

July 01, 2026

National Stock Exchange of India Limited  
Exchange Plaza,  
Plot No. C/1, G Block,  
Bandra Kurla Complex, Bandra (E)  
Mumbai – 400051

BSE Limited  
Corporate Relationship Department  
Phiroze Jeejeebhoy Towers  
Dalal Street  
Mumbai- 400001

Symbol: LALPATHLAB

Scrip Code: 539524

**Sub: Submission of Business Responsibility and Sustainability Report for the  
Financial Year 2025-26**

Dear Sir/ Madam,

Pursuant to the provisions of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report of the Company for the Financial Year 2025-26.

We request you to please take the same on record.

Thanking You,  
Yours Faithfully,

For **Dr. Lal PathLabs Limited**

**Vinay Gujral**  
**Company Secretary & Compliance Officer**  
*Encl.: As above*

# Business Responsibility & Sustainability Report



## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Company	L74899DL1995PLC065388
2	Name of the Company	Dr. Lal PathLabs Limited
3	Year of Incorporation	1995
4	Registered office address	Block E, Sector-18, Rohini, New Delhi-110085
5	Corporate office address	12 <sup>th</sup> Floor, Tower B, SAS Tower, Medicity, Sector-38, Gurugram-122001
6	E-mail id	<a href="mailto:cs@lalpathlabs.com">cs@lalpathlabs.com</a>
7	Telephone	0124-3016500
8	Website	<a href="http://www.lalpathlabs.com">www.lalpathlabs.com</a>
9	Financial year for which reporting is being done	FY2025-26
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited BSE Limited
11	Paid-up capital	₹ 1,67,55,50,200 divided into 16,75,55,020 Equity Shares of ₹ 10/- each (As on March 31, 2026)
12	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Mr. Vinay Gujral Company Secretary & Compliance Officer Tel: + 91-124-3016-500 Email: <a href="mailto:cs@lalpathlabs.com">cs@lalpathlabs.com</a>
13	Reporting Boundary	Standalone Basis
14	Name of assurance provider	J Sundharesan & Associates
15	Type of assurance obtained	Reasonable Assurance (BRSR Core)

### II. Products/services

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

S. No	Description of main activity	Description of business activity	% of turnover
1.	Other Human Health Activities	Activities of Independent Diagnostics/ Pathological Laboratories	100%

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

S. No.	Product/Service	NIC Code	% of total turnover contributed
1.	Diagnostic and related healthcare tests and services	869	100%

### III. Operations

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

Location	Number of plants	Number of offices/ Labs	Total
National	Not Applicable as the Company provides Diagnostic Services in the area of Pathology and Radiology.	309	309
International		3	3

## 19. Markets served by the entity

## a. Number of locations

Locations	Number
National (No. of states)	27 States and 4 Union Territories
International (No. of countries)	Nepal and Bangladesh. Additionally, the Company receives samples from international locations/ countries such as: South Asian Countries i.e. Bhutan, Sri Lanka, Malaysia, Maldives, Myanmar, Cambodia; Central Asian Country i.e. Uzbekistan; Middle East Countries i.e. UAE, Saudi Arabia, Bahrain, Qatar, Kuwait, Oman, Iraq; African Countries i.e. Kenya, Ghana, Malawi, Zimbabwe, Tanzania, Ethiopia, Siera Leon, Zambia, Nigeria, Mauritius, Uganda; and European Country i.e. United Kingdom for testing in India.

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

1.21%

## c. A brief on types of customers

The Company's customers encompasses individual patients, hospitals, clinics, other healthcare providers, and corporate clients.

## IV. Employees

## 20. Details as on March 31, 2026

## a. Employees and workers (including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1	Permanent (D)	1,592	1,238	77.76	354	22.24
2	Other than Permanent (E)	389	205	52.70	184	47.30
<b>3</b>	<b>Total employees (D+E)</b>	<b>1,981</b>	<b>1,443</b>	<b>72.84</b>	<b>538</b>	<b>27.16</b>
<b>WORKERS</b>						
1	Permanent (F)	3,614	2,634	72.88	980	27.12
2	Other than Permanent (G)	16	8	50.00	8	50.00
<b>3</b>	<b>Total workers (F+G)</b>	<b>3,630</b>	<b>2,642</b>	<b>72.78</b>	<b>988</b>	<b>27.22</b>

## Notes:

- "Permanent Employees" includes all the full-time employees with an indeterminate period.
- "Other than Permanent Employee" includes all the employees with a fixed term employment contract, Retainer, Residents, Interns and consultants.

## b. Differently abled employees and workers

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1	Permanent (D)	2	2	100.00	-	-
2	Other than Permanent (E)	-	-	-	-	-
<b>3</b>	<b>Total differently abled employees (D+E)</b>	<b>2</b>	<b>2</b>	<b>100.00</b>	<b>-</b>	<b>-</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
1	Permanent (F)	29	27	93.10	2	6.90
2	Other than Permanent (G)	-	-	-	-	-
<b>3</b>	<b>Total differently abled workers (F+G)</b>	<b>29</b>	<b>27</b>	<b>93.10</b>	<b>2</b>	<b>6.90</b>

## 21. Participation/inclusion/representation of women

Particulars	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	9	3	33.33
Key Management Personnel*	5	1	20

(\*Includes Board Members, who are designated as Key Management Personnel)

## 22. Turnover rate for permanent employees and workers

Particulars	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17.30	20.95	18.12	17.02	15.55	15.86	20.84	19.77	20.62
Permanent Workers	9.13	10.90	9.61	10.19	7.63	8.21	10.11	9.93	10.07

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

## 23. Names of holding / subsidiary / associate companies / joint ventures:

S. No.	Name of Holding/Subsidiary/Associate Companies/Joint Venture (A)	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of listed entity? (Yes/No)
1	Paliwal Diagnostics Private Limited	Subsidiary	80	No
2	Dr. Lal Ventures Private Limited	Subsidiary	100	No
3	PathLabs Unifiers Private Limited	Subsidiary	100	No
4	Centrapath Labs Private Limited	Step down Subsidiary	70	No
5	APRL PathLabs Private Limited	Step down Subsidiary	80	No
6	Chanre Laboratory Private Limited	Step down Subsidiary	70	No
7	Dr. Lal PathLabs Nepal Private Limited	Subsidiary	100	No
8	Dr. Lal Path Labs Bangladesh Private Limited	Subsidiary	71.83	No

## VI. CSR Details

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

ii. Turnover: ₹ 26,475.71 Million\*

iii. Net Worth: ₹ 24,063.29 Million\*

(\* As on March 31, 2026)

**VII. Transparency and Disclosures Compliances**

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2025-26			FY 2024-25		
		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	No	There were no complaints / grievances received from any specific community.			There were no complaints / grievances received from any specific community.		
Investors (other than shareholders)	Yes, Investors can contact the officials mentioned in the link below <a href="https://www.lalpathlabs.com/investors/investors-inside/investor-contact">https://www.lalpathlabs.com/investors/investors-inside/investor-contact</a>	There were no complaints / grievances received from any Investors (Other than Shareholders)			There were no complaints / grievances received from any Investors (Other than Shareholders)		
Shareholders	Yes, Shareholders, for any of their grievances can reach out to the Company Secretary at <a href="https://www.lalpathlabs.com/investors/investors-inside/investor-contact">https://www.lalpathlabs.com/investors/investors-inside/investor-contact</a>	124	-	All complaints were duly resolved within the reporting period	85	-	All complaints were duly resolved within the reporting period
Employees and workers	Yes, Employees and workers can reach out to us via <a href="https://lplhr4u.sgcservices.com/">https://lplhr4u.sgcservices.com/</a>	3,001	35	All pending complaints were resolved as on date of this report	3,184	16	The Company is under the process of resolving these case as on March 31, 2025
Customers	Yes, customer can reach out to us via <a href="https://www.lalpathlabs.com/company-information">https://www.lalpathlabs.com/company-information</a>	43,930	356	-	48,761	377	-
Value Chain Partners	Yes, Value Chain Partners can reach out to us via <a href="https://www.lalpathlabs.com/company-information">https://www.lalpathlabs.com/company-information</a>	There were no complaints/grievances received from the Value Chain Partners except for some outstanding dues related clarifications. These have been properly addressed and resolved.			There were no complaints/grievances received from the Value Chain Partners except for some outstanding dues related clarifications. These have been properly addressed and resolved.		

