

Date: 19th June, 2025

(1) BSE Ltd.
Listing Department
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai 400 001
Scrip Code: 500087

(2) National Stock Exchange of India Ltd.
Listing Department
Exchange Plaza, 5th floor
Plot no. C/1, G Block
Bandra Kurla Complex
Bandra (East), Mumbai - 400 051
Scrip Code: CIPLA

(3) SOCIETE DE LA BOURSE DE
LUXEMBERG
Societe Anonyme
35A Boulevard Joseph II
L-1840 Luxembourg

Sub: Business Responsibility & Sustainability Report for FY 2024-25

Dear Sir/Madam,

Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility & Sustainability Report of the Company for FY 2024-25.

Kindly take the above information on record.

Thanking you,

Yours faithfully,
For **Cipla Limited**

Rajendra Chopra
Company Secretary

Encl: As above

Prepared by: Gargi Sahasrabudhe

Business Responsibility & Sustainability Report

SECTION A GENERAL DISCLOSURES

I. Details of the listed entity¹

1. Corporate Identity Number (CIN) of the Listed Entity:	L24239MH1935PLC002380
2. Name of the Listed Entity:	Cipla Limited
3. Year of incorporation:	1935
4. Registered office address:	Cipla House, Peninsula Business Park, Ganpatrao Kadam Marg, Lower Parel, Mumbai - 400013
5. Corporate address:	Cipla House, Peninsula Business Park, Ganpatrao Kadam Marg, Lower Parel, Mumbai - 400013
6. E-mail:	cosecretary@cipla.com
7. Telephone:	+91 22 4191 6000
8. Website:	https://www.cipla.com/
9. Financial year for which reporting is being done:	1 st April, 2024 to 31 st March, 2025
10. Name of the Stock Exchange(s) where shares are listed:	a. National Stock Exchange of India Limited b. BSE Limited c. Societe De La Bourse De Luxembourg (Luxembourg Stock Exchange) for GDRs
11. Paid-up Capital:	₹ 1,61,52,34,240
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	a. Name – Mr Rajendra Chopra b. Designation – Company Secretary c. Telephone Number – +91 22 4191 6000 d. Email ID – cosecretary@cipla.com
13. Reporting boundary:	Refer on page no. 2 of this report
14. Name of assurance provider:	DNV Business Assurance India Private Limited
15. Type of assurance obtained:	a. Reasonable assurance for BRSR Core indicators b. Limited assurance for other selected BRSR indicators

II. Products/services²

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Trade	Wholesale Trading	19.73
2.	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	64.86
3.	Support services to Organisations**	Other support services to organisations	12.77

¹GRI 2-1

²GRI 2-6

*This data is specific to Cipla Limited

** This pertains to income from Royalty

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

S. No.	Product/Service	NIC Code	% of total turnover contributed
1.	Manufacture of allopathic pharmaceutical preparations	24,232	54.62
2.	Wholesale of pharmaceutical and medical goods	51,397	43.55
3.	Manufacture of chemical substances used in the manufacture of pharmaceuticals: antibiotics, endocrine products, basic vitamins; opium derivatives; sulpha drugs; serums and plasmas; salicylic acid, its salts and esters; glycosides and vegetable alkaloids; chemically pure sugar etc.	24,231	1.83

III. Operations³

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

Locations	Number of plants	Number of offices	Total
National	38	59	97
International	8	35	43

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28 states and 8 union territories
International (No. of Countries)	73 ⁴

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

41.76% (standalone)

c. A brief on types of customers

Refer to page no. 101 of Relationship Capital

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Refer to page no. 80 of Human Capital

b. Differently abled Employees and workers:

Refer to page no. 80 of Human Capital

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	11	2	18.18
Key Management Personnel	3	-	-

22. Turnover rate for permanent employees and workers

Refer page no. 90 of Human Capital

³GRI 2-1, GRI 2-6

⁴Represents countries/ markets where sales are more than USD 0.5 million

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

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

Details of subsidiary / associate / joint venture companies are given in Form AOC-1, on page no. 415 of this report. All the entities, wherever applicable, participate in the relevant Business Responsibility initiatives of the Company, except associate companies and joint venture companies.

