual harassment	53.85
Discrimination at workplace	53.85
Wages	53.85
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

Based on the assessments conducted, no significant risks or concerns have been identified; therefore, no corrective actions are currently required.

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

Essential Indicators

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

Parameter	FY 2024-25 (In MJ)	FY 2023-24 (In MJ)
From renewable sources		
Total electricity consumption (A)	1,95,25,831	1,14,65,192.74
Total fuel consumption (B)	4,89,63,593.60	9,84,75,971.60
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	6,84,89,424.60	10,99,41,164.34
From non-renewable sources		
Total electricity consumption (D)	15,10,19,197.20	18,53,44,373.66
Total fuel consumption (E)	4,83,56,42,691.32	2,51,47,86,624.70
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	4,98,66,61,888.52	2,70,01,30,998.36
Total energy consumed (A+B+C+D+E+F)	5,05,51,51,313.12	2,81,00,72,162.70
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from operations)	33,818.81 (MJ/ Lakh ₹)	15,948.64 (MJ/ Lakh ₹)
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	6,90,918.31 (MJ/ Lakh ₹)	3,34,283.43 (MJ/ Lakh ₹)
Energy intensity in terms of physical output	1,59,369.91 (MJ/ Lakh Units)	80,474.18 (MJ/ Lakh Units)
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No, Independent Assessment/evaluation/assurance has not been carried out by an external agency this year.	

Note: For the calculation of 'Energy intensity in terms of physical output,' we used units of production as the total weight of the production volume was not available. This calculation includes all products manufactured, such as tablets, capsules, liquids, creams/ointments, formulations, and APIs.

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.

Since the Company is engaged in pharmaceutical sector, it is not identified as DC under the PAT scheme.

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	2,67,288	1,57,868
(iii) Third party water	58,448	1,30,940
(iv) Seawater / desalinated water	-	-
(v) Others	82,164	72,045
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	4,07,900	3,60,853
Total volume of water consumption (in kilolitres)	3,42,317	3,31,903
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	2.29 (KL/Lakh ₹)	1.88 (KL/Lakh ₹)
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	46.79 (KL/Lakh ₹)	39.48 (KL/Lakh ₹)
Water intensity in terms of physical output	10.79 (KL/Lakh Units)	9.5 (KL/Lakh Units)
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No, Independent Assessment/ evaluation/ assurance has not been carried out by an external agency this year.	

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	55,883	34,439
- No treatment	-	-
- With treatment – please specify level of treatment	55,883	34,439
ii. To Groundwater	-	18,288
- No treatment	-	-
- With treatment – please specify level of treatment	-	18,288
iii. To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
iv. Sent to third-parties	8,574	-
- No treatment	-	-
- With treatment – please specify level of treatment	8,574	-
v. Others	47,309	-
- No treatment	-	-
- With treatment – please specify level of treatment	47,309	-
Total water discharged (in kilolitres)	1,11,766	52,727
Indicate if any independent assessment/ evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No, Independent Assessment/evaluation/ assurance has not been carried out by an external agency this year.	

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

Yes, out of our 9 Plants, R&D centre, and offices, the Patalganga Plant has already implemented a Zero Liquid Discharge (ZLD) system. However, approximately 20% of the water is still directed to the central effluent treatment plant for further processing.

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	µg/m ³	282.33	59.87
SOx	µg/m ³	147.98	28.03
Particulate matter (PM)	µg/m ³	393.74	53.65
Persistent organic pollutants (POP)	µg/m ³	-	-
Volatile organic compounds (VOC)	µg/m ³	0.05	-
Hazardous air pollutants (HAP)	µg/m ³	-	-
Others (Co ₂)	µg/m ³	-	225.45
Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No, Independent Assessment/evaluation/ assurance has not been carried out by an external agency this year.		

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

Parameter	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)	TCO ₂ e	3,96,626.84	1,99,537.52
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)	TCO ₂ e	30,203.84	36,554.03
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	TCO ₂ e/Lakh ₹	2.86	1.34
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 adjusted for PPP)	TCO ₂ e/Lakh ₹	58.34	28.09
Total Scope 1 and Scope 2 emission intensity in terms of physical output	TCO ₂ e/Lakh Units	13.46	6.76
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-
Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency	No, Independent Assessment/evaluation/ assurance has not been carried out by an external agency this year.		

