



UNICHEM
LABORATORIES LTD.

3rd July 2026

BSE Ltd
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai – 400 001

National Stock Exchange of India Ltd
Exchange Plaza, Plot No. C/1, G Block,
Bandra-Kurla Complex, Bandra (East),
Mumbai – 400 051

Scrip Code: 506690

Symbol – UNICHEMLAB

Dear Sir/Madam,

Sub: BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Please find enclosed Business Responsibility and Sustainability Report for the financial year 2025-26.

Kindly take the same on your record.

Thanking you,

For **UNICHEM LABORATORIES LIMITED**



PRADEEP BHANDARI
Head – Legal & Company Secretary

Encl.: a/a

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of listed entity

1	Corporate Identity Number (CIN) of the Company	L99999MH1962PLC012451
2	Name of the listed entity	Unichem Laboratories Limited
3	Year of Incorporation	22nd August 1962
4	Registered office address	47, Kandivli Industrial Estate, Kandivli (West), Mumbai – 400 067
5	Corporate office address	47, Kandivli Industrial Estate, Kandivli (West), Mumbai – 400 067
6	E-mail ID	shares@unichemlabs.com
7	Telephone	022 66474100
8	Website	www.unichemlabs.com
9	Financial year for which reporting is being done	1st April 2025 – 31st March 2026
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid-up capital	₹ 14.08 crores
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Pabitrakumar Bhattacharyya Managing Director & Chief Executive Officer Telephone 022 66474100 shares@unichemlabs.com
13	Reporting boundary	Standalone basis
14	Name of assurance provider	NA
15	Type of assurance obtained	NA

II. Products/services

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

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

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

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

III. Operations

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

Location	Number of Plants	Number of R&D Centers	Number of Offices	Total
National	6	1	1	8
International*	0	0	5	5

* including subsidiary companies

19. Markets served by the entity

a. Number of locations

Locations	Number
National * (No. of states)	14
International (No. of countries)	65

* Our significant sales constitutes export of finished formulations.

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

Our contribution to exports is 97.6% of our total turnover during FY 2026.

c. A brief on types of customers

Unichem manufactures and markets a large basket of APIs as well as pharmaceutical formulations as branded and simple generics in several regulated and unregulated markets around the world. The company's products cater to a diverse range of therapeutic areas such as cardiology, gastroenterology, diabetology, psychiatry, neurology, anti-bacterial, anti-infective and pain management. Unichem products are mainly sold to its wholly owned subsidiaries based out of India. Our ultimate customers are the patients who use our products which are served through Distributors, health care professionals and Government Institutions across the globe.

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

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	1,878	1,619	86.21	259	13.79
2.	Other than Permanent (E)	29	23	79.31	6	20.69
3.	Total employees (D + E)	1,907	1,642	86.10	265	13.90
WORKERS						
4.	Permanent (F)	902	901	99.89	1	0.11
5.	Other than Permanent (G)	6	6	100.00	0	0.00
6.	Total workers (F + G)	908	907	99.89	1	0.11

b. Differently abled employees and workers

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	3	2	66.67	1	33.33
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D+E)	3	2	66.67	1	33.33
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F+G)	0	0	0	0	0

21. Participation/inclusion/representation of women

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

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

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

Sr. No.	Particulars	FY 2026 (%)			FY 2025 (%)			FY 2024 (%)		
		Turnover rate in current financial year			Turnover rate in previous financial year			Turnover rate in year previous to the previous financial year		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
a	Permanent Employees	32.63	20.90	31.05	34.28	24.95	33.05	32.07	24.30	31.03
b	Permanent Workers	31.11	66.67	31.17	23.06	85.71	23.29	20.89	18.18	20.87

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

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

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

VI. CSR Details

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

In terms of Section 135(1) of the Companies Act, 2013 ("Act"), CSR is applicable to the Company. However, in terms of Section 135(5) of the Act, there was no mandatory requirement for the Company to spend on CSR activities for the FY 2026 due to net average loss for immediately preceding three years.

(ii) Turnover (in ₹.) : 1,412.29 crores

(iii) Net worth (in ₹.) : 2,627.10 crores

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanisms in Place (If Yes, then provide web-link for grievance redressal policy)	FY 2026			FY 2025		
		No. of Complaints			No. of Complaints		
		Filed during the year	Pending resolution at close of the year	Remarks	Filed during the year	Pending resolution at close of the year	Remarks
Customers	Yes	285	26	All pending complaints are being investigated and will be resolved in due course	227	36	All pending complaints are being investigated and will be resolved in due course
Shareholders and investors	Yes	4	0	NA	13	0	NA
Employees and workers	Yes	2	0	NA	0	0	NA
Value Chain Partners	Yes	0	0	NA	0	0	NA
Communities	Yes	0	0	NA	0	0	NA
Others	Yes	0	1	Detailed in Principle no. 6, point no. 13	0	1	Detailed in Principle no. 6, point no. 13

- The Quality Assurance (QA) team reviews all customer complaints related to product quality and follows established Standard Operating Procedures (SOPs) for receiving, investigating, and responding to such concerns. Customers may submit complaints through designated email IDs provided by the QA or business teams. For consistency, prior-year data has been regrouped and reclassified to align with current-year reporting. Additionally, region-specific toll-free numbers are available and managed by external Pharmacovigilance service agencies. A dedicated email ID is also provided for reporting urgent safety issues or medical emergencies, including adverse events. Customers can further connect with the Company through its website: <https://www.unichemlabs.com/contact-us.php>.
- Shareholder grievances are managed by the Company's Registrar and Transfer Agent, M/s. MUFG Intime India Pvt. Ltd. (rent.helpdesk@in.mpmf.mufg.com), along with the Company's Secretarial team. Shareholders may also raise queries or complaints through the dedicated email ID shares@unichemlabs.com. Contact details of the responsible officials are available on the Company's website.