VI. CSR Details

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

Standalone numbers (in crores)

- Turnover: ₹ 19,044.85
- Net worth: ₹ 32,096.51

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:⁵

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism	Policy Coverage	FY 2024-25			FY 2023-24		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	https://www.cipla.com/sites/default/files/1530274684_Cipla---Code-of-Conduct-FC.PDF.pdf	Code of Conduct	-	-	-	-	-	-
Investors (other than Shareholders)	Not Applicable							
Shareholders	https://www.cipla.com/sites/default/files/Investor-Servicing-and-Grievance-Redrressal-Policy.pdf	Investor Servicing and Grievance Redressal Policy	23	1		16	2	-
	Available on the Intranet	Employee Grievance Policy	-	-	-	-	-	-
Employees and workers	https://www.cipla.com/sites/default/files/1530274684_Cipla---Code-of-Conduct-FC.PDF.pdf	Code of Conduct	66	12	-	46	7	-
	https://www.cipla.com/sites/default/files/2023-07/Human-Rights-Policy.pdf	Human Rights Policy	-	-	-	-	-	-
	https://www.cipla.com/sites/default/files/1558508425_POSH-%20Cipla.pdf	Prevention of Sexual Harassment at the workplace	19	2	-	15	1	-

⁵GRI 2-24, GRI 2-25

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism	Policy Coverage	FY 2024-25			FY 2023-24		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Customers	https://www.cipla.com/contact-us	Reporting on adverse/technical events	5,260	641	-	6,179	1,111	-
	https://www.cipla.com/sites/default/files/1530274684_Cipla---Code-of-Conduct-FC.PDF.pdf	Code of Conduct	2	-	-	2	-	-
Value Chain Partners	https://www.cipla.com/contact-us	Reporting on adverse/technical events	584	138	-	474	91	-
	https://www.cipla.com/sites/default/files/1530274684_Cipla---Code-of-Conduct-FC.PDF.pdf	Code of Conduct	6	2	-	2	-	-
Healthcare Professionals	https://www.cipla.com/contact-us	Reporting on adverse/technical events	303	42	-	383	55	-
	https://www.cipla.com/sites/default/files/1530274684_Cipla---Code-of-Conduct-FC.PDF.pdf	Code of Conduct	2	-	-	-	-	-
Government and Regulators	https://www.cipla.com/contact-us	Reporting on adverse/technical events	179	16	-	80	10	-
	https://www.cipla.com/sites/default/files/1530274684_Cipla---Code-of-Conduct-FC.PDF.pdf	Code of Conduct	-	-	-	-	-	-
Others	https://www.cipla.com/sites/default/files/1530274684_Cipla---Code-of-Conduct-FC.PDF.pdf	Code of Conduct	10	3	-	37	5	-

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

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

Refer to page no. 46 of Double Materiality Assessment.

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 processes⁶									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)					Yes				
b. Has the policy been approved by the Board? (Yes/No)					Yes ⁷				
c. Web Link of the Policies, if available	Policies are available on: (1) website of the Company - www.cipla.com and the weblink of the policies are also available in the Report on Corporate Governance on page no. 212 (2) Intranet portal of the Company - accessible to the employees of the Company								
2. Whether the entity has translated the policy into procedures. (Yes / No)					Yes				
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, Code of Conduct and other applicable policies extend to our value chain partners								
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"> • Principle 1: United Nations Sustainable Development Goals, National Guidelines on Responsible Business Conduct • Principle 2: ISO 9001:2015, United Nations Sustainable Development Goals, National Guidelines on Responsible Business Conduct • Principle 3: ISO 45001: 2018 at 38 of 46 manufacturing sites globally, United Nations Sustainable Development Goals, National Guidelines on Responsible Business Conduct • Principle 4: United Nations Sustainable Development Goals, National Guidelines on Responsible Business Conduct • Principle 5: United Nations Sustainable Development Goals, National Guidelines on Responsible Business Conduct • Principle 6: ISO 14001: 2015 at 38 of 46 manufacturing sites globally, ISO 50001:2018 at 26 of 46 manufacturing sites, United Nations Sustainable Development Goals, National Guidelines on Responsible Business Conduct • Principle 7: United Nations Sustainable Development Goals, National Guidelines on Responsible Business Conduct • Principle 8: United Nations Sustainable Development Goals, National Guidelines on Responsible Business Conduct • Principle 9: United Nations Sustainable Development Goals, National Guidelines on Responsible Business Conduct 								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The specific commitments, goals and targets are provided in the respective capitals of the Integrated Annual Report, wherever applicable								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The performance against specific commitments, goals and targets are provided in the respective capitals of the Integrated Annual Report, wherever applicable								