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

Yes, multiple projects have been initiated that are geared towards reducing Green House Gas (GHG) emissions. These include:

i. Upgrading Equipment and Systems

At our Patalganga manufacturing location, traditional steam ejectors have been replaced with Dry Vacuum Pumps, leading to significant resource savings and emission reductions. This upgrade has resulted in an estimated annual reduction of 3650 MT of CO₂ emissions, and has helped reduce boiler steam demand and water consumption. Additionally, similar initiatives across plants have led to cumulative manpower optimization and increased productivity, contributing to a further 4500 MT CO₂ reduction annually.

ii. Procurement of Solar Power

Open Access solar power systems have been commissioned at our Patalganga Plant and Rabale R&D Centre, helping us reduce our dependence on conventional power sources. This initiative contributes to a reduction of 335 MT of CO₂ per month, translating to over 4,000 MT annually.

iii. Process Improvements

We have deployed automation and high-speed, energy-efficient process equipment across four key locations. These improvements have not only enhanced throughput but also enabled the shutdown of one full manufacturing site, leading to a monthly carbon reduction of approximately 180 MT.

iv. Briquette-Fired Boiler Systems

We have transitioned from furnace oil (FO) to agricultural waste briquettes as fuel in our Waluj Facility. This eco-friendly switch results in a monthly carbon emission reduction of 26 MT, supporting both emissions reduction and circular economy principles.

v. Tree Plantation Initiatives

More than 250 trees have been planted at our Waluj facility, with an expected annual carbon sequestration potential of approximately 0.5 MT/month or 6 MT/year, enhancing our green cover and contributing to long-term environmental balance.

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)	23.77	5.67
E-waste (B)	1.08	1.07
Bio-medical waste (C)	14.56	12.58
Construction and demolition waste (D)	-	1.57
Battery waste (E)	1.35	1.12
Radioactive waste (F)	-	-
Other Hazardous Waste. Please specify, if any (G)	263.65	649.18
Other Non-hazardous waste generated (H). Please specify, if any (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G +H)	304.41	671.19
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0020 (MT/Lakh ₹)	0.0038 (MT/Lakh ₹)
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.04 (MT/Lakh ₹)	0.08 (MT/Lakh ₹)
Waste intensity in terms of physical output	0.009 (MT/Lakh Units)	0.02 (MT/Lakh Units)
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 - Other Hazardous Waste		
(i) Recycled	180.15	244.91
(ii) Re-used	0	5.12
(iii) Other recovery operations	0	0
Total	180.15	250.03
For each category of waste generated, total waste disposed of by nature of disposal method (in metric tonnes)		
(i) Incineration	184.74	235.41
(ii) Landfilling	107.80	149.25
(iii) Other disposal operations	163.34	36.51
Total	455.88	421.17
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency	No, Independent Assessment/ evaluation/ assurance has not been carried out by an external agency this year.	

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

The Company has established comprehensive and compliant waste management systems in accordance with applicable environmental laws and Central Pollution Control Board (CPCB) guidelines. Key waste management practices include the following:

Segregation and Classification

- Waste is systematically segregated into hazardous and non-hazardous categories.
- Hazardous waste includes items such as off-specification products and Effluent Treatment Plant (ETP) sludge.
- Non-hazardous waste comprises plastic waste, cardboard, glass, and other recyclable materials.

Hazardous Waste Management

- A dedicated hazardous waste storage room is maintained on-site to ensure safe and compliant storage.
- Hazardous waste is dispatched to a Common Hazardous Waste Storage & Disposal Facility (CHWTSDF), within the prescribed 90-day period.
- Hazardous waste is also sent for co-processing at third party waste management companies or cement manufacturers, depending on the type of waste.

Waste Minimization and Resource Recovery

- The facility adopts distillation and recovery processes to minimize residue waste and maximize solvent recovery.
- Remaining sludge after solvent recovery is disposed of through authorized disposal channels.
- FIFO (First-In, First-Out) and FEFO (First-Expired, First-Out) inventory management techniques are employed to minimize raw material and packaging waste generation.

Standard Operating Procedures (SOPs)

- A defined procedure exists for the handling, storage, and segregation of hazardous waste.
- Procedures for the collection and handling of biological and non-biological waste have been implemented.

Regulatory Compliance and Documentation

- All relevant statutory forms are maintained and submitted as applicable, including:
- Manifest Form 10 for hazardous waste tracking
- Form 4 – Annual Return for Hazardous Waste
- Form 5 – Annual Environmental Return

Vendor and Government Collaboration

- We have agreements with various government-authorized and compliant entities for treatment and disposal of hazardous waste.
- Non-hazardous waste (NHW) is sent to vendors approved by the applicable State Pollution Control Boards for recycling or safe disposal.

