

# Annexure G to Directors' Report

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### SECTION A: GENERAL DISCLOSURES

#### I. Details of listed entity

1	Corporate Identity Number (CIN) of the Company	L99999MH1962PLC012451
2	Name of the listed entity	Unichem Laboratories Limited
3	Year of Incorporation	22nd August 1962
4	Registered office address	47, Kandivli Industrial Estate, Kandivli (West), Mumbai – 400 067
5	Corporate office address	47, Kandivli Industrial Estate, Kandivli (West), Mumbai – 400 067
6	E-mail ID	<a href="mailto:shares@unichemlabs.com">shares@unichemlabs.com</a>
7	Telephone	022 66474100
8	Website	<a href="http://www.unichemlabs.com">www.unichemlabs.com</a>
9	Financial year for which reporting is being done	1st April 2024 – 31st March 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	₹ 14.08 crores
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. Pabitrakumar Bhattacharyya Managing Director Telephone 022 66474100 <a href="mailto:shares@unichemlabs.com">shares@unichemlabs.com</a>
13	Reporting boundary	Standalone basis
14	Name of assurance provider	N.A.
15	Type of assurance obtained	N.A.

#### II. Products/services

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

Sr. No.	Description of main activity	Description of business activity	% of turnover
a	Manufacture and Sale of pharmaceutical products	Drugs and Pharmaceuticals	100%

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

Sr. No.	Product/Service	NIC Code	% of total turnover contributed
a	Manufacture of Allopathic Medicines	Class 2100/Sub class 21002	100%

#### III. Operations

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

Location	Number of Plants	Number of R&D Centers	Number of Offices	Total
National	6	1	1	8
International*	1	0	6	7

\* including subsidiary companies

##### 19. Markets served by the entity

###### a. Number of locations

Locations	Number
National * (No. of states)	12
International (No. of countries)	71

\* Our significant sales constitutes export of finished formulations.

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

Our contribution to exports is 97.6% of our total turnover during the FY 2025. (Standalone)

**c. A brief on types of customers**

Unichem manufactures and markets a large basket of pharmaceutical formulations as branded generics as well as generics in several markets across the world. Unichem products are mainly sold to its wholly owned subsidiaries based out of India. Our ultimate customers are the patients who use our product. Distributors, health care professionals and Government Institutions.

**IV. Employees****20. Details as at the end of Financial Year****a. Employees and workers (including differently abled)**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	EMPLOYEES					
1.	Permanent (D)	2,103	1,826	86.83	277	13.17
2.	Other than Permanent (E)	123	105	85.37	18	14.63
3.	Total employees (D + E)	2,226	1,931	86.75	295	13.25
	WORKERS					
4.	Permanent (F)	1,039	1,037	99.81	2	0.19
5.	Other than Permanent (G)	62	62	100	0	0
6.	Total workers (F + G)	1,101	1,099	99.82	2	0.18

**b. Differently abled employees and workers**

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

**21. Participation/inclusion/representation of women**

Particulars	Total (A)	No. & Percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	1	16.67
Key Management Personnel*	2	-	-

\* Key Management Personal (KMP) mentioned here consists of Company Secretary and CFO. Managing Director is considered in Board of Directors and not in KMP.

**22. Turnover rate for permanent employees (Disclose trends for the past 3 years)**

Sr. No.	Particulars	FY 2025 (%)			FY 2024 (%)			FY 2023 (%)		
		Turnover rate in current financial year			Turnover rate in previous financial year			Turnover rate in year previous to the previous financial year		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
a	Permanent Employees	34.28	24.95	33.05	32.07	24.30	31.03	26.95	20.88	26.12
b	Permanent Workers	23.06	85.71	23.29	20.89	18.18	20.87	18.38	16.67	18.36

**V. Holding, subsidiary and associate companies (including joint ventures)****23. (a) Names of holding/subsidiary/associate companies/joint ventures**

Sr. No.	Name (A)	Nature of Association	% shares held by listed entity	Does entity at column A, participate in BRSR initiatives of listed entity?
1	Unichem Pharmaceuticals (USA) Inc	Subsidiary	100%	The Company encourages its subsidiaries to participate in its business responsibility activities wherever applicable.
2	Niche Generics Limited, UK			
3	Unichem Laboratories Limited, Ireland *			
4	Unichem Farmaceutica Do Brasil Lta			
5	Unichem S.A. Proprietary Limited			
6	Unichem (China) Pvt Limited			
7	Synchron Research Services Private Limited	Associate	32.11%	

\* Effective from 30.04.25, entire holding in the said company have been transferred to holding company, Ipca Laboratories Limited.

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

In terms of Section 135(1) of the Companies Act, 2013 ("Act"), CSR is applicable to the Company. However, in terms of Section 135(5) of the Act, there was no mandatory requirement for the Company to spend on CSR activities for the FY 2025 due to losses.

(ii) Turnover (in ₹.) : 1,735.70 crores

(iii) Net worth (in ₹.) : 2,459.75 crores

**VII. Transparency and Disclosure 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 Mechanisms in Place (If Yes, then provide web-link for grievance redressal policy)	FY 2025			FY 2024		
		No. of Complaints			No. of Complaints		
		Filed during the year	Pending resolution at close of the year	Remarks	Filed during the year	Pending resolution at close of the year	Remarks
Customers	Yes	227	36	All pending complaints are being investigated and will be resolved in due course	143	17	All pending complaints are being investigated and will be resolved in due course
Shareholders and investors	Yes	13	0	N.A.	1	0	N.A.
Employees and workers	Yes	0	0	N.A.	0	0	N.A.
Value Chain Partners	Yes	0	0	N.A.	0	0	N.A.
Communities	Yes	0	0	N.A.	2	0	N.A.
Others	Yes	0	1	Detailed in Principle no. 6, point no. 13	0	1	Detailed in Principle no. 6, point no. 13

- The Quality Assurance (QA) team takes cognizance of the complaints received from customers which are related to product quality. The QA has Standard Operating Procedures (SOPs) for receiving, investigating, and responding to customer complaints on product quality. Complaints can be raised by the customers to the QA or business team at the e-mail IDs provided by the respective teams. Previous year numbers have been regrouped and rearranged to make them comparable with the current year numbers. In addition, dedicated toll-free numbers are made available depending on the regional requirements of the customers which are handled by external Pharmacovigilance service agencies. There is also a dedicated e-mail ID wherein urgent safety issues or medical emergencies can be contacted to report adverse events. Customers can also reach the Company at <https://www.unichemlabs.com/contact-us.php>.
- Company's Registrar & Transfer Agent, M/s. MUFG Intime India Pvt. Ltd., ([rnt.helpdesk@in.mpms.mufg.com](mailto:rnt.helpdesk@in.mpms.mufg.com)) and the Secretarial team of the Company looks after all the grievances pertaining to the shareholders. The Company has a dedicated e-mail ID [shares@unichemlabs.com](mailto:shares@unichemlabs.com) wherein the shareholders can reach out to the Company with any queries or complaints. The website also has details of the person who can be contacted for queries.

