

Annexure H

(TO THE DIRECTORS' REPORT)

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate identity number (CIN) of the listed entity	L24230MH1958PLC011078
2.	Name of the listed entity	Kopran Limited
3.	Year of incorporation	1958
4.	Registered office address	Parijat House,1076, Dr E Moses Road, Worli, Mumbai – 400 018, Maharashtra
5.	Corporate address	
6.	E-mail	investors@kopran.com
7.	Telephone	+ 91-22-43661111
8.	Website	www.kopran.com
9.	Financial year for which reporting is being done	2022-23
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11.	Paid-up capital	₹ 48.21 Crs
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. Sunil Sodhani Email: cs@kopran.com Telephone: 022 4366 1251
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Consolidated basis

II. Products/services

14. 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
	Pharmaceuticals	Manufacturing of pharmaceuticals and medicinal products	100

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

S. no.	Product/service	NIC code	% of total turnover contributed
	Formulations	21001	45.46
	Active Pharmaceutical Ingredients	21001	54.54

III. Operations

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

Location	Number of plants	Number of offices	Total
National	2	1	3
International	0	0	0

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17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of states)	Pan-India
International (No. of countries)	25

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

73.06%

c. A brief on types of customers

The Company's customers comprise distributors, pharmacy chains, hospitals, Government institutions, retail consumers and other pharmaceutical companies.

IV. Employees

18. 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)	665	592	89	73	11
2.	Other than permanent (E)	NIL	NIL	N.A.	NIL	N.A.
3.	Total employees (D + E)	665	592	89	73	11
WORKERS						
4.	Permanent (F)	237	237	100	NIL	N.A.
5.	Other than permanent (G)	438	423	97	15	3
6.	Total workers (F + G)	675	660	98	15	2

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)	NIL	NIL	N.A.	NIL	N.A.
2.	Other than permanent (E)					
3.	Total differently abled workers (F + G)					
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	NIL	NIL	N.A.	NIL	N.A.
5.	Other than permanent (G)					
6.	Total differently abled workers (F + G)					

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19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors*	13	4	31
Key Management Personnel**	6	2	33

* The Board includes two Women Directors common to the Holding and its Subsidiary Companies, who are counted twice for the correct representation of the data.

** KMP includes two Executive Directors.

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	2022-23 (Turnover rate in current FY) (in %)			2021-22 (Turnover rate in previous FY) (in %)			2020-21 (Turnover rate in the year prior to the previous FY) (in %)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	23	11	22	24	18	23	24	16	23
Permanent workers	NIL			NIL			NIL		

V. Holding, subsidiary and associate companies (including joint ventures)

21. (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	Kopran Research Laboratories Limited	Subsidiary	99.50	Yes
2	Kopran Lifesciences Limited	Subsidiary	100.00	No
3	Kopran (H.K.) Limited	Subsidiary	100.00	No

CSR DETAILS

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

- Turnover (in ₹): ₹ 55,405.20 Lacs (on consolidated basis)
- Net worth (in ₹): ₹ 43,924.57 Lacs (on consolidated basis)



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VI. Transparency and disclosures compliances

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

Stakeholder group from whom complaint was received	Grievance Redressal Mechanism in Place (Yes/No)	2022-23 (Current financial year)			2021-22 (Previous financial year)		
	(If yes, then provide a weblink to the grievance redress policy)	Number of complaints filed during the year	Number of complaints with pending resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints with pending resolution at the close of the year	Remarks
Communities	No	NIL	N.A.	N.A.	NIL	N.A.	N.A.
Investors (other than shareholders)	No	NIL	N.A.	N.A.	NIL	N.A.	N.A.
Shareholders	Yes, the Company offers a structured approach to address any concerns or grievances raised by the shareholders. The same can be reviewed on the following web-link- http://www.scores.gov.in/	1	0	N.A.	4	0	N.A.
Employees and workers	Yes, the Company has POSH and whistle-blower policies available at hr@kopran.com	NIL	N.A.	N.A.	NIL	N.A.	N.A.
Customers	No	NIL	N.A.	N.A.	NIL	N.A.	N.A.
Value chain partners	No	NIL	N.A.	N.A.	NIL	N.A.	N.A.
Other (please specify)		N.A.					

The Company has a whistle-blower policy placed on the website of the Company that allows confidential or anonymous complaints from all stakeholders. Complaints can be shared directly with the Chairman of the Audit Committee, Mr. Narayan Atal, either through email at: atalnt@yahoo.co.in or via sealed envelopes marked as 'Private and Confidential.'

