



July 9, 2024

**BSE Limited**

Department of Corporate Services,  
P. J. Towers,  
Dalal Street,  
**Mumbai - 400 023.**

✓ **National Stock Exchange of India Limited**

Exchange Plaza,  
Bandra Kurla Complex,  
Bandra (East),  
**Mumbai - 400 051.**

*Dear Sir/Madam,*

**Sub: Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosures Requirements) Regulations, 2015 ('Listing Regulations').**

In terms of Regulation 34(2)(f) of the Listing Regulations, we are pleased to enclose the Business Responsibility and Sustainability Report of the Company for the year ended March 31, 2024, which forms part of the Integrated Report of the Company.

The above is for your information and dissemination.

Thanking you,

**For LUPIN LIMITED**

**R. V. SATAM**  
**COMPANY SECRETARY**  
**(ACS - 11973)**

**Encl: a/a**

# Business Responsibility & Sustainability Report (BRSR) FY24

## Section A: General Disclosures

### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L24100MH1983PLC029442
2.	Name of the Listed Entity	Lupin Limited
3.	Year of incorporation	1983
4.	Registered office address	Kalpataru Inspire, 3 <sup>rd</sup> Floor, Off Western Express Highway, Santacruz (East), Mumbai - 400 055. India
5.	Corporate address	Kalpataru Inspire, 3 <sup>rd</sup> Floor, Off Western Express Highway, Santacruz (East), Mumbai - 400 055. India
6.	E-mail	hosecreterial@lupin.com
7.	Telephone	+ 91 22 6640 2323
8.	Website	www.lupin.com
9.	Financial year for which reporting is being done	FY 2023-24
10.	Name of the Stock Exchange(s) where shares are listed	BSE and NSE
11.	Paid-up Capital	₹ 911.4 mn.
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ramesh Swaminathan, Executive Director, Global CFO & CRO and Head - Corporate Affairs +91 22 6640 2323, hosecreterial@lupin.com
13.	Reporting Boundary	Standalone
14.	Name of assurance provider	DNV Business Assurance India Private Limited
15.	Type of assurance obtained	Reasonable Assurance for Core Indicators

### II. Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacture of Pharmaceuticals	Manufacturing and sales of Pharmaceuticals	97.61%

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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacture of Pharmaceuticals	210 Medical and Healthcare	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	Total
National	12	4	16
International	3	7	10

#### 19. Markets served by the entity:

##### a. Number of locations

Locations	Number
National (No. of States)	28 and 8 Union territories
International (No. of Countries)	65

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

Of the total sale of ₹ 143,164.3 million, 51.6% comprises of export sales.

**c. A brief on types of customers**

Customers are a vital part of our growth strategy and value chain. We operate worldwide, serving multiple health sectors such as cardiology, respiratory, diabetes, gynecology, and gastrointestinal, aiding a wide range of patients. Our customer base encompasses wholesalers, distributors, pharmacy networks, individual patients, medical practitioners, hospitals, governmental bodies, and fellow pharmaceutical firms. Our commitment lies in providing effective, high-quality generic pharmaceutical ingredients and products to our partners and global healthcare networks.

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

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	18256	17273	95%	983	5%
2.	Other than Permanent (E)	393	232	59%	161	41%
<b>3.</b>	<b>Total employees(D + E)</b>	<b>18649</b>	<b>17505</b>	<b>94%</b>	<b>1144</b>	<b>6%</b>
<b>WORKERS</b>						
4.	Permanent (F)	954	942	99%	12	1%
5.	Other than Permanent (G)	259	221	85%	38	15%
<b>6.</b>	<b>Total workers (F + G)</b>	<b>1213</b>	<b>1163</b>	<b>96%</b>	<b>50</b>	<b>4%</b>

**b. Differently abled Employees and workers:**

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	5	5	100%	0	0
2.	Other than Permanent (E)	0	0	0	0	0
<b>3.</b>	<b>Total differently abled employees (D + E)</b>	<b>5</b>	<b>5</b>	<b>100%</b>	<b>0</b>	<b>0</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	0	0	0	0	0
5.	Other than permanent (G)	1	1	100%	0	0
<b>6.</b>	<b>Total differently abled workers (F + G)</b>	<b>1</b>	<b>1</b>	<b>100%</b>	<b>0</b>	<b>0</b>

**21. Participation/Inclusion/Representation of women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	3	37.5
Key Management Personnel	4	1	25

**22. Turnover Rate (in %) for permanent employees and workers (Disclose trends for the past 3 years)**

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18.36%	22.50%	19%	24.31%	27.35%	24.47%	-	-	-
Permanent Workers	8%	8%	8%	12.4%	0	12.21%	-	-	-

**V. Holding, Subsidiary and Associate Companies (including joint ventures)****23. (a) Names of holding/subsidiary/associate companies/joint ventures**

<b>Sl. No.</b>	<b>Name of the holding/subsidiary/associate companies/joint ventures (A)</b>	<b>Indicate whether holding/Subsidiary/Associate/Joint Venture</b>	<b>% of shares held by listed entity</b>	<b>Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)</b>
1	Lupin Inc., USA	Subsidiary	100%	No
2	Lupin Pharmaceuticals Inc., USA	Subsidiary	100%	No
3	Pharma Dynamics (Proprietary) Limited, South Africa	Subsidiary	100%	No
4	Hormosan Pharma GmbH, Germany	Subsidiary	100%	No
5	Multicare Pharmaceuticals Philippines, Inc., Philippines	Subsidiary	51%	No
6	Generic Health Pty Limited, Australia	Subsidiary	100%	No
7	Naomi B.V., Netherlands	Subsidiary	100%	No
8	Lupin Atlantis Holdings SA, Switzerland	Subsidiary	100%	No
9	Lupin Healthcare (UK) Limited, UK	Subsidiary	100%	No
10	Lupin Australia Pty Limited, Australia	Subsidiary	100%	No
11	Lupin Pharma Canada Limited, Canada	Subsidiary	100%	No
12	Lupin Mexico S.A. de C.V., Mexico	Subsidiary	100%	No
13	Bellwether Pharma Pty Limited, Australia	Subsidiary	100%	No
14	Lupin Philippines Inc., Philippines	Subsidiary	100%	No
15	Lupin Diagnostics Limited, India	Subsidiary	100%	No
16	Generic Health SDN. BHD., Malaysia	Subsidiary	100%	No
17	Laboratories Grin S.A. de C.V., Mexico	Subsidiary	100%	No
18	Medquimica Industria Farmaceutica LTDA, Brazil	Subsidiary	100%	No
19	Novel Laboratories, Inc., USA	Subsidiary	100%	No
20	Lupin Research Inc., USA	Subsidiary	100%	No
21	Avenue Coral Springs, LLC, USA	Subsidiary	100%	No
22	Lupin Management, Inc., USA	Subsidiary	100%	No
23	Lupin Europe GmbH, Germany	Subsidiary	100%	No
24	Lupin Biologics Limited, India	Subsidiary	100%	No
25	Lupin Oncology Inc., USA	Subsidiary	99.33%	No
26	Lupin Digital Health Limited, India	Subsidiary	100%	No
27	Southern Cross Pharma Pty Ltd., Australia	Subsidiary	100%	No
28	YL Biologics Ltd., Japan	Joint Venture	45%	No
29	Lupin Foundation, India	Subsidiary	100%	No
30	Medisol S.A.S., France	Subsidiary	100%	No
31	Lymed S.A.S., France	Subsidiary	100%	No
32	Lupin Manufacturing Solutions Limited, India	Subsidiary	100%	No
33	Lupin Life Sciences Limited	Subsidiary	100%	No

**VI. CSR Details**

- 24. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes**
- ii. Turnover (in ₹):** 143,164.3 million
- iii. Net worth (in ₹):** 206,030.9 million

## 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:

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 2024			FY 2023		
		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	There is a hotline available to address any concerns or issues that may arise.	4	0		0	0	
Investors (other than shareholders)	<a href="https://www.lupin.com/investors/">https://www.lupin.com/investors/</a>	0	0		0	0	
Shareholders	<a href="https://www.lupin.com/investors/">https://www.lupin.com/investors/</a>	36	0		20	0	
Employees and workers	Yes <a href="https://www.lupin.com/pdf/Whistleblower-Policy.pdf">https://www.lupin.com/pdf/Whistleblower-Policy.pdf</a>	13	3		2	0	
Customers	<a href="https://lupinindia.azurewebsites.net/contact-us/">https://lupinindia.azurewebsites.net/contact-us/</a>	33502	128		30000	0	
Value Chain Partners	Yes <a href="https://www.lupin.com/wp-content/uploads/2022/08/third-party-codeof-conduct-policysigned.pdf">https://www.lupin.com/wp-content/uploads/2022/08/third-party-codeof-conduct-policysigned.pdf</a>	3	1		0	0	
Other (please specify)		24	10		0	0	

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

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

Sl. No.	Material identified issue	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	Pollution	Risk	The manufacturing processes can result in the release of harmful chemicals and waste into the environment, contaminating air, water, and soil. This pollution not only endangers ecosystems but also has potential health implications for communities living nearby.	We are continuously identifying opportunities to effectively manage our environmental impact through pollution control measures.  We are continuously monitoring our air emissions, GHG emissions wastewater generation. We are focusing on efficient water consumption, reducing water withdrawal and increasing water recovery. For waste management, we are focusing on increasing the share of recycling and reuse within our own operations, and co-processing of hazardous waste.	<b>Negative</b>  Air and water contamination can lead to health and safety issues for surrounding communities, flora and fauna, and lead to adverse legal, regulatory and financial consequences, loss of reputation and stakeholder trust, ultimately leading to a loss of license to operate.
2	Water Management	Opportunity	By continuing high water consumption in areas of water stress, the risk of increase in operational costs continue to rise, this can lead to issues in manufacturing capabilities which can lead to an overall loss in revenue.	We have established targets to recycle water consumption by 50% by 2030. We have implemented Zero Liquid Discharge at 6 of our sites and treating any waste water produced during manufacturing. We are also taking steps for responsible use of water in areas of high water stress we aim to reduce the water burden.	<b>Negative</b>  Increased water stress may affect nearby communities and productivity of manufacturing sites leading to regulatory and financial consequences.