- The Company is committed to addressing stakeholder grievances with fairness and equity. HR grievance mechanisms comprise of Grievance Policy, Code of Business Conduct and Ethics, Whistleblower Policy and the Policy on the Prevention of Sexual Harassment at the Workplace. All mandatory policies are publicly available on our website, while internal policies are accessible via our intranet. Stakeholders are encouraged to submit any complaints as per the contact details provided under the respective policies available on the intranet, reflecting our commitment to transparent and effective resolution of concerns.
- Vendors can express their grievances by reaching out to the relevant functional head or SBU head. These grievances are promptly addressed by the respective head to ensure swift resolution.
- Communities can raise their grievances through the Company's HR department, plant heads, or implementing agencies, as applicable.

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

### i. Product quality and safety and data integrity

Sr. No.	Whether risk or opportunity	Both risk and opportunity
a	Rationale for identifying risk/opportunity	Product quality and safety are the top-most priorities of the Company and has got an element of sustainability and statutory compliance attached to it from the design level itself. Quality is to be achieved against specification defined. All risk / opportunity is evaluated based on cost/ price difference and short/ long term profitability and sustenance.
b	In the case of risk, approach to adapt or mitigate	There is a thrust on the complete life cycle management of products with "Total life cycle management" approach. Risk in terms of cost, quality, market, regulatory bodies and environment etc. are continuously evaluated and corresponding action is taken to mitigate the risk. For example, organization works to improve the quality and track CAPA, with a special focus on DI.
c	Financial implications of the risk or opportunity (indicate positive or negative implications)	Positive - Unichem follows strict procedure and systemic control to ensure product quality and efficacy and has unmatched history of compliance pertaining to international accredited regulatory agencies for all its manufacture plants.  Negative - Health and safety incident can lead to decrease in trust amongst our customers and may adversely impact the demand of products.

### ii. Regulatory Compliance

Sr. No.	Whether risk or opportunity	Both risk and opportunity
a	Rationale for identifying risk/opportunity	The Pharma Industry is a highly regulated industry across the globe. Regulatory compliance is constantly evolving due to technological advancement and emerging product/process knowledge. Consistent compliance provides continuity in business without business interruptions. In this industry, any non-compliance may lead to loss of business and reputation.
b	In the case of risk, approach to adapt or mitigate	To mitigate the risk, Company: <ul style="list-style-type: none"> <li>• Strictly adhere to laid down Standard Operating Practices.</li> <li>• Maintain international accreditations as per regulatory requirements.</li> <li>• Maintain the highest standard of quality and adherence to the applicable regulatory requirements to avoid any adverse findings.</li> <li>• Carry out independent audits and seek consultations from experts wherever required.</li> <li>• Continuous training of the people on various topics to not just meet but surpass the stringent cGMP (Good Manufacturing Practice) standards and updating them with changes in regulation from time to time.</li> </ul>
c	Financial implications of the risk or opportunity (indicate positive or negative implication)	Positive - A highly regulatory compliant company always has a competitive advantage and helps in increasing its volumes and profits on a consistent basis.  Negative - Non-compliance is viewed very strictly in this industry which may even result in the issue of warning letters/ import alert by the regulators, closure of manufacturing plants or imposing penalties resulting in loss of revenue and profits.

## iii. Research and Development

Sr. No.	Whether risk or opportunity	Both risk and opportunity
a	Rationale for identifying risk/opportunity	R&D is the core that will power future growth of Unichem for Active Pharmaceuticals Ingredients (APIs), Process Research, Analytics, Formulation Development and Clinical Research. New product launches are subject to significant investments, regulatory roadblocks, stiff competition, patent litigations, etc. which may impact the launch dates of new products. The commitment of future investment and dedication towards R&D will ensure that Unichem will continue to offer a broad portfolio across various therapeutic areas.
b	In the case of risk, approach to adapt or mitigate	<p>We continue to invest in R&amp;D for our markets and have the necessary regulatory approvals in place. The Centre of Excellence (CoE) in Goa, fuelled by a team of scientists and PhDs, enables us to leverage our investments in manufacturing capabilities by increased filings with various regulators which in turn will enable us to deliver robust growth in the coming years.</p> <p>The R&amp;D Centre boasts a strong synthesis and analytical team with the latest facilities at their disposal. The Formulations R&amp;D has State-of-the-Art facilities to undertake formulation development of tablets, capsules, liquid orals and a separate facility for injectable and pre-formulation laboratories to carry out drug-excipient compatibility studies and physical characterization of API.</p>
c	Financial implications of the risk or opportunity (indicate positive or negative implication)	<p>Positive - Impact on growth, revenue and profits.</p> <p>Negative - Delays in launch will lead to rising costs and price erosion.</p>

## iv. Environment Health and Safety

Sr. No.	Whether risk or opportunity	Risk
a	Rationale for identifying risk/opportunity	A Hazardous and unsafe environment can cause physical and mental harm to the employees impacting their productivity and efficiency directly impacting the operations of the Company in terms of medical expenses, damages and its productivity as well.
b	In the case of risk, approach to adapt or mitigate	<p>Identification of potential hazards is inherent part of process development right from early stages in R&amp;D, all necessary evaluations are done to develop safe procedures with minimal environmental impact as reasonable. We regularly monitor our system by way of internal and external audits and proactive measures are taken on identified hazards to minimize the risk. Our plants have been audited for standards such as ISO 14001, ISO 45001, SA 8000 and others.</p> <p>Our sites have received necessary approvals from regulatory bodies and elements of Environment, Health &amp; Safety are verified from time to time to ascertain compliance with risk management.</p>
c	Financial implications of the risk or opportunity (indicate positive or negative implication)	Noncompliance with the Environment, Health & safety requirement may lead to violation and closure of operation. Further, it will also negatively impact all stakeholders and earn bad name to company. Also, the lack of safe working place will result into illness & injuries of workers apart from impacting the productivity of the company resulting result into high-cost of medical expenses. Any non-compliance of environment, health & safety requirement will lead not only to warning, fines but also closure of the manufacturing units.

