A dose of life

THRU ONLINE FILING

July 14, 2026

BSE Ltd.
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai 400 023
Scrip Code - 524494

National Stock Exchange India Limited,
Exchange Plaza, C-1, Block-G,
Bandra Kurla Complex, Bandra - (East)
Mumbai 400 051
Scrip Code: IPCALAB

Sub: Business Responsibility and Sustainability Report (BRSR) for the financial year 2025-26

Ref: Regulation 34 (2) (f) of SEBI (LODR) Regulations, 2015.

Dear Sir/Madam,

Please find attached herewith the Business Responsibility and Sustainability Report (BRSR) forming part of the Annual Report of the Company for the financial year 2025-26.

Kindly acknowledge the receipt.

Thanking you

Yours faithfully

For Ipca Laboratories Limited

HARISH
PANDURANG
KAMATH

Digitally signed by HARISH PANDURANG KAMATH
DN: c=IN, postalCode=400063, st=MAHARASHTRA, street=4204, TOWER B, OBEROI ESQUIRE ,YASHODHAM, MOHAN GOKHALE ROAD ,MUMBAI SUBURBAN,GOREGAON (EAST) ,400063, l=MUMBAI SUBURBAN, o=Personal, serialNumber=72050fb9fadcbc5de6404685117b8355792f5784c7617d9c4cae2a3887d6b809, pseudonym=cfedd4e63f0643129a1780871ed0cb04, 2.5.4.20=3e5648a57390d9262997da3de9051643bfb87e352b111402af42d207e52e25c6, email=HARISH.KAMATH@IPCA.COM, cn=HARISH PANDURANG KAMATH
Date: 2026.07.14 10:39:25 +05'30'

Harish P. Kamath
Corporate Counsel & Company Secretary

Encl: a/a

ANNEXURE 6

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT [BRSR]

SECTION A - GENERAL DISCLOSURE

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L24239MH1949PLC007837
2	Name of the Listed Entity	Ipca Laboratories Limited
3	Year of incorporation	1949
4	Registered office address	48, Kandivli Industrial Estate, Kandivli (West), Mumbai – 400 067, Maharashtra, India
5	Corporate address	125, Kandivli Industrial Estate, Kandivli (West), Mumbai – 400 067, Maharashtra, India
6	E-mail	investors@ipca.com
7	Telephone	91-22-62105000
8	Website	https://www.ipca.com/
9	Financial year for which reporting is being done	April 1, 2025 to March 31, 2026
10	Name of the Stock Exchange(s) where shares are listed	BSE, NSE
11	Paid-up Capital	Rs. 25.37 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. Ajit Kumar Jain Managing Director 022-6210 6020 ajit.jain@ipca.com
13	Reporting Boundary	Standalone
14	Name of assurance provider	SGS India Private Limited
15	Type of assurance obtained	BRSR Core – Reasonable assurance Remaining part of BRSR – Limited assurance

II Products and Services

1 Details of business activities (accounting for 90% of the turnover):

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacture of Pharmaceuticals	Development, Manufacturing and Marketing of Pharmaceuticals Products	100%

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

Sr. No.	Product	NIC Code	% of Turnover of the entity
1	Manufacture of Pharmaceuticals	21002	100%

III Operations

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

Location	Number of plants	Number of offices	Total
National	16	5	21
International	2	7	9

2 Markets served by the entity

A Number of locations

Locations	Total
National (No. of States)	Pan-India
International (No. of Countries)	More than 100

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

Over 42% of the company's total revenue (standalone) can be attributed to its earning from exports.

C A brief on types of customers

Our customers include wholesalers, distributors, pharmacy chains, hospitals, government institutions and other pharmaceutical companies.

IV Employees

1 Details as at the end of Financial Year:

A Employees and workers (including differently abled)

Particulars	Total (A)	Male		Female	
		No. (B)	% (B / A)	No. (C)	% (C / A)
Employees					
Permanent	16,052	15,010	93.51	1,042	6.49
Other than permanent	592	476	80.41	116	19.59
Total Employees	**16,644**	**15,486**	**93.04**	**1,158**	**6.96**
Workers					
Permanent	1,158	1,155	99.74	3	0.26
Other than permanent	5,665	5,345	94.35	320	5.65
Total Workers	**6,823**	**6,500**	**95.27**	**323**	**4.73**

B Differently abled Employees and workers:

Particulars	Total (A)	Male		Female	
		No. (B)	% (B / A)	No. (C)	% (C / A)
Differently abled Employees					
Permanent	2	2	100	-	-
Other than permanent	-	-	-	-	-
Total Employees	2	2	100	-	-
Differently abled Workers					
Permanent	-	-	-	-	-
Other than permanent	-	-	-	-	-
Total Workers	**-**	**-**	**-**	**-**	**-**

2 Participation/Inclusion/Representation of women

Particulars	Total (A)	Numbers of Female (B)	% of Female (B / A)
Board of Directors	8	1	12.50%
Key Management Personnel	5	0	0.00%

3 Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

Particulars	FY 25-26			FY 24-25			FY 23-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	27.7%	20.0%	27.2%	25.4%	23.1%	25.2%	23.3%	18.8%	23.0%
Permanent Workers	3.6%	-	3.6%	4.7%	-	4.7%	3.9%	-	3.9%

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

Names of holding / subsidiary / associate companies / joint ventures

Sr. No.	Name of the holding /subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Ipca Pharmaceuticals Inc. USA	Subsidiary	100%	Yes
2	Ipca Laboratories (U.K.) Ltd.	Subsidiary	100%	Yes
3	Ipca Pharma Nigeria Ltd.	Subsidiary	100%	Yes
4	Ipca Pharma (Australia) Pty.Ltd	Subsidiary	100%	Yes
5	Onyx Scientific Ltd. U.K	Subsidiary	100%	Yes
6	Pisgah Laboratories Inc. USA	Subsidiary	100%	Yes
7	Ipca Pharmaceuticals GmbH, Germany	Subsidiary	100%	Yes

Sr. No.	Name of the holding /subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
8	Ipca Pharma (NZ) Pty. Ltd. (Subsidiary of Ipca Pharma (Australia) Pty.Ltd.)	Subsidiary	100%	Yes
9	Ipca Foundation*	Subsidiary	100%	Yes
10	Trophic Wellness Pvt. Ltd.	Subsidiary	58.88%	Yes
11	Unichem Laboratories Ltd	Subsidiary	52.67%	Yes
12	Niche Generics Ltd., UK	Subsidiary	100%	Yes
13	Unichem SA Pty Ltd., South Africa	Subsidiary	100%	Yes
14	Unichem Farmaceutica Do Brasil Ltda, Brazil	Subsidiary	100%	Yes
15	Unichem Pharmaceuticals USA Inc., USA	Subsidiary	100%	Yes
16	Unichem Laboratories Ltd., Ireland	Subsidiary	100%	Yes
17	Unichem (China) Pvt. Ltd., China	Subsidiary	100%	Yes
18	Avik Pharmaceutical Ltd.	Joint Venture	50%	Yes
19	Lyka Labs Ltd. (w.e.f. 24.11.2021)	Joint Venture	40.98%	Yes
20	Krebs Biochemicals & Industries Ltd.	Associate	49.65%	Yes

*Company limited by guarantee. Incorporated for CSR purpose.

VI CSR Details

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

A	Turnover (in ₹)	7431.39 Crores
B	Net worth (in ₹)	7979.35 Crores

VII Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 25-26			FY 24-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes*	-	-		-	-	
Investors (other than shareholders)	Yes*	-	-		-	-	
Shareholders	Yes*	22	-		21	-	
Employees and workers	Yes*	-	-		-	-	
Customers	Yes*	877	29		796	3	
Value Chain Partners	Yes*	-	-		-	-	
Other	Yes*	-	-		-	-	

The complaints include packaging defects such as missing components, damaged label and damaged outer packaging.