- The Company dedicates itself to resolving stakeholder concerns impartially and justly. Our HR grievance framework includes the Grievance Policy, Code of Business Conduct and Ethics, Whistleblower Policy, and Policy on Prevention of Sexual Harassment at the Workplace. Mandatory policies appear on our public website, with internal ones available through the intranet. We invite stakeholders to lodge complaints using the contact information outlined in the relevant intranet policies, underscoring our dedication to open and efficient issue resolution.
- Vendors may raise their concerns directly with the relevant Functional Head or Strategic Business Unit (SBU) Head. Such grievances are promptly addressed to ensure timely resolution.
- Communities may submit grievances via the Company's HR department, plant heads, or relevant implementing agencies, depending on the situation.

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

i. Product quality and safety and data integrity

Sr. No.	Whether risk or opportunity	Both risk and opportunity
a	Rationale for identifying risk/opportunity	<ul style="list-style-type: none"> • In line with Unichem mission 'To be a caring pharmaceutical company helping to enhance health through quality products'. Product quality and safety remains the Company's highest priorities, with sustainability and statutory compliance integrated from the design stage itself. • We are strengthening our product pipeline through a combination of new drug development, expansion into new therapeutic areas, while also increasing our global reach. • All risks and opportunities are assessed by considering cost and price differentials, along with their impact on short-term and long-term profitability and sustainability.
b	In the case of risk, approach to adapt or mitigate	<ul style="list-style-type: none"> • The Company places strong emphasis on comprehensive product lifecycle management through a "Total Lifecycle Management" approach. • Risks related to cost, quality, market dynamics, regulatory requirements, and environmental factors are continuously assessed, and appropriate mitigation actions are undertaken. • For instance, the organization focuses on enhancing quality and systematically tracking Corrective and Preventive Actions (CAPA), with a particular emphasis on Data Integrity (DI).
c	Financial implications of the risk or opportunity (indicate positive or negative implications)	<p>Positive: Unichem adheres to robust procedures and strong systemic controls to ensure product quality and efficacy, supported by an exemplary track record of compliance with internationally accredited regulatory authorities across all its manufacturing facilities.</p> <p>Negative: Any health and safety incident has the potential to erode customer trust and may adversely affect product demand.</p>

ii. Regulatory Compliance

Sr. No.	Whether risk or opportunity	Both risk and opportunity
a	Rationale for identifying risk/opportunity	<ul style="list-style-type: none"> • Compliance with regulatory requirements in the pharmaceutical industry is a complex process and presents multiple types of risks, if we fail to comply fully with government regulations. It may result in delays or denies approvals for new products, increase the cost of developing new products, increase the risk of not being able to serve the market affecting the realisation of product revenues. • Consistent adherence to regulatory standards ensures business continuity and helps avoid operational disruptions. • Conversely, any instance of non-compliance can result in significant business losses and damage to reputation.
b	In the case of risk, approach to adapt or mitigate	<p>To mitigate these risks, the Company</p> <ul style="list-style-type: none"> • Strictly adheres to established Standard Operating Procedures (SOPs). • It maintains international accreditations in line with applicable

ii. Regulatory Compliance (contd.)

Sr. No.	Whether risk or opportunity	Both risk and opportunity
		<p>regulatory requirements.</p> <ul style="list-style-type: none"> We have robust and comprehensive compliance programs with policies, procedures, and guidelines. Independent audits are conducted regularly, and expert consultations are sought whenever necessary. Continuous training programs are undertaken to enhance employee capabilities, ensuring not only compliance with but also surpassing stringent cGMP (Good Manufacturing Practice) standards, while keeping personnel updated on evolving regulatory requirements.
c	Financial implications of the risk or opportunity (indicate positive or negative implication)	<p>Positive: Governance beyond compliance can help to get a competitive edge, improve business performance, mitigate risks, enable value creation, and strengthen stakeholder relationships.</p> <p>Negative: In this industry, non-compliance is treated with utmost seriousness and may result in regulatory actions such as warning letters, import alerts, plant shutdowns, financial penalties, leading to loss of revenue and profitability.</p>

iii. Research and Development

Sr. No.	Whether risk or opportunity	Both risk and opportunity
a	Rationale for identifying risk/opportunity	<ul style="list-style-type: none"> Research and Development (R&D) serves as a key driver of Unichem's future growth across Active Pharmaceutical Ingredients (APIs), process research, analytics, formulation development, and clinical research as Company's vision is <i>"To be a global pharmaceutical company with increasing focus on innovative research and developed markets."</i> The launch of new products involves substantial investments and is subject to challenges such as regulatory hurdles, intense competition, and patent litigations, which may impact timelines. Continued commitment to investment and focus on R&D will enable Unichem to sustain and expand a diverse product portfolio across multiple therapeutic areas.
b	In the case of risk, approach to adapt or mitigate	<ul style="list-style-type: none"> The Company continues to invest in R&D across its key markets and has secured the necessary regulatory approvals. The Centre of Excellence (CoE) in Goa, supported by a team of experienced scientists and PhDs, enables the Company to effectively leverage its manufacturing capabilities through increased regulatory filings, thereby supporting robust growth in the years ahead. The R&D Centre is equipped with a strong synthesis and analytical team, supported by state-of-the-art infrastructure. The Formulations R&D division features advanced facilities for the development of tablets, capsules, and liquid orals, along with dedicated facilities for injectables and pre-formulation laboratories. These facilities enable drug-excipient compatibility studies and the physical characterization of APIs.
c	Financial implications of the risk or opportunity (indicate positive or negative implication)	<p>Positive: Drives growth by enhancing revenue generation and improving profitability.</p> <p>Negative: Delays in product launches can lead to increased costs and potential price erosion, thereby impacting margins.</p>