**v. Sustainable Supply Chain Management**

Sr. No.	Whether risk or opportunity	Both risk and opportunity
a	Rationale for identifying risk/opportunity	Disruptions in supply chain will not only impact availability of products to customers but also our manufacturing operations in case of any shortage of materials. Maintaining optimum APIs and intermediates with transport cost rationalisation and dependence on few vendors are the key risks areas.
b	In the case of risk, approach to adapt or mitigate	<ul style="list-style-type: none"> <li>• Optimisation of transport cost to serve the customer.</li> <li>• Developing alternative suppliers for at least critical raw materials to reduce dependency on single source.</li> <li>• Strategic inventory management and maintaining buffer stock to handle supply disruptions.</li> </ul>
c	Financial implications of the risk or opportunity (indicate positive or negative implication)	Positive: Multiple vendors for uninterrupted supplies of material & cost competitiveness. Uninterrupted supply will increase the service level with customers. Negative: Disruption can increase the cost of material and loss of customers.

**vi. Water Management & Waste Management**

Sr. No.	Whether risk or opportunity	Risk
a	Rationale for identifying risk/opportunity	Manufacturing operation consumes intensive use of water which is in scarcity and used by all. Not using consciously will not only impact its availability for the society but any waste generated during the process may pose direct and long-term harm to both mankind, living beings apart from long term safety, health and environment hazards.
b	In the case of risk, approach to adapt or mitigate	<p>The fresh water is used only to the extent which is minimum required. The used water at all locations is treated in wastewater treatment plant and then reused for other suitable needs in operations thereby reducing load on freshwater demand. Manufacturing plants at Pithampur, Kolhapur, Roha &amp; Goa plants are zero liquid discharge, i.e. all the wastewater generated from operation is utilized within premises and there is no discharge outside.</p> <p>Any Waste generated at site is disposed as per approved environmental processes meeting all applicable compliances.</p>
c	Financial implications of the risk or opportunity (indicate positive or negative implication)	Lack of water management & waste management in place will lead to their disposal in environment creating a risk of contamination to soil, water, human health and attract fine, penalties and closure of manufacturing operation by regulating bodies apart from wrath from nearby communities.

**vii. Energy & Emission Management**

Sr. No.	Whether risk or opportunity	Risk
a	Rationale for identifying risk/opportunity	Most of our energy need is being fulfilled using fossil fuel which is posing environment risk and is also depleting fast. Switching to a cleaner and renewable source of energy is the need since climate change due to conventional use of energy is posing a threat to human safety, sustainability which may impact business continuity in a long run.

## vii. Energy &amp; Emission Management (contd.)

Sr. No.	Whether risk or opportunity	Risk
b	In the case of risk, approach to adapt or mitigate	<p>The company has switched to Biomass as fuel which is a clean renewable energy source for boiler operation at its two locations, namely Pithampur &amp; Kolhapur sites. Going forward the Company will install solar power plant to further reduce its dependency on conventional energy. Also, to the extent possible, express feeder connection is taken at sites which reduces need of diesel generator operation. Boilers at Ghaziabad site is operated using PNG which is clean fuel.</p> <p>All our emissions are equipped with suitable mechanism to control the pollutant within prescribed norms given by the regulatory body.</p>
c	Financial implications of the risk or opportunity (indicate positive or negative implication)	Use of energy derived from fossil fuel has a threat to human health and also to business continuity in long term as it is depleting fast. As a concerned company, we are committed to adopt sustainable energy sources to the extent possible to provide our products at competitive price to our customers.

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

- P1 Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable
- P2 Businesses should provide goods and services in a manner that is sustainable and safe
- P3 Businesses should respect and promote the well-being of all employees, including those in their value chains
- P4 Businesses should respect the interests of and be responsive towards all its stakeholders
- P5 Businesses should respect and promote human rights
- P6 Businesses should respect, protect and make efforts to restore the environment
- P7 Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
- P8 Businesses should promote inclusive growth and equitable development
- P9 Businesses should engage with and provide value to their consumers in a responsible manner

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	<b>Policy and Management Process</b>									
1.	a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes, the Company has laid down comprehensive policies covering these principles and all the policies have been approved by the Board.								
	c. Web link of the policies, if available	<a href="https://www.unichemlabs.com/pdf/policies/business-responsibility-policies.pdf">https://www.unichemlabs.com/pdf/policies/business-responsibility-policies.pdf</a>								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Company has translated these policies into procedures and practices wherever applicable.								
3.	Do the enlisted policies extend to your value chain partners? (Yes/ No)	Yes. The Code of Business Conduct and Ethics and the Whistle Blower policy is applicable to all stakeholders.								
4.	Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trusted) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>Manufacturing locations at Kolhapur, Roha &amp; Pithampur are certified for ISO 14001 (Environment Management System) &amp; ISO 45001 (Occupational Health and Safety Management System).</p> <p>All our manufacturing facilities are adhering to cGMP (Current Good Manufacturing Practice) certifications/ labels/ standard guidelines. Unichem has been successfully maintaining high quality standard as per the cGMP guidelines issued by various global regulators.</p>								



Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	<b>Policy and Management Process</b>									
5.	Specific commitments, goals and targets set the entity with defined timelines, if any	1.	85% of the total treated effluent is to be recycled and reused by 2025.	2.	60% of total waste generated in operations is to be disposed off by co-processing/reuse/recycle by 2025.	3.	10% Scope 1 and 2 emission reduction by 2030.	4.	10% year on year reduction in Accident frequency rate and Incident frequency rate.	
6.	Performance of the entity against the specific commitments, goals and targets, along with reasons in case the same are not met	1.	81% of the treated effluent could be recycled during year 2025. At one of the site we had to reduce effluent recycle as per instruction from local authority.	2.	45% of generated waste is disposed off by co-processing / reuse / recycle. We are targeting to enhance it in coming year.	3.	10% reduction in scope 1 and 2 emissions is already achieved in 2024 which is further enhanced in year 2025.	4.	10.1% year on year reduction is achieved in accident frequency rate and incident frequency rate.	

#### GOVERNANCE, LEADERSHIP AND OVERSIGHT

##### 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements

- We recognise that sustainability is integral in delivering products of the highest quality in the most responsible manner to our customers.
- We constantly focus on safety and resource-efficiency in our manufacturing processes in a manner that creates value while minimizing and mitigating its adverse impacts on the environment and society through all stages of its life cycle.
- We actively engage in collaborative efforts with our internal teams and external partners to innovate and implement practices that align with our sustainability goals.
- We aim to continue strengthening our technology and automation in our business ecosystem to achieve sustainability across our operations and a customer-centric approach for robust economic performance.

##### 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy(ies)

Mr. Pabitrakumar Bhattacharyya, Managing Director

##### 9. Does the entity have a specified committee of the Board / Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details

The Board is responsible for decision making on sustainability related issues.