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

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

S. 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 Management	Opportunity	With high energy consumption across laboratory equipment, refrigeration, and IT infrastructure, optimizing energy use presents a significant opportunity to reduce operational costs. Transitioning to renewable energy sources is essential not only for long-term savings but also for strengthening the company's ESG profile	Not Applicable	Positive implications: Lower operational expenses, reduced carbon footprint, and improved ESG ratings
2	Human Capital Development	Opportunity	As a knowledge-driven organization, investing in continuous training for employees, including laboratory technicians and IT professionals, enhances diagnostic accuracy, elevates service quality, and fosters innovation. This commitment to skill development strengthens organizational resilience and positions the Company at the forefront of industry advancement.	Not Applicable	Positive implications: Higher productivity, better diagnostic accuracy, improved employee retention, and reduced recruitment costs.
3	Accessibility	Opportunity	Expanding affordable diagnostic services into Tier 3 and Tier 4 cities aligns seamlessly with the Company's growth strategy and public health mission. This initiative not only opens new markets and strengthens brand equity in underserved regions but also supports government health programs, reinforcing the company's role as a trusted partner in advancing equitable healthcare access.  The inclusion of additional beneficiaries, particularly senior citizens, coupled with rising health awareness and increasing healthcare spending, is improving access to medical services across the country. For the diagnostics industry, expanding insurance coverage is expected to support higher utilisation of preventive healthcare, screening programmes and diagnostic testing, while the still-low penetration of health insurance presents a significant long-term growth opportunity.	Not Applicable	Positive implications: New market penetration, higher revenue streams, stronger community presence, and contribution to public health outcomes.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Community Development	Opportunity	Through health camps, awareness drives, and partnerships with local health bodies, the Company can advance public health outcomes while building enduring community goodwill. These initiatives not only strengthen its CSR commitments but also enhance its trust and long-term stakeholder relationships.	Not Applicable	Positive implications: Strengthened community relationships, enhanced brand trust, and long-term social impact aligned with CSR goals
5	Diversity & Inclusion	Opportunity	Promoting gender diversity, especially in lab and leadership roles, can enhance innovation and decision-making. Inclusive hiring practices also improve employee engagement and reflect the Company's commitment to equitable healthcare delivery	Not Applicable	Positive implications: Better workforce engagement, higher talent attraction, and improved innovation outcomes.
6	Corporate Governance	Risk	As a publicly listed diagnostic Company, lapses in governance can lead to regulatory penalties, investor distrust, and reputational harm. Strong governance ensures ethical conduct, financial transparency, and alignment with stakeholder expectations.	The Company enforces strong governance through Board-approved policies, regular audits, compliance training, transparent disclosures, and whistleblower protections.	Negative implications: Regulatory penalties, investor confidence loss, and reputational damage if governance lapses occur.
7	Economic risk	Risk	Economic risk refers to the potential for financial loss arising from changes in market conditions, interest rates, inflation, currency movements and broader macroeconomic factors. Dr. Lal PathLabs remains exposed to such risks, as fluctuations in key economic parameters and inflation levels may affect operational efficiency.	The Company continuously monitors economic factors to manage potential disruptions and protect its growth trajectory. The Company also retains the flexibility to pass on a portion of inflationary cost increases to customers, helping to mitigate the impact on profit margins.	Negative Implication: Financial loss including impact on revenue, profitability due to changes in market conditions, interest rates, inflation, currency movements and broader macroeconomic factors
8	Technology risk	Risk	Technology risk refers to the potential challenges and disruptions arising from rapidly evolving technologies and system failures, which may impact operational efficiency and overall business performance.	The Company focuses on adopting advanced technologies to maintain resilient and competitive operations in a rapidly evolving environment. The Company leverages technology to enhance operational efficiency and deliver faster, more accurate diagnostic results, while continuous innovation supports the management and mitigation of technology-related risks.	Negative Implication: Impact operational efficiency and overall business performance

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S. 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)
9	Cyber Risk	Risk	Cyber risk refers to the potential threats arising from cyber-attacks, data breaches, or unauthorized access to digital systems, which could compromise data security and affect business continuity and reputation.	The Company remains focused on strengthening its digital infrastructure to safeguard against cyber threats. With increasing reliance on digital systems and data-driven processes, the Company prioritises data protection, system security and preventive measures to mitigate risks related to cyberattacks, data breaches and unauthorized access	Negative Implication: It may lead to compromise on data security and affect business continuity and reputation
10	People risk	Risk	People risk refers to the potential impact on the organization arising from talent gaps, employee turnover, skill shortages, or ineffective workforce management, which can affect productivity, operational efficiency and overall business performance.	The Company focuses on retaining skilled professionals whose expertise is essential for addressing challenges and supporting sustainable growth. The Company promotes talent retention through competitive benefits, training programmes and a supportive work environment, while transparent practices and a collaborative culture further strengthen workforce stability	Negative Implication: It may affect productivity, operational efficiency and overall business performance
11	Operational risk	Risk	Operational risk refers to potential losses or disruptions arising from inadequate processes, systems, or internal controls that may affect operational efficiency and continuity. Dr. Lal PathLabs faces such risks where lapses in testing procedures or human errors may adversely impact operations.	The Company mitigates operational risks by standardising procedures and ensuring regular equipment maintenance. The presence of qualified staff and adoption of advanced technologies further strengthen the Company's ability to effectively manage operational risks.	Negative Implication: Adversely impact operations

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

 <p><b>Principle 1</b></p> <p>Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable</p>	 <p><b>Principle 2</b></p> <p>Businesses should provide goods and services in a manner that is sustainable and safe</p>	 <p><b>Principle 3</b></p> <p>Businesses should respect and promote the well-being of all employees, including those in their value chains</p>
 <p><b>Principle 4</b></p> <p>Businesses should respect the interests of and be responsive towards all its stakeholders</p>	 <p><b>Principle 5</b></p> <p>Businesses should respect and promote human rights</p>	 <p><b>Principle 6</b></p> <p>Businesses should respect, protect and make efforts to restore the environment</p>
 <p><b>Principle 7</b></p> <p>Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent</p>	 <p><b>Principle 8</b></p> <p>Businesses should promote inclusive growth and equitable development</p>	 <p><b>Principle 9</b></p> <p>Businesses should engage with and provide value to their consumers in a responsible manner</p>



## SECTION B: MANAGEMENT AND PROCESS DISCLOSURE

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

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>POLICY AND MANAGEMENT PROCESSES</b>									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web link of the policies, if available	<a href="https://media.lalpathlabs.com/2025-05/Buisness-Responsibility-&amp;-Sustainability-Policy.pdf">https://media.lalpathlabs.com/2025-05/Buisness-Responsibility-&amp;-Sustainability-Policy.pdf</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	N	N	N	N	N	N	N	N	N
4. Name the national and international codes/ certifications/ labels/ standards	<p>CAP: Two (02) Reference Labs are accredited by College of American Pathologists (CAP).</p> <p>NABL: Forty Nine (49) Labs are accredited by National Accreditation Board for Testing and Calibration Laboratories (NABL).</p> <p>ISO 27001: The ISO 27001 is the standard for information security management systems (ISMS). It defines requirements an ISMS must meet. The ISO 27001 standard provides companies of any size and from all sectors of activity with guidance for establishing, implementing, maintaining and continually improving an information security management system.</p> <p>ISO 9001:2015 : Two (02) Labs viz. National Reference Lab, Delhi and Regional Reference Lab, Kolkata has ISO 9001:2015 certification. This certification is the standard for Quality Management Systems (QMS). It defines requirements an QMS must meet. The ISO 9001:2015 standard provides companies of any size and from all sectors of activity with guidance for establishing, implementing, maintaining, and continually improving a Quality management system.</p>								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	The Company is committed to adhering to the nine principles outlined in the National Voluntary Guidelines on Social, Environmental, and Economic Responsibilities of Business, as issued by the Ministry of Corporate Affairs. Further, the Company has also set out to monitor its' water and energy footprint by adopting innovative energy solutions.								
6. Performance of the entity against specific commitments, goals and targets along-with reasons in case the same are not met.	The Company remains vigilant in monitoring its adherence to the specified principle(s) and takes appropriate measures whenever necessary								

### 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).	Emphasizing the significance of ESG principles, the Company's unwavering commitment to environmental, social, and governance initiatives is an integral part of its operational ethos. Sustainability drives the Company's endeavours, fostering growth, nurturing human capital, and instilling social responsibility. Notable achievements include advancements in waste management, water conservation, paperless initiatives, and renewable energy adoption. Upholding ethical standards and transparency in governance, the Company endeavours to positively impact society and stakeholders.
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8. **Details of the highest authority responsible for implementation and oversight of the Business Responsibility & Sustainability (BRSR) Policy.** CSR Committee is responsible for implementation and oversight of the Business Responsibility Polices. The constitution as on March 31, 2026 of the CSR Committee is as follows:

Name of Member	DIN	Designation
(Hony) Brig Dr Arvind Lal	00576638	Executive Chairman
Mr. Arun Duggal	00024262	Lead Independent Director
Mr. Rohit Bhasin	02478962	Independent 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 CSR Committee holds responsibility for making decisions related to sustainability matters

10. **Details of Review of the National Guidelines on Responsible Business Conduct (NGRBC) by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency: Annually (A) / Half yearly (H) / Quarterly (Q) / Any other – please specify										
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9		
Performance against above policies & follow up action										CSR Committee										Annually* and as a precautionary measure the review of policies are undertaken as per regulatory requirements as and when needed.
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances										CSR Committee										Annually* and as a precautionary measure, review of policies are undertaken as per regulatory requirements as and when needed.

(\*) Annual review by the Committee on April 30, 2026

11. **Particulars**
- |  | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |    |
|--|----|----|----|----|----|----|----|----|----|----|
| Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency |    |    |    |    |    |    |    |    |    | No |

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

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



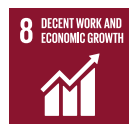
## SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

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

### Principle 1

### BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE

UN SDG Linkage:



#### Introduction to Principle 1

We prioritize ethical business conduct, ensuring integrity and transparency in all our operations. Our commitment to these values is reflected in our robust policies and procedures, which safeguard the interests of our stakeholders and promote sustainable growth. At Dr. Lal PathLabs, we aim to achieve this by taking stringent steps to ensure compliance to regulatory norms, imbibing ethical practices at the core of all levels of our workforce via trainings and our well-laid code of conduct.

### 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 audits impact	% of persons in respective category covered by the awareness programmes*
Board of Directors	Three (3)	Updates on:	
		1. SEBI Regulations	100%
		2. IT Risk Governance including Data Privacy and Cyber Security	100%
Key Managerial Personnel (KMP)	Three (3)	Updates on:	
		1. SEBI Regulations	100%
		2. IT Risk Governance including Data Privacy and Cyber Security	100%
Employees other than BoD and KMPs	Four (4) trainings held annually for each topic highlighted under compliance	Compliance requirements:	
		1. POSH	99.68%
		2. Code of Conduct	99.43%
		3. Information Security	99.50%
	4. Data Privacy	99.50%	
	One (1)	Health and Safety	48.80%
	One (1)	Skill Upgradation	56.21%
One (1)	Human Rights	99.62%	
Workers	Four (4) trainings held annually for each topic highlighted under compliance	Compliance requirements:	
		1. POSH	99.17%
		2. Code of Conduct	99.92%
		3. Information Security	99.00%
	4. Data Privacy	99.00%	
	One (1)	Health and Safety	31.58%
One (1)	Skill Upgradation	49.78%	
One (1)	Human Rights	99.14%	

**Note:** Within Health & Safety, fire safety trainings are also included.

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

Type	Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	None	Nil	NA	NA	NA
Settlement	None	Nil	NA	NA	NA
Compounding fee	None	Nil	NA	NA	NA

Type	Non-monetary			
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	None	Nil	NA	NA
Punishment	None	Nil	NA	NA

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
	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, the Company has a Code of Conduct for its Board Members and Senior Management, which aligns with the Company's core values of integrity, ethical behaviours, and transparency. The Code of Conduct is compliant with the requirements of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, and is applicable to Board Members, Key Managerial Personnel, and Senior Management.

