Annexure-9

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity: **L74899DL1995PLC065388**
2. Name of the Listed Entity: **Dr. Lal PathLabs Limited**
3. Year of incorporation: **1995**
4. Registered office address: **Block E, Sector-18, Rohini, New Delhi-110085**
5. Corporate address: **12th Floor, Tower B, SAS Tower, Medicity, Sector-38, Gurugram-122001**
6. E-mail: **cs@lalpathlabs.com**
7. Telephone: **0124-3016500**
8. Website: **www.lalpathlabs.com**
9. Financial year for which reporting is being done: **FY 2021-22**
10. Name of the Stock Exchange(s) where shares are listed: **National Stock Exchange of India Limited and BSE Limited**
11. Paid-up Capital: **₹ 83,34,48,770 divided into 8,33,44,877 Equity Shares of ₹ 10/- each**
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report: **Mr. Manoj Garg, Chief Human Resource Officer, Tel: + 91-124-3016-500, Email: manoj.garg@lalpathlabs.com**
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together): **Standalone basis**

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Other Human Health Activities	Activities of Independent Diagnostics/Pathological Laboratories	100%

15. 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

16. 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	195	195*
International		2	2

** Standalone Number*

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	The Company has Laboratories in 25 States and 5 Union Territories.
International (No. of Countries)	India, Nepal and Bangladesh. Besides the above, the Company also receives samples from International Locations like Bhutan, Sri Lanka, Myanmar, Malaysia, Cambodia, Maldives, UAE, Saudi Arabia, Bahrain, Qatar, Kuwait, Ethiopia, Tanzania, Uganda, Malawi, Zambia, Nigeria, Ghana, Sierra Leone & Mauritius for testing in India.

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

1% (one percent)

c. A brief on types of customers:

The Company's customers include individual patients, hospitals, other healthcare providers and corporate customers.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
		EMPLOYEES				
1.	Permanent (D)	1,289	1,042	80.84	247	19.16
2.	Other than Permanent (E)	120	64	53.33	56	46.67
3.	**Total employees (D + E)**	1,409	1,106	78.5	303	21.50
		WORKERS*				
4.	Permanent (F)	2,821	2,163	76.67	658	23.33
5.	Other than Permanent (G)	11	5	45.45	6	54.55
6.	**Total workers (F + G)**	2,832	2,168	76.55	664	23.45

** Based on an internal assessment, we have categorised employees below a certain grade as Workers.*

Note: Workers and Employees includes all people who were on the payrolls of the Company as of March 31, 2022, except 11, who were on Lal PathLabs Foundation payroll.

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	**Total differently abled employees (D + E)**	-	-	-	-	-
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	12	12	100	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	**Total differently abled workers (F + G)**	12	12	100	-	-

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	3	30
Key Management Personnel	6	1	17

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

	FY 2021-22 (Turnover rate in current FY)			FY 2020-21 (Turnover rate in previous FY)			FY 2019-20 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	25.17	21.69	24.53	16.90	17.05	16.93	23.23	14.62	21.82
Permanent Workers	12.49	15.56	13.21	10.95	12.56	11.33	10.97	14.61	11.84

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

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

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Paliwal Diagnostics Private Limited	Subsidiary	80	No
2	Paliwal Medicare Private Limited	Subsidiary	80	No
3	APL Institute of Clinical Laboratory & Research Private Limited	Subsidiary	100	No

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
4	Dr. Lal Ventures Private Limited	Subsidiary	100	No
5	PathLabs Unifiers Private Limited	Subsidiary	100	No
6	Centrapath Labs Private Limited	Step down Subsidiary	70	No
7	APRL PathLabs Private Limited	Step down Subsidiary	70	No
8	Chanre Laboratory Private Limited	Step down Subsidiary	70	No
9	Dr. Lal PathLabs Nepal Private Limited	Subsidiary	100	No
10	Dr. Lal Path Labs Bangladesh Private Limited	Subsidiary	71.83	No
11	Dr. Lal PathLabs Kenya Private Limited	Subsidiary	100	No
12	Suburban Diagnostics (India) Private Limited	Subsidiary	100	No

VI. CSR Details

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

(ii) Turnover : ₹ 18,727.06 Millions

(iii) Net worth : ₹ 16,502.65 Million

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
		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 weren't any complaints / grievances received from any specific community.					
Investors (other than shareholders)	Yes. Investors can contact the officials mentioned in the link below https://www.lalpathlabs.com/investor/investor-contact.aspx	There were no complaints that were received.					
Shareholders	Yes Shareholders, for any of their grievances can reach out to the Company Secretary at https://www.lalpathlabs.com/investor/investor-contact.aspx	187	5	5 (Five) Shareholders Complaints were unresolved as of March 31, 2022. Those 5 have been resolved as of date.	438	-	6 (Six) Shareholders Complaints were carry forward of previous years which were also resolved during the current year.
Employees and workers	The Company does have a specific internal Grievance Redressal Policy in place.	There weren't any complaints / grievances received.					
Customers*	The Company does not have a specific Grievance Redressal Policy in place. However, there is a dedicated helpline number (011-49885050) and email id customer.care@lalpathlabs.com which address and resolves all customer grievances.	79,274	237	The unresolved complaints as of March 31, 2022 have all been subsequentlly resolved.	54,177	-	
Value Chain Partners	No	There were no complaints/grievances received from the Value Chain Partners except some outstanding dues related clarifications, which were properly addressed and resolved.					
Other (please specify)		-	-	-		-	