##### 10. Details of Review of NGRBCs by the Company:

Sr. No.	Subject for Review	Indicate whether review was undertaken by directors/committee of the Board/any other committee										Frequency (annually/half yearly/ quarterly/any other-please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9	
a	Performance against the above policies and follow up action	Yes. The Company's business responsibility performance and its policies are reviewed by the Board on an annual basis.																		
b	Compliance with statutory requirements of relevance to the principles and rectifications of any non-compliances	The policies undergo periodic review for ensuring compliance with statutory requirements.																		

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

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



**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**

Sr. No.	Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
a	Board of Directors and KMP	5 as a part of familiarization programme.	During the year a residential program for Board members was kept at our Goa manufacturing plant as well as for R&D facilities. All the members received regular updates on operations during Board / Committees meetings. A detailed presentations is being made by the Managing Director which includes Company's strategy, market dynamics, new products. Cost optimisation and sustainability future outlook.	91%
b	Employees/ Workers other than the Board of Directors and KMPs	Average training hours per employee is around 40 hours on various programs.	The employees and workers undergo various training/awareness sessions such as induction training, Good documentation practice, Data Integrity, EHS induction at the time of joining and various technical & compliance training during the employment. These programs also cover training under Code of Conduct and Ethics, Human Rights, Health & Safety, Whistleblower policy, POSH policy, Antibribery & Gifting policy, Supplier Code of Conduct, Sustainable Procurement policy, Grievance Procedure, Pharmacovigilance, Mock drill, First Aid, Technical and Skill Development & Competency Building.	91%
c	Workers			

**2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings with regulators / law enforcement agencies / judicial institutions in FY 2025: Nil****3. Of the instances disclosed above, details of the appeal / revision preferred in cases where monetary or non-monetary action has been appealed: N.A.****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:**

We are committed to conducting business with integrity and the highest ethical standards. Our Code of Business Conduct and Ethics is available on our website and intranet, while our Anti-Bribery Policy is accessible to all employees on the intranet. Both policies reflect our zero-tolerance approach to unethical behaviour. Compliance is regularly monitored by our HR and Internal Audit teams. Any violations are promptly investigated and reported to the Audit Committee for necessary action.

These policies are part of our employee training programs to ensure awareness and understanding at all levels. They are also readily available online for easy access. Web link of these policies are as under:

Anti Bribery policy is available on intranet of the Company

Code of Business Conduct and Ethics: <https://www.unichemlabs.com/pdf/policies/code-of-business-conduct-ethics.pdf>

**5. Number of Directors / KMPs / employees against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption: Nil****6. Details of complaints with regard to conflict of interest:**

No complaints of conflict of interest of Directors and KMP were received during the FY 2024 and FY 2025.

**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: N.A.**

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

	FY 2025	FY 2024
Number of days of accounts payables	70	65

**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 2025	FY 2024
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	Nil	Nil
	b. Number of dealers/ distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers/distributors as % of total sales to dealers / distributors	Nil	Nil
Share of RPTs in	a. Purchases (Purchases with related parties /Total Purchases)	2.81%	0.20%
	b. Sales (Sales to related parties / Total Sales)	66.40%	67.77%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	99.56%	Nil
	d. Investments (Investments in related parties /Total Investments made)	97.31%	97.27%

**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**

Sr. No.	Particular	FY 2025	FY 2024	Details of improvement in environment and social impacts
a	R&D	-	0.41%	Installation of capital-intensive machines to detect nitrosamine impurities to reduce and mitigate nitrosamine impurities risk in API and drug safety and quality of the drug supply was carried out in FY 2024.
b	Capex	-	-	

**2. (a) Does the entity have procedures in place for sustainable sourcing?**

Yes, the entity has Sustainable Procurement Policy in place which covers sustainable sourcing while ensuring the highest standards in product quality, safety, and supply reliability. Further the supply chain strategy emphasizes sustainable procurement, encourage local sourcing of materials. Standard Operating Procedures (SOPs) are in place for appointing vendors. Compliance with Good Manufacturing Practices (GMP) ensures that products are consistently produced and adhered to the highest quality standards.

Weblink of the policy: <https://www.unichemlabs.com/pdf/policies/Sustainable-Procurement-Policy.pdf>

**(b) If Yes, what percentage of inputs were sourced sustainability?**

We are in the process to track and monitor the percentage of input materials that are sourced sustainably.

**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**

Our products are exported to other countries. Hence liability to reuse, recycle and disposing of them at the end of life is on our customer as per law of land applicable to them.

Particulars	FY 2025			FY 2024		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	230.6 MT	-	-	153.6 MT	-
E-waste	-	1.6 MT	-	-	14 MT	-
Hazardous waste	-	2,492.2 MT	4,044.1 MT	-	2,545.8 MT	3,440.8 MT
Other waste	0.0 MT	613.7 MT	-	0.5 MT	-	629.7 MT

**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 EPR plan submitted to Pollution Control Boards? If not, provide steps taken to address the same**

Our EPR waste is recycled by local recyclers and scrap dealers. We fulfil our EPR liability by exchanging EPR credit in accordance with governing rules of Pollution Control Board.

**PRINCIPLE 3: BUSINESS 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**

Sr. No.	Category	% employees covered by										
		Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits*		Daycare facilities	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees												
a	Male	1,826	1,826	100	1,826	100	0	0	78	4.27	NA	NA
b	Female	277	277	100	277	100	277	100	NA	NA	181	65.34
c	Total	2,103	2,103	100	2,103	100	277	13.17	78	3.71	181	8.61
Other than Permanent Employees												
a	Male	105	105	100	105	100	0	0	1	0.95	NA	NA
b	Female	18	18	100	18	100	18	100	NA	NA	11	61.11
c	Total	123	123	100	123	100	18	14.63	1	0.81	11	8.94

\* Paternity benefit policy is currently extended only for Corporate employees.

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

Sr. No.	Category	% workers covered by										
		Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits*		Daycare facilities	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent workers												
a	Male	1,037	1,037	100	1,037	100	NA	NA	1	0.1	NA	NA
b	Female	2	2	100	2	100	2	100	NA	NA	2	100
c	Total	1,039	1,039	100	1,039	100	2	0.19	1	0.1	2	0.19
Other than Permanent workers												
a	Male	62	62	100	62	100	NA	NA	0	0	NA	NA
b	Female	0	0	0	0	0	0	0	NA	NA	0	0
c	Total	62	62	100	62	100	0	0	0	0	0	0

\* Paternity benefit policy is currently extended only for Corporate employees.

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

	FY 2025	FY 2024
Cost incurred on well-being measures as a % of total revenue of the company	0.14%	0.17%

LIC death cover premium and EDLI premium have also been accounted in both the years and % for FY 2024 has been changed accordingly.