Sl. No.	Material identified issue	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)
3	Pharmaceuticals in environment/ Anti Microbial Resistance (AMR)	Risk	Inaction from Lupin as a pharma company towards AMR stewardship can lead to loss in reputation which in turn leads to loss in customer loyalty and customers.	We actively assess the ecological impact of the Active Pharmaceutical Ingredients (APIs) used in the manufacturing processes, discharge into water bodies, potential bioaccumulation in ecosystems, and overall toxicity to organisms. We frequently analyze the Anti Microbial contents in the treated water discharges and ensure that the PNEC values of those AMRs are below the limit of quantification. 6 out of 13 manufacturing plants are Zero Liquid discharge plants where in the treated effluent is recycled in the utilities and there is no discharge outside the premises. Additionally, we are undertaking life cycle assessments of Top-10 revenue generating products across the value chain to understand the cumulative environmental impact of APIs in the cradle to gate approach. The life cycle assessments will help us to assess the opportunities for reducing the ecological footprint.	<b>Negative</b> AMR can leads to higher mortality rates as infections that were once treatable become resistant to antibiotics, making them harder to cure, resulting in prolonged illnesses and increased complications. Resistant bacteria can spread within communities and healthcare settings, leading to outbreaks that are difficult to control.
4	Waste Minimization	Risk	Directing more waste to landfills and incinerators will increase the company's contribution to air pollution and GHG emissions, along with underground water eutrophication.	Our approach to waste management is guided by the 3R principle of Reduce, Reuse and Recycle. Our waste streams, which include hazardous waste, non-hazardous waste, e-waste, biomedical waste, and others, are inventoried periodically and are sent to third parties for recycling/disposal in compliance with applicable government regulations.	<b>Negative</b> Improper waste management can lead to material wastage, fines and compliance penalties.
5	Green Chemistry	Opportunity	Investing in green chemistry and inculcating sustainable manufacturing processes can lead to an optimized and efficient manufacturing process. This can have a positive impact on revenues and in turn help increase investments in better tools and technologies.		<b>Positive</b> By bringing down product carbon and water footprints, reducing use of hazardous chemicals and solvents and replacing them with renewable green solvents and feedstocks, we stand to benefit both environmentally and economically.
6	Customer Health and Safety	Opportunity	By providing safe and effective drugs the brand loyalty amongst customers increases and leads to greater revenues and builds trust between the company and society.		<b>Positive</b> Propagating customer safety initiatives builds trust with customers, lowers healthcare costs and positively impacts revenue.
7	Occupational Health and Safety	Risk	Providing for a safe work environment brings about high levels of employee satisfaction and ensures that they can achieve their highest potential. Ineffective management of health and safety practices can lead to a high number of safety related incidents. An unsafe workplace can cause distress and has potential reputational & revenue loss for the organization.	All our sites are ISO18001 certified and have management systems in place for avoiding unsafe incidents. Regular training is given to all site teams to mitigate unsafe acts and report on unsafe incidents. Employees are encouraged to report on near misses and potential near misses to avoid any future incidents. Industrial hygiene & personnel safety standards are maintained as per global best practices to keep the workplace safe.  Our record state that our incident rate & accident rate are reducing YoY in line with our commitment for the same.	<b>Positive</b> Having a robust strategy to ensure occupational health and safety will lead to higher employee productivity along with higher retention rates.

Sl. No.	Material identified issue	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)
8	Human Rights	Risk	Without proper safeguards for employee human rights protections, the company will lose reputation and credibility in the market and see a drastic drop in revenues.	We have established policies and safeguards to ensure the protection of human rights for each of our employee's and workers, our code of conduct outlines Lupin's stance on the protection of human rights and actions and redressals that are available to our employee's in case they feel like their human rights have been infringed.	<b>Negative</b> Violation of human rights has a significant impact on the company's credibility and can lead to harsh penalties, litigation and have a significant dent on stakeholder confidence.
9	Human Capital Development	Opportunity	By providing training and flexibility in work methods to employee's the company will see growth in all facets. This will have a positive contribution to revenues and credibility of the company within the pharma market.		<b>Positive</b> By developing resources, the company can lower hiring costs, and generate more internal mobility.
10	Product Accessibility and Affordability	Opportunity	By extending our scope of access to high disease burden nations, we can build positive trust within society. It also leads to greater opportunities for developing supply chains in untapped markets while increasing credibility amongst our stakeholders.		<b>Positive</b> Product innovation and research efforts enhance the brand value by offering a wide range of products that are both easily accessible and reasonably priced. These products enable us to cater to unmet patient needs and also facilitates access for low and middle income countries.
11	Responsible Supply Chain Management	Opportunity	Having a responsible supply chain leads to lower costs in maintaining long term partners and an overall increase in revenue due to a more robust flow of products.		<b>Positive</b> By responsible supply chain practices the company is ready to deal with supply chain disruptions brought on by unprecedented circumstances. In addition, the Company's adherence to its responsible sourcing enhances its social and environmental performance.
12	Compliance (Regulatory & Ethical)	Opportunity	By inculcating industry best practices and creating a governance structure around compliance ensures that the company's credibility remains intact.		<b>Positive</b> By following best practices and ensuring compliance, the company avoids fines and builds trust with customers and within stakeholders.
13	Business Ethics: Anti-bribery and corruption	Opportunity	Ensuring that governance practices and policies are in place to maintain ethical business conduct and minimise conflicts of interest can lead to the company expanding business in new markets and having a positive compliance portfolio.		<b>Positive</b> Having robust governance strategies and policies drives compliance and ensures the good standing of the company.
14	Data Privacy and Protection	Risk	Information protection risks have become more critical due to the shift to remote work driven by the COVID-19 pandemic. The increased reliance on digital communication and data sharing has heightened the company's exposure to cyber threats.	We are ISO 27001 certified and conduct regular checks of our data. We also provide employee's and workers with extensive training on the handling and use of company data to ensure maximum protection.	<b>Negative</b> An attack on Lupin's IT systems or failure to comply with data privacy laws can lead to the loss of vital business intelligence, financial setbacks, and reputational damage.

Sl. No.	Material identified issue	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)
15	Ethical Marketing and Product Labeling	Risk	Miscommunicating drug uses or prescriptions along with any incorrect labeling can cause serious harm to patients health and safety, which has reputational risks alongside risks related to loss in revenues.	By having a ethical marketing policy, audits and unique identifiers we ensure the company and its partners are able to identify any miscommunication of usages for drugs produced by the company.	<b>Negative</b> Miscommunication and improper labelling of product use can lead to customer health and safety issues and fines.
16	Combatting Counterfeit Medicines	Opportunity	By ensuring traceability and authenticity of the drug we can create a strong impression in the market as overseers. This leads to a boost in the company's credibility.		<b>Positive</b> Curtailling the distribution counterfeit medicines ensures accountability and avoids product recall costs.
17	Risk Management And Business Continuity	Opportunity	A robust risk management and Business Continuity plan will uphold credibility and trust in the company's long term compliance portfolio.		<b>Positive</b> This ensures that the company does not incur compliance related penalties.

