

# Balaxi Pharmaceuticals Limited

July 31, 2024

To,  
Listing Department,  
National Stock Exchange of India Limited  
Exchange Plaza, Plot No C-1, Block G, Bandra Kurla Complex,  
Bandra (E), Mumbai – 400051

**NSE Symbol: BALAXI**

**Subject: Business Responsibility and Sustainability Report for FY 2023-24**

Dear Sir/Madam,

Please find enclosed the Business Responsibility and Sustainability Report (“BRSR”) of Balaxi Pharmaceuticals Limited (“the Company”) for Financial Year 2023-24. BRSR forms part of the Annual Report 2023-24 of the Company.

The BRSR along with the Annual Report 2023-24 is available on the website of the Company at:

[https://balaxipharma.in/assets/images/articles/Balaxi\\_AR\\_2024.pdf](https://balaxipharma.in/assets/images/articles/Balaxi_AR_2024.pdf).

This is submitted pursuant to Regulation 34(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

This is for your information and records.

Yours Faithfully,

**For Balaxi Pharmaceuticals Limited**

**Mahesh Inani**  
(Company Secretary & Compliance Officer)  
Membership No.: A37577

Encl: As above

**Registered Office:**

Plot No. 409, H. No. 8-2-293, Maps Towers, 3rd Floor, Phase III, Road No. 81, Jubilee Hills, Hyderabad (T.G.) - 500 096

CIN: L25191TG1942PLC121598

Phone: +91 40 23555300 | Email: info@balaxi.in | Website: www.balaxipharma.in

# Business Responsibility & Sustainability Report

## Section A) General Disclosures

### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L25191TG1942PLC121598
2.	Name of the Listed Entity	Balaxi Pharmaceuticals Limited
3.	Year of incorporation	1942
4.	Registered office address	Plot No. 409, H. No. 8-2-293, Maps Towers, 3 <sup>rd</sup> Floor, Phase – III, Road No. 81, Jubilee Hills, Hyderabad (T.G.) – 500096.
5.	Corporate address	Plot No. 409, H. No. 8-2-293, Maps Towers, 3 <sup>rd</sup> Floor, Phase – III, Road No. 81, Jubilee Hills, Hyderabad (T.G.) – 500096.
6.	E-mail	<a href="mailto:secretarial@balaxi.in">secretarial@balaxi.in</a>
7.	Telephone	+91 40 23555300
8.	Website	<a href="http://www.balaxipharma.in">www.balaxipharma.in</a>
9.	Financial year for which reporting is being done	April 2023 – March 2024
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 10,74,72,500/- (Rupees Ten Crore seventy-four lakhs seventy-two thousand and five hundred only)
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. Mahesh Inani, Company Secretary and Compliance Officer Telephone: +91 40 23555300 Email: <a href="mailto:secretarial@balaxi.in">secretarial@balaxi.in</a>
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)	The disclosures under this report are made on a Standalone basis.

### II. Product & 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
1.	Trading	International Wholesale Trading/ Distribution	100%

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

S No	Product /Service	NIC Code	% of the total turnover contributed
1	Pharmaceutical Products	464	93.03
2	Branded Consumer Products	463	6.38

### III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	-	1	1
International	-	-	-

## 17. Markets served by the entity:

## a. Number of Locations

Locations	Number
National (No of States)	0
International (No of Countries)	8

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

100%

## c. A brief on types of customers

Distributors, Wholesalers and Retailers

**IV. EMPLOYEES**

## 18. Details as at the end of Financial Year:

## a. Employees and Workers (including differently abled):

SL No.	Particulars	Total (A)	Male		Female	
			No. ( B)	% ( B/A)	No. (C)	% ( C/A)
<b>Employees</b>						
1	Permanent (D)	46	37	80.43	09	19.57
2	Other than Permanent (E)	-	-	-	-	-
3	Total Employees (D+E)	46	37	75.68	09	24.32
<b>Workers</b>						
4	Permanent (F)	-	-	-	-	-
5	Other than Permanent (G)	-	-	-	-	-
6	Total (F+G)	-	-	-	-	-