** The increase in Customer cases from the previous year is majorily attributable to an unparallel rise in Covid-19 cases*

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

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

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.	Occupational hazard affecting health of employees	Risk	Sample collection from infectious disease patients	1. Sample handling staff vaccinated periodically as per guidelines 2. Priority in respect of Covid vaccination 3. Financial assistance in case of loss of life to relatives of staff involved in Covid sample collection. 4. Rotating deployment schedules of staff involved in sample collection 5. All collection outlets to follow safety norms as prescribed by ICMR and MoHFW.	1. Loss of Revenue 2. Challenge in filling up the position due to shortage in manpower supply thereby pushing the recruitment cost higher.

The Company provides diagnostics services wherein sustainability issues pertaining to environment are negligible. However, as a responsible corporate citizen, the Company uses (i) Effluent Treatment Plants and Autoclaving Machines in its Laboratories/Centres (ii) R32 refrigerant operated air conditioning systems to further minimize pollution related issues.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions			P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes											
1.	a.	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)					YES				
	b.	Has the policy been approved by the Board? (Yes/No)					YES				
	c.	Web Link of the Policies, if available	https://www.lalpathlabs.com/pdf/brochures/Business-Responsibility-Policy.pdf								
2.		Whether the entity has translated the policy into procedures. (Yes / No)					YES				
3.		Do the enlisted policies extend to your value chain partners? (Yes/No)					NO				

4.	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	NONE
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is determined to follow the path envisioned under the 9 principles laid down in the National Voluntary Guidelines on Social, Environmental & Economic Responsibilities of Business issued by the Ministry of Corporate Affairs
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company shall continue to monitor its performance against the said principle(s) and take necessary action as and when the need arises.

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)*

Given the industry in which the Company operates, the ESG paradigm assumes higher importance; the Company has consistently been helming multiple initiatives to thrive within and yet be fully responsible of its immediate environment.

Commitment to sustainability is at the heart of every corporate endeavor and initiative towards growth, prudently nurturing its human quotient, building social capital, while being responsible towards consumption of resources. Over the years, the Company has enhanced the salience to ESG best practices and has made meaningful and noticeable strides forward in several spheres.

Core teams have been entrusted with ensuring sustainability of approach across key corporate functions; in instances addressing key issues like proper disposal and treatment of bio-medical waste, replacing plastic bags with biodegradable bags, water conservation through water saving reducers, integrating to e-billing to curb usage of paper, solar panel usage and rainwater harvesting among others.

The Company remains mindful of its moral responsibilities as a corporate citizen, and acts in an ethical manner. Being an undisputed leader in the branded diagnostics space, the Company has a long history of transparency in governance practices, and it keenly reviews this to make a positive impact on the society and its stakeholders.

At Dr. Lal PathLabs, our ethos of providing affordable diagnostic tests with easy accessibility endures, with best-in-class service offerings and accurate diagnoses. While doing so, we will continue our focus of scaling our ESG performance parameters with global best practices.

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

CSR Committee is responsible for implementation and oversight of the Business Responsibility Polices The constitution of the CSR Committee is as follows:

Name of Director	DIN No.	Designation
(Hony) Brig. Dr. Arvind Lal	00576638	Executive Chairman
Dr. Om Prakash Manchanda	02099404	Managing Director
Mr. Sunil Varma	01020611	Lead Independent Director
Mr. Harneet Singh Chandhoke	02758084	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.

As mentioned above, CSR Committee is responsible for taking decisions on sustainability related issues

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	N	N	N	N	N	N	N	N	N	-	-	-	-	-	-	-	-	-
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	N	N	N	N	N	N	N	N	N	-	-	-	-	-	-	-	-	-

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

P1	P2	P3	P4	P5	P6	P7	P8	P9
N	N	N	N	N	N	N	N	N

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
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 financialyear (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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/ Principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	Two	Updates on: 1. Amendments in CSR 2. IT including Data Privacy and Cyber Security	100%
Key Managerial Personnel	Three	1. Human Rights 2. Amendments in CSR 3. IT Update	100%
Employees other than BOD and KMP's	Three	1. Compliance 2. Human Rights 3. Skill upgradation	9.43% 24.40% 65.55%
Workers	Three	1. Compliance 2. Human Rights 3. Skill upgradation	25.74% 65.93% 91.99%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amountpaid in proceedings (by the entity or by directors / KMPs) with regulators/ lawenforcement 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 30of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

	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	-	-	-	-
Settlement	None	-	-	-	-
Compounding Fee	None	-	-	-	-

	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	-	-	-
Punishment	None	-	-	-

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revisionpreferred 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 inbrief and if available, provide a web-link to the policy.

   The Company complies with all applicable statutory obligations and fully supports the law of the land. It has internal policies and procedures in place for ensuring compliance in letter and spirit.