iv. Environment Health and Safety

Sr. No.	Whether risk or opportunity	Risk
a	Rationale for identifying risk/opportunity	Inadequate safety increases the possibility of equipment malfunction, may lead to severe consequences for employees such as injuries and fatalities, and environmental damage. Proactively identifying, assessing and managing potential hazards, ensuring adequate training, and implementing stringent safety and quality control measures helps us ensure employee safety, reduce environmental damage, and maintain our operational integrity and reputation. A Hazardous and unsafe environment can cause physical and mental harm to the employees impacting their productivity and efficiency directly impacting the costs of the Company in terms of medical expenses, damages and its productivity as well.
b	In the case of risk, approach to adapt or mitigate	Process Safety is one of our key focus areas during manufacturing or R&D operations. We have framed our internal guidelines on process safety, and we carry out risk assessments to mitigate the safety risks by applying inherent safety design principles with all effective hierarchy of controls. We regularly monitor our system by way of internal and external audits and proactive measures are taken on identified hazards to minimize the risk. Our plants have been audited for standards such as ISO14001, ISO45001, SA8000 and others. Our sites have received necessary approvals from regulatory bodies and elements of Environment, Health & Safety are verified from time to time to ascertain compliance with risk management.
c	Financial implications of the risk or opportunity (indicate positive or negative implication)	Non-compliance with the Environment, Health & safety requirement will lead to violation of condition to run our operation. It will also negatively impact on the nearby communities and earn bad name for the company. Also, the lack of safe working place will result in illness & injuries of our workers and impact on the productivity of company. Also, it will result in high-cost medical expenses both direct and indirect. Non-compliance of environment, health & safety requirements will lead to warning, fines and closure of the manufacturing units.

v. Sustainable Supply Chain Management

Sr. No.	Whether risk or opportunity	Both risk and opportunity
a	Rationale for identifying risk/opportunity	Considering the industry's energy-intensive production processes and extensive supply chains, emissions pose several risks, regulatory penalties, reputational damage, and supply chain disruptions, making pharmaceutical companies vulnerable to climate-related regulations and public scrutiny. Disruptions in supply chain will not only impact on the availability of products to customers but also on our manufacturing operations in case of any shortage of materials. Maintaining optimum APIs and intermediates with transport cost rationalisation and dependence on few vendors are the key risks areas.
b	In the case of risk, approach to adapt or mitigate	<ul style="list-style-type: none"> To reduce our value chain emissions, we are engaging with high-value spend suppliers for sourcing sustainably. Optimisation of transport cost to serve the customer by shifting from air to sea shipments. We attempt to use broad base of suppliers to minimise risk arising from dependence on a single supplier. We continue to identify, upgrade, and develop alternate vendors as part of risk mitigation and continual improvement. Strategic inventory management and maintaining buffer stock to handle supply disruptions.

v. Sustainable Supply Chain Management (contd.)

Sr. No.	Whether risk or opportunity	Both risk and opportunity
c	Financial implications of the risk or opportunity (indicate positive or negative implication)	<p>Positive: Multiple vendors for uninterrupted supplies of material will have cost competitiveness. Uninterrupted supply will increase the service level with customers.</p> <p>Negative: Disruption can increase the cost of material and loss of customers.</p>

vi. Water Management & Waste Management

Sr. No.	Whether risk or opportunity	Risk
a	Rationale for identifying risk/opportunity	Water is a critical input in the processing and formulation of APIs, intermediates and finished pharmaceutical products, in the preparation of solvents and reagents. Inefficient water management can lead to higher production costs, and regulatory issues. As manufacturing operation requires intensive use of water, their conscious use is required for the benefit of society at large. Also, waste generated during the process may pose direct and long-term harm to both human safety and environment if not managed properly.
b	In the case of risk, approach to adapt or mitigate	Our water management strategy involves key focus areas including water efficiency and identifying alternate water sources for water security. The company uses fresh water suitable to requirement needs. The used water at all locations is treated in wastewater treatment plants and then reused for other suitable needs, thereby reducing load on fresh water demand. Our Pithampur, Kolhapur, Roha & Goa plants are zero liquid discharge, i.e. all the wastewater generated from operation is utilized within premises and there is no discharge outside. Waste generated at site is disposed-off through environmentally sound technologies to meet all applicable compliances.
c	Financial implications of the risk or opportunity (indicate positive or negative implication)	Lack of water management & waste management in place will lead to their disposal in environment creating a risk of contamination of soil, water, human health and attract fine, penalties and closure of manufacturing operation by regulating bodies.

vii. Energy & Emission Management

Sr. No.	Whether risk or opportunity	Risk
a	Rationale for identifying risk/opportunity	As a pharmaceutical company, the bulk of direct emissions come from running boilers and indirect emissions from purchased electricity for both industrial and domestic purposes. Direct or indirect, most of our energy need is fulfilled using fossil fuel which is depleting and posing pollution risk. Switching to a cleaner and renewable source of energy is the need of the day since climate change poses a threat to business continuity, human safety and long-term sustainability.
b	In the case of risk, approach to adapt or mitigate	We have committed to transition to renewable power by maximising renewable capacity utilisation and transitioning from fossil fuels to biomass. We are exploring alternative biomass sources and will continue invest in solar, energy management to accelerate our green transition. The company has switched to Biomass as fuel which is a clean renewable energy source for boiler operation at its four locations, namely Pithampur, Kolhapur, Roha & Goa-1 sites. Also, to the extent possible, express feeder connection is taken at

vii. Energy & Emission Management (contd.)