The Code outlines explicit expectations regarding honesty, integrity, ethical business conduct, adherence to Company policies and laws, avoidance of conflict of interest. It also includes comprehensive provisions on acceptance of gifts, facilitation payments, related-party transactions. The Code also provided for disclosure requirements for directors and senior management which ensure transparency in their interests and transactions..

The Code of Conduct accessible at: <https://media.lalpathlabs.com/2025-01/Code-of-conduct-for-Directors-and-Senior-Management.pdf>

Further, our Code of Conduct (COC) for Employees also provides that the Company firmly stand against bribery and corruption in all forms. The Company is committed to conduct business with integrity, transparency, and accountability. It believe that ethical practices are the foundation of success and reputation.

## Business Responsibility &amp; Sustainability Report

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

Particulars	FY 2025-26	FY 2024-25
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

## 6. Details of complaints about conflict of interest

Particulars	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	None	-	None	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	None	-	None	-

## 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: None

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

Particulars	FY 2025-26*	FY 2024-25
No. of days of accounts payables	46	42

(\*) The disclosure for Number of Days of Accounts Payable for FY 2025-26 has been computed in accordance with the methodology prescribed under the SEBI guidelines issued under the circular Industry Standards Forum guidance for BRSR Core dated December 20, 2024.

## 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 &amp; investments, with related parties, in the following format:

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases *	15.81	15.49
	b. Number of trading houses where purchases are made from	119	149
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	59.04	52.98
Concentration of sales	a. Sales to dealers / distributors as % of total sales		
	b. Number of dealers / distributors to whom sales are made	Not applicable, as the company does not offer its services through dealers or distributors.	
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors		
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases *)	0.48	1.34
	b. Sales (Sales to related parties / Total Sales)	0.62	0.56
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	-	0.09

(\*) Total Purchases includes Cost of materials consumed, Lab test expenses and some of the other expenses.

**Leadership Indicators****1. Awareness programmes conducted for value chain partners on any of the principles during the financial year.**

The Company did not conduct specific awareness or training programmes for value chain partners on the BRSR principles during the year. However, the Company continues to evaluate opportunities to build partner awareness on ethical practices, and sustainability standards.

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

Yes, the Company maintains a comprehensive Code of Conduct specifically designed for its Board Members and Senior Management. The Code of Conduct outlines ethical and transparent practices for the Board and Senior Management, aligning with SEBI regulations. It applies to Board members, Key Managerial Personnel, and Senior Management. Key principles include honesty, integrity, compliance with laws, avoiding conflicts of interest, protecting confidential information, proper use of Company assets, and prohibiting acceptance of gifts that could influence business decisions.

The Code also emphasizes the protection of whistleblowers, responsible disclosure of information, and adherence to corporate opportunities and legal obligations. The Code of Conduct is available on the Company's website at <https://media.lalpathlabs.com/2025-01/Code-of-conduct-for-Directors-and-Senior-Management.pdf>.

## Principle 2

### BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

#### UN SDG Linkage



#### Introduction to Principle 2

We prioritize delivering diagnostic services that are resource-efficient and safe. We strive to comprehensively evaluate sustainability challenges across operations, ensuring that we create value for our stakeholders while actively reducing negative impacts on the environment and society.

#### Essential Indicators

- 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.

	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impact in FY 2025-26
R&D	0.63%	-	-
Capex	1.60%	2%	Capex in Solar and Effluent Treatment Plant

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)  
 The Company actively pursues sustainable sourcing practices, ensuring that its social and environmental performance extends throughout its supply chain. By communicating expectations to vendors, the Company promotes localization of business operations by giving preference to local suppliers. Committed to environmentally responsible practices, the Company aims to minimize adverse effects on the community, environment, and natural resources while prioritizing public health and safety. Additionally, the Company has entered into a Power Purchase Agreement (PPA) for solar energy, contributing to the reduction of carbon footprints.
  - If yes, what percentage of inputs were sourced sustainably? 53.57%
- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste  
 As a provider of Diagnostic Services, the Company recognizes that reusing and recycling of waste materials are not directly applicable to its industry. However, the Company engaged authorized vendors for managing the disposal of bio-medical wastes generated during sample collection and testing.
- 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.  
 Not Applicable as the Company is in Diagnostics Service Sector.

### 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?

Given the nature of the Company's service-driven operations, LCA requirements are currently not applicable.

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.

Not Applicable

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).

Not Applicable

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

Type of Waste	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed (Metric Tonnes)	Re-Used	Recycled	Safely Disposed (Metric Tonnes)
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste (used oil & battery)	-	-	-	-	-	-
Other waste (wood)	-	-	-	-	-	-

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

Not Applicable

**Principle 3** **BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS**

UN SDG Linkage



**Introduction to Principle 3**

We are committed to conduct regular Employee Engagement programs, which focuses on creating a positive work environment, fostering teamwork, promoting employee satisfaction and well-being. By investing in these employee engagement programs, the Company has been able to improve retention rates and build a strong and motivated workforce.

**Essential Indicators**

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

Category	Total (A)	% Of employees covered by									
		Health insurance		Accident insurance		Maternity benefits*		Paternity benefits*		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>PERMANENT EMPLOYEES</b>											
Male	1,238	1,238	100.00	716	57.84	NA	NA	1,238	100.00	-	-
Female	354	354	100.00	36	10.17	354	100.00	NA	NA	-	-
<b>Total</b>	<b>1,592</b>	<b>1,592</b>	<b>100.00</b>	<b>752</b>	<b>47.24</b>	<b>354</b>	<b>100.00</b>	<b>1,238</b>	<b>100.00</b>	<b>-</b>	<b>-</b>
<b>OTHER THAN PERMANENT EMPLOYEES</b>											
Male	205	-	-	51	24.88	NA	NA	205	100.00	-	-
Female	184	-	-	2	1.09	184	100.00	NA	NA	-	-
<b>Total</b>	<b>389</b>	<b>-</b>	<b>-</b>	<b>53</b>	<b>13.62</b>	<b>184</b>	<b>100.00</b>	<b>205</b>	<b>100.00</b>	<b>-</b>	<b>-</b>

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

Category	Total (A)	% Of workers covered by									
		Health insurance		Accident insurance		Maternity benefits*		Paternity benefits*		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>PERMANENT WORKERS</b>											
Male	2,634	2,471	93.81	395	15.00	NA	NA	2,634	100.00	-	-
Female	980	910	92.86	16	1.63	980	100.00	NA	NA	-	-
<b>Total</b>	<b>3,614</b>	<b>3,381</b>	<b>93.55</b>	<b>411</b>	<b>11.37</b>	<b>980</b>	<b>100.00</b>	<b>2,634</b>	<b>100.00</b>	<b>-</b>	<b>-</b>
<b>OTHER THAN PERMANENT WORKERS</b>											
Male	8	-	-	-	-	NA	NA	8	100.00	-	-
Female	8	-	-	-	-	8	100.00	NA	NA	-	-
<b>Total</b>	<b>16</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>8</b>	<b>100.00</b>	<b>8</b>	<b>100.00</b>	<b>-</b>	<b>-</b>

(\*) Maternity and Paternity benefits were provided to Female and Male, respectively and therefore 100% is mentioned.

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

Particulars	FY 2025-26*	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the Company	0.96%	0.37%

(\*)The disclosure for Cost incurred on well-being measure for FY 2025-26 has been computed in accordance with the methodology prescribed under the SEBI guidelines issued under the circular Industry Standards Forum guidance for BRSR Core dated December 20, 2024.

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered (as a % of total employee)	No. of workers covered (as a % of total workers)	Deducted & deposited with the authority (Yes/No/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 (Yes/No/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	-	6.45	Y	-	9.51	Y
Others-Please Specify	-	-	-	-	-	-

## 3. Accessibility of workplaces

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

The Company is committed to building an inclusive and barrier-free workplace aligned with the Rights of Persons with Disabilities Act, 2016. We continue to strengthen physical, digital, and cultural accessibility across our operations. The Company's Equal Opportunity Policy ensures that persons with disabilities are provided fair opportunities for employment, career progression, and workplace participation.

During the year, the Company continued its efforts to review and enhance accessibility across facilities, including the installation of handrails, grab bars in washrooms, fire-exit signage, wheelchair-friendly pathways, and portable ramps. The Company is progressively identifying additional roles suitable for differently-abled individuals and expanding inclusive hiring practices. These initiatives reflect the Company's long-term commitment to fostering an accessible and inclusive environment for all employees.

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

The Company has an Equal Opportunity Policy that reinforces our commitment to non-discrimination, workplace equality, and inclusivity, including for Persons with Disabilities. The policy ensures equal access to opportunities, addresses harassment and discrimination, and outlines support measures and redressal mechanisms for employees whose rights may have been affected. The policy is available at Company's employees portal.

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

Gender	Permanent employees		Permanent Workers	
	Return to work rate (%)	Retention rate (%)	Return to work rate (%)	Retention rate (%)
Male	96.77	65.00	100.00	89.34
Female	72.73	32.00	56.92	49.12
<b>Total</b>	<b>90.48</b>	<b>55.29</b>	<b>85.79</b>	<b>76.54</b>

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

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Employees	The Company is committed to maintaining a safe, respectful, and inclusive workplace. A structured grievance-redressal mechanism enables employees to raise concerns relating to day-to-day workplace matters, discrimination or harassment (other than POSH-related), denial of benefits, human-rights issues, or safety-related concerns.
Other than Permanent Employees	
Permanent Workers	
Other than Permanent Workers	Employees can lodge grievances through the designated employee portal or directly contact their HR SPOC for resolution. All grievances are handled confidentially and in a timely manner.