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

Sr. No.	Benefits	FY 2025			FY 2024		
		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.)
a	PF	100.00	100.00	Yes	100.00	100.00	Yes
b	Gratuity	95.37	94.46	Yes	92.38	87.51	Yes
c	ESI	10.24	43.05	Yes	20.58	51.78	Yes
d	Others - please specify	N.A.					

## 3. Accessibility of workplaces

**Are the premises / offices accessible to differently abled employees 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**

While our team presently does not include employees with disabilities, except one, who is provided with full support and physical infrastructure to the extent required. We are otherwise fully committed for an inclusive environment to give fully accessible for employees with diverse needs.

## 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

At our Company, we uphold the principle of equal opportunity and embrace diversity as a cornerstone of our culture. We are dedicated to cultivating an inclusive work environment, devoid of any form of discrimination. Our HR policies are designed to ensure compliance with the Rights of Persons with Disabilities Act, 2016, reaffirming our commitment to accessibility and equality for all.

Web-link of the policy is at: <https://www.unichemlabs.com/pdf/policies/business-responsibility-policies.pdf>

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

Sr. No.	Gender	Permanent employees		Permanent workers	
		Return to work rate (%)	Retention rate (%)	Return to work rate (%)	Retention rate (%)
a	Male	100	N.A.	N.A.	N.A.
b	Female	100	81.81	N.A.	N.A.
c	<b>Total</b>	<b>100</b>	<b>81.81</b>	<b>N.A.</b>	<b>N.A.</b>

## 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

Sr. No.	Particular	Yes/No
a	Permanent Employees	Yes
b	Other than Permanent Employees	Yes
c	Permanent Workers	Yes
d	Other than permanent Workers	Yes

Our approach to addressing employee grievances is multifaceted, ensuring a comprehensive support system:

- Grievance Handling Policy is readily accessible on the company's intranet, to raise any concerns or complaints. This policy ensures a clear and confidential process for issue resolution.
- In alignment with regulatory requirements, the Company has established an Internal Complaints Committee (ICC) dedicated to addressing issues related to sexual harassment in the workplace. Our comprehensive Policy on the Prevention of Sexual Harassment outlines clear procedures for reporting and resolution, supported by ongoing awareness initiatives across the organization.
- Employees can report unethical behaviour or misconduct through the Whistleblower Policy, which provides a secure and structured grievance mechanism. Complaints are reviewed and escalated to the Audit Committee of the Board for impartial and thorough investigation.

- The HR department actively encourages employees to share feedback, suggestions, or concerns regarding working conditions, health, and safety. This open communication culture strengthens workplace well-being and continuous improvement.
- While grievances from non-permanent employees are primarily handled by their respective contractors, the Company provides necessary support, information, and documentation to assist in resolving such matters. This collaborative approach ensures a fair and efficient grievance resolution process for all parties.

## 7. Membership of employees and worker in association(s) or unions recognized by the listed entity

Company recognises the right to freedom of association and have recognised union at one plant

Sr. No.	Particulars	FY 2025			FY 2024		
		Total Employees/ workers in the respective category (A)	No. of employees/ workers in the respective category, who are part of the association(s) or union (B)	(%B/A)	Total Employees/ workers in the respective category (C)	No. of employees/ workers in the respective category, who are part of the association(s) or union (D)	(%D/C)
	<b>Total Permanent Employees</b>	<b>2,103</b>	<b>116</b>	<b>5.52</b>	<b>1,970</b>	<b>119</b>	<b>6.04</b>
a	Male	1,826	116	6.35	1,710	119	6.96
b	Female	277	0	0	260	0	0
	<b>Total Permanent Workers</b>	<b>1,039</b>	<b>133</b>	<b>12.80</b>	<b>905</b>	<b>134</b>	<b>14.81</b>
a	Male	1,037	133	12.83	900	134	14.89
b	Female	2	0	0	5	0	0

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

Sr. No.	Category	FY 2025					FY 2024				
		Total (A)	On health and safety		On skill upgradation		Total (D)	On health and safety		On skill upgradation	
			No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees											
a	Male	1,931	1,715	88.81	1,852	95.91	1,868	1,850	99.04	1,786	95.61
b	Female	295	237	80.34	236	80.00	285	271	95.09	236	82.81
c	Total	2,226	1,952	87.69	2,088	93.80	2,153	2,121	98.51	2,022	93.92
Workers											
a	Male	1,099	1,061	96.54	1,098	99.91	1,036	1,015	97.97	1,034	99.81
b	Female	2	2	100	2	100	5	5	100	5	100
c	Total	1,101	1,063	96.55	1,100	99.91	1,041	1,020	97.98	1,039	99.81

## 9. Details of performance and career development reviews of employees and workers

Sr. No.	Category	FY 2025			FY 2024		
		Total (A)	No. (B)	(%B/A)	Total (C)	No. (D)	(%D/C)
	<b>Employees</b>						
a	Male	1,931	1,639	84.88	1,868	1,444	77.30
b	Female	295	254	86.10	285	249	87.37
c	<b>Total</b>	<b>2,226</b>	<b>1,893</b>	<b>85.04</b>	<b>2,153</b>	<b>1,693</b>	<b>78.63</b>
	<b>Workers</b>						
a	Male	1,099	805	73.25	1,036	709	68.44
b	Female	2	2	100	5	5	100
c	<b>Total</b>	<b>1,101</b>	<b>807</b>	<b>73.30</b>	<b>1,041</b>	<b>714</b>	<b>68.59</b>

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

The Company has implemented well defined Occupational Health and Safety Management system which takes care of all aspects such as men, machine and material safety. Three of our manufacturing locations namely Roha, Kolhapur and Pithampur are certified for ISO 14001 (Environment Management System) and ISO 45001 (Occupational health and safety management system). We are committed to providing a safe and healthy work environment for those working on, visiting, or living near our operations. Management at all levels is responsible and accountable for the occupational safety and health performance of the employees and workers.

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

The Company uses various processes to identify work-related hazards such as Hazard Operability study process, Hazard identification & Risk assessment process (HIRA) and Environmental Impact Assessment (EIA) in routine activities. Risk matrix is used to assess the risk associated with identified Hazard and required control measures are taken as necessary. All risk assessments are reviewed during any change, modification, upgradation as well as on a periodic basis. Also, Job Safety Analysis and Permit to work procedures are followed to identify work-related hazards in non-routine activities.

**c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks (Yes / No)**

Yes, there is process for reporting of work-related hazards and time bound actions are taken to remove such risks. Periodic training is given to workers and they are encouraged to report such hazards.

**d. Do the employees have access to non-occupational medical and healthcare services? (Yes / No)**

Yes, The Company has an Occupational Health centre at all locations with trained medical staff. Doctor on call facility is also made available if required. Medical checkup is conducted at regular intervals at the locations. All our employees and workers undergo pre-employment health assessment to ensure a healthy life. The Company has an employee Group Medical Policy and Personal Accident Policy. The Mediclaim policy of the Company also provides maternity benefits to its female employees.