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

	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Director	-	-
KMP's	-	-
Employees	-	-
Worker	-	-

6. Details of complaints with regard to conflict of interest

	FY 2021-22 (Current Financial Year)		FY2020-21 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of Interest of the Director	None	-	None	-
Number of complaints received in relation to issues of conflict of Interest of the KMP's	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

Leadership Indicators

a. Awareness programmes conducted for value chain partners on any of the Principles during the financial year

Total number of awareness program held	Topics/ Principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
-	-	-

The BRSR principles cover only the Company as of now. Going forward, the Company shall strive to include its Value Chain Partners as well.

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

The Company has a Code of Conduct for its Board Members and Senior Management which defines Conflict of Interest and entails the process for avoiding the same.

The Code of Conduct is available on the website of the Company.

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R & D	Nil	Nil	
Capex	3.4%	2.2%	i. Waste water treatment plants and Autoclaves were installed at Company's Laboratories for treatment of Bio Medical Wastes ii. E-Bikes were put to use on an experimental basis

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

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

   The Company works towards sustainable sourcing and ensure that its social and environmental performance extends to its supply chain by sharing its expectations with the vendors from time to time. The Company also promotes localization of business by giving preferences to local vendors.

   The Company is committed to do business with environmentally responsible vendors with an objective to minimize the adverse effects on the community, the environment and natural resources while safeguarding health and safety of the public.

   The Company is currently evaluating projects/designing a program for implementation in FY23 which will emphasize Company's initiatives towards sustainable sourcing.

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

The Company is a provider of Diagnostic Services and hence reusing, recycling of wastes is not applicable to the industry in which it operates. However, as a responsible corporate citizen, the Company has entered into agreements with authorized vendors for disposal of bio-medical wastes generated during sample collection and testing of samples and for RO water recycling.

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

   The Extended Producer Responsibility is not applicable since the Company does not qualify to be a Producer under the Plastic Waste Management Rules, 2016.

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?

   The Company has not, during the year, conducted any Life Cycle Perspective / Assessments for its services.

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/No) If yes, provide the web-link
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.

Name of Product/Service	Description of the risk/concern	Action Taken
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).

Indicate input material	Recycled or re-used input material to total material	
	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
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:

	FY 2021-22 (Current Financial Year)			FY 2020-21 (Previous Financial Year)		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other	-	-	-	-	-	-

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category. **Not Applicable**

Indicate Product Category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable	

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Day Care facilities*	
		Number (B)	%(B/A)	Number (C)	%(C/A)	Number (D)	%(D/A)	Number (E)	%(E/A)	Number (F)	%(F/A)
Permanent Employees											
Male	1,042	1,026	98.4	1,041	99.9	-	-	1,042	100	-	-
Female	247	247	100	246	99.6	247	100	-	-	-	-
Total	1,289	1,273	99	1,287	99.9	247	19.16	1,042	80.84	-	-
Other than permanent employees											
Male	64	-	-	55	86	-	-	64	100	-	-
Female	56	-	-	54	96.4	56	100	-	-	-	-
Total	120	-	-	109	91	56	100	64	54	-	-

** During the period under review, the day care facilities were not functional on account of covid impasse/restrictions*

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

Category	% of worker covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Day Care facilities*	
		Number (B)	%(B/A)	Number (C)	%(C/A)	Number (D)	%(D/A)	Number (E)	%(E/A)	Number (F)	%(F/A)
Permanent workers											
Male	2,163	1,441	66	2,163	100	-	-	2,163	100	-	-
Female	658	393	60	658	100	658	100	-	-	-	-
Total	2,821	1,834	65	2,821	100	658	23.33	2,163	76.68	-	-
Other than permanent worker											
Male	5	-	-	4	80	-	-	5	100	-	-
Female	6	-	-	6	100	6	100	-	-	-	-
Total	11	-	-	10	91	6	54.6	5	45.5	-	-

** During the period under review, the day care facilities were not functional on account of covid impasse/restrictions*

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

Benefits	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	1.24	34.99	Y	3.10	46.52	Y
Other- please specify	-	-		-	-	

3. Accessibility of workplaces

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

   The Company believes that sustainable growth is a function of investing in a diverse talent pool. We have built an inclusive culture by creating employment for Opportunity Deprived Indians (ODIs) i.e. individuals who lacked opportunity to become self-sufficient members of society. We are committed to build an accessible inclusive workplace and welcome the skills and talent of differently abled people. Over the year, we have identified appropriate roles to onboard more differently abled team members through our inclusive hiring practices. We are working progressively to increase their participation in the organization and making our physical and digital infrastructure accessible by auditing the existing facilities across the country as per the Rights of Persons with Disabilities Act, 2016. These facilities have been made accessible by altering door width to 900 mm, installing hand grabs in restrooms, fire exit signage's, portable ramps, lift etc. wherever possible. We ensure that our associates have opportunities to perform their best in an inclusive workplace which doesn't discriminate based on physical ability thereby foster a culture of mutual respect, growth and equal opportunities for all.

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

   Yes. The Equal Opportunity Policy pledges commitment towards ensuring equality and promoting diversity at our workplace. The Policy also intends to promote everyone's right to equal opportunities; eliminate, as far as possible, discrimination and harassment and provide redress for people whose rights have been breached.