## 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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<p>All business responsibility policies are made publicly available to all our stakeholders via our company website</p> <p>P1 – P9 – Lupin Code of Conduct  <a href="https://www.lupin.com/investors/code-of-conduct/">https://www.lupin.com/investors/code-of-conduct/</a></p> <p>P1 – Whistleblower Policy  <a href="https://www.lupin.com/wp-content/uploads/2022/02/Whistleblower-Policy-Website.pdf">https://www.lupin.com/wp-content/uploads/2022/02/Whistleblower-Policy-Website.pdf</a></p> <p>P2 – Refer to Third Party Code of Conduct  <a href="https://www.lupin.com/wp-content/uploads/2022/08/third-party-code-of-onduct-policy-signed.pdf">https://www.lupin.com/wp-content/uploads/2022/08/third-party-code-of-onduct-policy-signed.pdf</a></p> <p>P3 – P5 – Refer to Human Rights Policy  <a href="https://www.lupin.com/wp-content/uploads/2022/08/human-rights-policy-signed.pdf">https://www.lupin.com/wp-content/uploads/2022/08/human-rights-policy-signed.pdf</a></p> <p>P4, P7, P8 – Refer to Corporate Social Responsibility Policy  <a href="https://www.lupin.com/wp-content/uploads/2021/10/csr-policy.pdf">https://www.lupin.com/wp-content/uploads/2021/10/csr-policy.pdf</a></p> <p>P6 – Refer to EHSS Policy  <a href="https://www.lupin.com/wp-content/uploads/2022/08/environment-health-safety-and-sustainabilitypolicy-signed-rev.pdf">https://www.lupin.com/wp-content/uploads/2022/08/environment-health-safety-and-sustainabilitypolicy-signed-rev.pdf</a></p> <p>P9 – Refer to Privacy Policy  <a href="https://www.lupin.com/privacy-policy/">https://www.lupin.com/privacy-policy/</a></p>								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>The company has received the following certifications:</p> <ol style="list-style-type: none"> <li>ISO 8 Class 100,000 Clean Rooms Standards.</li> <li>Good Manufacturing Practice (GMP) compliance across facilities.</li> <li>Several facilities have received US FDA, UK MHRA, WHO, and Japanese PDMA accreditations.</li> <li>ISO 14001 Certification for all Indian sites.</li> <li>ISO 45001 Certification for all Indian sites.</li> </ol>								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<ol style="list-style-type: none"> <li><b>1. Environmental Targets</b> <ul style="list-style-type: none"> <li>Reduce direct and indirect GHG emissions by 38% (Baseline year of FY 22-23) by 2030.</li> <li>Decarbonize in alignment with our decarbonization strategy and Scope 3 reduction objectives</li> <li>Recycle 50% of the total water withdrawn in Indian sites by 2025.</li> <li>Redirect 70% of total incinerable hazardous waste generated in operations in India for co-processing, such as cement plants by 2025.</li> </ul> </li> <li><b>2. Product Accessibility and Affordability</b> <ul style="list-style-type: none"> <li><b>Access to Medicines</b> <ul style="list-style-type: none"> <li>Targeting 80+ registrations of anti-TB and ARV medicines in 2024.</li> </ul> </li> <li><b>Implementation of Patient Assistance Programs</b> <ul style="list-style-type: none"> <li>Two programs by 2025, benefitting 100,000 patients each.</li> </ul> </li> <li><b>Education for Patients and Doctors</b> <ul style="list-style-type: none"> <li>Reaching 1 million Patients by 2028 and 20,000 doctors by 2030.</li> </ul> </li> <li><b>Local Manufacturing Partnership</b> <ul style="list-style-type: none"> <li>Developing partnerships in Africa by 2027 to improve accessibility.</li> </ul> </li> </ul> </li> <li><b>3. Innovation Management</b> <ul style="list-style-type: none"> <li><b>Product Launches</b> <ul style="list-style-type: none"> <li>Complex product launches in the areas of inhalation, injectables, among others.</li> </ul> </li> <li><b>Product Portfolio</b> <ul style="list-style-type: none"> <li>Portfolio should be more than 70% complex dosage forms by 2024</li> </ul> </li> <li><b>Biosimilar and Novel Complex Products</b> <ul style="list-style-type: none"> <li>Complete 3 biosimilar filings in regulated markets by 2028</li> </ul> </li> </ul> </li> <li><b>4. Patient Centricity</b> <ul style="list-style-type: none"> <li><b>Diagnosis</b> <ul style="list-style-type: none"> <li>By 2030, assist in the diagnosis of lung disease using fractional exhaled nitric oxide (FENO) and Spirometry tests for more than 1 million patients.</li> <li>Target the diagnosis of breast cancer in 1,400 women in FY24.</li> </ul> </li> </ul> </li> </ol>								

	<p><b>Rehabilitation</b></p> <ul style="list-style-type: none"> <li>• “Lungs on Care” campaign: Provide in-clinic services for Interstitial Lung Diseases (ILD) rehabilitation in 300 clinics by 2030.</li> <li>• Atharv Ability, our neuro rehabilitation center is targeting an outreach to 10,000 patients in FY24.</li> </ul> <p><b>End to End Care</b></p> <ul style="list-style-type: none"> <li>• Lyfe provides post-ACSz (acute coronary syndrome) patient care, aiming to reach 25,000 patients in FY24.</li> </ul> <p><b>5. Process/Open Innovations</b></p> <ul style="list-style-type: none"> <li>• Target 15-20 process innovations annually, resulting in \$2-3 million in savings.</li> <li>• Pursue open innovation partnerships in API, formulations, digital solutions, and diagnostics.</li> </ul> <p><b>6. Social</b></p> <ul style="list-style-type: none"> <li>• Diversity target: 15% women employees across all business units by 2030</li> <li>• Conduct accessibility audit for PWD for all India locations by 2030</li> <li>• Achieve &amp; maintain an employee satisfaction score of 80% or higher on annual surveys by 2025</li> <li>• Achieve 50,000 hours of employee volunteering by 2030</li> <li>• 10% year-on-year reduction in the Lost Time Injury Frequency Rate (LTIFR), Accident Frequency Rate, and Incident Frequency Rate</li> </ul> <p><b>7. Driving Regulatory Compliance, Quality, and Patient Safety</b></p> <p><b>Data Integrity</b></p> <ul style="list-style-type: none"> <li>• No data integrity-related observations in any regulatory audits.</li> </ul> <p><b>Warning Letters</b></p> <ul style="list-style-type: none"> <li>• Zero sites with Warning Letter status (WL) by FY25.</li> </ul> <p><b>cGMP Training</b></p> <ul style="list-style-type: none"> <li>• Ensure 100% completion of mandatory training for all employees.</li> </ul> <p><b>Quality</b></p> <ul style="list-style-type: none"> <li>• Maintain zero class I recalls.</li> <li>• Lupin’s India sites undergo annual audits, while supplier sites are audited every three years and during vendor qualification.</li> </ul> <p><b>8. Supply Chain</b></p> <ul style="list-style-type: none"> <li>• Undertaking ESG assessment of Critical Tier 1 Direct Material manufacturers (i.e top 80% direct material manufacturers by spend)</li> <li>• Considering ESG aspects for onboarding new vendors by 2025</li> </ul>
<p>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</p>	<p>To continuously progress in its journey towards sustainability conducting business, the company has taken various measures across segments, some of which have also received external recognition:</p> <p><b>Environment</b></p> <ul style="list-style-type: none"> <li>• Reduced 20.8% of scope 1 and scope 2 emissions in our global operations</li> <li>• Recycled and Reused 43.8% of the total water withdrawn in Indian sites</li> <li>• In FY24, we sent 7,332 MT (89.4%) of incinerable hazardous waste for co-processing, as compared to 4,175 MT (60.9%) in FY23</li> </ul> <p><b>Product Accessibility and Affordability</b></p> <ul style="list-style-type: none"> <li>• In FY24, we have secured over 80+ registrations of anti-TB and ARV medicines across various nations.</li> <li>• Three patient assistance programs launched benefitting 29,383 patients</li> <li>• Educated 557,013 patients and 9,247 doctors</li> </ul> <p><b>Patient Centricity</b></p> <ul style="list-style-type: none"> <li>• Completed diagnosis of lung disease in 874,212 patients</li> <li>• Diagnosed breast cancer in 2,700 women, crossing the goal set.</li> <li>• Provided in-clinic services for ILD rehabilitation in 50 clinics</li> <li>• Atharv Ability services helped 19,448 patients.</li> <li>• Lyfe reached 2,988 patients</li> </ul> <p><b>Innovation Management</b></p> <ul style="list-style-type: none"> <li>• 2 in pipeline and cloning and process development was completed.</li> <li>• 2 directed towards the India market.</li> <li>• Recruitment completed in the phase III trial of a biosimilar.</li> <li>• Agreement signed for the commercialization of a biosimilar in the MENA region.</li> </ul> <p><b>Social</b></p> <ul style="list-style-type: none"> <li>• Gender diversity: 7% of Lupin Limited’s employees are women.</li> <li>• Our LTIFR rate for FY24 stands at 0.07, Accident frequency rate= 2.08, Incident frequency rate = 0.88 and Severity rate = 3.10. Y-o-Y reduction achieved- LTIFR: 4%, AFR: 26%, IFR: 21%.</li> <li>• Achieved an employee satisfaction score of 80%</li> <li>• Spent 19188 hours in employee volunteering as part of community initiative</li> </ul>