**11. Details of safety-related incidents**

Sr. No.	Safety Incident / Number	Category	FY 2025	FY 2024
a	Lost Time Injury Frequency Rate (LTIFR) (per one million person hours worked)	Employees	2	0
		Workers	0	0
b	Total recordable work-related injuries	Employees	10	3
		Workers	2	6
c	No. of fatalities	Employees	0	0
		Workers	0	0
d	High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
		Workers	0	0

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

The Company has defined Environment Health and Safety (EHS) system at all its sites to ensure the safety of their employees and the sustainability of its operations, reflecting the company's commitment to excellence and continuous improvement. Dedicated EHS Team is available at all sites. A safety committee is formed at each site which comprise involvement from workers. Safety promotional activities such as celebration of safety and fire service week is undertaken to improve awareness and motivate workers. Safety assessment is carried out to verify compliance with internal standards as well statutory requirements. Medical checkup is periodically undertaken. Health awareness camps are also organized from time to time.

**13. Number of complaints on the following made by employees**

Sr. No.	Particulars	FY 2025			FY 2024		
		Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
a	Working conditions	Nil					
b	Health and safety						

**14. Assessments for the year**

Sr. No.	Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
a	Health and safety practices	100
b	Working conditions	100

*All our plants and offices are periodically assessed by internal teams and external agencies as and when required*

**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**

There are no pending actions for safety related incidents. The company has prescribed procedures to investigate safety related incidents and implement corrective and preventive actions if any, in a time bound manner. Risk assessment is performed for all activities and control measures are defined and implemented. Closure of all gaps identified during internal and external audits/assessments in a timely manner is an ongoing process.

**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**

An individual, group of individuals or an organisation that impact our business or are impacted by our business form the key stakeholders of our Company. Our core stakeholders are our end users namely the patients and include our customers, distributors, regulators, suppliers, shareholders, employees and the local communities.

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

Sr. No.	Key Stakeholders	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
a	Employees		Notice boards, open houses, town hall, day to day interactions with employees, appraisals, rewards and recognitions programs, grievance mechanisms, workshops, intranet, emails and employee engagement activities.	Need Based	Engage in open dialogue with employees to address their queries on learning, performance, career development, and grievances, fostering a secure and equitable work environment.
b	Customers	No	E- mails and customer meet, participation in trade fairs, website, grievance redressal mechanism	Need based	Attending trade fair, Intimating them on our products, building stronger relationships, enhancing businesses and keep them informed about new products.
c	Regulators	No	E-mails, facility audits and visits, one-on-one meetings, conferences, seminars	Periodic	Keeping abreast of the regulations and amendments. Seeking regulatory approvals and inspections to sell quality and safe goods to customers and in new jurisdictions.
d	Suppliers and Vendors	No	E-mails, meetings, facility audits and grievance mechanism	Regularly	Business relation continuity, Price negotiations for Long-term partnership.



Sr. No.	Key Stakeholders	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
e	Communities	Yes	Directly or through Implementing agencies, wherever applicable	Need based	To develop a sustainable ecosystem for our communities where we operate and provide them with support for health, education and sanitation as per need.
f	Investors / Shareholders	No	Email, newspaper advertisement, website, AGM, disclosures to stock exchanges, investor calls and meetings	Need based and Quarterly	To update them about important developments in the Company and address their grievances, if any.

### PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

#### Essential Indicator

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

Sr. No.	Category	FY 2025			FY 2024		
		Total (A)	No. of employees / workers covered (B)	(%B/A)	Total (C)	No. of employees / workers covered (D)	(%D/C)
Employees							
a	Permanent	2,103	1,832	87.11	1,970	1,940	98.48
b	Other than permanent	123	120	97.56	183	181	98.91
	Total Employees	2,226	1,952	87.69	2,153	2,121	98.51
Workers							
a	Permanent	1,039	1,009	97.11	905	891	98.45
b	Other than permanent	62	54	87.10	136	129	94.85
	Total Workers	1,101	1,063	96.55	1,041	1,020	97.98

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

Sr. No.	Category	FY 2025					FY 2024				
		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	2,103	0	0	2,103	100	1,970	0	0	1,970	100
a	Male	1,826	0	0	1,826	100	1,710	0	0	1,710	100
b	Female	277	0	0	277	100	260	0	0	260	100
	Other than Permanent	123	0	0	123	100	183	2	1.09	181	98.91
a	Male	105	0	0	105	100	158	2	1.27	156	98.73
b	Female	18	0	0	18	100	25	0	0	25	100
Workers											
	Permanent	1,039	0	0	1,039	100	905	15	1.66	890	98.34
a	Male	1,037	0	0	1,037	100	900	15	1.67	885	98.33
b	Female	2	0	0	2	100	5	0	0	5	100
	Other than Permanent	62	0	0	62	100	136	34	25.00	102	75.00
a	Male	62	0	0	62	100	136	34	25.00	102	75.00
b	Female	0	0	0	0	0	0	0	0	0	0

**3. Details of remuneration/salary/wages****a. Median remuneration/wages:**

Sr. No.	Particulars	Male		Female	
		Number	Median remuneration/salary/wages of respective category (Amount in ₹)	Number	Median remuneration/salary/wages of respective category (Amount in ₹)
a	Board of Directors (BoD)	5	16,50,000	1	13,50,000
b	Key Managerial Personnel (other than BoD)	3	56,08,871	0	-
c	Employees other than BoD and KMP	1,928	5,84,955	295	4,85,888
d	Workers	1,099	3,20,796	2	4,39,545

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

	FY 2025	FY 2024
Gross wages paid to females as % of total wages	8.48	8.11

**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)**

Our primary aim is to cultivate an inclusive workplace environment where each person is treated with dignity and respect, empowering them to thrive professionally. To uphold this commitment, our ICC addresses any instances of workplace sexual harassment promptly, maintain a strict policy of zero tolerance towards unethical behaviour. The Company has formulated a Human rights policy which is included as a part of training to its employees. Moreover, employees are welcome to directly notify the HR head at their respective locations or at our registered office about any violations of human rights.

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

As mentioned in point no. 4 above.