⁶GRI 2-23, GRI 2-24

⁷Policies are approved by the Board, respective board committees, respective department heads, wherever applicable

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	Refer to MD & GCEO's Message on page no. 14								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). ⁸	Mr Umang Vohra, Managing Director and Global Chief Executive Officer (DIN: 02296740)								
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.	<p>The Investment and Risk Management Committee ("IRMC") is responsible to periodically review environmental, social and governance ("ESG")/ sustainability matters pertaining to the Company, including initiatives and reporting. The Committee composition of IRMC is as follows:</p> <ol style="list-style-type: none"> Mr Robert Stewart – Chairman – DIN: 03515778 Mr Abhijit Joshi – Member – DIN: 07115673 Mr Kamil Hamied – Member – DIN: 00024292 Mr P R Ramesh – Member – DIN: 01915274 Mr Umang Vohra – Member – DIN: 02296740 								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The policies of the Company are reviewed periodically / on a need basis by department heads / Directors / Board Committees, wherever applicable.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Status of compliance with all applicable statutory requirements is reviewed by the Board and the Audit Committee on a quarterly basis.																	

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	<ul style="list-style-type: none"> DNV Business Assurance India Private Limited has been engaged to provide assurance on Cipla's Integrated Annual Report, including the Business Responsibility & Sustainability Report for FY 2024-25. As part of the assurance process, DNV has reviewed implementation of ESG related policies at operational level. SGGS & Associates, Practicing Company Secretaries was engaged to conduct a detailed assessment of the effectiveness of policies and practices relating to human rights. The procedures and compliances pertaining to the working of Company's policies are also evaluated by the internal auditors of the Company from time to time. 								

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

Not Applicable

⁸GRI 2-12

SECTION C PRINCIPLE WISE PERFORMANCE DISCLOSURE



PRINCIPLE 1

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

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:⁹

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by awareness programmes
Board of Directors ¹⁰			98.70
Key Managerial Personnel	14	The Company conducts familiarisation programmes for its Board of Directors at regular intervals which covers topics such as ESG parameters and targets, corporate governance practices, various other industry, business and regulatory updates.	100
Employees other than BoD and KMPs	4,002	The employees / workers undergo various trainings / awareness sessions such as induction training at the time of joining and leadership, policy, technical and compliance training during the course of employment.	75.95
Workers	462		34.96

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 format¹¹

(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):

Nil

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.

Not Applicable

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.¹²

Yes, the Company has established an anti-corruption and anti-bribery policy that applies to all associates, business

partners (as defined in the policy) and all its subsidiaries. This policy reflects our zero-tolerance stance towards corruption and bribery and encompasses the following key components:

- Duties of Cipla associates and business partners
- Procedures for addressing complaints related to bribery and corruption
- Guidance on interactions with public officials
- Do’s and Don’ts regarding entertainment, gifts and hospitality

Additionally, the policy assists business partners and associates in reporting bribery and corruption in alignment with our Whistle-blower Policy. We conduct risk assessments regarding compliance with anti-corruption and anti-bribery laws as needed, as part of our Enterprise Risk Management activities and implement appropriate mitigation measures in response. Alongside our Code of Conduct training, all employees also receive training on anti-corruption and anti-bribery practices.

⁹GRI 2-17, GRI 2-24

¹⁰It includes programmes which are offered to all the Board members of Cipla Limited. For further details, please refer Familiarisation programme for Independent Directors in the ‘Report on Corporate Governance’

¹¹GRI 2-27

¹²GRI 205-1, GRI 205-2

The policy is available via the following weblink: https://www.cipla.com/sites/default/files/2019-06/1553587868_Anti-Bribery-and-Anti-Corruption-Policy.pdf.

5. **Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:**¹³

Nil

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

Nil

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:**¹⁴

None

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

Particulars	FY 2024-25	FY 2023-24
Number of days of accounts payables	62	60

9. **Open-ness of business**

Provide details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advances & investments, with related parties in the following format:¹⁵

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	6.30%	6.35%
	b. Number of trading houses where purchases are made from	292	274
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	49.05%	51.22%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	96.32%	95.54%
	b. Number of dealers / distributors to whom sales are made	16,071	10,276
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	29.95%	36.65%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.11%	0.03%
	b. Sales (Sales to related parties / Total Sales)	0.0004%	0.0003%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	61.95%	100%
	d. Investments (Investments in related parties / Total Investments made)	63.21%	86.99%