*Web-link for Grievance Redressal Policy Internal Stakeholders: https://www.ipca.com/wp-content/pdf/corporate-policy/2023/Grievance-Redressal-Internal-Policy.pdf

*Web-link for Grievance Redressal Policy External Stakeholders: https://www.ipca.com/wp-content/pdf/corporate-policy/2023/Grievance-Redressal-External-Policy.pdf

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy and Emissions	Risk	Increasing demand for products will lead to the need for increased manufacturing capacity and a subsequent increase in emissions.	1) Procurement of power through renewable energy sources such as solar, wind. 2) Shifting to piped natural gas in place of furnace oil. 3) Shifting to biomass or briquette fuel in place of coal. 4) Implementation of energy efficiency initiatives in all our operations in india	Negative- Increase in operating costs by investments in more environmentally friendly technology and techniques for reducing emissions.
		Opportunity	Procurement of renewable energy and implementation of energy efficiency initiative can help in cost savings in operations and offsetting emissions.		Positive - Investing in renewable energy and energy efficiency initiatives has the potential to yield favourable results and lower operating costs in the long run.
2	Water Management	Risk	Water being a scarce resource on the planet and essential component of all processes, poses a risk to the future operations	1) Implemented Zero Liquid Discharge (ZLD) mechanism at our manufacturing plants in India 2) Installation of water recycling plants and using recycled water for utilities and gardening purpose. 3) Water efficiency mechanisms, rain water harvesting and reutilisation of water recovered from condensate recovery 4) Raising awareness among our stakeholders about the importance of water conservation.	Neutral - No immediate financial impact is anticipated, and we are taking steps to ensure efficient water management in order to keep this issue from becoming unmanageable.
3	Waste Management	Risk	The waste generated from our facilities has to be disposed in the most appropriate manner	The waste generated from our facilities is segregated and disposed through pollution control board approved vendors and in compliance with regulations.	Negative - Non-compliance with the regulations could result in adverse financial consequences such as fines and penalties as well as reputation damage.
4	Sustainable Supply Chain	Opportunity	Sustainable supply chain management help us not only in reducing our total carbon footprint, but also helps in optimizing our end to-end operations		Positive - A sustainable supply chain enhances our commitment to the environment and optimization in end to-end operations can give significant saving in the long run.

5	Community Engagement	Opportunity	Our interaction with local communities in the areas of our operation is essential to ensure supply of materials, labor and sharing of regional resources.Also, being a community benefactor enhances the Company's reputation.		Positive - Through our various CSR initiatives in the field of healthcare, education, rural infrastructure development, environment conservation among others, build trust with local communities. Ensuring regular engagement will enable us to function smoothly and mitigate any grievances that may arise.
6	Diversity, Equity and Inclusion	Opportunity	It provides the Company an avenue to contribute to the betterment of the society as a whole and access to a larger pool of talent for its workforce		Positive - Diversity, equity and inclusion workplaces earn deeper trust and more commitment from Company's workforce, which has many long-term benefits such as higher workforce retention rate, greater readiness to innovation and higher revenue growth.
7	Product quality and safety	Risk	Product quality and safety is most important for retaining customers. Any gap with respect to customer expectations impacts revenue	We have stringent quality control and quality assurance processes which ensures that product manufactured by the Company meets quality standards set by itself and regulators	Positive- Enhancing product quality and safety will lead to an increased customer base and earnings.
		Opportunity	Enhancing product quality and safety and meeting the customer expectations will get more customers and revenue.		
8	Human Rights	Risk	This aspect involves upholding the highest standards of human rights and respect for all stakeholders within our operations and in the business value chain.	Integrating a strong governance structure for human rights from the aspect of human rights Policy, grievance redressal mechanism and due diligence across the business operations extending to value chain partners.	Negative- Violation of any form of human rights can lead to reputation damage and/or financial repercussions
9	Human Resource Development	Opportunity	Highly skilled workers and employees accomplish their tasks better, more efficiently, and with fewer risks of injuries.		Positive- A robust workforce with a high percentage of retention demonstrates the Company's efforts to provide a healthy work environment and a proactive strategy for workforce development and improved productivity of the company.

10	Research and Development	Opportunity	Investment in research and development will lead to building a robust product portfolio		Positive– Investing in research and development helps in reducing production costs and adverse impacts on the environment
11	Business Conduct and Ethics	Risk	Any transgression of the organization's ethical standards may result in the loss of goodwill of the business and may have financial and legal repercussions.	Mechanisms for rigorous monitoring and compliance are put in place to ensure that all business operations adhere to the Company's principles and rules.	Negative - A violation in any of the business activities can lead to severe reputation, financial, and legal risk for the organization
12	Risk Management	Opportunity	Risk management is a structured and disciplined approach aligning strategy, processes, people, technology and knowledge for evaluating and managing uncertainties faced by business due to changes in local and global geopolitical, socioeconomic, regulatory or other events.		Positive - Risk management empowers business to proactively assess various risks, take timely actions / measures and balance them with business objectives for improved returns and to drive value.
13	Data Privacy and Digitization	Risk	As a part of the pharmaceutical industry, it is mandatory that data with respect to drugs and drugs products as well as customers remains confidential.	We have a dedicated IT team to assess security risks that may arise at any time.	Negative - In the case of any data breach, resulting in loss of critical business intelligence, reputation damages as well as fines, penalties, and payout of heavy compensation.
		Opportunity	Transitioning to digital tools has enabled us to enhance the efficiency and effectiveness of operational processes, increasing productivity across operations		Positive - Adopting digitization and automated solutions in our processes can result in increased productivity in operations, also saving time and effort deployed on repetitive tasks, which provides a competitive advantage to us in the market.

SECTION B - MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions			P- 1	P- 2	P- 3	P- 4	P-5	P-6	P-7	P-8	P-9
Policy and management processes											
1	A.	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	**Note 1**	Yes	Yes
	B.	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	C.	Web Link of the Policies, if available	**Note 2**								
2		Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3		Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4		Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fair-trade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	National Guidelines on Responsible Business Conduct (NGRBC), United Nations Global Compact (UNGC)	ISO 14001, Extended Producer Responsibility (EPR) regulations, NGRBC	Occupational Health and Safety Management Systems – ISO 45001, NGRBC, UNGC	NGRBC	United Nations Guiding Principles on Business and Human Rights (UNGP), NGRBC, UNGC	ISO 14001, ISO 45001, NGRBC, UNGC	NGRBC	As per the CSR Rules prescribed under the Companies Act, 2013, NGRBC	NGRBC
5		Specific commitments, goals and targets set by the entity with defined timelines, if any.	**Note 3**								
6		Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	**Note 4**								
Governance, leadership and oversight											
7		Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	At Ipca Laboratories Limited, sustainability and responsible business practices are integral to our operations. We remain committed to reducing our environmental footprint through renewable energy adoption, energy efficiency, water conservation, waste reduction, and emission control initiatives, while continuing to uphold ethical business practices, employee well-being, human rights, and community development.								
8		Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Ajit Kumar Jain Managing Director								
9		Does the entity have a specified committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The ESG Steering Committee is responsible for decision-making on sustainability-related issues. Chaired by the Managing Director of the company, the committee meets once a quarter to discuss progress and actions on ESG initiatives, targets, and implementation								
Details of review of NGRBCs by the Company											
10	A.	Performance against above policies and follow up action	The ESG action committee reviews the Company's performance across all aspects of the nine principles of the NGRBC on a monthly basis and provides an update to the ESG steering committee for necessary action.								
	B.	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliance	The ESG action committee reviews the statutory requirements relevant to the principles on a monthly basis and provides an update to the ESG steering committee for necessary action.								
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.	Yes. SGS India Private Limited has been engaged to provide assurance for the BRSR disclosures, including review of relevant policies. The implementation of these policies is also periodically reviewed by the ESG Steering Committee.								
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								