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

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

Sr. no.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
1	Product quality and safety	Risk	Product quality and safety directly impact patient health and regulatory compliance. Failing to meet quality standards can lead to legal liabilities, harm the reputation and pose financial risks, including losses due to product recalls and regulatory penalties	The Company implements a robust Quality Management System and also adheres to healthy manufacturing practices, which include conducting risk assessments of manufacturing plants, ensuring supplier qualification, providing staff training, conducting thorough product testing, complying with regulations, handling customer feedback and promoting continuous improvement. Further, the company regularly conducts audits through its quality assurance department to verify compliance with its stringent quality requirements	Negative
2	Innovation	Opportunity	Innovation allows to create new pharmaceutical products, gain a competitive edge, enter new markets, protect intellectual property, foster collaborations and enhance brand value. Embracing innovation provides the opportunity to achieve growth, market leadership and increased brand value	Fostering a culture of creativity and embracing new technologies. Encouraging idea generation, collaborating with experts and investing in R&D can drive product development, market expansion and sustainable growth	Positive
3	Sustainable supply chain	Risk	Sustainability in the supply chain helps to maintain operation licences, avoid penalties, ensure safety and efficacy, improve traceability and ensure authenticity and integrity. Adhering to sustainable packaging, transportation and storage methods helps prevent contamination, degradation or other quality issues that may impact the effectiveness of pharmaceutical products	The Company has developed a strong evaluation system to analyse the implications of unforeseen disruptions on the supply chain. Create a comprehensive contingency plan to mitigate potential significant impacts on the business and ensure continued operations	Negative



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Sr. no.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
4	Regulatory compliance	Risk	Failure to adhere to regulations and standards can lead to severe consequences, including legal action, fines, penalties and potential criminal charges. Regulatory bodies like the FDA or EMA can enforce substantial financial penalties and suspend or revoke licences. Non-compliance with regulatory requirements may also result in product recalls or market withdrawals, limiting market access and opportunities to participate in Government tenders. Ensuring compliance is crucial to maintaining reputation and avoiding financial losses	The Company is continuously emphasising establishing its presence in larger markets and also enhancing regulatory capabilities in critical markets through active engagement with regulatory agencies, thereby reducing risks from external factors	Negative
5	Environmental performance and climate change	Risk	Pharmaceutical manufacturing processes, energy consumption and transportation contribute to greenhouse gas emissions. Ineffective management of carbon emissions can lead to non-compliance, increased costs and reputational risks. Failure to comply with environmental regulations may result in penalties, fines, litigation and reputational damage Climate change impacts, such as extreme weather events and shifting disease patterns, can disrupt supply chains, infrastructure and operations. It may also result in tighter regulations and climate policy actions Developing resilience strategies is vital to ensuring business continuity and product availability. Failing to address environmental concerns can damage the Company's reputation and erode stakeholder trust, impacting market share, customer loyalty and business relationships	Initiating proactive measures to address physical and transitional risks associated with climate change, such as decarbonising operations, implementing GHG emission reduction strategies and conducting climate risk assessments to safeguard assets from climate impacts	Negative
6	Investment in R&D	Opportunity	R&D investments lead to the creation of valuable intellectual property, providing market exclusivity and revenue streams. Successful R&D efforts enable regulatory approvals, market entry and expansion into new therapeutic areas, collaborations and partnerships with research organisations that enhance knowledge sharing and accelerate innovation	Allocating resources and fostering innovation. By focussing on R&D, the Company can develop cutting-edge products and solutions, enhance its competitiveness and capitalise on emerging market demands	Positive

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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.

Sr. no.	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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Weblink of the policies, if available	https://www.kopran.com/investors/policy/pdf/CODE%20OF%20CONDUCT.pdf https://www.kopran.com/investors/policy/pdf/Business%20Responsibility%20Policy.pdf https://www.kopran.com/investors/policy/pdf/Whistle%20Blower%20Policy.pdf https://www.kopran.com/investors/policy/pdf/Corporate%20Social%20Responsibility%20Policy%20revised%2003022022.pdf								
2	Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> • US FDA (The United States Food and Drug Administration) • EU GMP (EU Good Manufacturing Practices) • WHO GMP (WHO Good Manufacturing Practices) • COFEPRIS (Federal Commission for Protection against Sanitary Risks, Mexico) • KFDA (Korea Food and Drug Administration) • AN VISA (The Brazilian Health Regulatory Agency) 								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Company has established specific commitments, goals, and targets for various aspects of environmental, social, and governance (ESG) performance. These commitments aim to address key sustainability challenges and match industry best practices.</p> <p>Environmental goals: Emissions reduction, resource conservation, renewables, waste management</p> <p>Social focus: Diversity, fair labour, employee well-being, community engagement</p> <p>Governance aims: Transparency, ethics, diverse board, compliance</p>								