Leadership Indicators

1. **Awareness programmes conducted for value chain partners on any of the Principles during the financial year:**¹⁶

Refer to page no. 105 of Relationship Capital

2. **Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.**¹⁷

Yes, the Company has in place a 'Conflict of Interest Policy' and a 'Policy on Related Party Transactions', which are applicable to our board members. Transactions with the board members or any entity in which such board members are concerned or interested are required to be approved by the Audit Committee and the Board of Directors. In such cases, the interested directors abstain themselves from the discussions at the meeting. The weblink of the above-mentioned policies are as below:

Conflict of Interest Policy- https://www.cipla.com/sites/default/files/2019-06/1554391523_1530187477_Conflict%20of%20Interest%20Policy%20-%20V1%20fc.pdf

Policy on Related Party Transactions - https://www.cipla.com/sites/default/files/2025-03/Policy-on-Related-Party-Transaction_clean.pdf

¹³GRI 205-3

¹⁴GRI 205-3 and 206-1

¹⁵GRI 2-4 and Figures for FY 2023-24 have been restated wherever necessary as per Industry Standards Note on Business Responsibility and Sustainability Report Core.

¹⁶GRI 2-24, GRI 2-25

¹⁷GRI 2-15



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.**

Refer to page no. 64 of Manufactured Capital and page no. 71 of Intellectual Capital

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

Yes

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

Cipla has implemented procedures to ensure sustainable sourcing by embedding sustainability criteria into our comprehensive supply chain framework. This integration is facilitated through our Supply Chain Management Sustainability Policy, Responsible Sourcing Policy and Supplier Code of Conduct. We conduct thorough assessments of our suppliers based on ESG parameters and organise capacity-building workshops for our key suppliers. These suppliers are selected based on criteria such as their value, volume and dependency on our operations. For more detailed information regarding the assessments undertaken during the year to identify sustainably sourced products, please refer to page no. 104 of the Relationship Capital section.

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.**

As a pharmaceutical company, we do not participate in the reclamation or recycling of products at the end of their lifecycle. Nonetheless, we have established comprehensive waste management protocols throughout all our manufacturing facilities and warehouses. Products that remain unsold in the market and reach the end of their lifecycle for any reason are collected by our warehouses for secure disposal through incineration

4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the EPR plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Refer to page no. 125 of Natural Capital

Leadership Indicators

1. **Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

Refer to page no. 125 of Natural Capital

2. **If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.**

Refer to page no. 125 of Natural Capital

3. **Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).**

Since we are in the pharmaceutical business, we do not recycle or reuse input material.¹⁸

4. **Of the products and packaging reclaimed at the end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:**

As a pharmaceutical company, Cipla does not reclaim products at the end of their life for reuse or recycling due to the nature of the industry. Instead, expired or unused products are retrieved from market and safely disposed of through incineration. We actively use recycled tertiary packaging materials sourced from our suppliers and ensure responsible management of plastic waste. This includes collecting and channelising rigid, flexible and multi-layered plastics in quantities equivalent to those used in our own packaging.

In FY 2024-25, we collected 1,992 metric tonnes of expired products for safe incineration and sent 274 metric tonnes of packaging material for recycling.

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

As a pharmaceutical company, Cipla does not reclaim products at the end of their life for reuse or recycling, given regulatory and safety considerations. However, any reclaimed products are safely disposed of through incineration.

In FY 2024-25, 15% of our formulation products were reclaimed and safely disposed through incineration. Additionally, 100% of the equivalent quantity of pre and post consumer plastic waste generated from our packaging is collected through authorised waste management agencies and is either co-processed, recycled, or converted into energy.¹⁹