Sr. No.	Whether risk or opportunity	Risk
		sites which reduces need for diesel generator operation. Boilers at Ghaziabad site are operated using PNG which is clean fuel. All our emissions are equipped with suitable mechanism to control the pollutants within prescribed norms given by the regulatory body.
c	Financial implications of the risk or opportunity (indicate positive or negative implication)	Use of energy derived from fossil fuel has a threat to human health and to business continuity in long term as it is depleting fast. As a concerned company, we are committed to adopt sustainable energy sources to the extent possible to provide our products at competitive prices to our customers.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

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

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

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Policy and Management Process											
5.	Specific commitments, goals and targets set the entity with defined timelines, if any	1.	Recycle and reuse 80% of total treated effluent by FY 2027.								
		2.	Dispose of 60% of total waste generated through co-processing, reuse, or recycling by FY 2028.								
		3.	Reduce Scope 1 and Scope 2 emissions by 10% by FY 2030 (against the baseline year).								
		4.	Achieve a 10% year-on-year reduction in Accident Frequency Rate (AFR) and Incident Frequency Rate (IFR).								
6.	Performance of the entity against the specific commitments, goals and targets, along with reasons in case the same are not met	1.	84% of the treated effluent was recycled and reused.								
		2.	53% of the total waste generated was managed through co-processing, reuse, or recycling.								
		3.	Scope 1 and Scope 2 emissions were reduced by 26% against the baseline year.								
		4.	An 18.1% year-on-year reduction in Accident Frequency Rate (AFR) and Incident Frequency Rate (IFR) was recorded.								

GOVERNANCE, LEADERSHIP AND OVERSIGHT

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

- We recognize sustainability as a fundamental aspect of delivering high-quality products in a responsible and ethical manner to our customers.
- We continuously prioritize safety and resource efficiency across our manufacturing processes, creating value while minimizing and mitigating adverse environmental and social impacts throughout the product life cycle.
- We actively collaborate with internal teams and external partners to drive innovation and adopt practices aligned with our sustainability objectives.
- We are committed to strengthening technology and automation across our business ecosystem to enhance sustainability, ensure operational excellence, and maintain a strong customer-centric approach for sustained economic performance.

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

Mr. Pabitrakumar Bhattacharyya, Managing Director & Chief Executive Officer

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

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

10. Details of Review of NGRBCs by the Company:

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

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

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

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE**PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.****Essential Indicators****1. Percentage coverage by training and awareness programmes on any of the principles during the financial year**

Sr. No.	Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
a	Board of Directors and KMP	7	P1 to P9 of BRSR	93.3%
b	Employees/ Workers other than the Board of Directors and KMPs	Average training hours per employee is around 33.5 hours on various programs.	P1 to P9 of BRSR	99%
c	Workers			

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings with regulators / law enforcement agencies / judicial institutions in FY 2026:

During the year, the Company had paid an amount of Euro 16753873.4 against EU commission demand notice relating to perindropil patent dispute of 2005.

3. Of the instances disclosed above, details of the appeal / revision preferred in cases where monetary or non-monetary action has been appealed: NA**4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy:**

We uphold the highest standards of integrity and ethics in all our business activities. Our Code of Business Conduct and Ethics can be found on both our website and intranet, and the Anti-Bribery Policy is available to every employee via the intranet. These documents embody our zero-tolerance stance on unethical conduct. Our HR and Internal Audit teams monitor compliance on an ongoing basis, investigating any breaches swiftly and escalating them to the Audit Committee for appropriate measures, wherever applicable.

To promote awareness across all levels, we integrate these policies into employee training programs. They are also easily accessible online. Key links:

Anti-Bribery Policy: Company's intranet

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

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

No complaints of conflict of interest of Directors and KMP were received during FY 2025 and FY 2026.

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: NA

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

	FY 2026	FY 2025
Number of days of accounts payables	68	70

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)*
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	4.06%	2.14%
	b. Number of trading houses where purchases are made from	174	100
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	68.79%	81.00%
Concentration of Sales	a. Sales to dealers /distributors as % of total sales	4.41%	4.86%
	b. Number of dealers/ distributors to whom sales are made	21	20
	c. Sales to top 10 dealers /distributors as % of total sales to dealers / distributors	85.84%	88.86%
Share of RPTs in	a. Purchases (Purchases with related parties /Total Purchases)	1.43%	2.81%
	b. Sales (Sales to related parties /Total Sales)	65.59%	66.40%
	c. Loans & advances (Loans & advances given to related parties /Total loans & advances)	99.54%	99.56%
	d. Investments (Investments in related parties /Total Investments made)	97.04%	97.31%

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE**Essential Indicators****1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively**

Sr. No.	Particular	FY 2025-26	FY 2024-25*	Details of improvement in environment and social impacts
a	R&D	100%	100%	R&D expenditure in various technologies is focused on improving the environmental and social impacts of our products/ processes.
b	Capex	15.41%	2.82%	These projects pertain in improving environment footprint, i.e., energy conservation, water conservation, waste reduction & improving life of people.