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6	Performance of the entity against the specific commitments, goals and targets alongwith reasons in case the same are not met.	The Management and Board of Directors lead committees that regularly assess goal implementation at the Company and also prioritise evaluating its performance against specific ESG commitments, goals, and targets. Monitoring progress ensures accountability, with data analysis and assessments providing valuable insights for improvement. In cases of unmet targets, reasons behind the shortfall are investigated. Transparency and continuous improvement are core principles guiding the Company's approach.
Governance, leadership and oversight		
7	<p>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> <p>The Company's policies on ethics, transparency, and accountability extend to it and its stakeholders. Demonstrating the Company's commitment to ethical conduct and sustainability, it designs products with social and environmental considerations, resulting in resource reduction and efficiency improvements. The Company complies with regulations and optimises resource use. Initiatives like solar installations and eco-friendly equipment promote the Company's sustainability. Compliance with emission, waste and effluent limits is achieved.</p> <p>Stakeholder engagement is integral to the Company's approach, with mapping of internal and external stakeholders, including marginalised groups. Employee well-being is prioritised through training and engagement with a recognised employee association. The Company's whistle-blower mechanism ensures transparency and accountability. Inclusive growth is pursued through trade associations and partnerships with local communities. Human rights and customer value are safeguarded with no complaints of unfair practices.</p> <p>The Company has established commitments, goals, and targets for ESG performance. These commitments align with industry best practices and are tracked with defined timelines for accountability.</p>	
8	Details of the highest authority responsible for implementing and overseeing the Business Responsibility policy(ies).	Name: Ajit Jain Designation: Chief Operating Officer (COO) Email: ajitjain@kopran.com Tel: 4366-1111
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 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 the above policies and follow-up action	The senior leadership team, including the Executive Director, periodically reviews and assesses the Company's business responsibility policies, making necessary modifications as needed.																	
Compliance with statutory requirements of relevance to the principles and, rectification of any non-compliances	The Company consistently adheres to relevant rules and regulations.																	

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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 the name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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No

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)	N.A.								
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)									



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SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorised as 'Essential' and 'Leadership'. While the essential indicators are expected to be disclosed by every entity mandated to file this report, the leadership indicators may be voluntarily disclosed by entities that aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.**Essential Indicators**

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year

Segment	Total no of training and awareness programmes held	Topics/principals covered under the training and impact	% of persons in respective category covered by the awareness programme
Board of Directors	1	Insights on SEBI (Prohibition of Insider Trading) Regulations, 2015 & possession of Unpublished Price Sensitive Information	31
Key Managerial Personnel	7	Regulatory compliances of Company Law and SEBI	33
Employees other than BOD & KMPs	5	Confined space safety & gas cylinder safety, Hygiene training (HALAL), Motivation training program, EU-GMP	90
Workers	17	Regulatory, Motivation, Safety	100

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred (Yes/No)
Penalty/Fine	During the financial year, the Company and none of its Directors or KMPs have been charged with any penalties, fines, settlements, compounding fees, imprisonments, or any other form of punishment.				
Settlement					
Compounding Fee					
Non-Monetary					
NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Brief of the case		Has an appeal been preferred (Yes/No)	
Imprisonment	NIL				
Punishment					

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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
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.

Yes.

The Company's Business Responsibility Policy* prohibits its Directors and employees from engaging in corruption, ensuring a commitment to ethical business practices.

The Company has adopted a 'Code of Conduct' ** Policy for its Directors, KMPs and Senior Management to ensure the highest standards of Corporate Governance.

* <https://www.kopran.com/investors/policy/pdf/Business%20Responsibility%20Policy.pdf>

** <https://www.kopran.com/investors/policy/pdf/CODE%20OF%20CONDUCT.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:

	2022-23 (Current Financial year)	2021-22 (Previous financial year)
Directors	NIL	
KMPs		
Employees		
Workers		

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

	2022-23 (Current Financial year)	2021-22 (Previous financial year)
Number of complaints received in relation to issues of Conflict of Interest of the Directors	During the financial year, no complaints were received regarding conflicts of interest involving the Directors or KMPs.	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs		

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

Not applicable

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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.