¹⁸GRI 301-2

¹⁹GRI 301-3



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:**
Refer page no. 86 of Human Capital
- b. Details of measures for the well-being of workers:**
Refer page no. 86 of Human Capital
- c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format.**
Refer page no. 86 of Human Capital
2. **Details of retirement benefits, for Current Financial Year and Previous Financial Year.**
Refer page no. 86 of Human Capital
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.
Refer page no. 82 of Human Capital
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.**
Refer page no. 82 of Human Capital
5. **Return to work and Retention rates of permanent employees and workers that took parental leave.**
Refer page no. 85 of Human Capital
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.**
Refer page no. 91 of Human Capital
7. **Membership of employees and worker in association(s) or Unions recognised by the listed entity:**
Refer page no. 93 of Human Capital
8. **Details of training given to employees and workers:**
Refer page no. 89 of Human Capital
9. **Details of performance and career development reviews of employees and worker:**
Refer page no. 90 of Human Capital
10. **Health and safety management system:**
 - a. **Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such system?**
Refer page no. 93 of Human Capital
 - b. **What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**
Refer page no. 94 of Human Capital
 - c. **Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)**
Refer page no. 95 of Human Capital
 - d. **Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)**
Refer page no. 96 of Human Capital
11. **Details of safety related incidents, in the following format:**
Refer page no. 97 of Human Capital
12. **Describe the measures taken by the entity to ensure a safe and healthy work place.**
Refer page no. 93 of Human Capital
13. **Number of Complaints on the following made by employees and workers:**
Refer page no. 93 of Human Capital
14. **Assessments for the year:**
Refer page no. 94 of Human Capital
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.**
Refer page no. 94 of Human Capital

Leadership Indicators

1. **Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**
Yes
2. **Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**

All value chain partners are expected to uphold ethical, responsible conduct and maintain high standards of fair business practices in every transaction. Cipla has established robust processes to ensure that all applicable statutory dues related to these transactions are accurately deducted, deposited and reviewed through regular audit mechanisms. The Company also collects necessary certificates and proofs from contractors to verify compliance with statutory obligations such as PF, ESIC and other dues concerning contractual employees and workers.

3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Particulars	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	-	-	-	-
Workers	2	1	-	-

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

No

5. Details on assessment of value chain partners:

Refer to page no. 104 of Relationship Capital

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Refer to page no. 104 of Relationship Capital



PRINCIPLE 4

Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

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

Refer to page no. 40 of Stakeholder Engagement

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

Refer to page no. 40 of Stakeholder Engagement

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.²⁰

Respective business / functional heads engage with the stakeholders on various ESG matters and the relevant feedback from such consultation is provided to the Board, wherever applicable. For further details, refer page no. 46 of Double Materiality Assessment.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.²¹

Yes, our material issues are identified based on our engagement with our stakeholders. For details, please refer page no. 46 of Double Materiality Assessment.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalised stakeholder groups.

We interact with a range of stakeholders, which include vulnerable and marginalised groups. For more details, please see page no. 40 of Stakeholder Engagement.

The Company is involved in various CSR initiatives in local communities that address the needs of these vulnerable and marginalised groups. More information can be found on page nos. 107 to 113 of the Social Capital section. Currently, there are no significant concerns reported regarding vulnerable or marginalised groups.

²⁰GRI 2-12, GRI 2-15

²¹GRI 2-12



PRINCIPLE 5

Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:²²

Refer page no. 92 of Human Capital

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

Refer page no. 91 of Human Capital

3. Details of remuneration/ salary/ wages

a. Median remuneration/ wages

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	9	1,08,50,000	2	49,89,932
Key Managerial Personnel	2	4,94,25,962	-	-
Employees other than BoD and KMP	25,240	6,79,946	4,704	6,37,009
Workers	260	13,30,736	106	14,34,552

b. Gross wages paid to females as a % of total wages paid by the entity, in the following format²³

Parameter	FY 2024-25	FY 2023-24
Gross wages paid to females as a % of total wages	16.01%	16.49%

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

Refer page no. 91 of Human Capital

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

Refer page no. 91 of Human Capital

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

Particulars	FY 2024-25			FY 2023-24		
	Filed	Pending	Remarks	Filed	Pending	Remarks
Sexual Harassment	19	2	-	15	1	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced labour/ Involuntary labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

²²GRI 2-24

²³GRI 2-4 and Figures for FY 2023-24 have been restated as per Industry Standards Note on Business Responsibility and Sustainability

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

Particulars	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) ²⁴	17	12
Complaints on POSH as a % of female employees / workers	0.23%	0.18% ²⁵
Complaints on POSH upheld	17	12

8. **Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.²⁶**

Refer page no. 92 of Human Capital

9. **Do human rights requirements form part of your business agreements and contracts?²⁷(Yes/No)**

Refer page no. 91 of Human Capital

10. **Assessments for the year:**

Refer page no. 92 of Human Capital

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

There were no significant risks/concerns arising from the assessments at question no. 10 above

Leadership Indicators

1. **Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.**

Not applicable

2. **Details of the scope and coverage of any Human rights due-diligence conducted.**

Refer page no. 92 of Human Capital

3. **Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

Yes

4. **Details on assessment of value chain partners:**

Refer to page no. 104 of Relationship Capital

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

Refer to page no. 104 of Relationship Capital



PRINCIPLE 6

Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

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

Parameter	FY 2024-25	FY 2023-24
From renewable sources*		
Total electricity consumption (A)	3,45,021	3,54,105
Total fuel consumption (B)	1,63,158	2,28,869
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C) GJ	5,08,179	5,82,974

²⁴This data includes complaints only specific to Cipla Limited and its Indian Subsidiaries as per statutory requirements.