## 7. Membership of employees in association(s) or unions recognised by the listed entity:

Category	FY 2025-26			FY 2024-25		
	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)	% (D/C)
<b>Total Permanent Employees</b>	<b>1,592</b>	<b>3</b>	<b>0.19</b>	<b>1,542</b>	<b>4</b>	<b>0.26</b>
Male	1,238	3	0.24	1,199	4	0.33
Female	354	-	-	343	-	-
<b>Total Permanent Workers</b>	<b>3,614</b>	<b>85</b>	<b>2.35</b>	<b>3,438</b>	<b>87</b>	<b>2.53</b>
Male	2,634	27	1.03	2,487	28	1.13
Female	980	58	5.92	951	59	6.20

## 8. Details of training given to employees and workers

Category	FY 2025-26					FY 2024-25				
	Total (A)	On health & safety/wellness measures		On skill upgradation		Total (D)	On health and safety measures/wellness		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. F	% (F/D)
<b>EMPLOYEES</b>										
Male	1,238	542	43.78	716	57.84	1,199	102	8.51	729	60.80
Female	354	169	47.74	176	49.72	343	49	14.29	190	55.39
<b>Total</b>	<b>1,592</b>	<b>711</b>	<b>44.66</b>	<b>892</b>	<b>56.03</b>	<b>1,542</b>	<b>151</b>	<b>9.79</b>	<b>919</b>	<b>59.60</b>
<b>WORKERS</b>										
Male	2,634	1,018	38.65	1,394	52.92	2,487	756	30.40	1,904	76.56
Female	980	340	34.69	405	41.33	951	507	53.31	547	57.52
<b>Total</b>	<b>3,614</b>	<b>1,358</b>	<b>37.58</b>	<b>1,799</b>	<b>49.78</b>	<b>3,438</b>	<b>1,263</b>	<b>36.74</b>	<b>2,451</b>	<b>71.29</b>

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>EMPLOYEES</b>						
Male	1,238	1,238	100	1,199	1,199	100
Female	354	354	100	343	343	100
<b>Total</b>	<b>1,592</b>	<b>1,592</b>	<b>100</b>	<b>1,542</b>	<b>1,542</b>	<b>100</b>
<b>WORKERS</b>						
Male	2,634	2,634	100	2,487	2,487	100
Female	980	980	100	951	951	100
<b>Total</b>	<b>3,614</b>	<b>3,614</b>	<b>100</b>	<b>3,438</b>	<b>3,438</b>	<b>100</b>

**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?**

The Company is committed to provide a safe working environment for our personnel, patients, clients, and visitors. It takes all possible steps to ensure the health, safety, and welfare of employees, and has developed a safety manual which is available to all lab personnel, and staff are encouraged to review it regularly.

Staff working in the lab area are responsible for performing their jobs in a Safe prescribed manner, eliminating and/or reporting workplace hazards, accidents, incidents, and unsafe practices or conditions to ensure proper storage and disposal of all hazardous materials and wearing protective gear while handling samples.

Additionally, annual health checkups are conducted for all staff involved in sample handling, and where necessary, staff are immunized with the appropriate vaccines.

Further, we also undertake mock drills in relation to safety such as in cases of fires and earthquakes i.e. in situations where immediate evacuation takes precedence. The Company's operations are appropriately governed by evacuation signage boards which ensures that our employees are made aware of safety procedures, and we also ensure the availability of fire equipment to ensure that we can effectively deal with fire outbreaks.

- 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 carefully crafted comprehensive policies and guidelines to address various hazards and mitigate associated risks effectively. These policies provide a solid framework for identifying work-related hazards, following recommended guidelines, and conducting thorough risk assessments. Further, the Safety Manual outlines detailed procedures for risk assessment, ensuring employees have clear access to protocols and procedures. To ensure compliance with these policies, the Company has a Quality Department to monitor and evaluate adherence levels with the related policies.

Further, our employees also play a great role in eliminating risk factors via reporting workplace hazards, reporting accidents, incidents, and unsafe practices or conditions to the applicable lab/facility supervisors, which in turn ensures that applicable hazards and risks identified are dealt with to avoid future recurrences

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

Yes, the Lab Safety Manuals incorporates specific procedures that employees must adhere to in the event of safety incidents. These procedures delineate the appropriate steps and actions necessary to effectively address such situations. To ensure comprehensive incident documentation, the Company has developed a dedicated internal safety incident reporting tool.

The report includes description of any event or accident, factors contributing to the event and information on first aid or other health care facilities provided on the spot. This information is analysed with the purpose of effectively controlling repetitions and preventing future events. The records are checked periodically even in the absence of fresh entries.

Supervisors or any lab staff are responsible for recording each safety incident on this platform, facilitating systematic data capture and analysis. Utilizing this reporting tool enables the Company to track safety incidents. Ultimately, this approach fosters a culture of continuous improvement in lab safety.

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

Yes, the Company extends Mediclaim coverage to all employees except those falling under the ambit of the ESIC Act. Employees covered by ESIC receive all relevant medical benefits under that scheme. Additionally, all employees are eligible for discounted diagnostic investigations.

### 11. Details of safety related incidents

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	1 (minor)	1 (minor)
	Workers	2 (minor)	3 (minor)
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

Note: The disclosures of injuries includes minor injuries reported through the Company's internal safety reporting mechanism and are not classified as reportable injuries under applicable statutory requirements.

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

The Company has established strict guidelines and norms for employees with regards to prevent work related hazard via the proper utilization of personal protection equipment, safety equipment usage, emergency procedures, fire safety, chemical hygiene, electrical safety, and waste disposal within our laboratories. These guidelines ensure a safe and secure working environment for all employees.

- Safety gear such as eye wash stations, gloves, lab coats, and goggles are provided to staff.
- Fire sprinklers and/or fire extinguishers are installed at the workplace along with fire evacuation plan as per applicable guidelines.
- Fire drills are conducted periodically.
- Bio-Medical Waste (BMW) segregation and disposal are carried out according to BMW Management Rules, 2016 and CPCB (Central Pollution Control Board) guidelines, as amended from time to time.
- Disinfection protocols are implemented in labs.
- Ergonomic lab furniture is provided to all staff.
- Health check-ups and immunizations, if needed are conducted for all those in technical or sample handling roles
- Grievance Redressal Mechanism is in place to ensure that any form of grievances on POSH, Human Rights and other Grievances

### 13. Number of complaints on working conditions and health and safety made by employees and workers.

Category	FY 2025-26			FY 2024-25		
	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

Particulars	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)*
<b>Health and safety practices</b>	Periodic internal audits are conducted by the Quality team on Health and Safety aspects/ practices. (100%)
<b>Working Conditions</b>	<p>Before operationalization of new labs, the project and lab team conduct a safety audit of the setup. These safety trainings are conducted regularly. (100%)</p> <p>Additionally, Fire Safety drills are undertaken to ensure that employees are aware of safety requirements and what is necessary in case of non-compliance. (100%)</p> <p>Bio-Medical Waste (BMW) handling training modules are enabled for employee knowledge. (100%).</p>

(\* Assessed by the entity)

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 and safety practices and working conditions.

- The lab safety manual serves as a comprehensive guide for all safety-related matters within the organization.
- In the event of any safety incident, specific corrective protocols are in place and diligently followed.
- Regular training sessions are conducted for staff members to enhance safety awareness and practices.
- A risk management guide has been established for all laboratories, ensuring proactive measures to mitigate potential risks

### 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)?

Employees	Yes, the Company maintains a welfare fund to provide benefits to employees and workers in the event of death. In addition, Personal Accident Insurance is extended to employees and workers in Sales and Home Collection roles.
Workers	

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 conducts regular audits to ensure that all statutory dues have been promptly deposited. Additionally, it also holds third parties contractually responsible for ensuring timely payment of these dues.

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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment.

Particulars	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	1 (minor)	1 (minor)	-	-
Workers	2 (minor)	3 (minor)	-	-

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

No, the Company does not currently provide formal transition-assistance programs related to retirement or termination.

5. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health & Safety practices	The Company has not conducted any such assessments for value chain partners during the year.
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.

Not Applicable

## Principle 4

## BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

### UN SDG Linkage



### Introduction to Principle 4

We prioritize patients by delivering reliable and accurate diagnostic tests. Our commitment extends to the community through health awareness initiatives and making our services accessible. Additionally, we take environmental responsibility by adhering to regulatory rules for ensuring the safe disposal of Bio-Medical Waste. Our mechanisms to ensure transparency and ethical practices enable us to build trust and accountability with all stakeholders, demonstrating our dedication to their wellbeing and interests.

### Essential Indicators

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

The Stakeholder identification process is guided by following factors:

##### 1. Alignment with Mission, Vision, and Values:

The Company ensures that stakeholder identification is aligned with its Mission and Vision. This helps prioritize stakeholders whose engagement is essential to achieving organizational goals and driving long-term sustainable value.

##### 2. Assessment of Influence and Impact:

Stakeholders are evaluated based on their ability to influence business decisions, operational outcomes, and sustainability performance. This ensures that high-impact stakeholders—both internal and external—are appropriately prioritized.

##### 3. Engagement with Key Decision Makers:

Business and Functional Heads play a central role in identifying stakeholders relevant to their domains. Their insights help ensure that stakeholders critical to operational stability, regulatory compliance, and service quality are effectively recognized and engaged.

This structured approach supports meaningful stakeholder engagement and helps the Company anticipate expectations, address concerns proactively, and integrate sustainability considerations into decision-making.