## b. Differently Abled Employees &amp; Workers

SL No.	Particulars	Total (A)	Male		Female	
			No. ( B)	% ( B/A)	No. (C)	% ( C/A)
<b>Differently Abled Employees</b>						
1	Permanent (D)	-	-	-	-	-
2	Other than Permanent (E)	-	-	-	-	-
3	Total Employees (D+E)	-	-	-	-	-
<b>Differently Abled Workers</b>						
4	Permanent (F)	-	-	-	-	-
5	Other than Permanent (G)	-	-	-	-	-
6	Total (F+G)	-	-	-	-	-

## 19. Participation/Inclusion/Representation of Women

Particulars	Total (A)	No. and percentage of Females	
		No.(B)	% ( B/A)
Board of Directors	6	2	33.33
Key Management Personnel	4	0	-

20. Turnover rate for permanent employees and workers.

	Turnover Rate - FY2024			Turnover Rate - FY2023			Turnover Rate - FY2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	39%	33%	30.43%	17.5%	30%	20%	14.71%	NIL%	11.36%
<b>Permanent Workers</b>	NA	NA	NA	NA	NA	NA	NA	NA	NA

## 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.	Balaxi Overseas Private Limited	Holding Company	Not Applicable	No
2.	Balaxi Global DMCC, Dubai	Wholly Owned Subsidiary	100%	No
3.	Balaxi Healthcare Ecuador	Wholly Owned Subsidiary	100%	No
4.	Balaxi Healthcare Guatemala, S.A, Republic of Guatemala	Wholly Owned Step-Down Subsidiary	100%	No
5.	Balaxi Healthcare Dominicana, S.R.L, Dominican Republic	Wholly Owned Step-Down Subsidiary	100%	No
6.	Balaxi Healthcare Honduras, S. DE R.L. DE C.V, Honduras	Wholly Owned Step-Down Subsidiary	100%	No
7.	Balaxi Healthcare Centrafrique, SARL, Centrafrique	Wholly Owned Step-Down Subsidiary	100%	No
8.	Balaxi Healthcare El Salvador S.A DE., El Salvador	Wholly Owned Step-Down Subsidiary	100%	No
9.	Balaxi Healthcare Angola, Republic of Angola	Wholly Owned Step-Down Subsidiary	100%	No

*Note: Balaxi Global DMCC, Dubai, Wholly Owned Subsidiary of the Company holds 100% of shares in the step-down subsidiaries.*

*Balaxi Overseas Private Limited is Holding Company of the Company and it holds 65.13% of the total equity shares in the Company.*

## VI. CSR Details

- (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- (ii) Turnover (In Rs. Lakhs): 7019.60
- (iii) Net worth (in Rs. Lakhs): 12,139.16

VII. 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 is received	Grievance Redressal Mechanism in Place. Yes/No If Yes, then provide web-link for grievance redress policy	FY2024			FY2023		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes <a href="https://balaxipharma.in/corporate-policies">https://balaxipharma.in/corporate-policies</a>	Nil	Nil		Nil	Nil	
Investors (Other than Shareholders)	Yes <a href="https://balaxipharma.in/corporate-policies">https://balaxipharma.in/corporate-policies</a>	Nil	Nil		Nil	Nil	
Shareholders	Yes <a href="https://balaxipharma.in/corporate-policies">https://balaxipharma.in/corporate-policies</a>	Nil	Nil		Nil	Nil	
Employees	Yes <a href="https://balaxipharma.in/corporate-policies">https://balaxipharma.in/corporate-policies</a>	Nil	Nil		Nil	Nil	
Customers	Yes <a href="https://balaxipharma.in/investor-contacts">https://balaxipharma.in/investor-contacts</a>	Nil	Nil		Nil	Nil	
Value Chain Partners	Yes <a href="https://balaxipharma.in/investor-contacts">https://balaxipharma.in/investor-contacts</a>	Nil	Nil		Nil	Nil	