* previous year figure has been regrouped wherever necessary

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

Yes, the entity has established procedures for sustainable sourcing. Its approach focuses on maintaining high standards of quality, safety, and reliability across the supply chain. Suppliers are selected through defined procedures that apply from raw material sourcing onwards and followed by all partners. The company emphasizes sustainable procurement, including encouragement of local sourcing, supported by established SOPs for vendor appointments. Suppliers are required to submit detailed information on accreditations, certifications, inspections, SOPs, and quality control practices prior to approval. Additionally, the entity prioritizes long-term relationships with vendors and ensures compliance with Good Manufacturing Practices (GMP) to maintain consistent product quality and control.

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

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

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

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

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

Particulars	FY 2026			FY 2025		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	236.4 MT	-	-	230.6 MT	-
E-waste	-	2.6 MT	-	-	1.6 MT	-
Hazardous waste	-	2,886.0 MT	3,860.1 MT	-	2,492.2 MT	4,044.1 MT
Other waste	412 MT	750.7 MT	-	0.0 MT	613.7 MT	-

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

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

PRINCIPLE 3: BUSINESS SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES INCLUDING THOSE IN THEIR VALUE CHAINS

Essential Indicators

1 a. Details of measures for the well-being of employees

Sr. No.	Category	% employees covered by										
		Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Daycare facilities	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees												
a	Male	1,619	1,619	100.00	1,619	100.00	0	0.00	1,619	100.00	0	0.00
b	Female	259	259	100.00	259	100.00	259	100.00	0	0.00	163	62.93
c	Total	1,878	1,878	100.00	1,878	100.00	259	13.79	1,619	86.21	163	8.68
Other than Permanent Employees												
a	Male	23	23	100.00	23	100.00	0	0.00	23	100.00	0	0.00
b	Female	6	6	100.00	6	100.00	6	100.00	0	0.00	0	0.00
c	Total	29	29	100.00	29	100.00	6	20.69	23	79.31	0	0.00

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

Sr. No.	Category	% workers covered by										
		Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Daycare facilities	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent workers												
a	Male	901	901	100.00	901	100.00	0	0.00	901	100.00	0	0.00
b	Female	1	1	100.00	1	100.00	1	100.00	0	0.00	1	100.00
c	Total	902	902	100.00	902	100.00	1	0.11	901	99.89	1	0.11
Other than Permanent workers												
a	Male	6	6	100.00	6	100.00	0	0.00	6	100.00	0	0.00
b	Female	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
c	Total	6	6	100.00	6	100.00	0	0.00	6	100.00	0	0.00

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

	FY 2026	FY 2025
Cost incurred on well- being measures as a % of total revenue of the company	1.37%	1.13%

Various expenses incurred towards employee welfare has been considered and accordingly previous year's figures have been regrouped.

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

Sr. No.	Benefits	FY 2026			FY 2025		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)
a	PF	99.90	100.00	Y	100.00	100.00	Y
b	Gratuity	98.58	99.34	Y	95.37	94.46	Y
c	ESI	4.25	29.19	Y	10.24	43.05	Y
d	Others - please specify	NA					

3. Accessibility of workplaces

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

At present, our team includes three employees with a disability, who are provided with comprehensive support and requisite physical infrastructure. We are fully committed to cultivating an inclusive workplace that ensures complete accessibility for employees with diverse needs.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy

At our Company, equal opportunity forms a core principle, with diversity embedded as a fundamental element of our culture. We are committed to fostering an inclusive workplace free from all discrimination. Our HR policies ensure adherence to the Rights of Persons with Disabilities Act, 2016, underscoring our dedication to accessibility and equality for everyone.

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

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

Sr. No.	Gender	Permanent employees		Permanent workers	
		Return to work rate (%)	Retention rate (%)	Return to work rate (%)	Retention rate (%)
a	Male	100 %	100 %	NA	NA
b	Female	100 %	85.71 %	NA	NA
c	Total	100 %	87.50 %	NA	NA

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

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

Our employee grievance redressal mechanism is comprehensive and multi-pronged, offering robust support:

- The Grievance Handling Policy is available on the company intranet for employees to voice concerns or complaints, featuring a transparent and confidential resolution process.
- Compliant with regulatory mandates, the Company maintains an Internal Complaints Committee (ICC) to handle workplace sexual harassment cases. The Policy on Prevention of Sexual Harassment provides detailed reporting and redressal procedures, bolstered by organization-wide awareness programs.
- Unethical conduct or misconduct can be reported via the Whistleblower Policy, which offers a protected channel for grievances. These are examined and referred to the Audit Committee of the Board for unbiased, in-depth review.
- The HR team promotes open dialogue for employees to submit feedback, ideas, or issues on working conditions, health, and safety, fostering a culture of well-being and ongoing enhancement.

Grievances from non-permanent staff are managed mainly by their contractors, with the Company extending requisite assistance, data, and records to facilitate equitable and prompt resolution.

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

Sr. No.	Particulars	FY 2026			FY 2025		
		Total Employees/workers in the respective category (A)	No. of employees/workers in the respective category, who are part of the association(s) or union (B)	(%B/A)	Total Employees/workers in the respective category (C)	No. of employees/workers in the respective category, who are part of the association(s) or union (D)	(%D/C)
	Total Permanent Employees	1,878	103	5.48	2,103	116	5.52
a	Male	1,619	103	6.36	1,826	116	6.35
b	Female	259	0	0.00	277	0	0.00
	Total Permanent Workers	902	132	14.63	1,039	133	12.80
a	Male	901	132	14.65	1,037	133	12.83
b	Female	1	0	0.00	2	0	0.00