<p><b>Process/Open Innovations</b></p> <ul style="list-style-type: none"> <li>Continuous exploration for new ideas, breakthrough concepts, and perspectives has instigated innovative thinking in the process development team; to create simple and safe processes with new solutions and approaches. The implementation of the ideas in top leadership molecules' ideas has led to the creation of value of approx. 10 million USD.</li> </ul> <p><b>Driving Regulatory Compliance, Quality, and Patient Safety</b></p> <ul style="list-style-type: none"> <li>2 sites with Warning Letter status (WL)</li> <li>1 class I recall</li> <li>10090 employees trained on Data Integrity SOP and annual CGMP training across manufacturing sites.</li> </ul> <p><b>Supply Chain</b></p> <ul style="list-style-type: none"> <li>ESG assessment completed for ~300 Tier 1 suppliers</li> <li>Implementation initiated on supplier onboarding platform</li> </ul>																																																																																												
<p><b>Governance, Leadership and Oversight</b></p>																																																																																												
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)	Please refer to the CFO message on page number <b>XX</b> provided in the Integrated Report FY24.																																																																																											
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Ramesh Swaminathan, Executive Director, Global CFO & CRO and Head – Corporate Affairs																																																																																											
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 Company consistently monitors its ESG performance, which undergoes review by the ESG Core Committee. Oversight of sustainability matters falls under the responsibility of the CFO, who leads decision-making. Monthly meetings are held to discuss progress and actions on ESG initiatives, targets, and implementation.																																																																																											
10. Details of Review of NGRBCs by the Company:																																																																																												
Subject for Review	<table border="1"> <thead> <tr> <th colspan="9">Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee</th> <th colspan="9">Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)</th> </tr> <tr> <th>P</th><th>P</th><th>P</th><th>P</th><th>P</th><th>P</th><th>P</th><th>P</th><th>P</th> <th>P</th><th>P</th><th>P</th><th>P</th><th>P</th><th>P</th><th>P</th><th>P</th><th>P</th><th>P</th> </tr> <tr> <th>1</th><th>2</th><th>3</th><th>4</th><th>5</th><th>6</th><th>7</th><th>8</th><th>9</th> <th>1</th><th>2</th><th>3</th><th>4</th><th>5</th><th>6</th><th>7</th><th>8</th><th>9</th> </tr> </thead> <tbody> <tr> <td colspan="9">Performance against above policies and follow up action</td> <td colspan="9">The ESG Committee consistently monitors the Company's performance across all nine principles of the NGRBC, with periodic reviews conducted by the CFO and relevant departmental heads.</td> </tr> <tr> <td colspan="9">Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances</td> <td colspan="9">Lupin endeavors to uphold strict adherence and compliance with the laws in all regions where we operate. We ensure compliance with statutes and regulations related to the nine principles of the NGRBC.  This marks the third year of our BRSR reporting, aimed at revealing our performance concerning the nine principles of the BRSR.</td> </tr> </tbody> </table>	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)									P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9	Performance against above policies and follow up action									The ESG Committee consistently monitors the Company's performance across all nine principles of the NGRBC, with periodic reviews conducted by the CFO and relevant departmental heads.									Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances									Lupin endeavors to uphold strict adherence and compliance with the laws in all regions where we operate. We ensure compliance with statutes and regulations related to the nine principles of the NGRBC.  This marks the third year of our BRSR reporting, aimed at revealing our performance concerning the nine principles of the BRSR.								
Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)																																																																																			
P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P																																																																										
1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9																																																																											
Performance against above policies and follow up action									The ESG Committee consistently monitors the Company's performance across all nine principles of the NGRBC, with periodic reviews conducted by the CFO and relevant departmental heads.																																																																																			
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances									Lupin endeavors to uphold strict adherence and compliance with the laws in all regions where we operate. We ensure compliance with statutes and regulations related to the nine principles of the NGRBC.  This marks the third year of our BRSR reporting, aimed at revealing our performance concerning the nine principles of the BRSR.																																																																																			
11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	<table border="1"> <tbody> <tr> <td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td> </tr> <tr> <td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td></td> </tr> <tr> <td colspan="10" style="text-align: center;">No</td> </tr> </tbody> </table>	P	P	P	P	P	P	P	P	P	P	1	2	3	4	5	6	7	8	9		No																																																																						
P	P	P	P	P	P	P	P	P	P																																																																																			
1	2	3	4	5	6	7	8	9																																																																																				
No																																																																																												
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:																																																																																												
<b>Questions</b>	<table border="1"> <tbody> <tr> <td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td> </tr> <tr> <td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td> </tr> </tbody> </table>	P	P	P	P	P	P	P	P	P	1	2	3	4	5	6	7	8	9																																																																									
P	P	P	P	P	P	P	P	P																																																																																				
1	2	3	4	5	6	7	8	9																																																																																				
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)	Not Applicable																																																																																											
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.**

#### 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	% of persons in respective category covered by awareness programmes
Board of Directors	2	<ol style="list-style-type: none"> <li>Whistle Blower mechanism</li> <li>Anti – Retaliation</li> <li>Conflict of Interest</li> <li>Gift, Entertainment &amp; Hospitality</li> <li>Workplace Harassment</li> <li>Working with Third Parties</li> <li>Making commitment to the Lupin CODE of Conduct &amp; its principles</li> <li>ESG</li> </ol>	100%
Key Managerial Personnel	2	<ol style="list-style-type: none"> <li>Whistle Blower mechanism</li> <li>Anti – Retaliation</li> <li>Conflict of Interest</li> <li>Gift, Entertainment &amp; Hospitality</li> <li>Workplace Harassment</li> <li>Working with Third Parties</li> <li>Making commitment to the Lupin CODE of Conduct &amp; its principles</li> <li>ESG</li> </ol>	100%
Employees other than BoD and KMPs	5	<ol style="list-style-type: none"> <li>Human Rights</li> <li>POSH</li> <li>SOP trainings through SABA</li> <li>Kavach</li> <li>HR Policies</li> </ol>	99.61%
Workers	5	<ol style="list-style-type: none"> <li>Human Rights</li> <li>POSH</li> <li>SOP trainings through SABA (on rolls only)</li> <li>Kavach</li> <li>HR Policies</li> </ol>	100%

##### 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):

#### Monetary

Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine					
Settlement			Nil		
Compounding fee					

#### Non-Monetary

Particulars	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment				
Punishment			Nil	

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

Not Applicable

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

The Company does not have a separate anti-bribery and corruption policy, but its code of conduct emphasizes a commitment to combating bribery and corruption. This commitment extends to all subsidiaries, associates, and business partners. Lupin unequivocally prohibits any instances of bribery and corruption in its operations, striving to conduct business in an ethical and transparent manner. Various internal controls, such as audits, internal reviews, a ban on political contributions, regular compliance checks, and a whistleblower policy, are in place to prevent unethical behavior by the company or its employees. Lupin fosters a culture of thorough deliberation, transparency, and fairness in its interactions with stakeholders and the public. This policy is an integral part of the Code of Business Conduct and Ethics, applicable to all employees, senior management, and the board of directors. It is publicly accessible on the company's website at <https://www.lupin.com/investors/code-of-conduct/>.

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

Particulars	FY 2023-24	FY 2022-23
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Particulars	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Not Applicable	0	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Not Applicable	0	Not Applicable

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

Not Applicable.

**8. Number of days of accounts payables:**

Particulars	FY 2023-24	FY 2022-23
Number of days of accounts payables	76	58

**9. Open-ness of business**

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

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	14.60%	Not Applicable
	b. Number of trading houses where purchases are made from	389	Not Applicable
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	67.3%	Not Applicable
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	44.63%	53.81%
	b. Number of dealers/distributors to whom sales are made	7887	6998
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	5.18%	4.98%
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	30.51%	24.32%
	b. Sales (Sales to related parties/Total Sales)	35.5%	27.60%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	-	-
	d. Investments (Investments in related parties/Total Investments made)	99.41%	100%

## Leadership Indicators

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

Total number of awareness programmes 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
7	<ul style="list-style-type: none"> <li>- What is ESG and why is it important?</li> <li>- Overview of ESG regulations (across countries)</li> <li>- Various aspects of E,S &amp; G</li> </ul>	100% of strategic and critical material suppliers

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

Yes, Lupin has clearly defined policies and the Code of Conduct outlines how conflict of interest should be managed. These policies are communicated to all board members and regularly reviewed and updated as needed. Board members are required to disclose any potential conflicts of interest, such as financial interests in a company doing business with the organization, relationships with vendors, or personal interests that may conflict with the organization's interest.