Note 1:	The Company works closely with various trade and industry associations. This includes industry representations to the government and/ or regulators. The Company performs the function of policy advocacy in a transparent and responsible manner while engaging with all the authorities and considers the Company's interest as well as the larger national interest. The Company believes that policy advocacy must preserve and expand public good and thus, it does not advocate any policy change to benefit itself alone or a select few.		
Note 2:	P-1	Refer to our Code of Business Conduct and Ethics Policy web page	https://www.ipca.com/wp-content/pdf/corporate-policy/2024/code-of-business-conduct-and-ethics.pdf
		Refer to our Good Governance and Anti- Corruption Policy web page	https://www.ipca.com/wp-content/pdf/corporate-policy/2023/Good-Governance-and-Anti-Curruption-Policy.pdf
	P-2	Refer to our Sustainable Procurement Policy on web page	https://www.ipca.com/wp-content/pdf/corporate-policy/2024/sustainable-procurement-policy.pdf
	P-3	Refer to our Health & Safety Policy on web page	https://www.ipca.com/wp-content/pdf/corporate-policy/2024/health-and-safety-policy.pdf
	P-4	Refer to our Grievance Redressal Policy for Internal Stakeholder on web page	https://www.ipca.com/wp-content/pdf/corporate-policy/2023/Grievance-Redressal-Internal-Policy.pdf
		Refer to our Grievance Redressal Policy for External Stakeholder on web page	https://www.ipca.com/wp-content/pdf/corporate-policy/2023/Grievance-Redressal-External-Policy.pdf
		Refer to our Whistleblower Policy on web page	https://www.ipca.com/wp-content/pdf/corporate-policy/whistle-blower-policy.pdf
	P-5	Refer to the Human Rights Policy on web page	https://www.ipca.com/wp-content/pdf/corporate-policy/2024/human-rights-policy.pdf
	P-6	Refer to the Environment Policy on web page	https://www.ipca.com/wp-content/pdf/corporate-policy/2024/environmental-policy.pdf
	P-7	Details of our interaction with industry associations have been provided in Principle 7	Refer Principle 7 of this report
	P-8	Refer to the Corporate Social Responsibility Policy on web page	https://www.ipca.com/wp-content/pdf/corporate-policy/2023/corporate-social-responsibility-policy.pdf
	P-9	Refer to our Grievance Redressal Policy for External Stakeholder on web page	https://www.ipca.com/wp-content/pdf/corporate-policy/2023/Grievance-Redressal-External-Policy.pdf
		Refer to our Privacy Policy on web page	https://www.ipca.com/wp-content/pdf/corporate-policy/2023/data-privacy-policy.pdf

Note 3:	**A**	**Environmental targets**
	A.1	**Carbon Emission:** 20 % reduction scope 1 & scope 2 emissions intensity (Metric Tonnes of CO_2 per INR million turnover) by 2030 compared to the 2024 baseline.
	A.2	**Waste:** 50% diversion of hazardous waste from landfill disposal to co-processing by 2030.
	B	**Supply Chain**
		100 % of our critical suppliers to be compliant with our sustainable procurement policy by 2030
	C	**Social Target**
		Diversity target: 20% of women employees in our offices by 2030

Note 4:	**A**	**Environmental targets**	**Progress this year**
	A.1	**Carbon Emission:** 20 % reduction scope 1 & scope 2 emissions intensity (Metric Tonnes of CO_2 per INR million turnover) by 2030 compared to the 2024 baseline.	13.5% reduction achieved in Scope 1 and 2 emissions intensity compared to the 2024 baseline.
	A.2	**Waste:** 50% diversion of hazardous waste from landfill disposal to co-processing by 2030.	50.8% diversion of hazardous waste from landfill disposal to co-processing
	B	**Supply Chain**	**Progress this year**
		100 % of our critical suppliers to be compliant with our sustainable procurement policy by 2030	The Company has implemented sustainable sourcing practices through its Supplier Code of Conduct (SCOC) and Supplier Self-Assessment Questionnaire (SAQ). In accordance with SEBI BRSR Core requirements, key raw material and packaging material suppliers individually accounting for 2% or more of procurement value were identified and reviewed under the Company's supplier ESG assessment framework during FY 2025-26.
	C	**Social Target**	**Progress this year**
		Diversity target: 20% of women employees in our offices by 2030	20.59% of women employees in our offices

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:**

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 the awareness programmes
Board of Directors (BODs)/	1	Principle 1, 2, 3, 4, 5, 6, 7, 8, 9	100%
Key Managerial Personnel (KMPs)	1	Principle 1, 2, 3, 4, 5, 6, 7, 8, 9	100%
Employees other than BoD and KMPs	216	Principle 1, 2, 3, 4, 5, 6, 7, 8, 9	62.53%
Workers (Permanent)			

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 (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website):**

Monetary					
Segment	**NGRBC Principle**	**Name of the regulatory/ Enforcement agencies/ judicial institutions**	**Amount (In INR)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Penalty/ Fine					
Settlement	NIL				
Compounding Fees					
Non-Monetary					
Segment	**NGRBC Principle**	**Name of the regulatory/ Enforcement agencies/judicial institutions Amount (In INR)**		**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Imprisonment	NIL				
Punishment					

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.**

Yes. Ipca has good governance and anti- corruption policy. The policy reiterates that Ipca does not tolerate any bribery or corruption and conduct all of its business activities with honesty, integrity, and the ethical standards in all of its areas of operation. The policy applies to all members of the Board of Directors, full and part-time employees of the Company, its subsidiaries and affiliates. All business partners are also expected to follow the same standard of ethics when conducting business with the Company or on its behalf. Refer to our good governance and anti- corruption policy web page https://www.ipca.com/wp-content/pdf/corporate-policy/2023/Good-Governance-and-Anti-Curruption-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.**

	FY 25-26	FY 24-25
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 25-26		FY 24-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Not applicable	0	Not applicable
Number of complaints received in relation to issues of conflict of interest of the KMPs	0	Not applicable	0	Not applicable

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

Not applicable

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

	FY 25-26	FY 24-25
Number of days of accounts payables	67	56

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 25-26	FY 24-25
Concentration of Purchases	a.	Purchases from trading houses as % of total purchases	15.63%	14.20%
	b.	Number of trading houses where purchases are made from	94	95
	c.	Purchases from top 10 trading houses as % of total purchases from trading houses	74.50%	71.00%
Concentration of Sales	a.	Sales to dealers / distributors as % of total sales	82.64%	81.40%
	b.	Number of dealers / distributors to whom sales are made	5220	4671
	c.	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	21.95%	18.25%
Share of RPTs in	a.	Purchases (Purchases with related parties / Total Purchases)	6.76%	8.24%
	b.	Sales (Sales to related parties / Total Sales)	3.57%	3.15%
	c.	Loans & advances (Loans & advances given to related parties / Total loans & advances)	92.13%	92.21%
	d.	Investments (Investments in related parties / Total Investments made)	93.00%	92.07%

Leadership Indicators

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

Yes, awareness programmes covering BRSR Principles 1, 2, 3, 5, 6 and 9 relating to ethics, product responsibility, employee well-being, human rights, environmental management, and responsible value chain practices were conducted for critical Raw Material (RM) and Packaging Material (PM) suppliers.

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**

Yes, the Company's Code of Conduct expects all its Directors to avoid any activity that may create a conflict with the best interests of the Company. Annually Directors are required to disclose to the Company that they abide by the Code of Conduct.

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.**

Segment	FY 25-26	FY 24-25	Details of improvements in environmental and social impacts
R&D	100%	100%	R&D investments focused on process improvement, resource optimization, and sustainable manufacturing practices to reduce environmental impact.
Capex	10.07%	5.37%	Investments focused on renewable energy, energy-efficient equipment, water treatment & recycling, emission control systems, and resource conservation initiatives to improve environmental performance and operational efficiency.

2 **Does the entity have procedures in place for sustainable sourcing? (Yes/No) If yes, what percentage of inputs were sourced sustainably?**

Yes , The Company has implemented sustainable sourcing practices through its Supplier Code of Conduct (SCOC) and Supplier Self-Assessment Questionnaire (SAQ). In accordance with SEBI BRSR Core requirements, key raw material and packaging material suppliers individually accounting for 2% or more of procurement value were identified and reviewed under the Company's supplier ESG assessment framework during FY 2025-26.

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.**

We have waste management systems in place across all manufacturing sites.

(a) Plastic waste (including packaging): Plastic waste is segregated and either recycled or co-processed through authorized recyclers based on the type of waste generated.

(b) E-waste: E-waste is disposed of through authorized recyclers in compliance with applicable E-waste Management Rules.

(c) Hazardous waste: Hazardous waste is sent to authorized recyclers, pre-processors, cement industries for co-processing, or TSDF (Treatment, Storage and Disposal Facility) sites, as applicable.

(d) Other waste (wastepaper and paper products): Wastepaper and paper products are sent for recycling through authorized recyclers. Ash generated from agro-waste boilers is utilized by brick manufacturers or disposed of through approved landfill facilities, as applicable.

(e) Landfill minimization: The Company focuses on responsible waste management practices including recycling, resource recovery, and co-processing to minimize waste disposal to landfills.

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

Yes, EPR is applicable to the Company's activities and the waste collection plan is aligned with the EPR plan submitted to the Pollution Control Boards. The Company collects and recycles post-consumer plastic waste through authorized recyclers in line with its EPR obligations.

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?**

Yes, we have conducted life cycle assessment for our API products under product category.