8. Details of training given to employees and workers

Sr. No.	Category	FY 2026					FY 2025				
		Total (A)	On health and safety		On skill upgradation		Total (D)	On health and safety		On skill upgradation	
			No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees											
a	Male	1,642	1,636	99.63	1,566	95.37	1,931	1,715	88.81	1,852	95.91
b	Female	265	263	99.25	201	75.85	295	237	80.34	236	80.00
c	Total	1,907	1,899	99.58	1,767	92.66	2,226	1,952	87.69	2,088	93.80
Workers											
a	Male	907	903	99.56	907	100.00	1,099	1,061	96.54	1,098	99.91
b	Female	1	1	100.00	1	100.00	2	2	100.00	2	100.00
c	Total	908	904	99.56	908	100.00	1,101	1,063	96.55	1,100	99.91

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

Sr. No.	Category	FY 2026			FY 2025		
		Total (A)	No. (B)	(%B/A)	Total (C)	No. (D)	(%D/C)
	Employees						
a	Male	1,642	1,413	86.05	1,931	1,639	84.88
b	Female	265	251	94.72	295	254	86.10
c	Total	1,907	1,664	87.26	2,226	1,893	85.04
	Workers						
a	Male	907	716	78.94	1099	805	73.25
b	Female	1	1	100.00	2	2	100.00
c	Total	908	717	78.96	1101	807	73.30

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?

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

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

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

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

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

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

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

11. Details of safety-related incidents

Sr. No.	Safety Incident / Number	Category*	FY 2026	FY 2025
a	Lost Time Injury Frequency Rate (LTIFR) (per one million person hours worked)	Employees	0.00	2
		Workers	0.00	0.00
b	Total recordable work-related injuries	Employees	20	10
		Workers	9	2
c	No. of fatalities	Employees	0	0
		Workers	0	0
d	High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
		Workers	0	0

* Including contract workforce

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

The Company has implemented a defined Environment Health and Safety (EHS) system at all its sites. Dedicated EHS Team is available at all sites. A safety committee is formed at each site which comprises involvement from workers. Safety promotional activities such as celebration of safety and fire service week are undertaken to improve awareness and motivate workers. Safety assessment is carried out to verify compliance with internal standards as well as statutory requirements. Medical checkups are periodically undertaken. Health awareness camps are also organized from time to time.

13. Number of complaints on the following made by employees

Sr. No.	Particulars	FY 2026			FY 2025		
		Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
a	Working conditions	Nil					
b	Health and safety						

14. Assessments for the year

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

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

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

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS**Essential Indicators****1. Describe the processes for identifying key stakeholder groups of the entity**

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

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

Sr. No.	Key Stakeholders	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
a	Employees	No	Notice boards, open houses, town hall, day-to-day interactions with employees, appraisals, rewards and recognitions programs, grievance mechanisms, workshops, intranet, emails and employee engagement activities.	Need Based	Encourage open communication with employees to resolve their questions on learning, performance, career growth, and grievances, promoting a safe and fair workplace.

Sr. No.	Key Stakeholders	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
b	Customers	No	E- mails and customer meet, participation in trade fairs, website, grievance redressal mechanism.	Need based	Attending trade fair, intimating them on our products, building stronger relationships, enhancing businesses and keep them informed about new products.
c	Regulators	No	E-mails, facility audits and visits, one-on-one meetings, conferences, seminars.	Periodic	Keeping abreast of the regulations and amendments. Seeking regulatory approvals and inspections to sell quality and safe goods to customers and in new jurisdictions.
d	Suppliers and Vendors	No	E-mails, meetings, facility audits and grievance mechanism.	Regularly	Business relation continuity, Price negotiations for Long-term partnership.
e	Communities	Yes	Directly or through implementing agencies, wherever applicable.	Need based	To develop a sustainable ecosystem for our communities where we operate and provide them with support for health, education and sanitation as per need.
f	Investors / Shareholders	No	Email, newspaper advertisement, website, AGM, disclosures to stock exchanges, investor interactions.	Need based and Quarterly	To update them about important developments in the Company and address their grievances, if any.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicator

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

Sr. No.	Category	FY 2026			FY 2025		
		Total (A)	No. of employees / workers covered (B)	(%B/A)	Total (C)	No. of employees / workers covered (D)	(%D/C)
Employees							
a	Permanent	1,878	1,870	99.57	2,103	1,832	87.11
b	Other than permanent	29	29	100.00	123	120	97.56
	Total Employees	1,907	1,899	99.58	2,226	1,952	87.69
Workers							
a	Permanent	902	898	99.56	1,039	1,009	97.11
b	Other than permanent	6	6	100.00	62	54	87.10
	Total Workers	908	904	99.56	1,101	1,063	96.55

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

Sr. No.	Category	FY 2026					FY 2025				
		Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
			No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees											
	Permanent	1,878	0	0.00	1,878	100.00	2,103	0	0.00	2,103	100.00
a	Male	1,619	0	0.00	1,619	100.00	1,826	0	0.00	1,826	100.00
b	Female	259	0	0.00	259	100.00	277	0	0.00	277	100.00
	Other than Permanent	29	0	0.00	29	100.00	123	0	0.00	123	100.00
a	Male	23	0	0.00	23	100.00	105	0	0.00	105	100.00
b	Female	6	0	0.00	6	100.00	18	0	0.00	18	100.00
Workers											
	Permanent	902	0	0.00	902	100.00	1,039	0	0.00	1,039	100.00
a	Male	901	0	0.00	901	100.00	1,037	0	0.00	1,037	100.00
b	Female	1	0	0.00	1	100.00	2	0	0.00	2	100.00
	Other than Permanent	6	0	0.00	6	100.00	62	0	0.00	62	100.00
a	Male	6	0	0.00	6	100.00	62	0	0.00	62	100.00
b	Female	0	0	0.00	0	100.00	0	0	0.00	0	100.00