   The Company is an Equal Opportunity Employer and offers opportunities to all job seekers, including those with disabilities. Our organization has enrolled 7 (seven) disabled candidates into various roles within the organization.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100.00%	81.82%	100.00%	90.00%
Female	66.67%	62.50%	61.70%	78.43%
Total	95.83%	75.95%	90.95%	87.33%

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

	Yes/No (If yes, then give details of mechanism in brief)
Permanent workers	2,821
Other than Permanent workers	11
Permanent Employees	1,289
Other than Permanent Employees	120

The organization has a Grievance Redressal policy, which address all kinds of issues an employee may face while at work. The grievance may include:

- Any kind of discrimination on account of disability, gender, race, sexual orientation, religion, marital status and social class
- Violation of human rights
- Bullying / workplace harassment
- Denial of applicable benefits
- Working conditions and Health & Safety Issues

Employees need to report to all/any grievance at - resolve.grievance@lalpathlabs.com for the grievance redressal process to get activated.

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

Category	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) of union (B)	%(B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) of union (D)	%(D/C)
Total Permanent Employees	4	4	100	4	4	100
Male	4	4	100	4	4	100
Female	-	-	-	-	-	-
Total Permanent Workers	98	98	100	100	100	100
Male	30	30	100	31	31	100
Female	68	68	100	69	69	100

8. Details of training given to employees and workers

Category	FY 2021-22 Current Financial Year					FY 2020-21 Previous Financial Year				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		Number (B)	%(B/A)	Number (C)	%(C/A)		Number (E)	%(E/D)	Number (F)	%(F/D)
Employee										
Male	1,042	-	-	695	66.69	971	1	0.10	865	89.08
Female	247	1	0.40	147	59.51	220	-	-	189	85.91
Total	1,289	1	0.07	842	65.32	1,191	1	0.08	1,054	88.50
Worker										
Male	2,158	20	0,92	1,972	91.38	2,156	7	0.32	1,974	91.56
Female	663	1	0.15	623	93.96	649	-	-	554	85.36
Total	2,821	21	0.74	2,595	92	2,805	7	0.25	2,528	90.12

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

Category	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(D/C)
Employees						
Male	1,042	1,042	100	971	971	100
Female	247	247	100	220	220	100
Total	1,289	1,289	100	1,191	1,191	100
Workers						
Male	2,158	2,158	100	2,156	2,156	100
Female	663	663	100	649	649	100
Total	2,821	2,821	100	2,805	2,805	100

10. Health and safety management system:

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

- Yes. The safety manual has guidelines that are applicable to all units/centres.

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

Appropriate policies / guidelines have been formulated to address various types of hazards and related risk assessment & mitigation.

- All work related hazards are identified basis the recommended guidelines.
- Their associated risk assessment procedures are part of the Safety manual.
- Regular audits are conducted by the Quality dept. to monitor the compliance.

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

- The Lab safety program prescribes, the procedures to be followed by the users in the event of any adverse safety incident.
- A safety incident reporting tool has been developed that records each of such incident/ occurrence at the work units.

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

- Mediclaim coverage is extended to all employees other than those under the ambit of the ESIC act.
- Those under ESI ambit get all applicable medical benefits under ESIC.
- Additionally, all employees are eligible for discounted diagnostic investigations.

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

Safety Incident/Number	Category	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked	Employees	0.33	-
	Workers	0.30	0.16
Total recordable work-related injuries	Employees	5 (1 major and 4 minor)	-
	Workers	31 (2 major and 29 minor)	16 (1 major and 15 minor)
No. of fatalities	Employees	-	-
	Workers	-	-
High Consequence work related injury or ill health (excluding fatalities)	Employees	1	-
	Workers	2	1

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

General guidelines have been formulated pertaining to personal protection, safety equipment, emergency procedures, fires, chemical hygiene, electrical safety, waste disposal, laboratory equipment's.

- Safety gears are provided to staff - e.g. Eye Wash, Gloves, Lab Coat, Goggles.
- Fire Sprinklers and Fire extinguishers are installed at the work place
- Fire drills are conducted on periodic basis and there are designated safety supervisors
- BMW segregation and disposal as per the BMW management rules and CPCB (Central Pollution control board) guidelines
- Disinfection protocols are implemented in labs
- Ergonomic lab furniture is provided to all staff
- Health check-ups are conducted and Immunization for all those in technical / sample handling roles

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

	FY 2020-21 Previous Financial Year			FY 2020-21 Previous Financial Year		
	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	-	-		-	-	
Health & Safety	-	-		-	-	

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties
Health and Safety Practices **Working Conditions`**	1. Periodic internal audits are conducted by the Quality team of health and safety practices. 2. Before all the new labs are made operational, the project and lab operations teams conduct a safety audit of the setups. There are safety trainings conducted regularly 3. Fire drills are undertaken to make all employees aware of the safety requirements and what needs to be done in case of non-compliance. 4. Accrediting bodies like NABL, CAP, ISO audit our various labs and evaluate the health & safety practices / policies and the overall working conditions every year.