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

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

SL No	Material Issue Identified	Indicate whether Risk or Opportunity	Rationale for identifying risk or opportunity	In case of risk approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Carbon Footprint in Global Supply Chain	Risk	Climate change will result in stricter environmental regulations across sectors, this will increase transportation cost for the Company.	Ensuring Vendors/ CDMOs are in compliance with the applicable environmental standards.	Negative : Increased operating costs in meeting the environmental standards.
2.	Diversity and Inclusion	Opportunity	Foster a diverse and inclusive workplace that promotes equality, non-discrimination, and equal opportunities for all employees. This will lead to a good talent pool for the Company.	-	Positive Implication: The productivity will increase due to healthy work environment.
3.	Corporate Governance	Opportunity	Ensuring good governance and transparent practices can help securing stakeholder interest, a higher reputation, reduced risks and improved financial performance.	-	Positive Implication: Reduced Risk due to transparent practices.

## SECTION B: Management and Process Disclosures

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<a href="https://balaxipharma.in/corporate-policies">https://balaxipharma.in/corporate-policies</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	None								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is determined to follow the path envisioned under the 9 principles laid down in the National Voluntary Guidelines on Social, Environmental & Economic Responsibilities of Business issued by the Ministry of Corporate Affairs.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company shall continue to monitor its performance against the said principle(s) and take necessary action as and when the need arises.								
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure):	The purpose of our business is to dedicatedly serve to ensure stakeholder delight and influence the environment and society at large with our good work, as we abide by our values that form the cornerstone of our business strategies, decisions, and activities. We are committed to this roadmap as we seek to grow sustainably and deliver Pharmaceutical Products to frontier markers with excellence, again and again, with a lot more rigor and enthusiasm as the days pass.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Ashish Maheshwari (DIN: 01575984), Managing Director Telephone: +91 40 23555300 Email: <a href="mailto:secretarial@balaxi.in">secretarial@balaxi.in</a>								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No).	Yes, Committee consists of Managing Director as Chairman along with other functional heads.								
If yes, provide details.									

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

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)																	
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9									
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y										Half Yearly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y										Quarterly								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, Name of the agency.										P1	P2	P3	P4	P5	P6	P7	P8	P9	N	N	N	N	N	N	N	N	N

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

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

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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 categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which 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 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
Board of Directors	1	Anti Bribery and Anti Corruption Policy	100%
Key Managerial Personnel	1	Anti Bribery and Anti Corruption Policy	100%
Employees other than BoD and KMPs	4	Anti Bribery and Anti Corruption Policy POSH Act Grievance Redressal Mechanism Importance of Stakeholders	100%
Workers	Not Applicable		

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):

**A. Monetary**

Particulars	NGRBC Principle	Name of the regulatory / Enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred ? (Yes/No)
Penalty/Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding Fee	Nil	Nil	Nil	Nil	Nil

**B. Non Monetary**

Particulars	NGRBC Principle	Name of the regulatory / Enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred ? Yes/No
Imprisonment	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil

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

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

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

Yes, Company have an anti – corruption and anti-bribery policy, Company recognises and follows all applicable laws and regulations and respects lawful customs of the regions where we operate and transact. We are committed to acting and building relationships based on integrity and fairness in all our dealings. Hence, Balaxi has adopted a “Zero Tolerance” approach to bribery and corruption. The policy is available on the website of the company at <https://balaxipharma.in/corporate-policies>.

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

	FY2024	FY2023
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	NA	NA

6. Details of complaints with regard to conflict of interest

Particulars	FY2024		FY2023	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

7. 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

**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.

Category	FY2024	FY2023	Details of improvements in environmental and social impacts
R&D	Nil*	Nil*	-
Capex	Nil*	Nil*	-

\* As on March 31, 2024, the Company is operating on an asset-light model and hence, no capex has been incurred by the Company.

2. Sustainable Sourcing

- a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)  
Yes, We source from GMP Certified Contract Development Manufacturing Organisations (“CDMOs”).
- b. If yes, what percentage of inputs were sourced sustainably?  
100% of our products are sourced from GMP Certified CDMOs.