## 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.

Particulars	FY 2023-24	FY 2022-23	Details of improvements in environmental social impacts
R&D	₹ 15,264.2 million	₹ 12,800 million	For details on environmental and social benefits driven by the Company, please refer to chapters - Intellectual Capital, Social Capital and Natural Capital in the Integrated Report FY24.
Capex	₹ 776 million	₹ 136 million	

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

Yes

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

The Company has implemented appropriate measures to ensure sustainable sourcing practices. Desk-based screening has been completed for 309 Tier 1 suppliers. Within its Third Party Code of Conduct, Lupin mandates that all business partners adhere to fundamental sustainability criteria encompassing labor rights, health and safety standards, environmental considerations, ethical behavior, data privacy, and more. Lupin has classified its suppliers into categories such as Strategic, Critical, Leverage, and Routine, and regularly evaluates them to identify, minimize, and address risks effectively.

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

We have established appropriate waste management systems across all our facilities. Our waste disposal processes adhere to local regulations and prioritize minimizing the amount of waste sent to landfills.

Waste type	Waste management procedure in place
Plastic (including packaging)	Either co-processed or recycled based on the type of waste generated.
E-waste	Sold to authorized recyclers for safe disposal.
Hazardous waste	Sent to authorized recyclers/Pre-processor/cement industries for co-processing or to the TSDF site.
Other waste (wastepaper and paper products)	Sent to authorized recyclers Ash generated from agro waste boilers is sent to brick manufacturers/landfill.

### 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.

As part of our responsibilities under Extended Producer Responsibility, we recycle a corresponding amount of post-consumer plastic waste generated by our products in India. This recycled plastic is either used to create new products or serves as an alternative energy source. Additionally, we have transitioned from physical patient information leaflets to digital formats, not only cutting costs but also reducing paper usage and waste. In FY23, we successfully met our EPR objective, achieving a 100% completion rate by collecting and directing 1,956 metric tons of plastic waste to processing facilities.

### 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?**

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.
	Albuterol	3.4%	Cradle to gate	Yes	Confidential
	Lisinopril	0.2%	Cradle to gate	Yes	Confidential
	GLUCONORM	3.1%	Cradle to gate	Yes	Confidential
	Cefaclor	2.4%	Cradle to gate	Yes	Confidential
	Etanercept	1.7%	Cradle to gate	Yes	Confidential
	Levetiracetam	0.4%	Cradle to gate	Yes	Confidential
	7ACCA	1.8%	Cradle to gate	Yes	Confidential
	BUDAMATE	1.6%	Cradle to gate	Yes	Confidential
	RABLET	1.3%	Cradle to gate	Yes	Confidential
	TONACT	1.3%	Cradle to gate	Yes	Confidential

**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
Lisinopril	Acidification, Mineral & Fossil Resource Depletion, Ecotoxicity (Freshwater), Eutrophication (Terrestrial, Freshwater, Marine), Photochemical Ozone Formation	We are in the process of adopting SBTi based approach to develop the decarbonisation strategy of our value chain.
Levetiracetam	Ozone depletion	
7ACCA	Water Resource Depletion	

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

The nature of the Company's business, being the production of pharmaceutical goods intended for human consumption, precludes the utilization of any re-used or recycled input materials in its production processes or product packaging. This arises from the critical imperative to ensure consumer safety and comply with applicable current Good Manufacturing Practices (cGMP) mandated by regulatory bodies.

**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:**

As part of our commitment to Extended Producer Responsibility regarding the management of post-consumer plastic waste, we are ensuring the recovery of a quantity of post-consumer plastic waste equivalent to what our products produce in India. This plastic waste is then directed towards the creation of recycled products or used as an alternative source of energy. Moreover, we have digitized patient information leaflets, removing them from our products. This step has not only cut costs but also decreased paper usage and waste.

Particulars	FY 2024			FY 2023		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	2803MT	0	0	1956MT
E-waste	Not applicable			Not applicable		
Hazardous waste	Not applicable			Not applicable		
Other waste	Not applicable			Not applicable		

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Nil	Not applicable in any category

## 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)
<b>Permanent employees</b>											
Male	17273	17273	100%	17273	100%	-	-	17273	100%		
Female	983	983	100%	983	100%	983	100%	-	-	Not Applicable	
Total	18256	18256	100%	18256	100%	983	100%	17273	100%		
<b>Other than Permanent employees</b>											
Male											
Female										Not Applicable	
Total											

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

Category	% of workers 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)
<b>Permanent workers</b>											
Male	942	942	100%	942	100%	-	-	942	100%		
Female	12	12	100%	12	100%	12	100%	-	-	Not Applicable	
Total	954	954	100%	954	100%	12	100%	942	100%		
<b>Other than Permanent workers</b>											
Male											
Female										Not Applicable	
Total											

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

Particulars	FY 2023-24	FY 2022-23
Cost incurred on wellbeing measures as a % of total revenue of the company	0.07%	Not Applicable

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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	4%	31%	Y	16%	41%	Y
Others – (Superannuation)	3%	0%	Y	3%	0%	Y
Others (NPS)	2.41%	0%	Y	2.5%	0%	Y

#### 3. Accessibility of workplaces

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

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

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

We are committed to being an employer that provides equal opportunities to all individuals, as outlined in our Code of Conduct. We ensure equal employment opportunities and uphold the personal dignity of every person, irrespective of race, age, ancestry, gender, color, ethnic origin, citizenship, sexual orientation, gender identity, marital status, family status, disability, religion, handicap, or any

other protected classifications under applicable laws. These principles extend to all employment decisions including recruiting, training, evaluation, promotion, reward, or any other terms and conditions of work. <https://www.lupin.com/investors/code-of-conduct/>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	91%	71%	50%	No ML Cases
Total	99%	-	95%	-

**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.**

Yes, the Company has a mechanism to receive and redress grievances

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	
Other than Permanent Workers	Yes. Lupin has a Whistle Blower Policy which provides a formal mechanism to all employees on full-time or part-time employment, with either permanent, probationary, trainee, retainer, temporary or contractual appointment to report any actual or suspected concerns related to Violation of Code or any other unethical behavior.
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2023-24			FY 2022-23		
	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)
Total Permanent Employees	18256	68	0.37%	17606	0	0
- Male	17273	66	0.38%	16673	0	0
- Female	983	2	0.20%	933	0	0
Total Permanent Workers	954	537	56.29%	1125	554	49%
- Male	942	535	56.79%	1112	552	49.64%
- Female	12	2	16.67%	13	2	15%

**8. Details of training given to employees and workers:**

Category	FY 2023-24				FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation	Total (D)	On Health and safety measures		On Skill upgradation	
	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (E)	% (E/D)	No. (F)	% (F/D)	
<b>Employees</b>									
Male	17273	15082	87.32%	17273	16673	16673	100%	9894	59.30%
Female	983	655	66.32%	983	933	933	100%	44	4.70%
Total	18256	15737	86.20%	18256	17606	17606	100%	9938	56.44%
<b>Workers</b>									
Male	942	942	100%		6029	-	0	0	0
Female	12	12	100%	Not Applicable	323	-	0	0	0
Total	954	954	100%		6352	0	0	0	0

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
- Male	17273	17273	100%	16888	16888	100%
- Female	983	983	100%	964	964	100%
- Total	18256	18256	100%	17852	17852	100%
<b>Workers</b>						
- Male						
- Female						

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

We have implemented health and safety management systems in all our facilities and all our sites are ISO 45001 certified.

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

Health and safety at Lupin are overseen by our Environmental, Health, Safety, and Sustainability (EHS&S) team, who develop and implement the relevant policies, procedures, and programs at all our locations. We employ a well-defined Hazard Identification and Risk Assessment (HIRA) system to evaluate the risks linked with our product activities and services, enabling a methodical approach to risk assessment and prioritization for mitigation. Furthermore, we carry out specific risk assessments such as HAZOP for Active Pharmaceutical Ingredient (API) products and processes, alongside Risk Assessments for Formulation Units and daily Job Safety Analysis, to gain a thorough understanding of potential hazards. All our health and safety frameworks are rigorously audited, both internally and externally.

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

Yes, we provide mechanisms for employees and workers to report any work-related hazards or dangerous situations. Individuals can report near misses, injuries, and incidents to their department heads. We have a specialized safety team responsible for conducting root cause analysis of any incidents and implementing preventive actions to avoid recurrence. For emergency situations, the team verifies that all mitigation strategies are operational through mock drills. Additionally, we take proactive measures to ensure rapid access to medical services, including the provision of ambulances and the availability of antidotes.

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

Yes, the company's employees have access to medical and healthcare services for non-work-related conditions. Each department is equipped with first aid kits for minor injuries or ailments unrelated to work. Additionally, eligible employees and workers receive benefits under the Employees' State Insurance Act, which offers protection in cases of employment-related injuries, illnesses, or maternity issues. Employees also have access to medical and health insurance, applicable to their specific situation, which can be utilized for hospital admissions due to certain injuries.