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

- The Lab safety manual serves as a guiding document for all safety related issues.
- In case of any safety incident, specific corrective protocols are defined which are being followed
- Training of all staff is being done on a learning portal
- Risk management guide has been defined for all labs

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).
   - Yes. The organization has taken up Term insurance for all employees.
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.
   - Regular audits are conducted ensuring all statutory dues have been deposited
   - Contractually the Company also obligates third parties to ensure that all such dues are timely deposited
3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Employees	5 (1 major and 4 minor)	-	1	-
Workers	31 (2 major and 29 minor)	16 (1 major and 15 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)
   - Yes. The organization is in the process of creating an assistance program to cover aspects of managing finances, overall wellbeing. The program will encompass experts from each field to conduct webinars for these employees who are retiring.
5. Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	
Working Conditions	

The Company shall strive to initiate the assessment program during Financial Year 2022-23

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

Essential Indicators

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

   Our approach towards responsible and sustainable business practices involves regular engagement with internal and external stakeholders. This practice helps the Company measure its performance based on the value it brings to its stakeholders and to prioritize key sustainability issues in terms of relevance to its business and stakeholders.

   Such stakeholder engagement helps not only in identifying opportunities but also in assessing emerging risks which may increase in magnitude at a later stage in future.

   The Company's process to identify key stakeholders stems from:

   i. Its Mission and Vision statement/policy.

   ii. Key Decision Makers

   iii. Individual stakeholders' and their power and influence on the decision-making process.

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

Stakeholders Group	**Whether identified as Vulnerable & Marginalized Group (Yes/ No)**	**Channels of communication** (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice, Board, Website) Other	**Frequency of engagement (Annual/Half yearly /Quarterly others-please specify)**	**Purpose and scope of engagement including key topics and concerns raised during such engagement**
Employees	No	Emails	Monthly/Weekly	Regular Company updates / Training Needs
Customers	No	SMS, Newspaper, Pamphlets, Website/ Helpline Desk	Annual/Half Yearly / Quarterly/Monthly	Promotion Schemes / New Tests etc
Investors & Shareholders	No	Newspapers / Website/ Meetings	Annual/Half Yearly / Quarterly	Financial Results / other Corporate Announcements
Govt/ Regulatory Authorities	No	Emails / Community Meetings	Quarterly / Half Yearly	Representations / Perspective on change in regulations / upcoming laws
Communities	No	Community Meetings	Annual/Half Yearly / Quarterly	Developmental / Educational needs as part of the Company's CSR obligation.
Vendors	No	Digital Meetings / In person meetings	Quarterly with Strategic vendors & with other vendors once in a year / need basis	Regular business updates, Performance feedback, Updation about change in regulation pertaining to supplies/services

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 Board Members are periodically apprised of the feedbacks from various stakeholders on ESG matters by the Company Management in the Board Meetings.

   The initial level dialogue on ESG matters happen between the concerned Business Head / Functional Head and the stakeholder with the summary of discussions rolling up to the Key Managerial Personnel's and then to the Board Members.

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

   The feedback received from the concerned stakeholders, as explained above, gets periodically discussed in the Board Meeting and necessary actions arising, if any, are initiated.

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

   The Company does not, currently, have a vulnerable & marginalized group amongst its Stakeholders

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year*		
	Total (A)	No. of employees /worker covered (B)	%(B/A)	Total (C)	No. of employees/ workers covered (D)	%(D/C)
Employees						
Permanent	1,289	317	24.59			
Other than permanent	120	36	30.00			
Total Employees	1,409	353	25.05			
Workers						
Permanent	2,821	1,876	66.50			
Other than permanent	11	3	27.27			
Total Workers	2,832	1,879	66.63			

** The data for the previous financial year is not available in a structured format.*

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

Category	FY 2021-22 Current Financial Year					FY 2020-21 Previous Financial Year				
	Total (A)	Equal to Minimum wages		More than Minimum wages		Total (D)	Equal to Minimum wages		More than Minimum wages	
		Number (B)	%(B/A)	Number (C)	%(C/A)		Number (E)	%(E/D)	Number (F)	%(F/D)
Employees										
Permanent	1,289	749	58.10	540	41.89	1,191	837	70.28	354	29.72
Male	1,042	687	65.93	355	34.07	971	758	78.06	213	21.94
Female	247	62	25.10	185	74.90	220	79	35.91	141	64.09
Other than permanent	*The Company employees, Trainees or Consultants to whom Minimum Wages are not applicable. Trainees are paid Stipend whereas the Consultants are governed by their respective Contracts*									
Male										
Female										
Workers										
Permanent	2,821	2,279	80.79	542	19.21	2,805	2,714	96.76	91	3.24
Male	2,158	1,774	82.21	384	17.79	2,156	2,118	98.24	38	1.76
Female	663	505	76.17	158	23.83	649	596	91.83	53	8.17
Other than permanent	*The Company employees, Trainees or Consultants to whom Minimum Wages are not applicable. Trainees are paid Stipend whereas the Consultants are governed by their respective Contracts*									
Male										
Female										

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

	Male		Female	
	Number	Median *remuneration/ salary / wages of respective category (in ₹)	Number	Median *remuneration/ salary / wages of respective category (in ₹)
Board of Directors (BOD)	2	3,42,12,072	1	2,13,43,836
Key Managerial Personnel	3	1,75,00,000	-	-
Employees other than BOD and KMP's	1,037	6,11,364	246	15,60,000
Workers	2,163	3,62,472	658	3,45,066

** Remuneration means and includes the Cost to the Company (CTC)*

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's Human Rights policy framework covers all aspects of any violation. There is a detailed redressal mechanism to review any occurrence of violation and its impact due on the business.

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

The organization has implemented a Grievance redressal policy, which defines the framework to address and resolve grievances arising as a result of any kind of harassment or human rights violation.