3. Processes in place to reclaim products for reuse, recycle, and safe disposal of products at the end of life for

- a. Plastics (Including Packaging): Yes
- b. E-Waste: Yes
- c. Hazardous waste: Yes
- d. other waste: Yes

We ensure the products are disposed off/ reused/ recycled, as per the nature of the product at the end of the life cycle in respective markets.

4. Extended Producer Responsibility (EPR)

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, steps taken to address the same.

Not Applicable, Company is not involved in any manufacturing activity. The Company is engaged in the business of International Wholesale Distribution in various international markets.

**Principle 3. Businesses should respect and promote the well-being of all employees, including those in their value chains.****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)
<b>Permanent Employees</b>											
Male	37	37	100	37	100	0	0	37	100	0	0
Female	09	09	100	09	100	09	100	-	-	0	0
<b>Total</b>	<b>46</b>	<b>46</b>	<b>100</b>	<b>46</b>	<b>100</b>	<b>00</b>	<b>17.65</b>	<b>37</b>	<b>82.35</b>	<b>0</b>	<b>0</b>
<b>Other than permanent employees</b>											
Male	0	0	0	0	0	-	-	0	0	0	0
Female	0	0	0	0	0	0	0	-	-	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	0	0	0	0	0	-	-	0	0	0	0
Female	0	0	0	0	0	0	0	-	-	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
<b>Other than permanent workers</b>											
Male	0	0	0	0	0	-	-	0	0	0	0
Female	0	0	0	0	0	0	0	-	-	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

Benefits	FY 2024			FY 2023		
	Number of employees covered as % of total employees	Number of Workers covered as % of total workers	Deducted and deposited with the authority (Y/N/N.A)	Number of employees covered as % of total employees	Number of Workers covered as % of total workers	Deducted and deposited with the authority (Y/N/N.A)
PF	100%	NA	Yes	100%	NA	Yes
Gratuity	100%	NA	Yes	100%	NA	Yes
ESI	17.65%	NA	Yes	26.53%	NA	Yes
Others – specify	-	-	-	-	-	-

3. Accessibility of workplaces

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

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, a web-link to the policy. Yes, the policy is available on the website of the company at <https://balaxipharma.in/corporate-policies>.

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	NA	NA
Female	-	-	NA	NA
Total	N.A	N.A	NA	NA

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	Not Applicable
Other than Permanent Workers	Not Applicable
Permanent Employees	Yes, The Company has a Grievance Redressal policy, which address all kinds of issues an employee may face while at work. The grievance may include: <ul style="list-style-type: none"> <li>Any kind of discrimination on account of disability, gender, race, sexual orientation, religion, marital status and social class</li> <li>Violation of human rights</li> <li>Bullying / workplace harassment</li> <li>Denial of applicable benefits</li> <li>Working conditions</li> </ul>
Other than permanent Employees	Not Applicable

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

Category	FY2024			FY2023		
	Total employees /workers in respective category (A)	Total employees/ workers in respective category, who are part of association (s) or Union (s) (B)	% (B/A)	Total employees /workers in respective category (C)	Total employees/ workers in respective category, who are part of association (s) or Union (s) (D)	% (D/C)
<b>Total Permanent Employees</b>						
Male	37	0	0	42	0	0
Female	9	0	0	9	0	0
<b>Total Permanent Workers</b>						
Male	NA	NA	-	NA	NA	-
Female	NA	NA	-	NA	NA	-

8. Details of training given to employees and workers

Category	FY2024					FY2023				
	Total (A)	On health and safety Measures		On skill upgradation		Total (D)	On health and safety Measures		On skill upgradation	
		NO. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No.(F)	%(F/D)
<b>Employees</b>										
Male	37	37	100	37	100	42	42	100	42	100
Female	9	9	100	9	100	09	09	100	09	100
Total	46	46	100	46	100	51	51	100	51	100
<b>Workers</b>										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

Category	FY2024			FY2023		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
<b>Employees</b>						
Male	37	37	100	42	42	100
Female	09	09	100	09	09	100
Total	46	46	100	51	51	100
<b>Workers</b>						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