	2022-23	2021-22	Details of improvements in environmental and social impacts
R&D	NIL	NIL	N.A.
Capex	1.77 %	0.05 %	The Company is implementing an Effluent Treatment Plant (ETP) to manage waste responsibly. Additionally, it is engaging in carbon offsetting efforts by initiating tree plantations in nearby community areas. To further conserve energy, the Company is adopting upgraded, energy-efficient resources for its operations.

2. a. Does the entity have procedures in place for sustainable sourcing (Yes/No)
- No, however, the Company aims to ensure sustainability among all its value chain partners, including third-party manufacturers, service providers, transporters and raw material suppliers. The Company actively encourages and supports these partners to embrace sustainable practices. Vendor management and transport validation procedures are in place, with regular validation of sources using a risk-based approach. An annual vendor rating system is implemented as part of the Company's defined procedures.
- b. If yes, what percentage of inputs were sourced sustainably?
- Not applicable
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.
- The Company's waste management practices encompass a structured approach. Plastic waste is responsibly directed to authorised scrap dealers. E-Waste is handled through reliable local vendors to ensure proper disposal. As a member of Taloja's Hazardous Waste Management, the Company adheres to regulations and carefully assesses requirements before sending hazardous waste for appropriate treatment, which may involve landfill disposal or safe incineration methods.
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.
- Yes.
- The Company acknowledges and adheres to Extended Producer Responsibility (EPR) guidelines. Its waste collection plan aligns with the EPR action plan. The Company follows the prescribed norms for plastic packaging and relevant statutory regulations. Furthermore, the Company ensures that solid waste and effluents generated remain within the limits set by the CPCB or State Pollution Control Board (SPCB). Expired drugs and pharmaceutical waste are managed in compliance with regulations and guidelines set by relevant regulatory authorities, such as the Food and Drug Administration (FDA), managing the process through the distributor channel.

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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	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	592	592	100	592	100	NIL	N.A.	NIL	N.A.	NIL	N.A.
Female	73	73	100	73	100	73	100				
Total	665	665	100	665	100	73	11				
Other than permanent employees											
Male	N.A.										
Female											
Total											

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	237	231	97	237	100						
Female	NIL	NIL	N.A.	NIL	N.A.	NIL	N.A.	NIL	N.A.	NIL	N.A.
Total	237	231	97	237	100						
Other than permanent workers											
Male	423	102	24	314	74						
Female	15	3	20	15	100	NIL	N.A.	NIL	N.A.	NIL	N.A.
Total	438	105	24	329	75						

2. Details of retirement benefits, for current financial year and previous financial year

Benefits	2022-23 (Current financial year)			2021-22 (Previous financial year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with 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 authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	24	100	N.A.	24	100	N.A.
ESI	40	00	N.A.	36	0	N.A.
Others – please specify	N.A.					



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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 accessibility for differently abled employees and workers. Its offices and plants are equipped with elevators and disabled-friendly doors, in accordance with the Right to Persons with Disabilities Act, 2016. Additionally, the Company is currently in the process of implementing further accessibility features such as ramps, braille signage, and wheelchairs to enhance ease of access on the premises.

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's Business Responsibility Policy ensures equal opportunities for all individuals, regardless of their caste, creed, gender, race, religion, disability, or sexual orientation. This commitment applies not only during the recruitment process but also throughout the course of employment.

Weblink to the policy:

<https://www.kopran.com/investors/policy/pdf/Business%20Responsibility%20Policy.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.	
Female	100	100		
Total	100	100		

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	The Human Resource department promptly addresses employee concerns as they arise. A transparent and structured system is firmly established within the Company to effectively receive and resolve grievances for employees and workers across all categories. This comprehensive mechanism underscores the Company's commitment to providing a fair and supportive work environment. Through this system, the Company aims to promptly and equitably address any grievances that may arise, fostering a sense of trust, satisfaction, and well-being among its workforce.
Other than Permanent Workers	
Permanent Employees	

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7. Membership of employees and workers in association(s) or Unions recognised by the listed entity:

Category	2022-23 (Current financial year)			2021-22 (Previous financial year)		
	Total employees/workers in the respective category	No. of employees/workers in the respective category who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in the respective category	No. of employees/workers in the respective category who are part of association(s) or Union(D)	% (D/C)
Total Permanent Employees	665			634		
Male	592	NIL	N.A.	565	NIL	N.A.
Female	73			69		
Total Permanent Workers	237	237	100	245	245	100
Male	237	237	100	245	245	100
Female	0	NIL	N.A.	0	NIL	N.A.