All complaints can be directed to the e-mail Id resolve.grievance@lalpathlabs.com. A period of 90 days is prescribed to address and resolve the grievance.

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

	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	File during the year	Pending resolution at the end of year	Remarks	File during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	4*	-	*Out of the 4 complaints, 3 were pending for resolution at the end of the previous financial year	7*	3	*Out of the 7 complaints, 1 was pending for resolution at the end of the previous financial year
Discrimination at workplace	-	-		-	-	
Child Labour	-	-		-	-	
Forced Labour/ Involuntary Labour	-	-		-	-	
Wages	-	-		-	-	
Other than Human rights related issue	-	-		-	-	

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

The organization conducts regular training of staff on Human Rights issues and violation which also covers the aspect of any adverse consequence for the complainant. All managers are made aware and accountable for any recurrence of harassment of the employee.

In case, the complainant feels any kind of specific / targeted discrimination, they can raise the complaint once again to the Grievance Redressal committee for further investigation.

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

Yes, the requisite clauses are part of all relevant business agreements/contracts

9. **Assessment for the year:**

	% of your plants and 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.
Forced Labour/Involuntary Labour	No case reported for the period. Any such incidence raised shall be addressed by the redressal mechanism
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.
Discrimination at workplace	No case reported for the period. Any such incidence raised shall be addressed by the redressal mechanism
Wages	No case reported for the period. Additionally, compliance to minimum wage requirement is audited by the Statutory and the Internal auditors
Other-please specify	-

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

    Not Applicable, since there were no cases which were received for principle mentioned under Question 9 above

Leadership Indicators

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

   The Company has a defined process for addressing issues relating to human rights, which it believes is currently working properly.

   The Company may relook at its processes in future, should the circumstances / particulars of a case calls for.

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

   The Company has not conducted any Human Rights due-diligence for the financial year ended March 31, 2022.

   However, the Company may consider doing the same in the current Financial Year, should the Management of the Company decide, depending on circumstances.

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

   Our business leadership has committed to put diversity and inclusion on their forefront agenda. We have pledged to work together as a collective, to help drive systemic change and be a more inclusive healthcare service provider for all our patients. The Company offers Home Collection facilities which can be availed by patients who cannot reach the facilities due to any health reasons or disabilities.

   It has home collection services across all major cities and seven walk-in labs across Delhi NCR and Kolkata accessible for walk-in patients with disabilities. In their every quest to make our patient experience better, our leadership under ESG initiatives, is improvising our standard store formats to include infrastructure elements from the Rights of Persons with Disabilities Act, 2016 to make our walk-in outlets, corporate and regional offices accessible for all stakeholders.

4. Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	-
Discrimination at workplace	-
Child Labour	-
Forced Labour/Involuntary Labour	-
Wages	-
Other-please specify	-

   The BRSR principles covers only the Company as of now and does not include its Value Chain Partners. However, the Company shall strive to initiate the assessment program during Financial Year 2022-23

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

   Not Applicable

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

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

Parameter	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Total electricity consumption (A) *(In Giga Joules; calculated at ₹ 11.5 per unit)*	54,975	44,309
Total fuel consumption (B) *(In Giga Joules; calculated at 0.3 KWH per litre)*	154	126
Energy consumption through other sources (C) *(In Giga Joules; Solar Energy)*	221	261
Total energy consumption (A+B+C)	55,350	44,696
Energy intensity per rupee of turnover *(Total energy on consumption/ turnover in rupees)*	-	-
Energy intensity *(optional)* – the relevant metric may be selected by the entity	0.0000030	0.0000030

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

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any. No

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

Parameter	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	26,177	34,225
(iii) Third party water	96,139	1,25,964
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,22,316	1,59,919
Total volume of water consumption (in kilolitres)*	1,22,316	1,59,919
Water intensity per rupee of turnover *(Water consumed / turnover)*	0.0000065	0.0000107
Water intensity *(optional)* – the relevant metric may be selected by the entity	-	-

** Total Volume of water withdrawal and water consumption has been assumed to be the same*

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

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

   The Company, during the period under review, has started adopting the principles towards Zero Liquid Discharge by using the treated water in toilet flush at its National Reference Lab in Rohini and another of its major lab in Delhi 13 Kilolitres water / day is being reutilised at both these Labs.

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

   The possibility of air emissions being remitted in the atmosphere, considering the business that the Company is in, may arise only on account of the DG sets that the Company uses at its Laboratories/Centres.

   The Company, as a first and during the Financial Year 2021-22, to ensure that no polluting radiations are emitted in the atmosphere got testing done for all its DG sets having KVA> 100 load from a State Pollution Control Board empaneled agency.

   As per the testing reports, all DG emissions were under permissible limit.