²⁵Previous year numbers have been restated as per Industry Standards Note on Business Responsibility and Sustainability Report Core

²⁶GRI 2-25

²⁷GRI 2-23

*This table does not include the attributes of IRECs. In FY 2024-25 we have procured 95,005 IRECs to convert our non renewable power into renewable. Based on GHG Protocol, USEPA and RE100 guidelines, after including the attributes of 95,005 IRECs, the total electricity consumption from renewable sources (A) becomes 6,87,039 GJ and total electricity consumption from non renewable sources (D) stands at 6,15,882 GJ for FY 2024-25.

Parameter	FY 2024-25	FY 2023-24
From non-renewable sources*		
Total electricity consumption (D)	9,57,899	9,03,539
Total fuel consumption (E)	5,89,442	5,31,498
Energy consumption through other sources (F)	-	-
Total energy consumed from nonrenewable sources (D+E+F) GJ	15,47,341	14,35,037
Total energy consumed (A+B+C+D+E+F) GJ	20,55,520	20,18,011
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) GJ/₹ lac of Revenue	0.75	0.78
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) GJ/lac USD	15.42	17.92
Energy intensity in terms of physical output (GJ/MT Product)	136.24	127.62

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

Yes, independent assurance has been carried out by DNV Business Assurance India Private Limited.

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.

Not applicable. None of our API sites is crossing the energy threshold of 3,000 Metric tons of oil equivalent in FY 2024-25.

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	43,140	48,667
(ii) Groundwater	2,16,318	2,13,764
(iii) Third party water	13,73,079	13,51,648
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	16,32,537	16,14,079
Total volume of water consumption (in kilolitres)	14,93,995	14,98,961
Water intensity per rupee of turnover (Total water consumption / ₹ lac of Revenue)	0.54	0.58
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) kilolitres/lac USD	11.20	13.31
Water intensity in terms of physical output (Water consumption/MT Product)	99.02	94.79

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

Yes, independent assurance has been carried out by DNV Business Assurance India Private Limited.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-

*This table does not include the attributes of IRECs. In FY 2024-25 we have procured 95,005 IRECs to convert our non renewable power into renewable. Based on GHG Protocol, USEPA and RE100 guidelines, after including the attributes of 95,005 IRECs, the total electricity consumption from renewable sources (A) becomes 6,87,039 GJ and total electricity consumption from non renewable sources (D) stands at 6,15,882 GJ for FY 2024-25.

Parameter	FY 2024-25	FY 2023-24
(iv) Sent to third-parties	1,38,541	1,15,118
- No treatment	94,222	66,084
- With treatment: Primary treatment	11,699	9,818
- With treatment: Tertiary treatment	32,620	39,216
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	1,38,541	1,15,118

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

Yes, independent assurance has been carried out by DNV Business Assurance India Private Limited.

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

We have implemented a Zero Liquid Discharge ('ZLD') system at our manufacturing facilities in Sikkim, Kurkumbh, Virgonagar, Indore, Goa and Bommasandra. As of 31st March, 2025, ZLD operations are in place at 54% of our global manufacturing units.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:²⁸

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	mg/Nm3	54.4	64.68
SOx	mg/Nm3	25.8	29.91
Particulate matter (PM)	mg/Nm3	56.5	31.25
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	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.

Yes, independent assurance has been carried out by DNV Business Assurance India Private Limited.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ if available)	Metric tonnes of CO ₂ equivalent	Energy based – 38,283 Refrigerant Emissions – 7,39,935	Energy based– 37,398 Refrigerant emissions:–6,97,682
Total Scope 2 emissions (market based approach) (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ if available)	Metric tonnes of CO ₂ equivalent	1,29,087	2,07,238
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO ₂ e/ ₹ lac of Revenue	0.329	0.365
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	tCO ₂ e/lac USD	6.80	8.37
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e/MT Product	60.13	59.59

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

Yes, independent assurance has been carried out by DNV Business Assurance India Private Limited.