8. Details of training given to employees and workers:

Category	2022-23 (Current financial year)					2021-22 (Previous financial year)				
	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	592	505	85	505	85	565	425	75	425	75
Female	73	62	85	62	85	69	52	75	52	75
Total	665	567	85	567	85	634	477	75	477	75
Workers										
Male	660	600	91	108	16	554	500	90	54	10
Female	15	14	93	4	26	11	9	82	3	27
Total	675	614	91	112	17	565	509	90	57	10

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

Category	2022-23 (Current financial year)			2021-22 (Previous financial year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	592	34	6	565	32	6
Female	73	27	37	69	25	36
Total	665	61	9	634	57	9
Workers						
Male						
Female	NIL	NIL	N.A.	NIL	NIL	N.A.
Total						



Annexure H (Contd.)

(TO THE DIRECTORS' REPORT)

10. Health and safety management system:

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

Yes. The Company places utmost importance on the well-being of its employees and stakeholders, emphasising health and safety. The Company upholds rigorous standards to ensure safe and hygienic working conditions across all locations. This includes maintaining clean and well-lit facilities, providing washrooms with proper sanitation, offering hygienic and healthy food, clean drinking water, installing fire safety systems and providing first aid kits. By prioritising workers' well-being through proactive health and safety measures, the Company demonstrates its dedication to its most valuable asset - its employees and workforce.

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

Yes. A comprehensive approach is taken at the Company to identify work-related hazards and assess risks both on a routine and non-routine basis. Safety inspections and training sessions are conducted regularly for all employees to enhance awareness. Standard operating procedures (SOPs) are in place to identify hazards and assess risks systematically. For critical and hazardous processes, specialised Hazard and Operability (HAZOP) and Hazard Identification and Risk Assessment (HIRA) procedures are implemented to ensure the highest level of safety and mitigate potential risks effectively.

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

Yes. The Company has a robust process established for workers to report work-related hazards and protect themselves from potential risks. A dedicated Central Safety Committee (CSC) is responsible for receiving and assessing reports regarding unsafe acts and conditions. This committee ensures that timely actions are taken to address and mitigate any identified hazards, fostering a safer work environment for all employees.

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

Yes. The Company offers a comprehensive Medclaim plan through ICICI Lombard, ensuring that employees have the necessary coverage for their medical needs beyond work-related issues.

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

Safety Incident/Number	Category	2022-23 (Current financial year)	2021-22 (Previous financial year)
Lost Time Injury Frequency Rate (LTIFR) (per one million person-hours worked)	Employees	N.A.	N.A.
	Workers	0.00082	0.00086
Total recordable work-related injuries	Employees	N.A.	N.A.
	Workers	0.00082	0.00086
No. of fatalities	Employees	N.A.	N.A.
	Workers	1	1
High-consequence work-related injury or ill-health (excluding fatalities)	Employees	N.A.	N.A.
	Workers	N.A.	N.A.

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

The Company's Business Responsibility Policy ensures a safe and healthy workplace, valuing employee well-being. The Company conducts annual medical check-ups and provides regular training to enhance employees' awareness and skills in handling potential hazards, fostering a culture of safety and security.

Annexure H (Contd.) (TO THE DIRECTORS' REPORT)

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

	2022-23 (Current financial year)			2021-22 (Previous financial year)		
	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
Working Conditions	NIL	NIL	NIL	NIL	NIL	NIL
Health & Safety						

14. Assessments for the year:

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

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

At the Company, every safety-related incident is thoroughly investigated, and appropriate Corrective and Preventive Actions (CAPA) are implemented to address the root causes and prevent recurrence.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL THEIR STAKEHOLDERS.

Essential Indicators

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

Each department of the Company identifies the relevant stakeholders and aligns its work keeping the stakeholders' interests in view, without compromising on the standards set by the Company.

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)	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
Investor/ Shareholder	No	<ul style="list-style-type: none"> Annual/ quarterly reports Issuing specific event-based press releases Investor presentations AGM Website 	Quarterly/ need-basis	<ul style="list-style-type: none"> Foster transparency, trust, and alignment Provide regular updates on financial performance Return and dividend to investors and shareholders Address concerns and expectations Gather feedback from shareholders and investors Enable informed decision-making by shareholders and investors



Annexure H (Contd.)