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	If yes, provide the web-link.
24232	Allopurinol AY3C	0.65%	Cradle to Grave	Yes	No	Detailed reports are provided to customers / suppliers on request
24232	Allopurinol AY3A	0.28%	Cradle to Grave	Yes	No	
24232	Atenolol	0.72%	Cradle to Grave	Yes	No	
24232	Furosemide	1.29%	Cradle to Grave	Yes	No	
24232	Glimepiride GP4	0.08%	Cradle to Grave	Yes	No	
24232	Metoclopramide HCL	0.27%	Cradle to Grave	Yes	No	
24232	Metoprolol Succinate	0.45%	Cradle to Grave	Yes	No	
24232	Paroxetine HCK PK3	0.36%	Cradle to Grave	Yes	No	
24232	Propanolol HCL	0.47%	Cradle to Grave	Yes	No	

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.

No such significant impact identified towards environment during the Cradle to Grave – Life Cycle Assessment study of the products mentioned in the response to the previous question.

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)

The Company has implemented solvent recovery and reuse systems across its manufacturing operations as part of its resource efficiency and circular economy initiatives. During FY 2025-26, approximately 70% of solvent material was recovered and reused in the production process (by quantity), thereby reducing virgin solvent consumption, improving resource efficiency and minimizing waste generation. The Company is also working towards strengthening value-based tracking mechanisms for recycled and reused input materials in line with BRSR reporting requirements.

4 Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed

Particulars	FY 25-26			FY 24-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	1371	0	0	1339	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste (Date Expired Product)	0	0	14112	0	0	11507

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

The Company, being in the pharmaceutical business, ensures safe disposal of reclaimed products through authorized incineration in compliance with applicable regulatory requirements, instead of reuse or recycling.

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

ESSENTIAL INDICATORS

1 A. **Details of measures for the well-being of employees:**

Category	% of Employees Covered By										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	15,010	-	-	15,010	100	-	-	15,010	100	-	-
Female	1,042	-	-	1,042	100	1,042	100	-	-	-	-
Total	**16,052**	**-**	**-**	**16,052**	**100**	**1,042**	**6.49**	**15,010**	**93.51**	**-**	**-**
Other than Permanent Employees											
Male	476	-	-	476	100	-	-	-	-	-	-
Female	116	-	-	116	100	-	-	-	-	-	-
Total	**592**	**-**	**-**	**592**	**100**	**-**	**-**	**-**	**-**	**-**	**-**

B. **Details of measures for the well-being of workers:**

Category	% of Employees Covered By										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	1,155	-	-	1,155	100	-	-	-	-	-	-
Female	3	-	-	3	100	-	-	-	-	-	-
Total	**1,158**	**-**	**-**	**1,158**	**100**	**-**	**-**	-	-	**-**	**-**
Other than Permanent Workers											
Male	5,345	-	-	5,345	100	-	-	-	-	-	-
Female	320	-	-	320	100	-	-	-	-	-	-
Total	**5,665**	**-**	**-**	**5,665**	**100**	**-**	**-**	**-**	**-**	**-**	**-**

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

	FY 25-26	FY 24-25
Cost incurred on well being measures as a % of total revenue of the company	0.26%	0.25%

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

Benefits	FY 25-26			FY 24-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	26	64	Y	44	63	Y
Other - Superannuation	0.71	0.62	Y	0.23	0.13	Y

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**

Our facilities are equipped with ramps, assistance personnel, and other amenities to provide support for individuals with disabilities

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**

Yes, the Company has an Equal Opportunity Policy in line with the Rights of Persons with Disabilities Act, 2016. Please refer to the section "Diversity, Equal Opportunity and Non-Discrimination" under the Human Rights Policy available on the Company's website: at: https://www.ipca.com/wp-content/pdf/corporate-policy/2023/human-rights-policy.pdf

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	100%	100%	-	-
Female	94%	100%	-	-
Total	**97%**	**100%**	**-**	**-**

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	**Yes, Ipca has three mechanisms available to receive and redress grievances:** 1) **Grievance Redressal Policy for Internal Stakeholder:** It is applicable to all employees and workers to report grievance related to their employment, against a course of conduct, a lapse in judgement, or a planned course of action with regard to them by a manager, a coworker, or a supervisor. 2) **Whistle Blower Policy:** It provides a formal mechanism to all employees and workers to report any actual or suspected concerns related to violation of the code of conduct or any other unethical behaviour. 3) **Sexual Harassment Policy:** We also have in place internal committees for handling the grievances arising out of sexual harassment at the workplace thereby, adhering to the Prevention of Sexual Harassment Act.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 25-26			FY 24-25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (C / D)
Total Permanent Employees	**16,052**	**-**	**-**	**15,555**	**-**	**-**
Male	15,010	-	-	14,608	-	-
Female	1,042	-	-	947	-	-
Total Permanent Workers	**1,158**	**1,158**	**100**	**1,223**	**1,223**	**100**
Male	1,155	1,155	100	1,220	1,220	100
Female	3	3	100	3	3	100

8 Details of training given to employees and workers:

Category	FY 25-26					FY 24-25				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Male	15,010	12,931	86.15%	11,817	78.73%	14,608	6,717	45.98%	3,507	24.01%
Female	1,042	786	75.43%	515	49.42%	947	830	87.65%	388	40.97%
Total	**16,052**	**13,717**	**85.45%**	**12,332**	**76.83%**	**15,555**	**7,547**	**48.52%**	**3845**	**25.04%**
Workers										
Male	1,155	554	47.97%	1,155	100%	1,220	411	33.69%	70	6.00%
Female	3	-	0.00%	3	100.00%	3	-	0.00%	-	0.00%
Total	**1,158**	**554**	**47.84%**	**1,158**	**100.00%**	**1,223**	**411**	**33.61%**	**70**	**5.72%**

9 Details of performance and career development reviews of employees and worker:

Category	FY 25-26			FY 24-25		
	Total (A)	Number (B)	% (B / A)	Total (C)	Number (D)	% (D / C)
Employees						
Male	15,010	15,010	100%	14,608	14,608	100%
Female	1,042	1,042	100%	947	947	100%
Total	**16,052**	**16,052**	**100%**	**15,555**	**15,555**	**100%**
Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total	**-**	**-**	**-**	**-**	**-**	**-**

10 Health and safety management system:

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

Yes, the Company has implemented an Occupational Health and Safety Management System across all manufacturing locations, covering employees, workers, and contractors. Plant-level safety committees monitor safety performance, and safety parameters are periodically reviewed by the Corporate Safety Committee.

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 has established corporate safety guidelines and site-level SOPs to identify and assess routine and non-routine work-related hazards. Dedicated EHS teams develop and implement relevant policies, procedures, and programs across all locations. The Company follows a well-defined Hazard Identification and Risk Assessment (HIRA) system to evaluate risks associated with products, activities, and services, enabling systematic risk assessment and prioritization of mitigation measures. In addition, specific risk assessments such as HAZOP for API products and processes, Risk Assessments for Formulation Units, and daily Job Safety Analysis (JSA) are carried out to identify and manage potential hazards. Furthermore, four API sites and four formulation sites are certified under ISO 45001, with regular surveillance and recertification audits conducted by external agencies.

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N). If yes, the coverage such system?

Yes, the Company has mechanisms for employees and workers to report work-related hazards and unsafe situations. Employees can report near misses, injuries, incidents, and unsafe conditions to their department heads and EHS teams. A dedicated safety team conducts root cause analysis for reported incidents and implements corrective and preventive actions to avoid recurrence. Regular mock drills are conducted to verify the effectiveness of emergency preparedness and mitigation measures. The Company also ensures timely access to medical support through availability of ambulances, occupational health centres, and necessary antidotes at manufacturing locations.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No). If yes, the coverage such system?

Yes , partly covered under ESIC scheme as per applicability

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

Safety Incident/Number	Category	FY 25-26	FY 24-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.05	0.03
	Workers	0.77	0.62
Total recordable work-related injuries	Employees	2	1
	Workers	13	11
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company has established comprehensive health and safety systems comprising policies, SOPs, work permit systems, safety guidelines, risk assessments, Job Safety Analysis (JSA), and contractor safety management practices to ensure a safe and healthy workplace. Regular safety trainings, mock drills, safety committee meetings, incident investigations, near-miss reporting, safety inspections, audits, and behavioural safety observations are conducted across locations. The Company also ensures hazardous substance management, emergency preparedness, availability of PPEs, fire protection systems, and occupational health programmes. Periodic reviews and assessments are undertaken to continuously strengthen health and safety performance across operations.