10. Health and safety management system

- Whether an occupational health and safety management system has been implemented by the entity? **(Yes/ No)**. If yes, the coverage such system?  
Yes, Company has implemented the Health and Safety Policy which covers all the employees of the Company.
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?  
Appropriate policies / guidelines have been formulated to address various types of hazards and related risk assessment & mitigation.
  - All work-related hazards are identified basis the recommended guidelines.
  - Their associated risk assessment procedures are part of the Safety manual.
- Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)  
Yes
- Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? **(Yes/ No)**  
Yes

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

Safety Incident / Number	Category	FY2024	FY2023
Lost Time Injury Frequency Rate (LTIFR) Per One million -person hours worked	Employees	0	0
	Workers	NA	NA
Total recordable work-related injuries	Employees	0	0
	Workers	NA	NA
No of fatalities	Employees	0	0
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	NA	NA

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

Employee well-being programs/initiatives are conducted for all the employees and during FY 2023-24 the following well-being initiatives were undertaken:

- Women safety programs
- Posh & gender sensitization meetings
- Road safety programs
- Women self-defense program
- Fire emergency training exit
- General health check up

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

	FY2024			FY2023		
	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	
Health & Safety	NIL	NIL		NIL	NIL	

14. Assessments for the year:

Particulars	% of plants and offices that were assessed (By entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

15. 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.

The Company has implemented Hygiene Policy which ensures workplace cleanliness and basic amenities like availability of clean drinking water, proper sanitation facilities, etc.

The HR team conducts review on a quarterly basis to ensure all the points under the hygiene policy are taken care of.

Further, Training of all employees regarding protocol to be followed in case of any safety incident has been conducted.

#### Principle 4. Businesses should respect the interests of and be responsive to all its stakeholders.

##### Essential Indicators:

1. Process for identification of key stakeholders

Balaxi, a pharmaceutical distribution company, effectively identifies its stakeholders through meticulous research and analysis. Senior management and HODs of the respective departments interact with the respective stakeholders before forming an association. Primary stakeholders such as customers, suppliers, employees, and investors are recognized, understanding their needs and expectations accordingly. The WHO GMP certified units from which Balaxi procures products are also considered stakeholders, ensuring high-quality standards.

2. Key stakeholder groups

	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers (Distributors, Wholesalers and Retailers)	No	- satisfaction surveys - Marketing and advertising - Complaint handling and feedback - Electronic communication – social media, Calls	It is a continuous process	Addressing requirements for products and grievances, if any
Suppliers/ CDMOs	No	- Regular interaction through online and offline meetings, phone calls, e-mails - Conferences and workshops - In Person Meetings/ Visits.	Daily	To share the specific requirements, Status update on product deliveries and other terms of trade.

	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> <li>- Trainings and development programmes</li> <li>- Performance management system</li> <li>- Emails. Written communication</li> <li>- circulars and internal publications</li> <li>- Employee engagement initiatives</li> </ul>	Daily/ Weekly	For smooth functioning of business operations.
Investors	No	<ul style="list-style-type: none"> <li>- Annual General meeting</li> <li>- Investor presentations and conference calls</li> <li>- Investor conferences and meets</li> <li>- Press releases, Quarterly Results and newsletters</li> </ul>	Quarterly/ Annually/ Need basis	To provide updates on company's operations and Financial Performance
Government/ Regulators	No	<ul style="list-style-type: none"> <li>- Meetings and formal dialogue</li> <li>- Filings with the regulators</li> </ul>	Others – Need basis	Business and Compliance related
Community	Yes	<ul style="list-style-type: none"> <li>- CSR partnerships - Contribution towards various causes</li> </ul>	Others – Need basis	CSR Initiatives of the Company

### Principle 5. Businesses should respect and promote human rights

#### Essential Indicators

##### 1. Training on human rights issues and policies

Category	FY2024			FY2023		
	Total (A)	Number of employees and workers covered (B)	% (B/A)	Total (C)	Number of employees and workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	46	46	100	51	51	100
Other than Permanent	0	0	-	0	0	-
<b>Total Employees</b>	<b>46</b>	<b>46</b>	<b>100</b>	<b>51</b>	<b>51</b>	<b>100</b>
<b>Workers</b>						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	NA	NA	NA	NA	NA	NA
Total Workers	NA	NA	NA	NA	NA	NA