²⁸GRI 305-7

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

Refer page no. 117 and 118 from Natural Capital

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	3,351	2,748
E-waste (B)	96	67
Bio-medical waste (C)	114	102
Construction and demolition waste (D)	792	999
Battery waste (E)	107	70
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	18,541	17,107
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	9,212	10,550
Total (A+B + C + D + E + F + G+ H)	32,213	31,643
Waste intensity per rupee of turnover (Total waste generated / ₹ lac of Revenue)	0.012	0.012
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) MT/lac USD	0.24	0.28
Waste intensity in terms of physical output (Total waste generated/MT product)	2.14	2.00
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/Re-used	23,859	22,374
(ii) Other recovery operations	4,774	5,828
Total	28,633	28,202
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	2,683	2,503
(ii) Landfilling	584	1,522
(iii) Other disposal operations	-	-
Total	3,267	4,025

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

Yes, independent assurance has been carried out by DNV Business Assurance India Private Limited.

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

Refer page no. 123 to 125 from Natural Capital

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:²⁹

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.
Cipla Limited Bommasandra- Jigani Link Road, Industrial Area, Plot No. 285, KIADB Bangalore, Krishnapuram, Jigani, Karnataka 560105, India.	API manufacturing	Yes

²⁹GRI 304-1

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

Cipla has not undertaken any Environmental Impact Assessments of its Projects in FY 2024-25.

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

Yes, the Company is compliant with all applicable environmental laws and regulations.

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area: Baddi, Bommasandra, Virgonagar, Indore, Satara

Note: As per WRI Aqueduct tool (Beta Version 3.0). Sites with water stress >80% are considered

(ii) Nature of operations: API- Bommasandra, Virgonagar

Formulations- Baddi, Indore, Satara

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	158
(ii) Groundwater	62,324	57,940
(iii) Third party water	3,36,159	3,32,345
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	3,98,483	3,90,443
Total volume of water consumption (in kilolitres)	3,86,784	3,80,625
Water intensity per rupee of turnover (Water consumed / ₹ lac of Revenue)	0.14	0.15
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iii) Into Seawater		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iv) Sent to third-parties	11,699	9,818
- No treatment	-	-
- With treatment - primary treatment	11,699	9,818
(v) Others		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
Total water discharged (in kilolitres)	11,699	9,818

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

Yes, independent assurance has been carried out by DNV Business Assurance India Private Limited.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ if available)	Metric tonnes of CO ₂ equivalent	50,28,316	45,76,772
Total Scope 3 emissions per rupee of turnover	tCO ₂ e/ ₹ lac of Revenue	1.83	1.77
Total Scope 3 emission intensity adjusted for PPP	tCO ₂ e/ lac USD	37.71	40.63
Total Scope 3 emission intensity in terms of physical output	tCO ₂ e/MT Product	333.27	289.43

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

Yes, independent assurance has been carried out by DNV Business Assurance India Private Limited.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Bommasandra site is under notified Industrial Area, located within 10 km of the Bannerghatta National Park. We have conducted Environmental Impact Assessment studies in previous years and no significant impact of the organisation on Biodiversity has been observed.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Refer to page no. 64 of Manufactured Capital

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.³⁰

A detailed framework and guidelines have been provided in Cipla's Business Continuity Plan guidance document to support Cipla's business units and operations to respond, restore and check critical business processes when normal operations are disrupted. This document provides an overview of ongoing functions, describes an approach to supporting critical business functions and defines personal roles and responsibilities. It also outlines notification procedures and communication methods, protocols for activation deactivation plans, provisions for alternative workplaces/manufacturing/product development and a plan for the maintenance and recovery of important records.

This document contains BCP guidelines to respond to outages caused by natural, technical and man-made events, as well as events that cause loss of access to parts or the entire facility or loss of service due to failure of equipment or systems. The effect of the above disruptive events can lead to the realisation of risks in main risk categories i.e. Environmental, health and safety (EHS) and business/financial risks. The BCP guidelines provide a framework for addressing these EHS and business/

financial risks. BCP guidelines apply to Cipla, its subsidiaries and affiliates. Additionally, every Cipla location has an on-site emergency response plan.

Furthermore, due to the variability of disruptions, from time to time, business functions may define specific business continuity/ risk mitigation plans which are taken with due consideration toward risks involved and are subject to cross-functional deliberations and approvals.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

Refer to page no. 104 of Relationship Capital.

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

Refer to page no. 104 of Relationship Capital.