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

Key Stakeholders	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Patients/ Customer	No	Website, SMS, Newspaper Ads, Customer Service channels, direct patient outreach programs	Ongoing	Regular communication on services and schemes, customer support platforms, feedback based improvements
Doctors/ Clinicians	No	Digital platforms, in-person meetings, training sessions	Ongoing	New test launch, case study presentation, continuing education (EDGE), regular performance feedback, compliance communications
Employees	No	Emails, engagement surveys, town halls, training sessions, onboarding programs	Ongoing	Implementation of employee wellness programs, structured L&D under FLIP, EDGE and HUNAR, revamped onboarding and R&R systems
Vendors	No	Digital and in-person meetings, performance evaluations	Ongoing	Periodic reviews, feedback mechanisms, capacity building sessions, regulatory updates

Key Stakeholders	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Communities	Yes *	CSR activities, community partnerships, local outreach projects	Ongoing	CSR initiatives focused on education, public health, sustainable livelihood to create social impact aligned with sustainable development goals
Govt/ Regulatory Authorities	No	Email communications, formal representations, industry body participation	Ongoing	Submission of regulatory information, participation in forums and consultations, continuous compliance processes
Investors & Shareholders	No	Annual general meetings, conference calls, stock exchange filings, company website	Ongoing	Periodic disclosures, financial reporting, investor meetings, dedicated investor services

(\* ) Our organization is committed for uplifting vulnerable and marginalized communities through focused CSR initiatives. Please refer answer to Question No. 6 (Leadership Indicator) of Principle 8 with respect % of beneficiaries from vulnerable and marginalized groups against each CSR Initiatives of the Company.

### 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.**

The Company's management regularly updates Board/ Committee Members on feedback received from various stakeholders regarding environmental, social, and governance (ESG) matters. This ongoing communication ensures that the Board remains well-informed about stakeholder perspectives and concerns related to ESG issues.

Initially, discussions on ESG matters take place between relevant Business Heads or Functional Heads and the respective stakeholders. These conversations are then summarized and shared with Key Managerial Personnel.

Finally, the summary is escalated to the Board/ Committee Members, providing them with a comprehensive overview of the key points discussed and the insights gained during stakeholder engagements.

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.**

Yes, the feedback from relevant stakeholders, is regularly discussed with Company management. These deliberations offer management an opportunity to comprehensively assess the feedback and contemplate any required actions.

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

During the year, the Company did not receive any specific concerns or grievances from vulnerable or marginalized stakeholder groups.

## Principle 5 BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

### UN SDG Linkage



### Introduction to Principle 5

We ensure a safe and inclusive work environment, free from discrimination, where employees are treated with dignity and fairness. By fostering transparency, accountability, and respect for human rights, we demonstrate our dedication to create a positive impact on society while addressing the needs and rights of all stakeholders.

### Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
<b>EMPLOYEES</b>						
Permanent	1,592	1,581	99.31	1,542	1,525	98.90
Other than Permanent	389	374	96.14	288	272	94.44
<b>Total employees</b>	<b>1,981</b>	<b>1,955</b>	<b>98.69</b>	<b>1,830</b>	<b>1,797</b>	<b>98.20</b>
<b>WORKERS</b>						
Permanent	3,614	3,583	99.14	3,438	3,410	99.19
Other than Permanent	16	15	93.75	40	39	97.50
<b>Total workers</b>	<b>3,630</b>	<b>3,598</b>	<b>99.12</b>	<b>3,478</b>	<b>3,449</b>	<b>99.17</b>

- Details of minimum wages paid to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>EMPLOYEES</b>										
Permanent	1,592	448	28.14	1,144	71.86	1,542	588	38.13	954	61.87
Male	1,238	408	32.96	830	67.04	1,199	536	44.70	663	55.30
Female	354	40	11.30	314	88.70	343	52	15.16	291	84.84
<b>Non-permanent</b>	Trainees receive a stipend, while consultants operate under the terms of their respective contracts.									
Male										
Female										
<b>WORKERS</b>										
Permanent	3,614	2,267	62.73	1,347	37.27	3,438	2,320	67.48	1,118	32.52
Male	2,634	1,623	61.62	1,011	38.38	2,487	1,661	66.79	826	33.21
Female	980	644	65.71	336	34.29	951	659	69.30	292	30.70
<b>Non-permanent</b>	Trainees receive a stipend, while consultants operate under the terms of their respective contracts.									
Male										
Female										

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

#### a. Median remuneration/wages

Particulars	Male		Female	
	Number	Median remuneration*/ salary/ wages of respective category (in ₹)	Number	Median remuneration*/ salary/ wages of respective category (in ₹)
Board of Directors (BoD)	1	4,06,65,120	1	3,26,07,540
KMP (other than BoD)	3	3,60,00,004	-	-
Employees other than BOD & KMP	1,234	8,26,848	353	18,25,626
Workers	2,634	4,50,150	980	4,04,712

(\*) Remuneration means and includes Cost to Company (CTC).

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

Particulars	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	27.26	27.59

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

Yes, the Company has a clearly defined Human Rights framework that outlines the roles and responsibilities for addressing any human-rights-related impacts associated with its operations. A dedicated grievance-redressal mechanism is in place to investigate reported concerns, assess their implications, and ensure appropriate corrective actions.

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

The Company has implemented a structured Grievance Redressal Policy to address concerns related to human-rights violations, workplace harassment, and other rights-based issues. This mechanism underscores our commitment to maintaining a respectful and secure work environment.

Employees and workers can file grievances through the employee login portal or reach out directly to their designated HR Business Partner (HRBP). HRBPs conduct the initial review and investigation of complaints, following which cases involving breaches of the Code of Conduct are escalated for formal disciplinary action. The Company is committed to addressing grievances within defined timelines, ensuring fairness, transparency, and timely resolution.

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

Category	FY 2025-26			FY 2024-25		
	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	1	-	-	3*	2	(*) Does not include 1 complaint pending at the beginning of the Financial Year
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced /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, in the following format:**

Particulars	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	3*
Complaints on POSH as a % of female employees / workers	0.07	0.21
Complaints on POSH upheld	-	2

(\*) Does not include one complaint pending at the beginning of Financial Year

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

The Company maintains a zero-tolerance stance toward retaliation and has adopted multiple safeguards to protect individuals who report discrimination or harassment. Regular trainings are conducted to enhance awareness among employees and managers about human-rights obligations and the importance of protecting complainants.

Protective measures include:

- Ensuring no retaliatory actions such as bullying, intimidation, or isolation
- Preventing any discriminatory practices during or after the complaint process
- Protecting job security, role, and career progression of the complainant
- Holding managers accountable for maintaining a safe and supportive work environment

These measures collectively support a culture where employees feel safe to voice concerns without fear of negative consequences.

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

Yes. Human-rights expectations form an integral part of the Company's contractual framework with vendors, suppliers, and business partners, as may be applicable. The supplier evaluation checklist requires partners to disclose relevant compliance information and confirm adherence to human-rights standards and other applicable provisions related thereto. The Company prefer working with partners which align with these values and demonstrate responsible business conduct with due compliance with the applicable laws.

**10. Assessments for the year:**

Category	% of offices that were assessed (by entity or statutory authorities or third parties)*
Child labour	No case reported for the period. The Company's systems have inbuilt checks to validate any hiring of employee who is less than 14 years of age. The system will give an alert to the team. (100%)
Forced/ involuntary labour	No case reported for the period. Any such incidence raised shall be addressed by the redressal mechanism. (100%)
Sexual harassment	All cases of POSH are handled by the respective committees and the reports are submitted to the management. The annual report has the details on the cases received and their closures. (100%)
Discrimination at workplace	No case reported for the period. Any such incidence raised shall be addressed by the redressal mechanism. (100%)
Wages	No case reported for the period. Additionally, compliance to minimum wage requirement is audited by the Statutory and the Internal auditors. (100%)
Others – please specify	Not Applicable

(\*) Assessed by the entity

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

All cases of POSH are handled by the respective committees and the reports are submitted to the management, as per applicable provisions.

### Leadership Indicators

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

The Company's existing processes for identifying, assessing, and addressing human-rights concerns continue to operate effectively. During the year, no grievances necessitated changes to established processes. However, the Company remains committed to periodically reviewing and improving its systems should future circumstances require adjustments.

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

The Company did not conduct any Human Rights due-diligence exercise during FY25-26.

**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, the Company complies with the requirements of the Rights of Persons with Disabilities Act, 2016, in its owned and operated walk-in centres. The Company business leadership is dedicated to prioritizing diversity and inclusion, striving collectively to drive systemic change and enhance inclusivity within the healthcare services provided to all patients. The Company offer Home Collection facilities specifically designed for patients who are unable to visit our centres due to health reasons or disabilities.

These home collection services are available across major cities, ensuring accessibility for a wide range of patients.

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

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	The Company has not yet conducted any assessments of Value chain partners on the enlisted aspects during the reporting period
Discrimination at workplace	
Child Labour	
Forces Labour/ Involuntary Labour	
Wages	
Others – please specify	

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

Not applicable

## Principle 6

## BUSINESS SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

## UN SDG Linkage



## Introduction to Principle 6

Company's operations are designed to be energy efficient and environmentally conscious, reflecting Company's commitment to sustainability. We actively explore and implement eco-friendly practices, by integrating environmental responsibility into Company's business practices. We strive to minimize our ecological footprint and to contribute to a healthier planet for future generations.

## Essential Indicators

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

Parameter	FY 2025-26	FY 2024-25
<b>From renewable sources (GJ)</b>		
Total electricity consumption (A)	12,000	7,397
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>12,000</b>	<b>7,397</b>
<b>From non-renewable sources (GJ)</b>		
Total electricity consumption (D)	62,711	78,206
Total fuel consumption (E)	5,118	4,982
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>67,829</b>	<b>83,188</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>79,829</b>	<b>90,585</b>
<b>Energy intensity per rupee of revenue from operations</b> (Total energy consumption/ revenue from operations)	0.0000030	0.0000039
<b>Energy intensity per rupee of revenue from operations adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP) *	0.000061	0.000080
<b>Energy intensity in terms of physical output (Total energy consumed/ Total employees) GJ/Employee</b>	40.30	49.50

(\*) PPP value for FY 2025-26 is 20.34 and for FY 2024-25 it is 20.66 (Source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>)

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, J Sundharesan & Associates carried out a Reasonable Assurance engagement in accordance with ISAE 3000 (Revised) and ISAE 3410 for BRSR Core.