Parameter	Please specify unit	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
NOx	-	-	-
SOx	-	-	-
Particulate matter (PM)	-	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

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

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

Parameter	Unit	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG intoCO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	*Metric tonnes ofCO2 equivalent*	-	-
Total Scope 2 emissions (Break-up of the GHG intoCO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	*Metric tonnes ofCO2 equivalent*	-	-
Total Scope 1 and Scope 2 emissions per rupee of turnover		-	-
Total Scope 1 and Scope 2 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

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. No

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

Parameter	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste **(A)** (Plastic Waste is included in the Bio Medical Waste)	-	-
E-waste **(B)**	-	-
Bio-medical waste **(C)**	461.5	359
Construction and demolition waste **(D)**	-	-
Battery waste **(E)**	-	-
Radioactive waste **(F)**	-	-
Other Hazardous waste. Please specify, if any. **(G)**	-	-
Other Non-hazardous wastegenerated **(H).** *Please specify, if any.* (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G + H)	461.5	359
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
Bio Medical generated by the Company in the course of its operations cannot be recovered through recycling or reusing by the Company **For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)**		
Category of waste		
(i) Incineration	148.7	122-
(ii) Landfilling	-	-
(iii) Other disposal operations – *Shredding after disinfection*	312.8	237
Total	**461.5**	**359**

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

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

All biomedical waste generated is segregated as per Bio-Medical Waste Management Rules 2016 & handed over to authorized vendor of state pollution control for safe disposal thereonafter. Additionally periodic visits by the Company officials are made to ensure that the vendor is following all due compliances.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
	-	-	-

The Company has no operations around ecologically sensitive areas

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

The Company has not undertaken any EIA project during the year.

However, the Company has undertaken the following environmental friendly projects:

i. Electric bikes were used for sample transportation on an experimental basis.

ii. Solar energy generation has been increased from 50 KW to 100 KW at our National Reference Lab in Rohini, New Delhi.

iii. Water reutilization has been started at our Reference Lab in Rohini, New Delhi and another of our major lab in Delhi

iv. Close to 100 new Effluent Treatment Plants have been installed in various Laboratories PAN India.

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

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

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

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
From renewable sources		
Total electricity consumption (A) *(In Giga Joules; Solar Energy)*	221	261
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	221	261
From non-renewable sources		
Total electricity consumption (D) *(In Giga Joules; calculated at ₹ 11.5 per unit)*	54,975	44309
Total fuel consumption (E) *(In Giga Joules; calculated at 0.3 KWH per litre)*	154	126
Energy consumption through other sources (F)	-	-
Total energy consumed fromnon-renewable sources (D+E+F)	55,129	44,435

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

2. Provide the following details related to water discharged:

Parameter	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment *(intake effluent treated)*	1,06,797	1,45,541
- With treatment – please specify level of Treatment *(physio chemical based ETP Treatment)*	15,519	14,378
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of Treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of Treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of Treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of Treatment	-	-
Total water discharged (in kilolitres)	1,22,316	1,59,919

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**

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

The Company doesn't have any laboratory in water stress area.

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

(i) Name of the area

(ii) Nature of operations

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

Parameter	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover *(Water consumed / turnover)*	-	-
Water intensity *(optional)* – therelevant metric may be selected by the Entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

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

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

   The possibility of air emissions being remitted in the atmosphere, considering the business that the Company is in, may arise only on account of the DG sets that the Company uses at its Laboratories/Centres.

   The Company, as a first and during the Financial Year 2021-22, to ensure that no polluting radiations are emitted in the atmosphere got testing done for all its DG sets having KVA> 100 load from a State Pollution Control Board empaneled agency.

   As per the testing reports, all DG emissions were under permissible limit.

Parameter	Unit	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	*Metric tonnes ofCO2 equivalent*	-	-
Total Scope 3 emissions per rupee of turnover		-	-
Total Scope 3 emission intensity *(optional)* – therelevant 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

5. 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.

   The Company doesn't have any Laboratory in ecologically sensitive area.

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
	Effluent Treatment Plant installation	Effluent Treatment Plant installed in close to 100 locations for minimizing impact of water pollution	Approx 3,789 KL of effluent treated before being discharged

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

   Yes, the Company has a detailed Business Continuity Plan ("BCP") for its Data Centre / IT systems. The purpose of this plan to operate from an alternate location, in case of any eventuality at a primary location.

   Once a Disaster Recovery (DR) Plan is invoked the IT systems of the Company shall start working from DR facility which is geographically a far location (different Seismic zone) from Primary location.

   Some of the objectives of BCP plan are:

   - To recover Business in agreed time frame as per Policy Terms
   - Ensure IT systems are running from alternate location till the primary location is restored.
   - Details how the Company respond at the time of crisis.

   A mock drill is conducted every year to make sure effectiveness of BCP plan and policy improvements, if any needed.

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

   The BRSR principles cover only the Company as of now. Going forward, the Company shall strive to include its Value Chain Partners as well and thereafter measure and mitigate any environmental related impact

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

   Since the BRSR principles, as mentioned above, cover only the Company, no assessment was done for the period under review for the value chain partners on environmental aspects

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.

   3 (Three)

2. 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

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

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

Name of Authority	Brief of the case	Corrective action taken
-	-	-
-	-	-
-	-	-

Leadership Indicators

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

   The Company does not engage in influencing Regulatory Policy. However, the Company practices pro-active advocacy not for securing certain benefits for industry, but for advocating certain best practices for the benefit of society at large.

S. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain (Yes/No)	Frequency of Review by Board(Annually/ Half Yearly/ Quarterly/Other- Please specify)	Web-Link if available
-	-	-	-	-	-
-	-	-	-	-	-

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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

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

S. No	Name of Project for which R &R is ongoing	State	District	No. of Project affected families (PAFs)	% of PAFs covered by R & R	Amount paid to PAFs in the FY (In ₹)
-	-	-	-	-	-	-

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

   The Company is not into manufacturing operations and as such its operations does not have an impact on the lives of local community from where it operates its diagnostics center

   The Company further ensures that no polluting radiations are emitted in the atmosphere from the place where it carries on its operation by testing all its DG sets having KVA> 100 load from a State Pollution Control Board empaneled agency

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

	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Directly sourced from MSMEs/Small Producers	₹ 86.34 Cr	₹ 95.99 Cr
Sourced directly from within the district and neighboring districts	The Company shall put in appropriate controls to extract such data from the system, going forward	

Leadership Indicators

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

Details of negative social impact defined	Corrective action taken
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 Districts	Amount spent (In ₹)
1	Andhra Pradesh	Vishakhapatnam	24,05,250 (Twenty four lakh, five thousand, two hundred and fifty only)

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?

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

   Given the nature of the industry in which the Company operates, we deal with organized suppliers for quality purposes. However, going forward the Company shall strive to give preference to marginalized /vulnerable groups

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:

   The Company does not own or has acquired any intellectual property by way of traditional knowledge

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

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 case	Corrective action taken
-	-	-

Details of beneficiaries of CSR Projects

S. No	CSR Project	No. of persons benefitted from CSR Projects	%age of beneficiaries from vulnerable and marginalized groups
1	Skill Development Training and Livelihood in Healthcare Sector (LPL Academy for Laboratory Medicine) at Lucknow, Meerut, Varanasi and Gorakhpur (UP), Bhopal, Jabalpur, Indore and Gwalior (MP), Jaipur and Udaipur (Rajasthan), Kolhapur and Nagpur (Maharashtra), Rohini (Delhi), Gurugram and Panipat (Haryana), Dehradun (Uttarakhand), Vishakhapatnam (Andhra Pradesh), Karim Nagar (Telangana) and Kolkata (West Bengal).	2,386	90%
2	Health Education on NCD in 3 Schools in Delhi	500	25%
3	Preventive Health Education, Awareness and Training at the community level in Kanpur and Agra districts (UP)	6,923	95%
4	Support to the State Governments of Himachal Pradesh, J&K, Andhra Pradesh and Assam to fight against COVID 19 by providing medical equipments as per their suggestion	Not Applicable	Not Applicable
5	Provided some medical equipments to India International Center (New Delhi) to support in the medical emergencies	Not Applicable	Not Applicable

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

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

   All complaints received gets tagged in a Customer Relationship Management (CRM) Portal and a unique ID is generated, which is shared with the complainant as well for future references.

   The complaint, thereafter, is discussed with the concerned internal stakeholders for effective closure to the satisfaction of the Consumer. The average span of closure is within. 48 hours

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

   The Company provides diagnostic services and is not in the business of manufacturing/selling products and as such information on environmental and social parameters/safe usage or disposal is not applicable for it.

	As a percentage of turnover
Environment and Social parameters relevant to the product	**-**
Safe and responsible usage	**-**
Recycling and/or safe disposal	**-**

3. Number of consumer complaints in respect of following:

	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	Received during the year	Pending resolution at end of year	Remark	Received during the year	Pending resolution at end of year	Remark
Data Privacy	-	-		-	-	
Advertising	-	-		-	-	
Cyber-security	-	-		-	-	
Delivery of essential services	Please refer to Q-23 of Section A for complaints/queries received for delivery/non-delivery of essential services.					
Restrictive Trade Practices	-	-		-	-	
Unfair Trade Practices	-	-		-	-	
Other	-	-		-	-	

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

	Number	Reasons for recall
Voluntary recalls	**-**	**Not Applicable**
Forced recalls	**-**	**Not Applicable**

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.

   The Company has policies and procedures on the capabilities of identification of critical assets, risks, controls which will protect, detect, respond and recover against cyber security events. The risks around data security and privacy are identified, evaluated and documented in its internal risk register.

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.

   There weren't any material issues arising relating to advertising, delivery of essential services; cyber security and data privacy of customers which required corrective action to be taken. Also there was no penalty imposed / action taken by any regulatory authority during the period under review.

Leadership Indicators

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

   The services of the Company can be accessed from its website (www.lalpathlabs.com), Mobile App or by calling on its Helpline number or by walking up to the nearest centre.

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

   Banners pertaining to safe and responsible usage of the Company's services are visible on all our centers. Additionally, sample collection procedure related videos are periodically posted on the Company's YouTube Channel for the information of the public at large.

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

   The Company informs its customers of any discontinuation/disruption by virtue of putting notifications on its Website for the awareness of public at large.

   The Company is also bound under the SEBI (Listing Obligations and Disclosure Requirements) Regulations to promptly inform the Stock Exchanges about any material event which may have a bearing on the Company's operations.

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)

   The Company is in the business of providing Diagnostic Services and hence the display product information part is not applicable.

   NPS, the Company's satisfaction survey is conducted after every transaction with the customer and results analysed to improve performance.

5. Provide the following information relating to data breaches:

   a. Number of instances of data breaches along-with impact -

   b. Percentage of data breaches involving personally identifiable information of customers

   There are no instances of data breach that have been reported during the period under review.