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

Sr. No.	Category	FY 2025			FY 2024		
		Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
a	Sexual harassment	0	0	N.A.	0	0	N.A.
b	Discrimination in workplace	0	0	N.A.	0	0	N.A.
c	Child labour	0	0	N.A.	0	0	N.A.
d	Forced labour/involuntary labour	0	0	N.A.	0	0	N.A.
e	Wages	0	0	N.A.	0	0	N.A.
f	Other human rights related issues	0	0	N.A.	0	0	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 2025	FY 2024
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as % of female employees / workers	0%	0%
Complaints on POSH upheld	0	0

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

We prioritize safeguarding the privacy of our employees, ensuring that all reports of discrimination and harassment are handled with utmost confidentiality. Our workplace Sexual Harassment Policy, Code of Business Conduct and Ethics, and Whistle Blower policy are designed to guarantee that the complaint process remains free from reprisals, retaliation or coercion against individuals who file complaints.

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

Yes, in certain business agreements and contracts where relevant.

**10. Assessments for the year**

Sr. No.	Particulars	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
a	Child labour	All our plants are assessed by the applicable statutory authorities and bodies from time to time. Internal audit is carried out as and when required.
b	Forced/involuntary labour	
c	Sexual harassment	
d	Discrimination at workplace	
e	Wages	
f	Others – please specify	

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

No corrective action is to be undertaken as the Company had complied with all applicable laws.

**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:**

Sr. No.	Parameter	FY 2025	FY 2024
	<b>From renewable sources</b>		
1	Total electricity consumption (A)	96	125
2	Total fuel consumption (B)	1,18,923	15,115
3	Energy consumption through other sources (C)	0	0
4	<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>1,19,019</b>	<b>15,240</b>
	<b>From non-renewable sources</b>		
5	Total electricity consumption (D)	3,23,118	2,87,552
6	Total fuel consumption (E)	1,39,319	1,91,489
7	Energy consumption through other sources (F)	0	0
8	<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>4,62,437</b>	<b>4,79,041</b>
9	<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>5,81,456</b>	<b>4,94,281</b>
10	<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	0.000033500	0.000034274
11	<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	0.000406	0.000802
12	<b>Energy intensity in terms of physical output</b>	<b>186.90</b>	<b>135</b>
13	Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

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

## 3. Provide details of the following disclosures related to water

Sr. No.	Parameter	FY 2025	FY 2024
<b>Water withdrawal by source (in kilolitres)</b>			
a	Surface water	1,71,695	1,32,036
b	Groundwater	1,49,023	1,46,307
c	Third-party water	1,22,183	1,18,117
d	Seawater / desalinated water	0	0
e	Others	0	0
f	<b>Total volume of water withdrawal (in kilolitres) (a + b + c + d + e)</b>	<b>4,42,901</b>	<b>3,96,460</b>
g	<b>Total volume of water consumption (in kilolitres)</b>	<b>4,42,901</b>	<b>3,96,460</b>
h	<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations)	0.000026	0.000027
i	Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000597	0.000643
j	Water intensity in terms of physical output	96.26	108.28
k	Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

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

Sr. No.	Parameter	FY 2025	FY 2024
<b>Water discharge by destination and level of treatment (in kilolitres)</b>			
(i)	To Surface water		
	- No treatment	0	0
	- With treatment – please specify level of treatment	45,288 KL Wastewater is discharged after treatment in ETP equipped with primary, secondary & tertiary treatment.	50,109 KL Wastewater is discharged after treatment in ETP equipped with primary, secondary & tertiary treatment.
(ii)	To Groundwater		
	- No treatment	0	0
	- With treatment – please specify level of treatment	0	0
(iii)	To Seawater		
	- No treatment	0	0
	- With treatment – please specify level of treatment	0	0
(iv)	Sent to third-parties		
	- No treatment	0	0
	- With treatment – please specify level of treatment	13,934 KL Wastewater is discharged to CETP after treatment in ETP equipped with primary, secondary & tertiary treatment.	18,443 KL Wastewater is discharged to CETP after treatment in ETP equipped with primary, secondary & tertiary treatment.
(v)	Others		
	- No treatment	0	0
	- With treatment – please specify level of treatment	1,52,990 KL. Wastewater is recycled after treatment in ETP/RO equipped with primary, secondary, tertiary and advanced treatment.	1,57,840 KL Wastewater is recycled after treatment in ETP/RO equipped with primary, secondary, tertiary and advanced treatment.
	<b>Total water discharged (in kilolitres)</b>	<b>2,12,212 KL</b>	<b>2,26,392 KL</b>

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

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

We aim to maximize recycling and re-use of treated wastewater within the sites, thereby reducing the intake of fresh water. The Company is committed towards resource conservation and follows all possible ways to achieve it. Already four of our factories recycle and reuse their wastewater within the site. Such recycled water is used in cooling tower, toilet flushing, gardening etc. Zero liquid discharge is implemented at manufacturing plants located at Goa, Roha, Pithampur & Kolhapur.

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

Sr. No.	Parameter	Please Specify Unit	FY 2025	FY 2024
a	NOx	mg/Nm3	70.52	69.34
b	SOx	mg/Nm3	67.30	136.56
c	Particulate Matter (PM)	mg/Nm3	45.42	45.69
d	Persistent Organic Pollutants (POP)	mg/Nm3	0	0
e	Volatile Organic Compounds (VOC)	mg/Nm3	0	0
f	Hazardous Air Pollutants (HAP)	mg/Nm3	0	0
g	Others please specify	mg/Nm3	0	0

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

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

Sr. No.	Parameter	Unit	FY 2025	FY 2024
a	Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	10,405	13,842
b	Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	59,689	74,188
c	Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO <sub>2</sub> equivalent per rupee of turnover	0.000004038	0.000006104
d	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)	Metric tonnes of CO <sub>2</sub> equivalent per rupee of turnover adjusted for PPP	0.000094498	0.000142835
e	Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO <sub>2</sub> equivalent per metric tonnes of production	22.531	24.044
f	Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

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

Yes, the company is concerned about environmental pollution and taking measures to reduce the impact of greenhouse gas emission. Natural gas is used at manufacturing locations wherever it is available. Fossil Fuel fired Boilers are converted to Clean Biomass Fuel fired Boilers for Steam Generation at Kolhapur, Pithampur & Roha. Solar powered panels are installed at Roha to generate electricity for office use at Roha. All new HVAC chillers are installed with R-134A & R410A refrigerant.

Also, energy conservation measures are ongoing to reduce electricity and steam consumption which ultimately reduces greenhouse gas emissions, e.g.