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

Not Applicable

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

Parameter	FY 2025-26	FY 2024-25
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Ground Water	18,401	21,924
(iii) Third Party Water	1,18,025	1,04,927
(iv) Seawater/Desalinated Water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (i+ii+iii+iv+v)</b>	<b>1,36,426</b>	<b>1,26,851</b>
<b>Total volume of water consumption</b>	<b>1,36,426</b>	<b>1,26,851</b>
<b>Water intensity per rupee of revenue from operations</b> (Water consumed/ revenue from operations)	0.0000052	0.0000054
<b>Water intensity per rupee of revenue from operations adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)*	0.00010	0.00011
Water intensity in terms of physical output (Total Water consumption/ Total Employees)	68.87	69.32

(\* PPP value for FY 2025-26 is 20.34 and for FY 2024-25 it is 20.66 (Source: <https://www.imf.org/external/datamapper/PPPEX@WFO/OEMDC/IND>)

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, J Sundharesan & Associates carried out a Reasonable Assurance engagement in accordance with ISAE 3000 (Revised) and ISAE 3410 for BRSR Core.

## 4. Provide the following details related to water discharged

Parameter	FY 2025-26	FY 2024-25
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(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	95,498	88,796
- With treatment, please specify level of treatment	40,928 (physio chemical based ETP Treatment)	38,055 (physio chemical based ETP Treatment)
<b>Total water discharged</b>	<b>1,36,426</b>	<b>1,26,851</b>

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, J Sundharesan & Associates carried out a Reasonable Assurance engagement in accordance with ISAE 3000 (Revised) and ISAE 3410 for BRSR Core.

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

During the period under review, the Company has strengthened belief in zero liquid discharge by utilising the RO wastewater via flushing and horticultural/gardening purposes at various locations

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	Kg	1,151	717
SOx	Kg	204	73
Particulate matter (PM)	Kg	348	161
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others		-	-

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

No such assessments were undertaken

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

Parameter	Unit	FY 2025-26	FY 2024-25
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	TCO <sub>2</sub> e	875	1,192
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	TCO <sub>2</sub> e	12,368	15,793
<b>Total Scope 1 and Scope 2 emissions per rupee of revenue from operations</b> (Total Scope 1 and Scope 2 emissions/ Revenue from operations)	TCO <sub>2</sub> e/₹	0.00000050	0.00000072
<b>Total Scope 1 and Scope 2 emissions per rupee of revenue from operations adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / revenue from operations from operations adjusted for (PPP))*	TCO <sub>2</sub> e/Lakh USD	0.000010	0.000015
<b>Total Scope 1 and Scope 2 emission intensity</b> (Scope 1 and 2 emissions/ total employees)	TCO <sub>2</sub> e	6.69	9.28

(\*) PPP value for FY 2025-26 is 20.34 and for FY 2024-25 it is 20.66 (Source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>)

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, J Sundharesan & Associates carried out a Reasonable Assurance engagement in accordance with ISAE 3000 (Revised) and ISAE 3410 for BRSR Core.

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

Yes. The Company undertook multiple initiatives during the year to reduce GHG emissions and improve overall resource efficiency. Key actions included:

- Transition to inverter-based air conditioners, enabling optimized compressor usage and lowering electricity consumption.
- Deployment of CPCB IV+ compliant diesel generator sets, meeting enhanced emission standards and reducing particulate and gaseous emissions.
- Installation of LED lighting across facilities, significantly lowering energy usage compared to conventional lighting.
- Use of dual-fuel DG sets capable of operating on diesel and Piped Natural Gas (PNG), enabling a cleaner-burning option that reduces carbon emissions.
- The Company has entered into a Power Purchase Agreement (PPA) for sourcing electricity from solar energy, reducing dependence on conventional power and lowering operational carbon emissions.

Collectively, these initiatives contribute to lowering the Company's carbon footprint and demonstrate its ongoing commitment to environmental stewardship.

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

Parameter	FY 2025-26	FY 2024-25
<b>Total waste generated (Metric tonne)</b>		
Plastic waste (A)	-	-
E-Waste (B)	1.61	4.51
Bio-Medical Waste (C)	658.89	583.38
Construction and demolition waste (D)	-	-
Battery Waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any (G)	-	-
Other Non-hazardous waste generated (H). Please specify, if any. Solid general waste (other than Bio-Medical Waste)	168.95	-
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>829.44</b>	<b>587.89</b>
<b>Waste intensity per rupee of revenue from operations</b> (Total waste generated / revenue from operations)	0.00000031	0.00000025
<b>Waste intensity per rupee of revenue from operations adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / revenue from operations adjusted for PPP) *	0.0000006	0.0000005
<b>Waste intensity in terms of physical output-(Total waste generated/ Total employees)</b>	<b>0.42</b>	<b>0.32</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	1.61	4.51
(ii) Re-used	-	-
(iii) Other recovery operations (safely disposed)	-	-
<b>Total</b>	<b>1.61</b>	<b>4.51</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	658.89	583.38
(ii) Landfilling	168.95	-
(iii) Other disposal operations	-	-
<b>Total</b>	<b>827.84</b>	<b>583.38</b>

(\*) PPP value for FY 2025-26 is 20.34 and for FY 2024-25 it is 20.66 (Source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>)

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, J Sundharesan & Associates carried out a Reasonable Assurance engagement in accordance with ISAE 3000 (Revised) and ISAE 3410 for BRSR Core.

## 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 adheres strictly to the Bio-Medical Waste Management Rules, 2016. Biomedical waste generated at diagnostic centres is segregated at source, labelled, and stored as per regulatory guidelines before being handed over to authorized waste-management agencies approved by State Pollution Control Boards for safe treatment and disposal.

## 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.

Not Applicable

## 12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in FY 2025-26.

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 all applicable laws/ regulations/ guidelines.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
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Nil

## Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilo litres): For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area Bihar, Chhattisgarh, Delhi, Gujarat, Haryana, Jharkhand, Karnataka, Maharashtra, Punjab, Puducherry, Rajasthan, Tamil Nadu, Uttar Pradesh and Andhra Pradesh
- (ii) Nature of operations Diagnostic and Pathological testing

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

Parameter	FY 2025-26	FY 2024-25
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	39,612	25,929
(iv) Seawater/ desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal</b>	39,612	25,929
<b>Total volume of water consumption</b>	39,612	25,929
<b>Water intensity per rupee of turnover</b> (Water consumed/ turnover)	0.0000015	0.0000011
<b>Water intensity (optional)</b> – the relevant metric may be selected by the entity	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
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	27,728	18,150
- With treatment – please specify level of treatment	11,884 (Physiochemical based ETP Treatment)	7,779 (Physio chemical based ETP Treatment)
v. Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	39,612	25,929

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

No such assessments were undertaken.

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

Parameter	Unit	FY 2025-26	FY 2024-25
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	-	-	-
Total Scope 3 emissions per rupee of turnover	-	-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

No such assessments were undertaken

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 as the Company does not have any significant direct and indirect impact on biodiversity in ecologically sensitive areas.

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:

The Company continues to implement technologies and operational improvements that enhance resource efficiency and reduce environmental impacts. Key initiatives include:

- Solar Power Procurement: The Company has entered into a Power Purchase Agreement (PPA) for sourcing electricity from solar energy, reducing dependence on conventional power and lowering operational carbon emissions.
- Energy-efficient HVAC Systems: The transition to inverter-based air conditioners optimizes energy consumption and reduces emissions associated with cooling loads.
- CPCB IV+ Diesel Generators: Adoption of compliant DG sets reduces pollutant and GHG emissions.
- Cleaner Dual-Fuel DG Sets: Integration of PNG-compatible DG units supports cleaner-burning alternatives.

These actions collectively strengthen the Company's environmental performance and contribute to progressive reductions in operational carbon intensity.

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

The company has meticulously developed a comprehensive Business Continuity Plan (BCP) tailored specifically for its IT Services. The primary objective of this plan is to facilitate uninterrupted operations from an alternate location in the event of unforeseen circumstances or disruptions at the primary site. When the Disaster Recovery (DR) Plan is activated, the company's IT systems seamlessly transition to the DR facility, strategically located in a different seismic zone. This geographical separation enhances the resilience and stability of the IT infrastructure. The BCP plan encompasses several key objectives:

1. **Timely Business Recovery:**

The plan aims to restore business operations within the agreed-upon timeframe outlined in the policy terms. This ensures minimal disruption and enables the company to swiftly resume operations.

2. **Continuous IT System Functionality:**

The BCP plan guarantees that IT systems continue to function seamlessly from the alternate location until the primary site is fully restored. This uninterrupted availability of IT services is essential for maintaining business continuity and mitigating the impact on critical operations.

3. **Crisis Response Guidelines:**

The plan includes detailed guidelines on how the company should respond during crisis situations. These guidelines assist in managing and mitigating potential risks and challenges associated with disruptive events

**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.**

While the current adoption of Business Responsibility and Sustainability Reporting (BRSR) principles centers on the company, the organization is endeavoring to broaden its scope to encompass its Value Chain Partners. This strategic initiative mirrors the company's future goals to assess and address environmental impacts across its entire value chain.

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

No specific assessment has been conducted for the value chain partners regarding environmental aspects. Nonetheless, the Company acknowledges the significance of extending assessments to its value chain partners to holistically tackle environmental impacts.

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

- a. By the listed entity – **Not Applicable**
- b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners - **Not Applicable**

**Principle 7**

**BUSINESS, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT**

**UN SDG Linkage**



**Introduction to Principle 7**

The Company practice proactive advocacy, not to secure specific benefits for the industry, but to promote best practices for the benefit of society at large. This approach ensures that advocacy efforts are focused on contributing positively to public health and well-being.

**Essential Indicators**

- 1 a. Number of affiliations with trade and industry chambers/ associations.  
Three (3)
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Chamber of Commerce and Industry	National
2	Confederation of Indian Industry	National
3	Healthcare Foundation of India	National

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

During the year under review, no adverse orders have been passed by any regulatory body relating to anti-competitive conduct.