8. How many Green Credits have been generated or procured:

- By the listed entity: Nil
- By the top ten (in terms of value of purchases and sales, respectively) value chain partners: Not available



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.

Refer to page no. 102 of Relationship Capital

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.

Refer to page no. 102 of Relationship Capital

³⁰GRI 3-3

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

Not Applicable

Leadership Indicators

- Details of public policy positions advocated by the entity:

Refer to page no. 102 of Relationship Capital



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.³¹

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

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

Not Applicable

- Describe the mechanisms to receive and redress grievances of the community.³²

Local communities can raise their grievances as per the mechanism provided in our Code of Conduct available on our website of the Company. For further details refer our response to Question no. 25 of Section A on page no. 172.

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

Refer to page no. 103 of Relationship Capital

- Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost ³³

Location	FY 2024-25	FY 2023-24
Rural	10.66%	10.51%
Semi-urban	2.42%	2.34%
Urban	3.52%	3.51%
Metropolitan	83.40%	83.64%

³¹GRI 413-2

³²GRI 2-25

³³GRI 2-4. This data pertains to permanent employees and workers of Cipla Limited. Figures for FY 2023-24 have been restated as per Industry Standards Note on Business Responsibility and Sustainability

Leadership Indicators

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

Not Applicable

- Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational District	Amount spent (in ₹)
1	Bihar	Muzaffarpur	49,82,037
2	Andhra Pradesh	Visakhapatnam	54,42,638

- Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised /vulnerable groups? (Yes/No)
 - From which marginalised /vulnerable groups do you procure?
 - What percentage of total procurement (by value) does it constitute?

The Company maintains a neutral approach in its supplier selection and procurement processes, guided by its procurement policy, supplier code of conduct, and supply chain management sustainability policy. At this time, the Company does not factor in criteria related to marginalised or vulnerable groups in its supplier selection.

During the year, we allocated 72% of our total procurement budget to local sourcing, with 8.9% of all input materials procured from MSME suppliers.

- Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

Refer to page no. 72 of Intellectual Capital

- Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Refer to page no. 72 of Intellectual Capital

- Details of beneficiaries of CSR Projects:

For CSR projects and no. of persons benefited from CSR projects – Refer page no. 106 of Social Capital and page no. 152 of the Annual Report of CSR.

% of beneficiaries from vulnerable and marginalised group
 – The primary objective of the CSR projects is to reach out to the most vulnerable and marginalised communities from a weak socio-economic background from the rural as well as urban population.



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.

Consumer complaints and feedback are addressed through a robust mechanism and focused efforts are made to do so in an effective and timely manner. All patients/consumers, healthcare professionals and other concerned stakeholders can report any adverse event or product complaint through a dedicated phone line and mailbox. Consumer complaints received at drugsafety@cippla.com are assessed and addressed as per Standard Operating Procedure ("SOP"). Depending on the nature, the complaint will be forwarded to the relevant department for possible further action, including appropriate response to the complaints. Consumers can also submit their complaints/feedback as per the mechanism set out in our Code of Conduct available on the Company's website. We also take appropriate steps to address consumer complaints raised in consumer forums in accordance with applicable laws and regulations.

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

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

Note: The Company does not maintain/record data pertaining to the percentage of turnover of products of the Company that carry information regarding environmental / social parameters relevant to the product and recycling and/or safe disposal of the products. The Company is in compliance of applicable laws and regulations w.r.t. product labelling and information.

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

Particulars	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at the end of the year	Remarks	Received during the year	Pending resolution at the end of the year	Remarks
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber Security	-	-	-	-	-	-
Delivery of Essential Services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	1	1	Sub judice	-	-	-

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

Refer to page no. 67 of Manufactured Capital

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

Refer to page no. 69 of Manufactured Capital

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

For each product recall, we identified the root cause and thereafter appropriate corrective and preventive actions were implemented across various areas. These included manufacturing, packaging, incoming material inspection, and vendor controls.

7. Provide the following information relating to data breaches:

- a. **Number of instances of data breaches:** 1
- b. **Percentage of data breaches involving personally identifiable information of customers:** Nil
- c. **Impact, if any, of the data breaches:** The Company recorded one data breach in FY 2024-25. However, there was no loss of data or adverse impact.

Leadership Indicators**1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

Please refer to the following weblink: <https://www.cipla.com/our-offerings>

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

Refer page no. 102 of Relationship Capital

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

Not Applicable

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes, refer page no. 102 of Relationship Capital