13 Number of complaints on the following made by employees and workers

	FY 25-26			FY 24-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil		Nil	Nil	
Health & Safety	Nil	Nil		Nil	Nil	

14 Assessments for the year:

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

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

Not applicable

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, the Company extends life insurance and/or compensatory benefits to employees and workers in the event of death, in accordance with applicable policies, statutory provisions, and employment terms.

2 Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners

The Company obtains and reviews statutory payment challans and compliance documents from value chain partners prior to processing invoices to ensure timely deduction and deposit of statutory dues. Compliance with statutory requirements is also periodically reviewed through internal and statutory audits.

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:

	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 25-26	FY 24-25	FY 25-26	FY 24-25
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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)

Yes, the Company provides transition assistance programmes and support mechanisms to facilitate continued employability and effective management of career transitions arising from retirement or separation from employment, as applicable.

5 Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Suppliers individually contributing 2% or more of procurement value were assessed through the Company's Supplier Self-Assessment Questionnaire (SAQ) and supplier ESG assessment framework.
Working Conditions	

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

The Company evaluates key value chain partners through its Supplier Self-Assessment Questionnaire (SAQ) and supplier ESG assessment framework. High-risk suppliers identified through the assessment process will be engaged in the next reporting cycle through corrective action plans, awareness communication, and periodic follow-up reviews.

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.

We consider individuals, groups, institutions or entities that contribute to shaping our business, that add value or constitute a core part of the business value chain as key stakeholders. Our stakeholders are both internal and external, and direct as well as indirect. Our key stakeholders include employees, investors, suppliers and partners,customers, government authorities, healthcare professionals, patients and the community.

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

Sr. No.	Stakeholder Group	Whether Identified as vulnerable & marginalized groups (Yes /No)	Channels of communication	Frequency of Engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement Instruction/Guidance
1	Employees	No	Digital and physical channels of communication including but not limited to e-mails, intranet, internal human resource portal, notice board, employee committees, engagement initiatives, employees redressal and appraisal and training programmes.	Continuous	Health and Safety Awareness, skill upgradation for personal and professional growth, awareness of company policy and grievance redressal, providing the latest and updated information on Company and industry developments
2	Shareholders/ Investors	No	Press releases, social media, website, analyst meets, analyst briefings, quarterly results, annual general meetings, financial reports, email advisories, Intimation to stock exchanges, annual/ quarterly financials, and investor meetings/ conferences	Frequent and need based	Update shareholders/investors on the business and financial performance, Company's strategy , potential opportunities and risks
3	Patients	Yes, depending on various factors such as health, income, access and others	Customer meets, mailers, news bulletins, brochures, social media, website	Frequent and need based	Increase awareness and educate to improve the health of our patients, identify and address the unmet patient needs and develop better products/ services for the patients
4	Health Care Professionals	No	In-person visits, e-mail, web conferences, brochures, social media, website	Frequent and need based	Update healthcare professionals on products, innovations, access, availability of our medicines and healthcare solutions, and to understand patient needs.
5	Customers	No	Physical and virtual meetings, customer events, calls, e-mail, website	Daily	Ensure regular supply of the products, keep them informed about new products, participate in the bids/ tenders and maximize the outreach of our products.
6	Suppliers and Partners	No	Physical and virtual meetings, calls, e-mail, website	Frequent and need based	We emphasize on sourcing and procurement of quality product and services and follow fair, transparent, ethical and sustainable practices and seek suppliers and partners who share the same commitment.

Sr. No.	Stakeholder Group	Whether Identified as vulnerable & marginalized groups (Yes /No)	Channels of communication	Frequency of Engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement Instruction/Guidance
7	Government Authorities	No	E-mails, meetings, submissions	need based	Our engagement with official authorities, regulatory authorities, and policy-makers is to comply with all relevant statutory and regulatory requirements that are required by law
8	Community	Yes	Physical visits, digital channels	Frequent and need based	For the purpose of giving back to society, our corporate social responsibility and employee volunteering programmes target the areas of healthcare and education through partners and NGOs.

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.**

Consultation with the respective stakeholder groups is done by the relevant business and functional heads. Feedback from such consultations is shared with the Board during the quarterly Board meetings

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**

We have conducted materiality assessment with our stakeholders to understand their concerns and feedback in terms of material topics pertaining to ESG parameters for the company. We have also incorporated these aspects in our policies

3 **Details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups**

As part of the Corporate Social Responsibility (CSR) initiatives, we have implemented several CSR programs in the areas of healthcare, education, environmental aspects through partners and NGOs for marginalized sections of communities. For further details refer our annual report and CSR report.

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:**

Category	FY 25-26			FY 24-25		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	16,052	13,717	85	15,555	7,547	49
Other than permanent	592	403	68	530	380	72
Total Employees	**16,644**	**14,120**	**85**	**16,085**	**7,927**	**49**
Workers						
Permanent	1,158	554	48	1,223	411	34
Other than permanent	5,665	-	-	5,928	-	-
Total Workers	**6,823**	**554**	**8**	**7,151**	**411**	**6**

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

Category	FY 25-26					FY 24-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B / A)	Number (C)	% (C/ A)		Number (E)	% (E / D)	Number (F)	% (F / D)
Employees										
Permanent										
Male	15,010	-	-	15,010	100	14,608	-	-	14,608	100
Female	1,042	-	-	1,042	100	947	-	-	947	100
Other than Permanent										
Male	476	-	-	476	100	419	-	-	419	100
Female	116	-	-	116	100	111	-	-	111	100
Workers										
Permanent										
Male	1,155	-	-	1,155	100	1,220	-	-	1,220	100
Female	3	-	-	3	100	3	-	-	3	-
Other than Permanent										
Male	5,345	5,345	100	-	-	5,614	5,614	100	-	-
Female	320	320	100	-	-	314	314	100	-	-

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

a **Median remuneration / wages:**

Category	Male		Female	
	Numbers	Median remuneration/ salary/ wages of respective category	Numbers	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	8	5,69,89,803	1	9,50,000
Key Managerial Personnel	5	9,04,13,685	-	-
Employees other than BoD and KMP	15,010	637,621	1,042	690,157
Workers	1,155	419,446	3	357,782

Note: Average remunaration has been considered for all categories based on availbale compensation data.

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

	FY 25-26	FY 24-25
Gross wages paid to females as % of total wages	6.68	6.39

Note: FY24-25 percentage has been restated from 8.51%. to 6.39% based on validated payroll data.

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, we have a focal point responsible for addressing human rights impacts or issues caused or contributed to by the business.

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

Yes,The Company has established mechanisms for reporting and redressal of human rights related grievances through designated reporting channels and whistleblower mechanisms. Reported concerns are investigated confidentially, with appropriate corrective and preventive actions taken by relevant functional teams and committees.

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

Category	FY 25-26			FY 24-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	3	0		5	0	
Discrimination at workplace	-	-		-	-	
Forced Labour/Involuntary Labour	-	-		-	-	
Wages	-	-		-	-	
Other human rights related issues	-	-		-	-	

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

	FY 25-26	FY 24-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	3	5
Complaints on POSH as a % of female employees / workers	0.20	0.36
Complaints on POSH upheld	3	5

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

The Company has constituted Internal/Grievance Committees across locations to address complaints related to discrimination and harassment, including sexual harassment. The Company ensures confidentiality of investigations, protection of complainant identity, and safeguards against retaliation or adverse consequences for complainants.

9 **Do human rights requirements form part of your business agreements and contracts**

Yes, human rights requirements and expectations relating to ethical conduct, fair labour practices, non-discrimination, health & safety, and compliance are incorporated into relevant business agreements and contracts, wherever applicable.

10 **Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100
Forced/Involuntary Lobour	100
Saxual Harassment	100
Discrimination at workplace	100
Wages	100

All the locations under the entity are assessed on the above parameters, complying with the requirements of the Shop Establishments Act for offices and the Factory Inspector audits at plants and R&D centres

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

No significant risks or concerns were identified during the assessment; therefore, no corrective actions were required or undertaken.

Leadership Indicators

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

No business processes were modified or newly introduced during the reporting period as no material human rights grievances, complaints, or significant risks were identified.

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

The Company did not undertake any specific human rights due diligence assessment during the reporting period. However, human rights aspects are addressed through established policies, internal controls, grievance mechanisms, and compliance processes across operations.

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**

Key raw material and packaging material suppliers individually contributing 2% or more of procurement value were assessed through the Company's Supplier Self-Assessment Questionnaire (SAQ) and supplier ESG assessment framework.