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

Sr. No.	Particulars	Male		Female	
		Number	Median remuneration/salary/wages of respective category (Amount in ₹)	Number	Median remuneration/salary/wages of respective category (Amount in ₹)
a	Board of Directors (BoD)	5	12,00,000	2	4,00,000
b	Key Managerial Personnel (other than BoD)	2	1,09,56,826	0	0
c	Employees other than BoD and KMP	1,639	6,80,981	265	5,42,602
d	Workers	907	3,58,070	1	3,23,289

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

	FY 2026	FY 2025
Gross wages paid to females as % of total wages	8.95	8.48

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

Yes. Our core objective is to foster an inclusive workplace where every individual receives dignity and respect, enabling professional growth. To honor this pledge, our Internal Complaints Committee (ICC) swiftly handles workplace sexual harassment cases while enforcing a zero-tolerance stance on unethical conduct. The Company has developed a Human Rights Policy, integrated into employee training programs. Additionally, staff may report any human rights breaches directly to the HR head at their location or the registered office.

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

As mentioned in point no. 4 above.

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

Sr. No.	Category	FY 2026			FY 2025		
		Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
a	Sexual harassment	0	0	NA	0	0	NA
b	Discrimination in workplace	2	0	NA	0	0	NA
c	Child labour	0	0	NA	0	0	NA
d	Forced labour/involuntary labour	0	0	NA	0	0	NA
e	Wages	0	0	NA	0	0	NA
f	Other human rights related issues	0	0	NA	0	0	NA

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

Particulars	FY 2026	FY 2025
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as % of female employees / workers	0%	0%
Complaints on POSH upheld	0	0

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

We place the highest priority on protecting employee privacy, managing all discrimination and harassment reports with complete confidentiality. Our Sexual Harassment Policy, Code of Business Conduct and Ethics and Whistleblower Policy ensure the complaints process is shielded from reprisals, retaliation, or coercion for those who report issues.

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

Yes, in certain business agreements and contracts where relevant.

10. Assessments for the year

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

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

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

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT**Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Sr. No.	Parameter	FY 2026	FY 2025
	From renewable sources		
1	Total electricity consumption (A)	81	96
2	Total fuel consumption (B)	1,38,745	1,18,923
3	Energy consumption through other sources (C)	0	0
4	Total energy consumed from renewable sources (A+B+C)	1,38,826	1,19,019
	From non-renewable sources		
5	Total electricity consumption (D)	3,04,277	3,23,118
6	Total fuel consumption (E)	2,00,696	1,39,319
7	Energy consumption through other sources (F)	0	0
8	Total energy consumed from non-renewable sources (D+E+F)	5,04,973	4,62,437
9	Total energy consumed (A+B+C+D+E+F)	6,43,799	5,81,456
10	Energy intensity per rupee of turnover (Total energy consumed in Giga Joules / Revenue from operations in INR million)	45.59	33.49
11	Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed in Giga Joules / Revenue from operations adjusted for PPP)	927.21	691.99
12	Energy intensity in terms of physical output (Total energy consumed in Giga Joules / Metric Tonnes Production)	237.90	186.90

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

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

3. Provide details of the following disclosures related to water

Sr. No.	Parameter	FY 2026	FY 2025
	Water withdrawal by source (in kilolitres)		
a	Surface water	2,18,628	1,71,695
b	Groundwater	1,45,459	1,49,023
c	Third-party water	1,23,413	1,22,183
d	Seawater / desalinated water	0	0
e	Others	0	0
f	Total volume of water withdrawal (in kilolitres) (a + b + c + d + e)	4,87,500	4,42,901
g	Total volume of water consumption (in kilolitres)	4,87,500	4,42,901
h	Water intensity per rupee of turnover (Total water consumption in Kilolitres / Revenue from operations in INR million)	34.52	25.51
i	Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption in Kilolitres / Revenue from operations adjusted for PPP)	702.10	527.09
j	Water intensity in terms of physical output (Total water consumption in Kilolitres / Metric Tonnes Production)	180.11	96.26

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

4. Provide the following details related to water discharged:

Sr. No.	Parameter	FY 2026	FY 2025
	Water discharge by destination and level of treatment (in kilolitres)		
(i)	To Surface water		
	- No treatment	0	0
	- With treatment – please specify level of treatment	42,294 KL Wastewater is discharged after treatment in ETP equipped with primary, secondary & tertiary treatment.	45,288 KL Wastewater is discharged after treatment in ETP equipped with primary, secondary & tertiary treatment.
(ii)	To Groundwater		
	- No treatment	0	0
	- With treatment – please specify level of treatment	0	0
(iii)	To Seawater		
	- No treatment	0	0
	- With treatment – please specify level of treatment	0	0
(iv)	Sent to third-parties		
	- No treatment	0	0
	- With treatment – please specify level of treatment	12,437 KL Wastewater is discharged to CETP after treatment in ETP equipped with primary, secondary & tertiary treatment.	13,934 KL Wastewater is discharged to CETP after treatment in ETP equipped with primary, secondary & tertiary treatment.
(v)	Others		
	- No treatment	0	0
	- With treatment – please specify level of treatment	1,47,141 KL. Wastewater is recycled after treatment in ETP/RO equipped with primary, secondary, tertiary and advanced treatment.	1,52,990 KL. Wastewater is recycled after treatment in ETP/RO equipped with primary, secondary, tertiary and advanced treatment.
	Total water discharged (in kilolitres)	2,01,872 KL	2,12,212 KL