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

Safety Incident/Number	Category*	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.00	0.05
	Workers	0.12	0.09
Total recordable work-related injuries	Employees	34	37
	Workers	60	86
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

\*Including in the contract workforce

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

The well-being and safety of our employees are fundamental to our company's values. We regularly organize safety-related activities such as mock drills, quizzes, firefighting training, and educational sessions to raise awareness and provide our staff with vital safety skills, underlining our dedication to creating a safe workplace for everyone. Our facilities include specialized Environmental, Health, and Safety (EHS) units that manage our safety systems, which are also incorporated into our annual performance evaluations to set safety goals. We offer extensive training on various topics to promote our employees' health and safety.

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

Particulars	FY 2023-24			FY 2022-23		
	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	37	11	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	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)
Health and safety practices	100%
Working Conditions	100%

**Customer audits, Lupin Corporate audits and internal audits are conducted at all sites to ensure the compliance as against the established EHS systems and to ensure the health & safety practices are followed, healthy working conditions.**

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

**Not Applicable**

### Leadership Indicators

1. **Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

Yes, the company extends life insurance or any compensatory package for its workforce in the event of death for its workforce.

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

We have proper mechanisms in place to ensure that the required statutory dues applicable to our transactions with value chain partners, are deducted and deposited in accordance with relevant regulations. Additionally, we collect proofs from our contractors regarding the payment of statutory dues like Provident Fund (PF) related to our contractual staff.

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

Particulars	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	0	0	0	0
Workers	0	0	0	0

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

No

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

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100% of strategic and critical material suppliers
Working Conditions	100% of strategic and critical material suppliers

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.**

Stakeholder engagement is essential for tackling sustainability-related challenges. By involving stakeholders, we ensure that a variety of viewpoints are taken into account, which aids in fostering cooperation, establishing trust, and enhancing the decision-making process. We have recognized our stakeholders by assessing their influence on the value our business generates and the effect our operations have on them.

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

Stakeholder 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 (Annually/ Half yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Direct & other communication mechanisms including mailers, Intranet, employee committees, engagement initiatives, newsletters	Continuous	Learning opportunities, building a safety culture, and inculcating safe work practices among employees, and improving diversity and inclusion.
Shareholders/ Investors	No	Press Releases, Social Media, Website, Analyst meets, Analyst briefings, quarterly results, Annual General Meetings, Integrated Report, Financial Reports, email advisories, Intimation to stock exchanges, annual/ quarterly financials, and investor meetings/ conferences	Frequent and need-based	Educating them about Lupin's business strategy for the long-term, to stay abreast of developments in the Corporation and its subsidiary companies and understanding their expectations

Stakeholder 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 (Annually/ Half yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	Yes, if they qualify based on specified criteria such as income, etc.	Customer meets, mailers, news bulletins, brochures, social media, and website	Frequent and need-based	For stronger customer relationships. To enhance business. Stay in touch with them to understand the industry and business challenges and address any issues that the customers may have
Channel Partners, franchises, and key partners	No	Partner meets and events, mailers, news bulletins, brochures, social media, website	Frequent and need-based	Stronger partnerships, helps to increase reach and enhance business, ethical business, and fair business practices and governance
Regulators	No	Working committee meetings, email, one-on-one meetings, conceals, conferences, seminars, and forums	Need-based	For good governance and compliance. Discussions with regard to various regulations and amendments, inspections, and approvals.
Research Analysts	No	Website, social media, Email, one-on-one meetings, conceals, video conference, and forums	Frequent and need-based	Stay abreast of developments of the Corporation and its subsidiaries
Communities and NGOs	Yes	Site visits, meetings, press releases, project meetings, consultative sessions, social media, participation in events, case studies, brochures, and emails	Frequent and need-based	Understand areas of sustainable development, manage Lupin's brand and reputation, work in partnership to develop solutions to challenging areas, improve livelihoods and access to healthcare. Support socially high impact, replicable and sustainable projects

### 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.**

Maintaining consistent and proactive communication with essential stakeholders is crucial for effectively sharing our strategies and results. We actively engage in and promote open and positive discussions with our stakeholders to better understand their needs, expectations, and objectives, ensuring these factors are considered in all our decision-making processes. We have determined and prioritized key issues based on their significance to our stakeholders and our business operations. Our Environmental, Social, and Governance (ESG) central committee gathers monthly to analyze the feedback collected from these 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 double materiality assessment that we conducted allowed us to evaluate our stakeholder's perspectives on our societal and environmental impacts, as well as the potential effects of external events on our business. We conducted meetings with management to shortlist topics and then rolled out the materiality assessment questionnaire of 30 material topics to over 550 external and 200 internal stakeholders. The evaluation helped us identify potential vulnerabilities that could affect our ability to deliver medicines and treatments, while also enabling the company to manage its impacts and understand stakeholder perceptions better.

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

Dr. Desh Bandhu Gupta established the foundation to serve the poor and needy, outreaching some of the neediest and most excluded geographies in India. Over the last three decades, foundation has worked with 5,431 villages across nine states in India, positively impacting the lives of over twelve lakh families.

The year was a landmark year for the foundation, as it made a strategic shift from implementing holistic rural development to two structured pivotal programmes as Lives and Livelihoods. The programs focus on implementing outcome-oriented projects, serving the poor and needy, enabling better livelihoods, access to health care services, quality of lives and well-being in the long term.

Read about our foundation at <https://www.lupinfoundation.in/>

## 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 2023-24			FY 2022-23		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. employees workers covered (D) of /	% (D/c)
<b>Employees</b>						
Permanent	18256	5868	32.14%	17606	4001	23%
Other than permanent	393	393	100%	246	38	15.45%
<b>Total Employees</b>	<b>18649</b>	<b>6261</b>	<b>33.57%</b>	<b>17852</b>	<b>4039</b>	<b>22.62%</b>
<b>Workers</b>						
Permanent	954	384	40.25%	1125	0	0%
Other than permanent	259	0	0%	5227	0	0.00%
<b>Total Workers</b>	<b>1,213</b>	<b>384</b>	<b>31.66%</b>	<b>6352</b>	<b>0</b>	<b>0.00%</b>

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

Category	FY 2023-24					FY 2022-23				
	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>										
<b>Permanent</b>	<b>18256</b>	<b>1303</b>	<b>7.14%</b>	<b>16953</b>	<b>92.86%</b>	<b>17606</b>	<b>2288</b>	<b>12.9%</b>	<b>15318</b>	<b>87%</b>
Male	17273	1235	7.15%	16038	92.85%	16673	2271	13.6%	14402	86.3%
Female	983	68	6.92%	915	93.08%	933	17	1.8%	916	98.1%
<b>Other than Permanent</b>	<b>393</b>	<b>393</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>246</b>	<b>6</b>	<b>2.4%</b>	<b>240</b>	<b>97.5%</b>
Male	232	232	100%	0	0%	215	5	2.3%	210	97.6%
Female	161	161	100%	0	0%	31	1	3.2%	30	96.7%
<b>Workers</b>										
<b>Permanent</b>	<b>954</b>	<b>456</b>	<b>47.80%</b>	<b>498</b>	<b>52.20%</b>	<b>1125</b>	<b>439</b>	<b>39%</b>	<b>686</b>	<b>60.9%</b>
Male	942	447	47.45%	495	52.55%	1112	439	39.5%	673	60.5%
Female	12	9	75.00%	3	25.00%	13	0	0	13	100%
<b>Other than Permanent</b>	<b>259</b>	<b>2</b>	<b>0.77%</b>	<b>257</b>	<b>99.23%</b>	<b>5227</b>	<b>5227</b>	<b>100%</b>	<b>0</b>	<b>0</b>
Male	221	2	0.90%	219	99.10%	4917	4917	100%	0	0
Female	38	0	0.00%	38	100%	310	210	100%	0	0

**3. Details of remuneration/salary/wages**

**a. Median remuneration/wages**

Category	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Executive Directors	2	88,732,141	1	235,584,783
Board of Directors (BoD) - Non-Executive and Non-Independent	0	Not Applicable	1	8,870,000
Board of Directors (BoD) - Non-Executive and Independent	3	15,522,303	1	15,622,303
Key Managerial Personnel	1	11,591,057	0	Not Applicable
Employees other than BoD and KMP	17266	578,174	987	628,638
Workers	1163	352,750	50	162,600

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

Particulars	FY 2023-24	FY 2022-23
Gross wages paid to females as a % of total wages	5.05%	Not available

**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)**

At Lupin, adhering to and promoting human rights form the foundation of our corporate conduct. We are committed to protecting human rights and eliminating practices like forced labor, child labor, and modern slavery within our operations. To maintain a consistent focus on the protection of human rights, including the prevention of human trafficking, forced labor, child labor, and discrimination, we've established an extensive Human Rights Policy. In our operations in India, we have designated 93 employees as Trainers and Lead Implementers for Human Rights. These individuals act as champions for human rights, ensuring the thorough application of our policies within their specific areas or functions.