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

The Company assesses key value chain partners through its Supplier Self-Assessment Questionnaire (SAQ) and supplier ESG assessment framework covering areas such as child labour, forced labour, wages, health & safety practices, and working conditions. High-risk suppliers identified through the assessment process will be engaged in the next reporting cycle through corrective action plans, awareness communication, and periodic follow-up reviews.

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

Parameter	FY 25-26 (GJ)	FY 24-25 (GJ)
From renewable sources		
Total electricity consumption (A)	182,070	188,981
Total fuel consumption (B)	99,977	74,930
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	**282,047**	**263,911**
From non-renewable sources		
Total electricity consumption (D)	707,372	616,566
Total fuel consumption (E)	1,578,913	1,551,911
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	**2,286,285**	**2,168,477**
Total energy consumed (A+B+C+D+E+F)	**2,568,332**	**2,432,387**
Energy intensity per rupee of turnover (Total energy consumed in Giga Joule / Revenue from operations in INR Million)	**35**	**36**
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed in Giga Joule / Revenue from operations adjusted for PPP)	**703**	**745**
Energy intensity in terms of physical output (Total energy consumption in Giga Joule / Metric Tonnes production)	**104**	**133**

Note: FY24-25 figures have been restated following an inventory update.

* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2026 by International Monetary Fund (IMF) for India which is 20.34.

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 was carried out by SGS 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

No, none of the Company's sites/facilities are identified as Designated Consumers (DCs) under the Perform, Achieve and Trade (PAT) Scheme of the Government of India.

3 Provide details of the following disclosures related to water

Parameter	FY 25-26	FY 24-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	586,577	589,956
(iii) Third party water (Municipal water supplies, etc.)	396,919	431,265
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**983,496**	**1,021,221**
Total volume of water consumption (in kilolitres)	979,005	1,015,428
Water intensity per rupee of turnover (Total water consumption in kilolitres / Revenue from operations in INR Million)	13	15
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption in kilolitres / Revenue from operations adjusted for PPP)	268	311
Water intensity in terms of physical output (Total water consumption in kilolitres / Metric Tonnes production)	49	55

* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2026 by International Monetary Fund (IMF) for India which is 20.34.

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 was carried out by SGS India Private Limited

4 Provide the following details related to water discharged

Parameter			FY 25-26	FY 24-25
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	-	-
(iv)	Sent to third-parties (Common Effluent Treatment Plant)			
	-	No treatment		
	-	With treatment – please specify level of treatment (post primary, secondary and tertiary treatment, sent to the CETP)	**4,491**	**5,793**
(v)	Others			
	-	No treatment	-	-
	-	With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)			**4,491**	**5,793**

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 was carried out by SGS India Private Limited

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

Yes, the Company has implemented Zero Liquid Discharge (ZLD) mechanisms at 15 out of its 16 manufacturing plants in India through technologies such as Reverse Osmosis (RO), Multiple Effect Evaporator (MEE), Agitated Thin Film Dryer (ATFD), Diffused Air Flotation (DAF), and Mechanical Vapor Recompression Evaporation (MVRE).

1) 10 manufacturing plants, wastewater undergoes primary, secondary, and tertiary treatment in Effluent Treatment Plants (ETPs), after which contaminants are reduced to solids through ZLD systems. Treated and recycled water is reused in utilities, while treated sewage water from Sewage Treatment Plants (STPs) is utilized for gardening purposes within the premises.

2) 5 manufacturing plants, wastewater is treated through ETPs in accordance with Pollution Control Board (PCB) requirements, and treated water from ETPs and STPs is reused within the plant premises for gardening and utility purposes.

3) 1 manufacturing plants, wastewater is treated through ETPs as per PCB requirements, and the treated effluent is discharged to Common Effluent Treatment Plants (CETPs) located in the respective industrial clusters.

6 Please provide details of air emissions (other than GHG emissions) by the entity

Parameter	Units	FY 25-26	FY 24-25
NOx	mg/Nm3	47.65	37.14
SOx	mg/Nm3	39.93	44.16
Particulate matter (PM)	mg/Nm3	56.30	59.28

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 was carried out by SGS India Private Limited

7 Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Units	FY 25-26	FY 24-25
Total Scope 1 emissions	Metric tonnes of CO2 equivalent	162,634	164,362
Total Scope 2 emissions	Metric tonnes of CO2 equivalent	139,510	124,512
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric Tonnes of CO2 / INR Million	4.07	4.28
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	Metric Tonnes of CO2 / Revenue adjusted to PPP	**82.70**	**88.43**
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric Tonnes of CO2 / Metric Tonnes production	**11.97**	**15.78**

Note: Scope 1 emissions for FY24-25 have been restated following an inventory update.

* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2026 by International Monetary Fund (IMF) for India which is 20.34.

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 was carried out by SGS India Private Limited

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

Yes, we have implemented multiple projects for reducing greenhouse gas emissions from our operations, details are as follows:

1) Installation of solar power systems to increase renewable energy consumption.
2) Replacement of conventional motors with energy-efficient BLDC motors and Variable Frequency Drives (VFDs).
3) Installation of LED lighting systems across facilities for energy conservation.
4) Deployment of energy-efficient air compressors and zero purge air dryers.
5) Steam and cooling system optimization initiatives to improve energy efficiency.
6) Automation and process optimization projects for reducing energy usage.
7) Water treatment, recycling, and conservation initiatives to improve resource efficiency.
8) Installation of emission control systems such as scrubbers for environmental protection.

9 Provide details of the following disclosures related to waste

Parameter	FY 25-26	FY 24-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1,371	1,339
E-waste (B)	4	3
Bio-medical waste (C)	11	10
Construction and demolition waste (D)	-	-
Battery waste (E)	7	37
Radioactive waste (F)	-	-
Other hazardous waste* (G)	20,665	22,105
Other Non-hazardous waste generated** (H)	20,576	14,319
Total (A+B + C + D + E + F + G + H)	**42,634**	**37,813**
Waste intensity per rupee of turnover (Total waste generated in Metric Tonnes / Revenue from operations in INR Million)	**0.57**	**0.56**
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated in Metric Tonnes / Revenue from operations adjusted for PPP)	**11.67**	**11.57**
Waste intensity in terms of physical output (Total waste generated in Metric Tonnes / production volume in metric tons)	2.12	2.07

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

Parameter	FY 25-26	FY 24-25
Plastic waste		
(i) Recycled	1,371	1,339
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	**1,371**	**1,339**
E-waste		
(i) Recycled	4	3
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	**4**	**3**
Battery waste		
(i) Recycled	7	37
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	**7**	**37**
Hazardous waste		
(i) Recycled	7,348	8,430
(ii) Re-used	-	-
(iii) Other recovery operations (Co-processing or recycling)	6,399	6,940
Total	**18,407**	**15,370**
Non-hazardous waste		
(i) Recycled	20,576	14,319
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	**20,576**	**14,319**

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

Parameter	FY 25-26	FY 24-25
Bio-medical waste		
(i) Incineration	11	10
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	**11**	**10**
Hazardous waste		
(i) Incineration	1,052	1,080
(ii) Landfilling	5,866	5,655
(iii) Other disposal operations	-	-
Total	**6,918**	**6,735**
Non-hazardous waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	**-**	**-**

* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2026 by International Monetary Fund (IMF) for India which is 20.34.

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 was carried out by SGS 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.

The Company has implemented waste management practices across its manufacturing locations in line with applicable environmental regulations and sustainable waste management principles. Hazardous and non-hazardous wastes generated from operations are segregated, stored, recycled, co-processed, or disposed of through authorized agencies. The Company continuously focuses on process optimization, solvent recovery, cleaner technologies, and resource efficiency initiatives to reduce the usage of hazardous and toxic chemicals in products and processes.

In addition, pollution control systems such as Effluent Treatment Plants (ETPs), Multiple Effect Evaporators (MEEs), Zero Liquid Discharge (ZLD) systems, and scrubbers are operated to ensure safe waste management and minimize environmental impact across operations.

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

None of our sites are located in ecologically sensitive sites.