(TO THE DIRECTORS' REPORT)

Stakeholder Group	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
Government and Regulators	No	<ul style="list-style-type: none"> • Meetings • Facility visits • Official communications • Statutory publications 	Need-basis	<ul style="list-style-type: none"> - Maintain open and constructive communication with Government authorities and regulators - Comply with relevant laws, regulations, and guidelines - Collaborate with Government agencies to address industry-specific challenges and concerns - Participate in consultations and policy discussions to contribute industry expertise - Cooperate with regulatory inspections and audits, ensuring transparency and cooperation
Supplier/ Vendor/ Third party manufacturer	No	<ul style="list-style-type: none"> • Meetings • Visits • Supplier audit • Facility visits • E-mails 	Need-basis and ongoing	<ul style="list-style-type: none"> - Establish clear expectations and standards for suppliers, vendors, and third-party manufacturers - Conduct thorough due diligence when selecting suppliers and third-party partners - Monitor and evaluate the performance of suppliers, vendors and third-party manufacturers - Encourage continuous improvement in quality, delivery, and ethical standards - Promote responsible supply chain management and ethical business conduct throughout the supply chain

Annexure H (Contd.) (TO THE DIRECTORS' REPORT)

Stakeholder Group	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
Customers B2B B2C	No	<ul style="list-style-type: none"> In-person meetings E-mails Customer feedback sessions Conferences Seminars 	Need-basis and ongoing	<ul style="list-style-type: none"> Provide exceptional customer service and support Address customer inquiries, concerns, and complaints in a timely and satisfactory manner Gather customer feedback to continuously improve products and services Ensure product safety, reliability, and compliance with relevant regulations Provide accurate and transparent product information to customers Continuously innovate and introduce new products to meet changing customer demands
Employees	No	<ul style="list-style-type: none"> Senior management interactions HR communications Employee engagement E-mail 	Ongoing	<ul style="list-style-type: none"> Foster a safe and inclusive work environment that promotes employee well-being Provide opportunities for professional growth, development, and advancement Recognise and reward employee achievements and contributions Provide a conducive atmosphere for collaboration, teamwork, and innovation Offer training and skill development programmes to enhance employee capabilities Encourage employee engagement and involvement in decision-making processes Provide a grievance redressal mechanism and a platform for feedback and suggestions



Annexure H (Contd.)

(TO THE DIRECTORS' REPORT)

Stakeholder Group	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
Community	Yes	• Engagement through NGO partners	Need-basis and ongoing	<ul style="list-style-type: none"> - Engage in corporate social responsibility initiatives to benefit local communities - Contribute to community development and improvement projects - Collaborate with local organisations and stakeholders for community initiatives - Address community concerns and grievances in a timely and efficient manner

PRINCIPLE 5: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE**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	2022-23 (Current financial year)			2021-22 (Previous financial year)		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	665	NIL	N.A.	634	NIL	N.A.
Other than permanent	NIL			NIL		
Total employees	665			634		
Workers						
Permanent	237	NIL	N.A.	245	NIL	N.A.
Other than permanent	438			320		
Total workers	675			565		

Annexure H (Contd.) (TO THE DIRECTORS' REPORT)

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

Category	2022-23 (Current financial year)					2021-22 (Previous financial year)				
	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	665			665	100	634			634	100
Male	592	NIL	N.A.	592	100	565	NIL	N.A.	565	100
Female	73			73	100	69			69	100
Other than permanent										
Male						N.A.				
Female										
Workers										
Permanent										
Male	237	NIL	N.A.	237	100	245	NIL	N.A.	245	100
Female										
Other than permanent										
Male	423	15	4	310	73	309	61	20	252	82
Female	15	3	20	12	80	11	2	18	9	82

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

	Male		Female	
	Number	Median remuneration/ salary/wages of the respective category (in ₹)	Number	Median remuneration/ salary/ wages of the respective category (in ₹)
Board of Directors (BoD) *	9	1,10,24,162**	4	N.A.
Key Managerial Personnel	2	19,02,269	2	5,75,595
Employees other than BoD and KMP	592	3,50,058	73	3,28,599
Workers	237	4,76,474	NIL	N.A.

** Two Women Directors who are common to the Holding and its Subsidiary Companies, are counted once.

** Only two of the Executive Directors on the Board receive compensation and the remaining Directors receive sitting fees.

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

Yes, the Head of Human Resources Department is responsible 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.

The Company is committed to ethical business conduct throughout its operations and value chain. The Company actively evaluates human rights-related risks by analysing feedback and grievances received from stakeholders. The Head of Human Resources Department assumes responsibility for addressing any human rights impacts or issues that may arise due to the Company's activities.

Annexure H (Contd.)