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

Category	FY2024					FY2023				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than minimum wage	
		No.(B)	%(B/A)	No.(C)	%(C/A)		No. (E)	%(E/D)	No.(F)	%(F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	37	0	0	37	100	42	0	0	42	100
Female	9	0	0	9	100	09	0	0	09	100
<b>Other than Permanent</b>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Other than Permanent</b>										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

Category	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (Amt. in ₹ Lakhs)	Number	Median remuneration/ salary/wages of respective category (Amt. in ₹ Lakhs)
<b>Board of Directors</b>	4	2.5	2	2.5
Key Managerial Personal	4	30.25	-	-
Employees other than BoD and KMP	37	4.32	7	1.94
Workers	NA	NA	NA	NA

\*Note: Remuneration includes sitting fee paid to directors.

## 4. Focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes

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

Company is committed to providing a safe and positive work environment. In keeping with this philosophy, the organization has an open-door policy. Employees also have access to Human Resource Department where they can highlight matters or concerns faced at the workplace. This is achieved through a well-established and robust grievance resolution mechanism comprising of Internal Resolution Committee. Internal Resolution Committee adhere to the principles of natural justice, confidentiality, sensitivity, non-retaliation and fairness while addressing concerns. The concerns are handled with sensitivity, while delivering timely action and closure.

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

Category	FY2024			FY2023		
	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	0	0		0	0	
Discrimination at workplace	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human right related issues	0	0		0	0	

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

Yes, Company has mechanisms in place to prevent adverse consequences to the complaint in discrimination and harassment cases. The details of the complainant are kept confidential, and the authenticity of the complainant's report is investigated by the assigned committee. The details regarding the investigation are also limited to the internal resolution committee and kept confidential. The complainant is protected from any discrimination and harassment till the issue is resolved. This is done in order to safeguard the complainant's interest and confidence.

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

9. Assessments of the year

Category	% of plants and offices that were assessed by the entity or by the statutory authorities or third parties
Child Labour	100%
Forced/Involuntary Labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	NA

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

No significant risks reported in the assessment.

#### 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	FY24 (In Giga Joules)	FY23 (In Giga Joules)
Total electricity consumption (A)	133.81	133.76
Total fuel consumption (B)	Nil	Nil
<b>Energy consumption through other sources (C)</b>	Nil	Nil
<b>Total energy consumption (A+B+C)</b>	<b>133.81</b>	<b>133.76</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.013 GJ/ Rs. Lakhs	0.013 GJ/ Rs. Lakhs
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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

No

2. Sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N)

No

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

Parameter	FY24	FY23
Water Withdrawal by Source (In Kiloliters)		
(i) Surface water	NA	NA
(ii) Groundwater	-	-
(iii) Third party water	967	557
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	967	557
<b>Total volume of water consumption (in kilolitres)</b>	967	557
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	0.09 KI/Rs. Lakhs	0.05 KI/ Rs. Lakhs
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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

No

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

Zero Liquid Discharge is not applicable to the Company as it is an International Wholesale Distribution Company and does not own any manufacturing plants.

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

Parameter	Please specify unit	FY24	FY23
NOx		Nil	Nil
Sox		Nil	Nil
Particulate Mater		Nil	Nil
Persistent organic pollutants (POP)		Nil	Nil
Volatile organic compounds (VOC)		Nil	Nil
Hazardous air pollutants (HAP)		Nil	Nil
Others – please specify		Nil	Nil

The Company is not into manufacturing and therefore the possibility of releasing emissions into the atmosphere is negligible/ not applicable.

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

No

6. Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & their intensity

Parameter	Unit	FY24	FY23
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	-	-
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	-	-
<b>Total Scope 1 and Scope 2 emissions</b> per rupee of turnover		-	-
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity		-	-

The Company is not into manufacturing and therefore the possibility of releasing greenhouse gas emissions into the atmosphere is negligible/not applicable.

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. Project related to reducing Green House Gas emission? If yes, details.