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

S. No.	Location of operations /offices	Type of operations	Whether the conditions of environmental approval/ clearance being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable as the Company does not have operations/offices in/around ecologically sensitive areas			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable as during the current financial year, the Company was not required to undertake any Environment Impact Assessment under applicable regulations					

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

S. No.	Specify the law / regulation / guidelines which were 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
Not Applicable				

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

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

Essential Indicators

- a. Number of affiliations with trade and industry chambers/ associations: 10
- b. List the top 10 trade and industry chambers / associations (determined based on the total members of such body) the entity is a member of / affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
2.	Indian Drug Manufacturers Association (IDMA)	National
3.	Federation of Indian Export Organisations	National
4.	Federation of Pharma Entrepreneurs (FOPE)	National
5.	Pharmaceuticals Export Promotion Council of India (Pharmexcil)	National
6.	Indo-German Chamber of Commerce	National
7.	Indian Merchant Chambers	National
8.	Himachal Pradesh Drugs Manufacturers Association (HPDMA)	State
9.	Maharashtra Economic Development	State
10.	Bombay Chamber of Commerce	State

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable as there is no action taken or underway against the Company on any issues related to anti-competitive conduct.		

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 as during the year, the Company was not required to undertake any SIA under the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013.					

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

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

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

The Communities can raise their grievances as per the mechanism provided in the Grievance Redressal Policy External available on the website of our Company.

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

Particulars	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	31%	30%
Directly from within India	80%	79%

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**

<i>Location</i>	<i>FY 2024-25</i>	<i>FY 2023-24</i>
Rural	26.21%	30.01%
Semi-urban	12.18%	11.56%
Urban	10.84%	9.79%
Metropolitan	50.77%	48.65%

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

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**

To Receive:

- Mechanism for formulation sites -
 - Complaints can be communicated either orally or written form or through any other means of communication like electronically.
 - We have a dedicated email Id for each facility to receive consumer complaints. Once the complaints are received, the same are logged into the system.
 - Any additional information related to the complaint can be requested through a letter or an email.
- Additionally for API sites, SOP No. SOP/PP/QA/051 is implemented for handling customer (Consumer) complaints:
 - The Marketing department forwards the complaint to the Plant QA team within 48 hours from the receipt of the complaint. The QA head then reviews the complaint and send an interim response to the complainant through the Marketing department.
 - Critical complaints are investigated within 15 working days, while non-critical ones are completed within 30 working days from the time the complaint is received.
 - Once the investigation is completed, feedback determining the satisfaction of the complainant is obtained.

Feedback:

- Organisational mechanism
 - A reply is prepared and sent to the complainant along with the investigation details.
 - Any communication further received from the complainant is further assessed for any additional investigation, additional action plans or corrective actions.

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

<i>Particulars</i>	<i>As a percentage to total turnover</i>
Environmental and social parameters relevant to the product	Refer Note*
Safe and responsible usage	100
Recycling and/or safe disposal	Refer Note*

Note*: The Company has not yet conducted a Life Cycle Assessment (LCA) to evaluate and communicate the environmental or social impacts of its products. However, relevant parameters related to product recycling and safe disposal are considered. The Company complies with all applicable laws and regulations concerning product labelling and information.

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

Particulars	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	Nil	Nil	N.A.	Nil	Nil	N.A.
Advertising	Nil	Nil	N.A.	Nil	Nil	N.A.
Cyber-security	Nil	Nil	N.A.	Nil	Nil	N.A.
Delivery of essential services	Nil	Nil	N.A.	Nil	Nil	N.A.
Restrictive Trade Practices	Nil	Nil	N.A.	Nil	Nil	N.A.
Unfair Trade Practices	Nil	Nil	N.A.	Nil	Nil	N.A.
Other	-	-	-	-	-	-

4. Details of instances of a product recall on account of safety issues:

Particulars	Number	Reasons for recall
Voluntary recalls	Nil	N.A.
Forced recalls	Nil	N.A.

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 Cyber Security policy and the same is available on the Company's website at the web link: https://www.indoco.com/policies/information_technology_policy.pdf. Further the Company's Risk Management Policy also provides measures for mitigation of cyber security risk and the same is available on the Company's website at the weblink: https://www.indoco.com/policies/Risk_Management_Policy.pdf.

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

Not Applicable as there were no issues relating to advertising, delivery of essential services; cyber security, data privacy of customers and re-occurrence of instances of product recalls and no penalty was levied or action was undertaken by the regulatory authorities on the safety of products/services for the Financial Year 2024-2025.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches:- Nil
- Percentage of data breaches involving personally identifiable information of customers:- Nil
- Impact, if any, of the data breaches:- N.A.

For and on behalf of the Board of Directors
Indoco Remedies Limited

Sd/-

Suresh G Kare
Chairman

DIN: 00179220

Place : Mumbai
Date : May 22, 2025