(TO THE DIRECTORS' REPORT)

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

	2022-23 (Current financial year)			2021-22 (Previous financial year)		
	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
Sexual Harassment						
Discrimination at Workplace						
Child Labour						
Forced Labour/Involuntary Labour						
Wages						
Other Human Rights-Related Issues						

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

The Company prioritises maintaining a work environment that is free from discrimination and harassment, ensuring the safety and well-being of all employees. To address any complaints related to sexual harassment, the Company has established an Internal Committee. The Internal Committee is registered with the District Collector Office, demonstrating its commitment to transparency and compliance with regulations. The Company's Business Responsibility Policy further emphasises its dedication to providing a discrimination-free workplace, extending protection to all employees, including permanent, contractual, temporary, or trainee.

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

No

9. Assessments for the year:

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

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

N.A.

Annexure H (Contd.) (TO THE DIRECTORS' REPORT)

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	2022-23 (Current financial year)	2021-22 (Previous financial year)
Total electricity consumption (A)	53,137	48,577
Total fuel consumption (B)		
Petrol	284	216
Diesel (for vehicle, DG, and other purposes)	5,518	7,089
Energy consumption through other sources (C)		
Steam generation through Briquettes	90,556	92,610
Steam generation through FO	6,595	3,346
Steam generation through Black Coal	15,949	18,813
Total energy consumption (A+B+C)	1,72,039	1,70,651
Energy intensity per rupee of turnover (Total energy consumption/turnover in lakh rupees)	3.11	3.57
Energy intensity (optional) – the relevant metric may be selected by the entity	N.A.	N.A.

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

No.

The PAT Scheme is not applicable to the Company as it is a part of the pharmaceutical sector.

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

Parameter	2022-23 (Current financial year)	2021-22 (Previous financial year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	97,002	80,033
(ii) Groundwater	29,200	29,200
(iii) Third-party water	915	855
(iv) Seawater/Desalinated water	NIL	NIL
(v) Others	NIL	NIL
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,27,117	1,10,088
Total volume of water consumption (in kilolitres)	1,27,117	1,10,088
Water intensity per rupee of turnover (Water consumed/turnover in lakh rupees)	2.29	2.31
Water intensity (optional) – the entity may select the relevant metric	N.A.	N.A.

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



Annexure H (Contd.)

(TO THE DIRECTORS' REPORT)

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

The Company is a member of CTP, MMA- CTP, and PETL, and has installed an ETP for wastewater treatment. Presently, none of the Company's sites have ZLD, but it is committed to advancing eco-friendly practices and striving for ZLD implementation.

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

Parameter	Please specify unit	2022-23 (Current financial year)	2021-22 (Previous financial year)
NOx	ug/m3	32.4	30.9
SOx	ug/m3	37.8	35.8
Particulate matter (PM)	ug/m3	61.5	51.5
Persistent organic pollutants (POP)	N.A.	NIL	NIL
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

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

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

Parameter	Unit	2022-23 (Current financial year)	2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	16,744	14,468
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	12,103	11,065
Total Scope 1 and Scope 2 emissions per rupee of turnover in lakhs		0.52	0.53
Total Scope 1 and Scope 2 emission intensity (optional) – the entity may select the relevant metric	N.A.	NIL	NIL

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

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

a. Energy efficiency measures:

- Eco-friendly atomisation improves resource efficiency and manufacturing sustainability, reducing energy consumption and waste generation
- Power factor panel of 350 KVAR installed to reduce harmonics and maintain a power factor of 0.998 in the utility
- Replaced 40W fluorescent lights with energy-efficient 20W LED fixtures (110 nos.) in PM warehouse and service floor
- Voltage stabilisers (20 kVA and 15 kVA) minimise power consumption by maintaining a constant voltage of 210V to 255V

Annexure H (Contd.) (TO THE DIRECTORS' REPORT)

- Control emissions within limits, collaborate with regulators, and optimise natural resource usage
 - Lower energy consumption sludge dewatering systems installed to replace convention filter press with air compressor
 - VFDs installed for various equipment like reactor, AHUs, multimill
 - VFD-based chilling plant installed to reduce specific power consumption for varying loads
- b. Renewable energy:
- 25 solar panel street light fixtures installed
- c. Offsetting:
- Tree plantations on open premises for a clean and green environment
 - Developing a green belt on leased land
8. Provide details related to waste management by the entity, in the following format:

Parameter	2022-23 (Current financial year)	2021-22 (Previous financial year)
Total waste generated (in metric tonnes)		
Plastic waste (A)	3.68	4.31
E-waste (B)	NIL	NIL
Bio-medical waste (C)	6.21	7.1
Construction and demolition waste (D)	NIL	NIL
Battery waste (E)	NIL	NIL
Radioactive waste (F)	NIL	NIL
Other hazardous waste. Please specify, if any. (G)		
5.1 Spent Oil	1.40	1.40
28.3 Distillation Residue	2.50	2.60
28.1 Process residue	0.75	0.86
28.2 Spent Carbon	1.30	1.35
37.3 ATFD Sludge	1.71	0.00
Others	1,10	1.00
Other non-hazardous waste generated (H). Please specify, if any.		
ETP Sludge	18.98	19.20
Diesel	46.41	43.38
Total (A+B + C + D + E + F + G + H)	84.04	81.19

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste		
(i) Recycled	NIL	NIL
(ii) Re-used		
(iii) Other recovery operations		
Total		

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)



Annexure H (Contd.)