No, the Company does not have any project related to reducing greenhouse gas emissions.

8. Details of waste generated, re-cycled re-used and disposed off

Parameter	FY24	FY23
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste ( A)	Nil	Nil
E-waste ( B)	Nil	Nil
Bio-medical waste ( C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	Nil	Nil
Radioactive waste (F)	Nil	Nil
<b>Other Hazardous waste (G)</b>	Nil	Nil
Other Non-hazardous waste generated (H) (Break-up by composition i.e by materials relevant to the sector)	Nil	Nil
<b>Total ( A+B+C+D+E+F+Gg+H)</b>	Nil	Nil
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
i. Re-cycled	Nil	Nil
ii. Re-used	Nil	Nil
iii. Other recovery operations	Nil	Nil
<b>Total</b>	Nil	Nil
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of Waste</b>		
i. Incineration	Nil	Nil
ii. Landfilling	Nil	Nil
iii. Other disposal operations	Nil	Nil
<b>Total</b>	Nil	Nil

The nature of business of the Company is International Wholesale Distribution where Company does not have any manufacturing facility or produce anything inhouse and hence, this clause is not applicable to us.

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

9. Details of waste management practices, strategy adopted by the company to reduce usage of hazardous and toxic chemicals in our products and processes and the practices adopted to manage such wastes.

As an International Wholesale Distribution Company, we do not manufacture any products and thus does not use any hazardous or toxic chemicals.

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:

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

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

During the reporting period, Company has not conducted any environment impact assessment. Company ensures compliance to local and national applicable laws wherever required.

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

12. Compliance 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).

Yes, Company ensures compliance to applicable laws.

If not, details of all such non-compliances, in the following format

SL No	Law / regulation / guidelines which was not complied with	Details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable				

**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: 5  
b. List the top 10 trade and industry chambers/associations ( determined based on the total members of such body ) the entity is a member of /affiliated to

SL No	Name of the trade industry chambers/associations	The reach of trade and industry chambers/associations (State/National)
1	Two Star Export House Certificate by Directorate General of Foreign trade	National
2	Pharmexcil Registration from Pharmaceuticals Export Promotion Council of India	National
3	FSSAI Certification from Food Safety and Standards Authority of India (FSSAI)	National
4	Certification from Agricultural and Processed Food Products Export Development Authority (APEDA)	National
5	Member of Federation of Indian Export Organisation (FIEO)	National

2. Details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regular authorities.

Name of authority	Brief of the case	Corrective actions taken
Nil		

## Principle 8. Businesses should promote inclusive growth and equitable development

### Essential Indicators

- 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 public domain (Yes/ No)	Relevant weblink
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Not Applicable

- Information on project (s) for which ongoing rehabilitation and resettlement ( R&R) is being undertaken by the entity

SL No	Name of project for which R&R is ongoing	State	District	No. of project-affected families	% of PAFs covered by R&R	Amount paid to PAFs in FY24
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Not Applicable

- Mechanisms to receive and redress grievances of the community:

We have a grievance redressal mechanism which covers all our stakeholders. Active engagement with the community and stakeholders requires an effective grievance redressal system that includes feedback loops and conflict resolution mechanisms. Stakeholders can share their feedback/ concern on [info@balaxipharma.in](mailto:info@balaxipharma.in)

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

Particulars	FY24	FY23
Directly sourced from MSMEs/small producers	95.05%	80.28
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

- Describe the mechanism in place to receive and respond to consumer complaints and feedback:

Consumers can directly contact the Company through email or phone and further our representative visits all the clients regularly for their feedback and issues, if any.

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

Particulars	As a % of total turnover
Environmental and social parameters relevant to the product	100
Safe and responsible usage	100
Recycling and/or safe disposal	100

- Number of consumer complaints in respect of the following

Particulars	FY2024		Remarks	FY2023		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	0	0		0	0	

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

Particulars	Number	Reasons for recall
Voluntary recalls	0	N.A
Forced recalls	0	N.A

5. Framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, web-link of the policy.:

Yes, the policy is available at <https://balaxipharma.in/corporate-policies>.

6. 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.: None