**Leadership Indicators**

- 1. Details of public policy positions advocated by the entity:

The Company does not engage in influencing regulatory policy. However, we practice proactive advocacy, not to secure specific benefits for the industry, but to promote best practices for the benefit of society at large. This approach ensures that advocacy efforts are focused on contributing positively to public health and well-being.

## Principle 8 BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

### UN SDG Linkage



### Introduction to Principle 8

We are dedicated to promote inclusive growth and equitable development, aligning ourselves by actively supporting community health initiatives and providing accessible diagnostic services. Company's commitment to Corporate Social Responsibility (CSR) is not merely as a duty, but as an opportunity to create meaningful and lasting connections with the community. Through diverse CSR initiatives, the Company focuses on addressing social challenges, fostering sustainability, and empowering underprivileged sections of society, thereby contributing to growth and development.

### Essential Indicators

- Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**  
Not applicable
- Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.**  
Not applicable
- Describe the mechanisms to receive and redress grievances of the community.**  
The Company is not into manufacturing operations and therefore such operations do not have an impact on the lives of local community.
- Percentage of input material (inputs to total inputs by value) sourced from suppliers.**

Particulars	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	15	24
Directly from within India*	99.99	99.88

(\* ) The Company procures goods directly from the vendors registered in India, however, some of the vendors might be sourcing goods from outside India.

- 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 2025-26	FY 2024-25
Rural	1.61	1.93
Semi-urban	2.32	2.58
Urban	52.60	50.93
Metropolitan	43.48	44.57

Note: Categorized as per RBI Classification system- Rural/Semi-urban/Urban/Metropolitan

### Leadership Indicators

- Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential indicators above).**  
Not applicable

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

S. No.	State	Aspirational district	Amount spent (₹ in Millions)
1	Andhra Pradesh	Vishakhapatnam	3.39
2	Haryana	Mewat (Nuh)	7.15
<b>Total</b>			<b>10.54</b>

3. a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)  
No
- (b) From which marginalized /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:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Nil				

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.

Name of authority	Brief of the Case	Corrective action taken
Nil		

6. Details of beneficiaries of CSR projects

S. No.	CSR Project	No. of persons benefitted from CSR Projects during FY 2025-26	% of beneficiaries from vulnerable and marginalized groups
1	LPL Academy for Laboratory Medicine-Phlebotomist Training	1,485	90%
2	LPL Academy for Laboratory Medicine-Phlebotomist Training	1,280	90%
3	LPL Academy for Laboratory Medicine-Phlebotomist Training	160	90%
4	Health Education in Schools	5,900	95%
5	Ni-Kshay Mitra	3,004	100%
6	LPL Academy for Laboratory Medicine-Phlebotomist Training	160	90%
7	PM Internship Program	15	100%
8	Strengthening Primary Health Care Delivery Services in Sarojini Nagar (UP)	24,000	100%
9	LPL Academy for Laboratory Medicine-Phlebotomist Training	108	90%
10	Physiotherapy and medical Centre	6,600	100%
11	Radiological Investigations and medicines support to underprivileged patients	500	100%
12	Cervical Cancer Awareness Campaign	500	100%

## Principle 9

### BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

#### UN SDG Linkage



#### Introduction to Principle 9

We are committed to provide high-quality, safe, and reliable diagnostic services that create value for our customers. Our focus on transparency, ethical practices, and continuous improvement ensures that we meet and exceed customer expectations. This dedication reflects our core values of trust, integrity, and excellence.

#### Essential Indicators

##### 1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company provides multiple accessible channels for customers to register complaints or share feedback, including voice calls, email, chat, and social media platforms. All customer interactions are logged in the Customer Relationship Management (CRM) system and assigned a unique complaint ID to ensure traceability and structured resolution.

The complaint-resolution team coordinates with relevant internal stakeholders to resolve issues—typically within an average turnaround time of 72 hours. Delays, if any, are escalated to the manager responsible for expedited handling.

In addition, the Company collects customer feedback through automated SMS notifications requesting Net Promoter Score (NPS) ratings after registration. This continuous feedback loop enables service improvement and enhances customer experience.

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

As a diagnostics service provider, the Company does not manufacture or sell physical products requiring environmental or social labelling. The Company adheres to all applicable Bio-Medical Waste Management Rules and guidelines for responsible handling and disposal of hazardous and other waste.

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not applicable
Safe and responsible usage	
Recycling and/or safe disposal	

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

Particulars	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cybersecurity	-	-	-	-	-	-
Delivery of essential services	20,104	94	-	19,939	72	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Others- (Technician Related/ Demographic Related)	23,826	262	-	28,822	305	-

#### 4. Details of instances of product recalls on accounts of safety issues.

Particulars	Number	Reasons for recall
Voluntary recalls	Not applicable since the Company operates in the service sector. However, it ensures that services are of superior quality for the benefit of our customers.	
Forced recalls		

#### 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 a comprehensive cybersecurity and data-privacy framework to safeguard patient and organizational data. Key elements include:

- Data Encryption
- Role-based access controls
- Regular vulnerability assessments and risk reviews

A dedicated information-security team responsible for incident response and remediation

Cybersecurity policies and guidelines are accessible to all employees via the Company's intranet.

These measures ensure robust protection against evolving cyber threats and reinforce compliance with data-privacy obligations.

#### 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.

- Notify customers in the event of repeat, delay, or critical values related to their diagnostic reports.
- Customers receive SMS notifications once their reports are ready for collection.
- In case of any sample collection delays, customers are provided with the direct contact details of our phlebotomists, ensuring efficient coordination.
- No material issues related to cybersecurity or customer data privacy required corrective action during the review period.
- Additionally, no penalties were imposed by regulatory authorities.

#### 7. Provide the following information relating to data breaches:

- Number of instances of data breaches:  
Nil
- Percentage of data breaches involving personally identifiable information of customer)  
Not Applicable
- Impact, if any, of the data breaches  
Not Applicable

### Leadership Indicators

#### 1. Channels / platforms where information on products and services of the Company can be accessed.

Customers can access information about the Company's diagnostic services through multiple channels including the official website ([www.lalpathlabs.com](http://www.lalpathlabs.com)), the mobile application, customer helpline numbers, and walk-in centres across locations.

#### 2. Steps taken to inform and educate consumers, especially vulnerable and marginalised consumers, about safe and responsible usage of products and services.

The Company displays informational banners across centres to promote safe and responsible utilization of diagnostic services. Educational materials, including sample-collection procedure videos and informational content, are regularly published on the Company's YouTube channel to facilitate better understanding for all customers, including vulnerable and elderly patients.

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

The Company communicates any service disruptions or discontinuations through timely notifications on its website and customer-facing platforms. In addition, the Company complies with SEBI (Listing Obligations and Disclosure Requirements) Regulations notifying stock exchanges of material events that may impact service delivery.

**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)**

As the Company provides diagnostic services and does not sell physical products requiring labeling. However, customer satisfaction is continuously monitored through Net Promoter Score (NPS) surveys conducted after each transaction. These insights help the Company assess performance across locations and improve service quality.

# Independent Reasonable Assurance Statement

To,  
The Board of Directors,  
Dr. Lal PathLabs Limited,  
Block E, Sector-18, Rohini,  
New Delhi - 110085, India

## 1. ENGAGEMENT OVERVIEW

Dr. Lal PathLabs Limited (hereinafter referred to as 'the Company') engaged J Sundharesan & Associates, Company Secretaries (hereinafter referred to as 'JSA', 'we', 'our' or 'the Engagement Team'), to conduct an independent reasonable level assurance engagement on the Business Responsibility and Sustainability Report (hereinafter 'the Report' or 'the BRSR') for the financial year from 01.04.2025 to 31.03.2026. The Report has been prepared and published by the Company in accordance with the applicable SEBI regulatory framework.

This Independent Reasonable Assurance Statement (hereinafter 'the Statement') is addressed to the Board of Directors of Dr. Lal PathLabs Limited and is intended for informing all stakeholders of the Company.

## 2. NATURE AND LEVEL OF ASSURANCE

JSA has conducted a Reasonable Level of Assurance engagement on the BRSR Core Indicators of the Company as specified in Annexure I of this Statement. Reasonable assurance is a high level of assurance, though not an absolute level of assurance. Our evidence-gathering procedures are designed to obtain sufficient appropriate evidence to support our conclusion. A reasonable assurance engagement involves more extensive procedures than a limited assurance engagement.

The assurance engagement was conducted in accordance with:

- International Standard on Assurance Engagements (ISAE) 3000 (Revised) – Assurance Engagements Other Than Audits or Reviews of Historical Financial Information; and
- ISAE 3410 – Assurance Engagements on Greenhouse Gas Statements.

## 3. REPORTING FRAMEWORK AND APPLICABLE CRITERIA

The Report has been prepared by the Company with reference to the following frameworks and standards:

1. BRSR Core Framework for assurance and ESG disclosures for value chain – SEBI vide Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023.
2. BRSR reporting guidelines (Annexure II) as per SEBI Circular No. SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated May 10, 2021, and incorporated Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/2023/120 dated July 11, 2023, and as amended from time to time, including the updated Industry Standard on Reporting of BRSR Core Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024.
3. Industry Standards Note on Business Responsibility and Sustainability Report (BRSR) Core
4. The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol).
5. Any other applicable Standards, Circulars, Guidelines and Amendments thereof.

## 4. SCOPE AND BOUNDARY OF ASSURANCE

The scope of our assurance engagement includes an independent reasonable level of assurance of the BRSR Core Attributes and Key Performance Indicators (KPIs) as listed in Annexure I to this Statement, for the financial year FY 2025-26.