(TO THE DIRECTORS' REPORT)

Parameter	2022-23 (Current financial year)	2021-22 (Previous financial year)
Category of waste		
(i) Incineration	7.65	7.65
(ii) Landfilling	18.98	18.98
(iii) Other disposal operations	NIL	NIL
Total	26.63	26.63

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

9. 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.

Company follows robust waste management practices with recycling and compliance with environmental regulations. Hazardous chemicals are minimised through vendor collaboration. Treated waste goes to Mumbai Waste Management Limited for proper disposal. Workplace safety is enhanced with scrubbers and gas detectors. The Company strictly adheres to Taloja's Hazardous Waste Management rules, ensuring responsible treatment methods for hazardous waste.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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None of the Company's premises are located in ecologically sensitive areas.

11. 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 an independent external agency (Yes/No)	Results communicated in the public domain (Yes/No)	Relevant Weblink
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No Environmental Impact Assessments (EIA) were carried out by the Company in 2022-23.

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

S. No.	Specify the law/regulation/guidelines which 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
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Yes. The Company is compliant with all the applicable environmental laws/regulations/guidelines in India.

Annexure H (Contd.) (TO THE DIRECTORS' REPORT)

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

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/associations.
 Three
- 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.	Industrial Association- Khopoli (IAK)	State
2.	Bombay Chamber of Commerce	State
3.	Mahad Manufacturing Associations	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
The Company has reported no instances of anti-competitive conduct during the reporting period.	N.A.	N.A.

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 the project	SIA notification no.	Date of notification	Whether conducted by an independent external agency (Yes/No)	Results communicated in the public domain (Yes/No)	Relevant Weblink
Company has not initiated any greenfield projects in the financial year and hence no Social Impact Assessment was conducted.					

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

Name of the 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 ₹)
N.A.					

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

The Company has established effective mechanisms to receive and address community grievances. The Company conducts meetings with concerned community members to understand their issues and concerns. Through these interactions, the Company works towards finding solutions and resolving any difficulties faced by the community.

Annexure H (Contd.)

(TO THE DIRECTORS' REPORT)

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

	2022-23 Current financial year	2021-22 Previous financial year
Directly sourced from MSMEs/Small producers	NIL	NIL
Sourced directly from within the district and neighbouring districts		

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.

Any consumer can lodge a complaint on the Company's website or mail it to info@kopran.com which is monitored by the senior management of the Company. In case of serious complaints and mismanagement complaints by the Company, they can be lodged directly with the Chairman of Audit Committee at the email id: atalnt@yahoo.co.in

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

	As a percentage of total turnover (in %)
Environmental and social parameters relevant to the product	100.00
Safe and responsible usage	100.00
Recycling and/or safe disposal	0.00

The Company adheres to regulatory requirements regarding product label information display. All of its products provide comprehensive details for responsible and safe usage. Given the importance of safe and responsible consumption of medicines, the Company ensures that the product labels contain relevant information in accordance with the guidelines set by national and international drug regulatory bodies.

3. Number of consumer complaints in respect of the following

	2022-23 (Current financial year)		Remarks	2021-22 (Previous financial year)		Remarks
	Received during the year	Pending resolution at the end of the year		Received during the year	Pending resolution at the end of the year	
Data privacy	NIL		N.A.	NIL	N.A.	
Advertising						
Cybersecurity						
Delivery of essential services						
Restrictive trade practices						
Other						

Annexure H (Contd.)

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

	Number	Reasons for recall
Voluntary recalls	NIL	N.A.
Forced recalls		

The Company conducts product testing in accordance with Pharmacopoeia guidelines before dispatching its products. Meeting the specified standards and obtaining necessary clarifications are prerequisites to ensuring the product's compliance and readiness for market distribution.

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

No. However, the Company prioritises the security and confidentiality of medical information to foster trust among its users. The Company adheres to the highest data privacy standards.

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