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

Not applicable

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

Yes, the Company is compliant with applicable environmental laws, regulations, and guidelines in India, including the Water Act, Air Act, Environment Protection Act, and rules made thereunder

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 : Ratlam, Indore, Dewas, Pithampur, Ranu, Kandla, Athal and Piparia

(ii) Nature of operations : Manufacturing

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

Parameter			FY 25-26	FY 24-25
Water withdrawal by source (in kilolitres)				
(i) Surface water			-	-
(ii) Groundwater			505,322	499,990
(iii) Third party water (Municipal water supplies, etc.)			193,642	191,134
(iv) Seawater / desalinated water			-	-
(v) Others			-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)			698,964	691,124
Total volume of water consumption (in kilolitres)			**698,964**	**691,124**
Water intensity per rupee of turnover (in kilolitres / INR Million) (Water consumed / turnover)			9.4	10.2
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	-	-
(iv)	Sent to third-parties		-	-
	-	No treatment	-	-
	-	With treatment – please specify level of treatment	-	-
(v)	Others			
	-	No treatment	-	-
	-	With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)			**-**	**-**

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 was carried out by SGS India Private Limited

2 **Please provide details of total Scope 3 emissions & its intensity**

Parameter	Units	FY 25-26	FY 24-25
Total Scope 3 emissions	Metric tonnes of CO2 equivalent	683,726	730,491
Total Scope 3 emissions per rupee of turnover	Metric Tonnes of CO2 / INR Million	9.20	10.82
Total Scope 3 emissions intensity in terms of physical output	Metric Tonnes of CO2 / Metric Tonnes production	34.01	39.92

Scope 3 emissions for FY24-25 have be restated following an inventory update.

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.

3 **With respect to the ecologically sensitive areas reported at Question 10 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.**

Not applicable

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**

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Energy Efficient Air Compressors & Zero Purge Dryers	Adoption of energy-efficient compressors and air dryer systems to minimize energy losses in compressed air systems.	Energy savings and reduction in indirect GHG emissions.
2	Scrubber & Emission Control Systems	Installation of scrubbers and advanced pollution control systems for process emission treatment.	Reduction in air emissions and improved environmental performance.
3	Multiple Effect Evaporator (MEE) System	Installation/upgradation of MEE systems for recovery and reuse of wastewater in manufacturing operations.	Reduction in wastewater discharge and freshwater consumption
4	Variable Frequency Drives (VFDs)	Installation of VFDs in motors, pumps and utility equipment to optimize energy consumption based on process load.	Reduction in electricity consumption and improved operational efficiency.

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

Yes, the Company has established Business Continuity and Disaster Management plans across its operations to ensure preparedness and effective response to emergencies and unforeseen events. The plans include risk assessment, emergency response procedures, fire and safety systems, mock drills, disaster recovery measures, crisis communication protocols, and business continuity mechanisms for critical operations. Dedicated EHS and emergency response teams regularly review and monitor preparedness measures to ensure operational resilience and safety of employees, assets, and surrounding communities

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**

The Company recognizes that environmental impacts may arise across its value chain, particularly from procurement of raw materials, packaging materials, transportation, energy consumption, waste generation, and emissions associated with supplier operations. To mitigate these impacts, the Company promotes responsible sourcing practices, conducts awareness programmes for critical suppliers on BRSR principles and environmental management practices, and encourages compliance with applicable environmental regulations. The Company also focuses on resource efficiency, waste reduction, renewable energy adoption, and sustainable operational practices across its value chain to minimize environmental impact.

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

Key raw material and packaging material suppliers individually contributing 2% or more of procurement value were assessed for environmental impacts through the Company’s Supplier Self-Assessment Questionnaire (SAQ) and supplier ESG assessment framework during FY 2025-26.

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: 10**

(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.**

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Drugs Manufacturing Association (IDMA)	National
2	Indian Pharmaceutical Alliance (IPA)	National
3	Pharmaceuticals Export Promotion Council of India (PHARMEXCIL)	National
4	IMC Chamber of Commerce and Industry	National
5	Federation of Indian Export Organizations (FIEO)	National
6	National Safety Council (NSC)	National
7	Silvassa Industries and Manufacturers Association	State
8	Federation of Gujarat Industries (FGI)	State
9	Association of Industries Madhya Pradesh	State
10	Chamber of Marathwada Industries and Agriculture	State

2 **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.**

Name of authority	Brief of the case	Corrective action taken
Nil	Nil	Nil
Nil	Nil	Nil

Leadership Indicators

1 **Details of public policy positions advocated by the entity**

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board(Annually/ Half yearly/ Quarterly / Others –please specify)	Web Link, if available
Nil					

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

1 **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year**

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA	NA	NA	NA	NA	NA

Note: During the year, the Company has not undertaken any SIA under the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013.

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

Not applicable

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

The Company engages with community members through NGO partners, stakeholder interactions, and in-person meetings. These communication channels facilitate receipt, review, and timely redressal of community grievances and concerns.

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

Sr. No.	Description	FY 25-26	FY 24-25
1	Directly sourced from MSMEs/ small producers	34.60%	29.10%
2	Directly from within India	76.60%	78.56%

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**

Location	FY 25-26	FY 24-25
Rural	11.30%	13.43%
Semi-urban	3.62%	2.86%
Urban	25.11%	21.20%
Metropolitan	59.97%	62.50%

Leadership indicators

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

No negative social impact identified

2 **Details of beneficiaries of CSR Projects:**

Sr. No.	State	Aspirational District	Amount spent (In INR)
1	Madhya Pradesh	Khandwa	2,039,000
2	Uttarakhand	Haridwar	893,000

3 (a) **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/ vulnerable groups? (Yes/No)**

No, the Company does not have any preferential procurement policy focusing on suppliers from marginalised/ vulnerable groups

(b) **From which marginalised/vulnerable groups do you procure?**

Not applicable.

(c) **What percentage of total procurement (by value) does it constitute?**

Not applicable.

4 **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:**

Not applicable.

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

Not applicable.

6 **Details of beneficiaries of CSR Projects:**

Sr. No.	CSR Projects	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Promotion of education,vocational training and skill enhancement projects	7,876,454	94%
2	Environmental sustainibility, animal welfare and agroforestry	1,274,540	35%
3	Rural development projects	405,092	100%
4	Eradication of poverty, promotion of healthcare,sanitation,drinking water	17,012	86%
5	Promoting sports	676,131	29%

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.

The Company has established standard operating procedures and dedicated teams for handling and investigating product complaints received from customers. Complaints are logged into the Company's system and shared with the respective manufacturing location for investigation. The investigation is completed within defined timelines, and responses along with corrective and preventive actions, wherever necessary, are communicated to the complainant to avoid recurrence.

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

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

3 Number of consumer complaints in respect of the following:

	FY 25-26			FY 24-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data Privacy	Nil	Nil	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of essential services	Nil	Nil	-	Nil	Nil	-
Restrictive Trade Practices	Nil	Nil	-	Nil	Nil	-
Unfair Trade Practices	Nil	Nil	-	Nil	Nil	-
Other	Nil	Nil	-	Nil	Nil	-

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

	Numbers	Reason for Recall
Voluntary recalls	9	1) Recalled due to out of specification observed in related substance test during stability studies. 2) Recalled due to market complaints received
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. The Company has established frameworks and controls relating to cyber security and data privacy risks to safeguard business and personal data.

Refer to the Company's Data Privacy Policy available at https://www.ipca.com/wp-content/pdf/corporate-policy/2023/data-privacy-policy.pdf

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.

No penalties / regulatory actions have been levied or taken on the above-mentioned parameters.

7 Provide the following information relating to data breaches:

a.	Number of instances of data breaches	Nil
b.	Percentage of data breaches involving personally identifiable information of customers	Nil
c.	Impact, if any, of the data breaches	No

Leadership Indicators

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

The Company's website provides detailed information on the products sold region-wise:

https://www.ipca.com/active-pharmaceutical-ingredient-products/

https://www.ipca.com/pharmaceutical-formulations-manufacturers-india/

https://www.ipca.com/branded-formulations-international/

https://www.ipca.com/generic-drug-formulations/

https://www.ipca.com/our-businesses-global-businesses-united-kingdom/

https://www.ipca.com/our-businesses-global-businesses-usa/

https://www.ipca.com/our-businesses-global-businesses-russia/

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

The Company provides product information, usage instructions, safety guidelines, and precautions through product labels, packaging inserts, and prescribing information to promote safe and responsible usage of its products.