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

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

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

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

Sr. No.	Parameter	Please Specify Unit	FY 2026	FY 2025
a	NOx	mg/Nm ³	61.05	70.52
b	SOx	mg/Nm ³	19.00	67.30
c	Particulate Matter (PM)	mg/Nm ³	39.98	45.42
d	Persistent Organic Pollutants (POP)	mg/Nm ³	0	0
e	Volatile Organic Compounds (VOC)	mg/Nm ³	0	0
f	Hazardous Air Pollutants (HAP)	mg/Nm ³	0	0
g	Others please specify	mg/Nm ³	0	0

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

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

Sr. No.	Parameter	Unit	FY 2026	FY 2025
a	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	5,975	10,405
b	Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	60,010	59,689
c	Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ / INR million	4.67	4.04
d	Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ / Revenue adjusted to PPP	95.03	83.42
e	Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ / Metric tonnes of production	24.379	22.531

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

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

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

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

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

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

Sr. No.	Parameter	FY 2026	FY 2025
Total Waste generated (in metric tonnes)			
(i)	Plastic waste (A)	236.4	230.6
(ii)	E-waste (B)	2.6	1.6
(iii)	Bio-medical waste (C)	8.6	11.0
(iv)	Construction and demolition waste (D)	0.0	0.0
(v)	Battery waste (E)	2.2	1.4
(vi)	Radioactive waste (F)	0.0	0.0
(vii)	Other Hazardous waste. Please specify, if any. (G)	6,746.1	6,536.3
(vii)	Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1,162.6	602.7
Total (A+B+C+D+E+F+G+H)		8,158.6	7,383.6
Waste intensity per rupee of turnover (Total waste generated in metric tonnes / Revenue from operations adjusted for PPP)		0.58	0.43
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated in metric tonnes / Revenue from operations adjusted for PPP)		11.75	8.79
Waste intensity in terms of physical output (Total waste generated in metric tonnes / Production volume in metric tonnes)		3.01	2.37
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)			
Category of waste			
(i)	Recycled	3,530.9	2,725.8
(ii)	Re-used	412.0	0.0
(iii)	Other recovery operations	0.0	124.4
Total		3,942.9	2,850.2
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)			
Category of waste			
(i)	Incineration	79.1	123.4
(ii)	Landfilling	3,781.0	3,780.3
(iii)	Other disposal operations	355.5	479.4
Total		4,215.7	4,383.1

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

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

All sites have authorization under hazardous waste management and handling rules. Some of the measures followed for waste handling and disposal are:

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

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

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format: NA
12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year: NA
The company is cautious about the protection of the environment and all necessary evaluations are done to ensure compliance with regulatory requirements and obligations. In the current financial year no major project was undertaken which required environmental impact assessment study.
13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:
Yes, the Company is following all the applicable environmental laws/regulations/guidelines in India such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and Rules thereunder and compliant on all aspects of it. One old case pertaining to year 2018 is still pending at court, where the Company had already addressed the issues raised and stay had been granted by the concerned High court.

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

Essential Indicators

1. Number of affiliations with trade and industry chambers / associations
The Company is a member of two major industry chambers/associations
2. List the top 10 trade and industry chambers / associations (determined based on the total members of such body) the entity is a member of / affiliated to:

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

3. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities
During the year, there were no adverse orders from regulatory authorities relating to anti-competitive conduct. During the year the Company had paid an amount of Euro 16,753,873.4 against EU Commission demand notice relating to Perindopril patent dispute of 2005.

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year: NA
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity: NA
3. Describe the mechanisms to receive and redress grievances of the community
Unichem is committed to driving responsible growth that creates a net positive impact on the environment and society. Its operations contribute to local employment generation, both directly and through indirect economic opportunities. The Company's manufacturing sites are designed with a strong focus on compliance, ensuring minimal environmental impact from emissions. These facilities feature significant green cover, and most of them have adopted zero liquid discharge practices. The Company has established a dedicated email ID, contact@unichemlabs.com, to receive grievances. Any concerns raised by the community, through any channel, are thoroughly investigated and appropriately addressed.

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

Sr. No.	Particular	FY 2026	FY 2025
a	Directly sourced from MSMEs/ small producers	11.91%	5.10%
b	Directly from within India	89.54%	88.11%

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

Sr. No.	Location	FY 2026	FY 2025
a	Rural	0.00	0.00
b	Semi-urban	8.96	8.58
c	Urban	68.44	68.52
d	Metropolitan	22.60	22.90

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER**Essential Indicators****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback:**

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

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

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

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

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

Sr. No.	Particulars	FY 2026			FY 2025		
		Received during the year	Pending resolution at the end of the year	Remarks	Received during the year	Pending resolution at the end of the year	Remarks
a	Data privacy	Nil	NA	-	Nil	NA	-
b	Advertising	Nil	NA	-	Nil	NA	-
c	Cyber-security	Nil	NA	-	Nil	NA	-
d	Restrictive Trade Practices	Nil	NA	-	Nil	NA	-
e	Unfair Trade Practices	Nil	NA	-	Nil	NA	-
f	Others: clarification on technology used	Nil	NA	-	Nil	NA	-
g	Others: Product related	Nil	NA	-	Nil	NA	-

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

Sr. No.	Particular	Number	Reasons for recall
a	Voluntary Recalls	3	a. Cyclobenzaprine Hydrochloride Tablets USP 10 mg - due to mislabelling b. Doxazosin Tablets, USP – product appearance defect, incorrect debossing on one side of some tablets c. Bisoprolol Fumarate and Hydrochlorothiazide Tablets – not meeting the N-Nitroso Bisoprolol impurity specification
b	Forced Recalls	Nil	-

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

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

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

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

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

7. Provide the following information relating to data breaches:

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