### Reporting Boundary:

The reporting and assurance boundary covers the operations and facilities of Dr. Lal PathLabs Limited on a standalone basis. The reporting boundary encompasses the following:

Entity / Boundary	Details
Legal Name	Dr. Lal PathLabs Limited
CIN	L74899DL1995PLC065388
Registered Office	Block E, Sector-18, Rohini, New Delhi-110085
Reporting Period	01.04.2025 to 31.03.2026
Facilities / Units Covered	Corporate Office, Registered Office and Labs
Reporting Basis	Standalone
Stock Exchange Listing	NSE and BSE

The assurance scope excludes:

- Disclosures other than those mentioned in the assurance scope above.
- Data review outside the operational sites mentioned in the reporting boundary.
- Validation of any data and information other than those presented in the Findings and Conclusion section of this Statement.
- Forward-looking statements, product- or service-related information, and external information sources or expert opinions.
- The Company's statements that describe the expression of opinion, belief, aspiration, expectation, aim to future intention, and assertions related to intellectual property rights and other competitive issues.
- Strategy and other related linkages expressed in the Report.
- Mapping of the Report with reporting frameworks other than those mentioned in the Reporting Criteria above.
- Assessment of legal compliance; compliance with legal requirements is the responsibility of the Company.

## 5. MANAGEMENT'S RESPONSIBILITY

The preparation and presentation of the Report, including the identification of stakeholders, the determination of material aspects, and the design and implementation of internal controls over sustainability reporting, is the sole responsibility of the management and Board of Directors of Dr. Lal PathLabs Limited. JSA has not been involved in the preparation of any of the material included in the Report. The Company's management is responsible for:

- Maintaining processes and procedures for collecting, analyzing, and reporting the information in the Report;
- Ensuring the quality and consistency of information presented in the Report;
- Ensuring adherence to the applicable reporting criteria and standards referenced above;
- The authenticity of the underlying data provided to JSA for the purpose of this assurance engagement.

## 6. ENGAGEMENT TEAM RESPONSIBILITY

Our responsibility is to express a conclusion on the Subject Matter (BRSR Core Indicators) within the defined scope of assurance, based on the evidence gathered during the engagement and in accordance with the agreed terms of reference. We do not accept or assume any responsibility beyond this specific scope. This Statement shall not be used for interpreting the overall performance of the Company, except for the aspects explicitly mentioned within the scope.

## 7. STATEMENT OF INDEPENDENCE AND COMPETENCE

J Sundharsan & Associates is an independent Company Secretaries firm . We confirm our independence from Dr. Lal PathLabs Limited, being free from bias and conflicts of interest with the organization, its subsidiaries, and its stakeholders.

The engagement team was assembled based on knowledge, experience, and qualifications relevant to this assignment. The team comprises professionals with experience in sustainability assurance, ESG disclosures, greenhouse gas accounting, and applicable assurance standards. Our team operates in accordance with the Code of Ethics for Professionals issued by the Institute of Company Secretaries of India (ICSI).

## 8. ASSURANCE METHODOLOGY

JSA conducted this engagement in accordance with ISAE 3000 (Revised) and ISAE 3410 using a risk-based approach. Our engagement comprised a combination of desktop review, interaction with key personnel, document verification, on-site visits, and analytical procedures. Specifically, the engagement team undertook the following activities:

- Assessment of the suitability, comprehensiveness, reliability, and accuracy of the applicable reporting criteria and disclosure framework adopted by the Company.
- Interaction with key personnel responsible for collecting, consolidating, and calculating the BRSR Core KPIs, and assessing the internal control mechanisms in place to ensure data quality.
- Review and examination of the data management systems, data flow processes, and reporting systems adopted by the Company for sustainability data.
- Application of analytical procedures and verification of source documents, supporting calculations, and underlying records on a sample basis for the compilation and reporting of the KPIs.
- Assessing the aggregation process of data at the corporate office and Registered office level.
- Reconciliation of reported figures with audited financial statements and internal management information systems wherever applicable.
- On-site verification visits to selected facilities and offices of the Company to assess data collection and reporting processes.
- Critical review of the Report regarding the plausibility and consistency of qualitative and quantitative information related to the KPIs.
- Evaluation of the design and implementation of internal controls for collecting, managing, and reporting BRSR Core Indicators.

The assurance engagement considers an inherent uncertainty of  $\pm 5\%$  based on the materiality threshold for estimation errors and omissions. Our opinion on financial indicators is based on the third-party audited financial reports of the Company. JSA verified data on a sample basis; the responsibility for the authenticity of the data entirely lies with the Company.

## 9. INHERENT LIMITATIONS

Non-financial data, including sustainability-related data, is subject to more inherent limitations than financial data, given the nature and methods used for determining, calculating, or estimating such data. Non-financial performance information may be subject to measurement uncertainty resulting from incomplete scientific knowledge used to determine emission factors and other conversion factors associated with GHG and other environmental or social disclosures.

This assurance engagement does not include:

- A review of the Company's internal controls over sustainability reporting systems;
- An assessment of the Company's overall strategy, business model, or future commitments;
- Verification of information beyond the agreed reporting boundary;
- Any assessment of legal compliance;
- An opinion on any forward-looking statements or claims about future performance.

## 10. FINDINGS AND CONCLUSION

In our opinion, based on the scope of this assurance engagement, the disclosures on BRSR Core KPI described in the BRSR report along with the referenced information provides a fair representation of the 9 attributes, and meets the general content and quality requirements of the BRSR.

In our view, the information presented by Dr. Lal PathLabs Limited in its BRSR Report for the financial year [FY 2025-26], in respect of the BRSR Core Indicators included within the scope of this assurance engagement, is complete, accurate, and reliable, and has been prepared in accordance with the reporting requirements specified in the BRSR Core framework and SEBI regulations.

## 11. USE AND DISTRIBUTION OF THIS STATEMENT

This Independent Reasonable Assurance Statement has been prepared solely for the management and Board of Directors of Dr. Lal PathLabs Limited and for inclusion in the Company's BRSR Report for the financial year FY 2025-26. It should not be relied upon by any other party or for any other purpose. JSA does not accept or assume responsibility to anyone other than the Company for JSA's work, for this Statement, or for the conclusions expressed herein.

For **J Sundharesan & Associates**  
Company Secretaries

**J Sundharesan**

Founder & Chief Advisor  
FCS No: 5229, CP No: 5164  
UDIN: F005229H000241586

Place: Bengaluru  
Date: April 30, 2026

## ANNEXURE [ I ] – BRSR CORE INDICATORS VERIFIED

The following BRSR Core Attributes and Key Performance Indicators were subject to reasonable assurance for the Financial Year FY 2025-26:

Sl. No.	BRSR Core Attribute	BRSR Core Indicators / KPIs	Cross reference to BRSR
1	Greenhouse Gas (GHG) Footprint	<ul style="list-style-type: none"> <li>Total Scope 1 emissions (tCO<sub>2</sub>e)</li> <li>Total Scope 2 emissions (tCO<sub>2</sub>e)</li> <li>GHG Emission Intensity (Scope 1+2) per rupee of turnover</li> <li>GHG Emission Intensity (Scope 1+2) adjusted for PPP</li> </ul>	Principle 6 Essential Indicator 7
2	Water Footprint	<ul style="list-style-type: none"> <li>Total water extraction (KL)</li> <li>Total water consumption (KL)</li> <li>Water consumption intensity per rupee of turnover</li> <li>Water discharge by destination and level of treatment (KL)</li> </ul>	Principle 6 Essential Indicator 3  Principle 6 Essential Indicator 4
3	Energy Footprint	<ul style="list-style-type: none"> <li>Total energy consumed (GJ)</li> <li>% of energy from renewable sources</li> <li>Energy intensity per rupee of turnover</li> <li>Energy intensity per rupee of turnover adjusted for PPP</li> </ul>	Principle 6 Essential Indicator 1
4	Embracing Circularity (Waste Management)	<ul style="list-style-type: none"> <li>Plastic waste / E-waste / Bio-Medical Waste / Construction &amp; Demolition / Battery / Radioactive / Other Hazardous / Other Non-Hazardous / Total Waste (MT)</li> <li>Waste intensity per rupee of turnover</li> <li>Total waste recovered (recycling, re-use, recovery)</li> <li>Total waste disposed by nature of disposal method</li> </ul>	Principle 6 Essential Indicator 9
5	Employee Well-being and Safety	<ul style="list-style-type: none"> <li>Spending on well-being measures as % of total revenue</li> <li>Total recordable work-related injuries</li> <li>Lost Time Injury Frequency Rate (LTIFR)</li> <li>No. of fatalities / High consequence injuries</li> </ul>	Principle 3 Essential Indicator 1.c  Principle 3 Essential Indicator 11
6	Enabling Gender Diversity in Business	<ul style="list-style-type: none"> <li>Gross wages paid to females as % of total wages paid</li> <li>Complaints on POSH (filed, upheld, pending)</li> </ul>	Principle 5 Essential Indicator 3.b  Principle 5 Essential Indicator 7
7	Enabling Inclusive Development	<ul style="list-style-type: none"> <li>Input material sourced from MSMEs / small producers as % of total purchases</li> <li>Job creation in smaller towns – wages as % of total wage cost (Rural / Semi-Urban / Urban / Metro)</li> </ul>	Principle 8 Essential Indicator 4  Principle 8 Essential Indicator 5
8	Fairness in Engaging with Customers and Suppliers	<ul style="list-style-type: none"> <li>Instances of data loss/breach as % of total data breaches or cyber security events</li> <li>Number of days of accounts payable</li> </ul>	Principle 9 Essential Indicator 7  Principle 1 Essential Indicator 8
9	Open-ness of Business	<ul style="list-style-type: none"> <li>Purchases from trading houses as % of total purchases / Number of trading houses / Top 10 concentration</li> <li>Sales to dealers / distributors as % of total sales / Number / Top 10 concentration</li> <li>Share of RPTs in Purchases / Sales / Loans &amp; Advances / Investments</li> </ul>	Principle 1 Essential Indicator 9

## ANNEXURE [ II ] – SITES SELECTED FOR VERIFICATION

S. No.	Site / Facility
1	Registered Office Block E, Sector-18, Rohini, New Delhi
2	Corporate office 12 <sup>th</sup> Floor, Tower B, SAS Tower, Medicity, Sector-38, Gurugram-122001
3	Lab Name (On-site) National Reference Lab -Rohini Hospital Lab Management, Sehgal Neo Hospital - Paschim Vihar.