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

The Company adheres to uncompromising integrity in conduct of business and has zero tolerance for corrupt and immoral practices. The Company's operations are guided by strong control systems which are reviewed regularly by internal and external auditors. Code of Conduct, Whistleblower Policy and Prevention of Workplace Harassment and initiatives on creating awareness of sexual harassment at workplace, empower employees to report unethical practices. Specified mechanisms have been set up to deal with workplace harassments and facilitate their swift redressal. Employees can raise their concerns to the Office of Ombudsperson about potential issues concerning fraudulent business practices, unethical behaviour, discriminating or gender-biased misconduct and violation of the Company's policies or CODE. No person has been denied access to the Chairperson of the Audit Committee. Teams of strategic business unit heads/officers appointed by the Ombudsperson are engaged by the Ethics and Compliance office, for resolution of reported cases in accordance with the Whistleblower Policy. During the year, all cases of sexual harassment that were reported were investigated and resolved by the Internal Complaints Committee within the specified turnaround time as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

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

Particulars	FY 2023-24			FY 2022-23		
	Filed	Pending	Remarks	Filed	Pending	Remarks
Sexual Harassment	4	0	Nil	3	0	Nil
Discrimination at workplace	0	0	Nil	2	0	Nil
Child Labour	0	0	Nil	0	0	Nil
Forced labour/ Involuntary labour	0	0	Nil	0	0	Nil
Wages	0	0	Nil	0	0	Nil
Other human rights related issues	0	0	Nil	0	0	Nil

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

Particulars	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	4	3
Complaints on POSH as a % of female employees/workers	0.4%	0.32%
Complaints on POSH upheld	3	Not Applicable

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

Our organization firmly upholds a zero-tolerance stance against all forms of discrimination, including but not limited to sexual discrimination. We strongly urge our employees, contractors, and suppliers to come forward and report any occurrences of discriminatory behavior they encounter. All reported incidents are addressed promptly and efficiently, with appropriate measures taken to ensure that our environment remains inclusive and respectful for everyone. We have also conducted independent third party assessment audits for the Company's Human Rights Policy with zero findings on the discrimination or harassment cases in FY24 across Pan India Lupin Locations.

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

Yes

**10. Assessments for the year:**

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	NA

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

Tier 1 Strategic suppliers identified by Procurement teams, are scheduled to be sensitized and trained on the Lupin's Human Rights Policy in FY25.

### Leadership Indicators

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

Process Improvement in the vendor billing cycle: One of the observations from the location wise Human Rights audit was that, though the third party employees deployed by the manpower contractors were paying their employees well within the stipulated period, the day of the month varied across vendors. Since the permanent employees of the company were being paid on the last day of the month, it posed a risk wherein the third party employees would feel unfairly discriminated against, inspite of complying to all statutory norms of the land. Therefore, it was decided that as a proactive step, the day of payout for the third party employees also needed to be brought forward and made uniform across all vendors to the extent possible.

A cross functional team of HR location leads, administration, financial shared services as well as procurement team was formed. This team worked towards ensuring the agreements with the manpower contractors were re-evaluated with a softer credit period as well as a priority payout partner on a monthly basis. The SOPs prepared by the team were presented to the leaders of these functions and signed off and implemented. This ensured the standardization of the payment date for the vendors and thereby for the third party contractual employees. This led to an improvement in engagement of these people across the India locations.

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

Scope: Human Rights Management as per Internal Policy of Lupin Limited and Applicable Compliance Requirements

Coverage: All Lupin Limited Manufacturing sites across India, Shared Services Office Airoli and Corporate Office, Kalpataru, Mumbai, LMSL & LDL (NRL-National Reference Lab) Turbhe.

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

Yes

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

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100% of strategic and critical material suppliers
Discrimination at workplace	100% of strategic and critical material suppliers
Child Labour	100% of strategic and critical material suppliers
Forced Labour/Involuntary Labour	100% of strategic and critical material suppliers
Wages	100% of strategic and critical material suppliers
Others – please specify	Not Applicable

**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 2023-24	FY 2022-23
<b>From renewable sources</b>		
Total electricity consumption (A)	146,730 GJ	39,868 GJ
Total fuel consumption (B)	487,713 GJ	106,806 GJ
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>634,443 GJ</b>	<b>146,674 GJ</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	1,184,496 GJ	1,267,950 GJ
Total fuel consumption (E)	2,130,003 GJ	878,847 GJ
Energy consumption through other sources (F)	192,367 GJ	358,486 GJ
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>2,764,446 GJ</b>	<b>2,505,283 GJ</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>2,769,956 GJ</b>	<b>2,651,957 GJ</b>
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	18.89 GJ/INR Mn	23.55 GJ/INR Mn
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	432.16 GJ/Mn International Dollar	538.97 GJ/Mn International Dollar
Energy intensity in terms of physical output		
Energy 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.

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 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	135,185 KL	135,146 KL
(ii) Groundwater	149,551 KL	161,832 KL
(iii) Third party water	1,336,731 KL	1,270,912 KL
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,621,467 KL	1,567,890 KL
Total volume of water consumption (in kilolitres)	1,584,941 KL	1,551,013 KL
Water intensity per rupee of turnover (Total water consumption/Revenue from operations)	11.07 KL/INR Mn	13.78 KL/INR Mn
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	253.30 KL/Mn International Dollar	315.22 KL/Mn International Dollar
Water intensity in terms of physical output		
Water 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.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – Discharge to CETP	36,526	16,877
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>36,526</b>	<b>16,877</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.

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

We've put into place technologies and systems at six of our manufacturing facilities to attain Zero Liquid Discharge (ZLD) standards. This measure prevents any effluents generated by our operations from being released into natural water bodies. Additionally, we're in the process of obtaining ZLD certification for our other sites.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	tonnes/annum	152.51	232.42
SOx	tonnes/annum	166.16	206.03
Particulate matter (PM)	tonnes/annum	-	-
Persistent organic pollutants (POP)	tonnes/annum	-	-
Volatile organic compounds (VOC)	tonnes/annum	-	-
Hazardous air pollutants (HAP)	tonnes/annum	-	-
Others - please specify	tonnes/annum	-	-

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.

N/A

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (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)	Total		
	CO <sub>2</sub>	61,474	86,910
	CH <sub>4</sub>		
N <sub>2</sub> O			
Total Scope 2 emissions (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)	Total		
	CO <sub>2</sub>	263,905	323,845
	CH <sub>4</sub>		
N <sub>2</sub> O			
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		2.27 tCO <sub>2</sub> e/INR Mn	3.65 tCO <sub>2</sub> e/INR Mn
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)		52 tCO <sub>2</sub> e/Mn International Dollars	83.48 tCO <sub>2</sub> e/Mn International Dollars
Total Scope 1 and Scope 2 emission intensity in terms of physical output			
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.

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

At Lupin, we have taken various initiatives to reduce the emission of GHG emissions from our operations, including procurement of renewable energy, switching to cleaner use of fuels, replacing conventional lights with LED, installation of variable frequency drives (VFDs), etc.

We have also adopted science based target to reduce our absolute Scope 1 and Scope 2 GHG emissions by 38% by 2030. Our GHG emission reduction initiatives include:

- We have increased our renewable energy contribution by 3.71 MW at Ankleshwar and 1.58 MW at Dabhasa, reducing 34,688 tonnes of CO<sub>2</sub> emissions.
- We have commissioned rooftop solar panels of 0.52 MW capacity in FY23-24, and installation of additional 1.83 MW is in progress.
- We have introduced electronically commutated (EC) motors at Pithampur and Aurangabad facilities, which has significantly reduced power consumption by 0.5 MU per annum. We plan to implement EC motors at Lupin Biotech, Lupin Research Park, Sikkim, and Nagpur for further energy reduction.
- We are commissioning Biomass briquette boilers and installation of bag filters & electrostatic precipitators (ESP) at multiple locations for energy optimization and reduction of particulate matters in flue gas.
- We have initiated scope 3 inventorization and calculated emissions for 8 categories including Purchased Goods and Services, Capital Goods, Fuel and Energy, Waste Generated and Disposed, Upstream Transport, Downstream Transport, Business Travel, and Employee Commute.
- We have successfully implemented Microsoft Cloud Based Technologies across our various sites and offices. By leveraging these technologies, we have achieved operational efficiency and reduced approximately 27 tCO<sub>2</sub>e emissions across our operations. Corporate Overview Statutory Reports Financial Statements 255
- We have installed advanced chillers and condensers in our manufacturing plants to improve the effectiveness of recovery and further reduce utility costs.
- We are transitioning to Low Sulphur Heavy Stock (LSHS) as boiler fuel at our 4 facilities resulting in a significant reduction in steam costs and GHG emissions.
- We are implementing efficient equipment, such as finned tube condensers, dry vacuum pumps, nano-filtration, and heat integration systems.
- We have replaced AC motors with DC electronically commutated motors in AHUs, which has resulted in energy efficiency and power cost savings.
- Our manufacturing facility in Mandideep, India has been awarded the "GOLD LEED".
- Our commitment to climate stewardship also contributes to product innovation in the development phase. Lupin Healthcare UK' product, Luforbac, has recently achieved Carbon neutrality certification. Lupin Healthcare offsets the total emissions from the inhaler's production, use and disposal, thus achieving carbon neutrality