- Replacement of Mercury/Sodium vapour lamps/Compact Fluorescent Lamps (CFL) with Light Emitting Diode (LED) lamps.
- Installation of Variable Frequency Drives (VFDs)
- Temperature controller for cooling tower fans operation
- Steam condensate recovery

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

Sr. No.	Parameter	FY 2025	FY 2024
<b>Total Waste generated (in metric tonnes)</b>			
(i)	Plastic waste (A)	230.6	153.6
(ii)	E-waste (B)	1.6	1.4
(iii)	Bio-medical waste (C)	11.0	9.3
(iv)	Construction and demolition waste (D)	0.0	0.0
(v)	Battery waste (E)	1.4	3.1
(vi)	Radioactive waste (F)	0.0	0.0
(vii)	Other Hazardous waste. Please specify, if any. (G)	6,536.3	5,986.6
(vii)	Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	602.7	620.4
	<b>Total (A+B+C+D+E+F+G+H)</b>	<b>7,383.6</b>	<b>6,774.4</b>
	<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	0.000000425	0.000000470
	<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	0.000009954	0.000010992
	<b>Waste intensity in terms of physical output</b>	<b>2.373</b>	<b>1.850</b>
	<b>Waste intensity (optional)</b> – the relevant metric may be selected by the entity		-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)</b>			
	<b>Category of waste</b>		
(i)	Recycled	2,725.8	2,703.9
(ii)	Re-used	0.0	0.5
(iii)	Other recovery operations	124.4	105.9
	<b>Total</b>	<b>2,850.2</b>	<b>2,810.3</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)</b>			
	<b>Category of waste</b>		
(i)	Incineration	123.4	242.1
(ii)	Landfilling	3,780.3	3,463.5
(iii)	Other disposal operations	479.4	260.4
	<b>Total</b>	<b>4,383.1</b>	<b>3,966.0</b>

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

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

All sites follows hazardous waste management and handling rules, some of the measures followed are:

- At source segregation of hazardous and non-hazardous waste
- Minimization of waste by controlling leakage/spillage/ handling losses
- Minimization of waste by process optimization
- Storage of waste at dedicated waste storage area, segregation as per different categories of waste
- Co-processing of waste to cement industry resulting in utilization of energy out of waste

The Company has laid down safety procedures for the identification of hazards from the chemicals being used, using its Material Safety Data Sheet (MSDS). Training is imparted to all concerned. Dedicated and segregated storage is done as per the compatibility and storage conditions of the material. Leakage collection and arrest measures are provided in each storage area. An emergency action plan is prepared and training is imparted to all concerned.

**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: N.A.**

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

The company is cautious about the protection of the environment and all necessary evaluations are done to ensure compliance with regulatory requirements and obligations. In the current financial year no major project was undertaken which required environmental impact assessment study.

**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:**

Yes, the Company is following all the applicable environmental laws/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 and compliant on all aspects of it except in one case pertaining to year 2018, where the Company had already addressed the issues raised and stay had been granted by the concerned High court.

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

**Essential Indicators**

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

The Company is a member of two major industry chambers/associations

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

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Goa Chamber of Commerce & Industries	State
2	Goa Pharmaceutical Manufacturers Association	State

**3. 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**

During the year, there were no adverse orders from regulatory authorities relating to anti-competitive conduct. During the year General Court before the Court of Justice of the EU had given its verdict holding the EU order to impose a fine of Euro 13.96 million. The Company in the previous year had already made full provision in the books towards the same.

**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: N.A.**



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

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

Unichem is committed to have conscious development ensuring net positive impact to the environment and society. Our operation has generated employment at local level in direct form as well as secondary opportunities are generated. Our sites are designed to be highly compliance oriented to ensure no significant negative impact is caused on the environment due to emission. They have significant green cover and most of our sites have adopted zero discharge. The Company has an email ID namely [contact@unichemlabs.com](mailto:contact@unichemlabs.com) to receive the grievances. Community grievances received through any route are thoroughly investigated and addressed.

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

Sr. No.	Particular	FY 2025	FY 2024
a	Directly sourced from MSMEs/ small producers	5.10%	3.34%
b	Directly from within India	88.11%	93.96%

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**

Sr. No.	Location	FY 2025	FY 2024
a	Rural	0.00	0.00
b	Semi-urban	8.58	8.47
c	Urban	68.52	67.11
d	Metropolitan	22.90	24.42

**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:**

Company has a well-defined guideline on consumer complaints which is handled by Corporate Quality Assurance (CQA). Based on this issued guidance, manufacturing plant prepares their own Standard Operating Procedures (SOP's). This SOP provides adequate guidance with respect to recording of complaints received, their classification and further investigation which includes identification of root cause and appropriate corrective and preventive action to avoid its recurrence. Adopted CAPA's are monitored for their effectiveness prior to closure of market complaints. Company has defined timelines specified in the SOP with respect to critical, major and minor complaints within which they need to be handled.

The Company has provided a dedicated e-mail ID namely [contact@unichemlabs.com](mailto:contact@unichemlabs.com) wherein any consumer can send their queries or complaints. The consumers can also raise their complaints/feedback as per the mechanism provided in our code of business conduct and ethics and the whistle-blower policy.

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

Sr. No.	Particulars	As a % of Total turnover
a	Environment and social parameters relevant to the product	Nil
b	Safe and responsible usage	100%. Our products carry information about their responsible and safe usage. We display relevant information on the product labels as well as leaflet as per the requirement of national and international regulatory bodies guidelines for the responsible and safe consumption of medicines.
c	Recycling and/or safe disposal	Nil While the products do not specifically mention any such details on its products, they comply with the applicable required statutory requirements of the Pollution Control Board and applicable regulations for safe disposal of products etc.

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

Sr. No.	Particulars	FY 2025			FY 2024		
		Received during the year	Pending resolution at the end of the year	Remarks	Received during the year	Pending resolution at the end of the year	Remarks
a	Data privacy	Nil	N.A.	-	Nil	N.A.	-
b	Advertising	Nil	N.A.	-	Nil	N.A.	-
c	Cyber-security	Nil	N.A.	-	Nil	N.A.	-
d	Restrictive Trade Practices	Nil	0	-	Nil	1	Refer to Principle 7 Point No. 3
e	Unfair Trade Practices	Nil	N.A.	-	Nil	N.A.	-
f	Others: clarification on technology used	Nil	N.A.	-	Nil	N.A.	-
g	Others: Product related	Nil	N.A.	-	Nil	N.A.	-

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

Sr. No.	Particular	Number	Reasons for recall
a	Voluntary Recalls	1	Simethicone content failure (SA batch)
b	Forced Recalls	Nil	-

**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, it is available on the intranet of the Company.

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

The Company has not received any complaints with regards to advertising and delivery of essential services, cyber security and data privacy of customers.

With regards to voluntary recall cases, based on nature of complaint, defect and a health risk classification, the Corporate Quality Assurance (CQA) Department decides the recall of the products. The recall is carried out under the procedures set by the regulators of the concerned countries and as per the laid down SOPs of the Company. Investigation is carried out to find the root cause, along with product quality risk assessment to determine impact on other associated batches. Based on the finding, corrective and preventive actions are taken. As an immediate corrective action, necessary training is given to the concerned departments and SOPs revisions are done wherever required.

**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: Nil