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

The Company has established mechanisms to communicate potential product/service discontinuation to relevant stakeholders. As per the guidelines of National Pharmaceutical Pricing Authority (NPPA), the Company discloses discontinuation of any scheduled formulation by issuing a public notice for relevant stakeholders in addition to informing the Government at least six months prior to the intended date of discontinuation

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)**

No

5 **Provide the following information relating to data breaches:**

a.	Number of instances of data breaches along-with impact:	Nil
b.	Percentage of data breaches involving personally identifiable information of customer:	Nil

INDEPENDENT ASSURANCE STATEMENT

Independent Assurance Statement to Ipca Laboratories Limited on its BRSR Report for FY 2025-26

The Board of Directors,

Ipca Laboratories Limited,
125, Kandivli Industrial Estate,
Kandivli (West), Mumbai – 400 067,
Maharashtra, India.

Nature of the Assurance

SGS India Private Limited (hereinafter referred to as 'SGS India') was engaged by Ipca Laboratories Limited (the 'Company' or 'Ipca') to conduct an independent assurance of the Company's Business Responsibility and Sustainability Reporting (BRSR) (the 'Report') for the reporting period of April 1, 2025, to March 31, 2026. SGS India has conducted a Reasonable level of Assurance for the BRSR core indicators and a Limited level of assurance for the remaining BRSR parameters, including essential and leadership indicators and all disclosures made thereunder. This assurance engagement was conducted in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) and ISAE 3410.

Reporting Framework

The Report has been prepared following

1. BRSR Core and Non-Core Framework for Assurance and ESG Disclosures for Value Chain (Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026), dated 30 January 2026 circular.
2. Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.

Intended Users of this Assurance Statement

This Assurance Statement is provided with the intention of informing all Ipca Laboratories Limited internal and external Stakeholders.

Responsibilities

The information in the report and its presentation is the responsibility of the Company's management. SGS India has not been involved in the preparation of any of the material included in the report.

Our responsibility is to express an opinion on the text, data, and statements within the defined scope of assurance, aiming to inform the management of the Company, and in alignment with the agreed terms of reference. We do not accept or assume any responsibility beyond this specific scope. The Statement shall not be used for interpreting the overall performance of the Company, except for the aspects explicitly mentioned within the scope.

Assurance Standard

SGS has conducted a Reasonable level of Assurance for BRSR core parameters under 9 ESG Attributes, and a Limited level of assurance for the remaining BRSR Non-core parameters, including all essential indicators as specified under BRSR standards and amendments made as of the date. This engagement was performed in accordance with the International Standard on Assurance Engagement (ISAE) 3000 (revised) and ISAE 3410 (Assurance Engagements other than Audits or Reviews of Historical Financial Information).

Our evidence-gathering procedures were designed to obtain a 'Reasonable' level of assurance, which is a high level of assurance in accordance with ISAE 3000(revised) standard, but is not absolute certainty. It involves obtaining sufficient appropriate evidence to support the conclusion that the information presented in the report is fairly stated and is free from material misstatements.

Statement of Independence and Competence

The SGS Group of companies is the world leader in inspection, testing, and assurance, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social, and ethical auditing and training; and environmental, social, and sustainability report assurance. SGS India affirms our independence from Ipca Laboratories Limited, being free from bias and conflicts of interest with the organization, its subsidiaries, and stakeholders.

The assurance team was assembled based on their knowledge, experience, and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification, and GHG Validation Lead Auditors, and experience on the SRA Assurance.

Scope of Assurance

The assurance process involved assessing the quality, accuracy, and reliability of BRSR Core and Non-Core Indicators, including all KPI's within the report for the period April 1, 2025, to March 31, 2026. The reporting scope and boundaries include Ipca Laboratories Limited, 16 Manufacturing plants including API and pharma and 5 head office spread across India.

Assurance Methodology

The assurance comprised a combination of desktop review, interaction with the key personnel engaged in the process of developing the report, on-site visits, and remote verification of data. Specifically, SGS India undertook the following activities:

- Assessment of the suitability of the applicable criteria in terms of their comprehensiveness, reliability, and accuracy.
- Interaction with key personnel responsible for collecting, consolidating, and calculating the BRSR core and non-core indicators, and assessing the internal control mechanisms in place to ensure data quality.
- Application of analytical procedures and verification of documents on a sample basis for the compilation and reporting of the KPIs.
- Assessing the aggregation process of data at the Head Office level.
- Critical review of the report regarding the plausibility and consistency of qualitative and quantitative information related to the KPIs.

Limitations

SGS India did not come across any limitation to the agreed scope of the assurance engagement. SGS India verified data on a sample basis; the responsibility for the authenticity of the data entirely lies with the Company. The assurance scope excluded forward-looking statements, product- or service-related information, external information sources, and expert opinions. SGS India has not been involved in the evaluation or assessment of any financial data/performance of the company. Our opinion on financial indicators is based on the third-party financial reports audited by the Company. SGS India does not take any responsibility for the financial data reported in the audited financial reports of the Company.

The assurance scope excludes:

- Disclosures other than those mentioned in the assurance scope.
- Data reviews outside the operational sites as mentioned in the reporting boundary.
- Validation of any data and information other than those presented in "Findings and Conclusions."
- The assurance engagement considers an uncertainty of ±5% based on the materiality threshold for Assumption/ estimation/ measurement errors and omissions.
- The Company's statements that describe the expression of opinion, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.
- Mapping of the Report with reporting frameworks other than those mentioned in the Reporting Criteria above.

Findings and Conclusions

BRSR Core Indicators:

Based on the procedures we have performed and the evidence we have obtained, we are satisfied that the information presented by the Company in its report, on the Core Indicators (Annexure A), is complete, accurate, reliable, has been fairly stated in all material respects, and is prepared in line with the BRSR requirements.

BRSR Non-Core Indicators:

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the data reported (Annexure B) in the BRSR report are not prepared, in all material respects, in accordance with the reporting criteria.

For and on behalf of SGS India Private Limited

Kalpesh Thombare
Technical Reviewer and National Manager -ESG & Sustainability Services, SGS India.

26th May, 2026

Chirag Bafna
Lead Verifier and Senior Technical Associate - ESG & Sustainability Services, SGS India
Team Member - Nakshatra Shinde (Technical Associate)

26th May, 2026

Annexure A

The BRSR Core indicators that were subject to verification under this assurance engagement are detailed below:

Sr.No.	BRSR Core Attribute	BRSR Core Indicator
1.	Greenhouse gas (GHG) footprint	• Total scope 1 emissions • Total scope 2 emissions • GHG emission intensity (scope 1 +2)
2.	Water footprint	• Total water consumption • Water consumption intensity • Water discharge by destination and levels of treatment
3.	Energy footprint	• Total energy consumed • % of energy consumed from renewable sources • Energy intensity
4.	Embracing circularity	• Plastic waste • E-waste • Bio medical waste • Construction and demolition waste • Battery waste • Radioactive waste • Other hazardous waste • Other non-hazardous waste • Total waste generated • Waste intensity • Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations. • For each category of waste generated, the total waste disposed of by the nature of the disposal method
5.	Employee well-being and safety	• Spending on measures towards the well-being of employees as a % of the total revenue of the Company • Details of safety-related incidents for employees
6.	Enabling gender diversity in business	• Gross wages paid to females as % of wages paid. • Complaints on POSH
7.	Enabling inclusive development	• Input material sourced from MSMES/ small producers as % of total purchases. • Job creation in smaller towns: Wages paid to people employed in smaller towns as % of total wage cost
8.	Fairness in engaging with customers and suppliers	• Instances involving loss/breach of data of customers as a percentage of total data breaches or cybersecurity events. • Number of days of accounts payable
9.	Openness of business	• Concentration of purchases & sales done with trading houses, dealers, and related parties • Loans and advances & investments with related parties

Annexure B

The BRSR (Core and Non-Core) indicators that were subject to verification under this assurance engagement are detailed below:

Section C	**Limited Assurance - Essential and Leadership (Non-Core) Indicators**	**Reasonable Assurance - Core Indicators**
Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and Accountable.	1,2,3,4,5,6,7	8,9
Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe.	1,2,3,4,5	-
Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.	1,2,3,4,5,6,7,8,9,10,12,13,14,15	1(C),11
Principle 4: Businesses should respect the interests of and be responsive to all their stakeholders.	1,2,3	-
Principle 5: Businesses should respect and promote human rights.	1,2,3,4,5,6,7,8,9,10,11	3 (b),7
Principle 6: Businesses should respect and make efforts to protect and restore the environment.	1,2,3,4,5,6,7,8,9,10,12,13	1,3,4,7,9
Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.	1,2	-
Principle 8: Businesses should promote inclusive growth and equitable development.	1,2,3,4,5,6	4,5
Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner	1,2,3,4,5,6	7