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

Parameter	FY 2023-24	FY 2022-23
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	2,803	1,956
E-waste (B)	38.63	30
Bio-medical waste (C)	79.82	85.7
Construction and demolition waste (D)	2,752.60	Not monitored
Battery waste (E)	38.38	Not monitored
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	32,967.80	28,167
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	10,201.06	6,978
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>48,881.29</b>	<b>37,216.7</b>

Parameter	FY 2023-24	FY 2022-23
<b>Waste intensity per rupee of turnover</b> (Total waste generated/Revenue from operations)	0.34 MT/INR Mn	0.34 MT/INR Mn
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated/Revenue from operations adjusted for PPP)	7.81 MT/Mn International Dollars	7.73 MT/ Mn International Dollars
<b>Waste intensity in terms of physical output</b>		
<b>Waste intensity</b> (optional) – the relevant metric may be selected by the entity		
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	(i) Plastic Waste: 2,803.00 MT (ii) E-waste: 38.63 MT (iii) Other hazardous waste: 8,129.20 MT	<b>Hazardous Waste</b> (i) Recycling/Recovery/Utilization: 11679 MT <b>Non-hazardous waste</b> (i) Canteen waste and Mycelia waste sent for recycling – feed for piggeries/composting: 5713 MT
(ii) Re-used	(i) Other Hazardous waste: 29.83 MT	-
(iii) Other recovery operations	(i) Non-hazardous waste: 5,395.16 MT (ii) Hazardous waste: 4,471.10 MT	<b>Non-hazardous waste</b> (i) Agro-waste boiler ash sent for brick manufacturing, soil enrichment and landfilling: 1265 MT
<b>Total</b>	<b>20,866.92 MT</b>	<b>18,657 MT</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration/Co-processing	(i) Bio-medical waste: 79.82 MT (ii) Other hazardous waste: 8,198.62 MT	<b>Hazardous waste</b> (i) Incineration/co-processing/pre-processing: 6838 MT
(ii) Landfilling	(i) Construction & demolition waste: 2,752.60 MT (ii) Other hazardous waste: 12,169 MT	<b>Hazardous waste</b> (i) Landfilling: 9651 MT
(iii) Other disposal operations	(i) Non-hazardous waste: 4,805.90 MT	<b>Hazardous waste</b> (i) Other disposal operations – sent for co-processing to cement kilns: 4163 MT
<b>Total</b>	<b>28,005.94 MT</b>	<b>20,652 MT</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.

**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.**

Across our full value chain, we have adopted efficient waste management practices and embraced circularity. We focus on recycling waste and are committed to minimizing the amount of waste sent to landfills and incinerators. Out of our thirteen facilities, including those dedicated to research and development, seven send their incinerable hazardous waste to Co-processors or Pre-processors. In FY2024, we managed to send 89% of our incinerable hazardous waste to be co-processed. By the year 2030, our goal is to redirect 70% of the incinerable hazardous waste generated by our operations in India to co-processing facilities like cement plants.

The spent solvents produced in the process of manufacturing Active Pharmaceutical Ingredients (APIs) are either reused on-site or sent to certified disposal facilities or recyclers. In our efforts to conserve resources, used calcium sulphate is dispatched to cement factories to serve as both a raw material and an alternative fuel. Non-hazardous waste, including waste from our canteens and mycelia, is processed either into organic fertilizer through composting or sent to piggeries.

Our commitment to waste reduction is evident through several initiatives:

- Encouraging the use of non-hazardous and less toxic materials at the R&D phase or as part of our process enhancements.
- Enhancing our processes to increase product yields, thereby reducing waste.
- Providing training for our employees on the safe handling, labeling, and storage of hazardous substances.

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

Sl. 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.
1	Lupin does not operate in ecologically sensitive areas		

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

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
Nil					

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

We are compliant with the applicable environmental law/regulations/guidelines in India. No notice has been issued in FY 2023-24.

### Leadership Indicators

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

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

- Name of the area - Ankleshwar, Pithampur, Aurangabad, Jammu and Nagpur
- Nature of operations - Manufacturing of pharmaceutical products
- Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	27,821	31,486
(iii) Third party water	726,742	666,305
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	754,563	697,791
Total volume of water consumption (in kilolitres)	718,037	680,914
Water intensity per rupee of turnover (Water consumed/turnover)	4.90 KL/Mn INR	6.06 KL/Mn INR
Water intensity (optional) – the relevant metric may be selected by the entity		
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(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 – Sent to CETP	36,526	16,877
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>36,526</b>	<b>16,877</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.

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (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)	Metric tonnes of CO <sub>2</sub> equivalent	901,520	854,936
Total Scope 3 emissions per rupee of turnover	tCO <sub>2</sub> e/Mn revenue	6.15 tCO <sub>2</sub> e/Mn INR	7.59 tCO <sub>2</sub> e/Mn INR
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	tCO <sub>2</sub> e/Mn revenue		

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

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

Not Applicable

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Transition to Biomass briquette boilers	Included in the FY24 sustainability report	Reduction in GHG emissions
2	Installation of Continuous flow reactor	Included in the FY24 sustainability report	Reduction in GHG emissions
3	Transition to Low Sulphur Heavy Stock (LSHS) as Boiler Fuel	Included in the FY24 sustainability report	-Reduction in GHG emissions -Reduction in energy consumption

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

To ensure the resilience of our critical operations during a crisis, we have established a Business Continuity Management System (BCMS) in alignment with the ISO 22301 standard. In the initial phase, we conducted a comprehensive Business Impact Analysis (BIA) and Risk Assessment (RA) specifically for IT services at our Mumbai head office. The recovery strategy was then validated through a tabletop exercise. Subsequent phases will involve conducting BIA and RA for four additional locations engaged in research and development (R&D) and manufacturing.

**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.**

None.

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

100% of strategic and critical material suppliers.

## 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.**

Twelve

**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.**

Sl. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
2	Confederation of Indian Industry (CII)	National
3	Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
4	Indian Drug Manufacturers Association (IDMA)	National
5	Foundation of Pharma Entrepreneurs (FOPE)	National
6	International Generic and Biosimilar Medicines Association (IGBA)	International
7	Association for Accessible Medicines (AAM)	International
8	Medicines for Europe, Medicines for Europe Regulatory Group	International
9	Quality Circle Forum of India	National

Sl. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
10	National Safety Council	National
11	Pharmaceuticals Export Promotion Council	National
12	Association of Biotechnology Led Enterprise (ABLE)	National

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

Not Applicable

### Leadership Indicators

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

Sl. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly/ Others – please specify)	Web Link, if available
1	Advocacy for policies and regulatory framework that support R&D and Intellectual property (IP) protection	Through association with Indian Pharmaceutical Alliance	No	Need-basis	
2	Reduction in counterfeiting and non-standard quality drugs, Uniform Code of Pharmaceuticals Marketing Practices	Through association with Indian Pharmaceutical Alliance	Yes	Need-basis	www.ipa-india.org
3	Policy advocacy to improve affordability and accessibility of medicines	Direct representation or through industry chambers and associations	No	Need-basis	

## 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.**

Nil

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

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

Nil

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	Amounts paid to PAFs in the FY (In INR)
NA						

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

We ensure that the communities we collaborate with are regarded as equal partners in development and actively involved in project implementation from the outset. The work is monitored by the community and upon its completion, the Panchayat assumes responsibility for sustaining the initiatives. To address grievances, we've established guidelines and procedures at the village level to ensure timely resolution through local institutions.

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

Parameter	FY 2023-24	FY 2022-23
Directly sourced from MSME/ small producers	11.8%	Not available
Directly from within India	78%	Not available

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

Location	FY 2023-24	FY 2022-23
Rural	Data unavailable	Data unavailable
Semi-urban	Data unavailable	Data unavailable
Urban	Data unavailable	Data unavailable
Metropolitan	Data unavailable	Data unavailable

**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):**

Not Applicable

Details of negative social impact identified	Corrective action taken
None	

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

Sl. No.	State	Aspirational District	Amount spent (In INR million)
1	Rajasthan	Dholpur	4.804
2	Maharashtra	Nandurbar	11.929
3	Madhya Pradesh	Vidisha	0.445
4	Andhra Pradesh	Visakhapatnam	3.002

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

Nil

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

**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.**

Nil

Name of the Authority	Brief of the case	Corrective action taken
NA.		

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

Sl. No.	CSR Project	No of persons benefitted from CSR projects	% beneficiaries from vulnerable and marginal groups
1	Desh Bandhu Jan Utkarsh Pariyojana	850	100%
2	Integrated Livelihood Development Program (Atlas Copco India Ltd)	3,950	100%
3	Better Cotton Initiative (BCI) Project	95,381	100%
4	FPO projects	11,673	100%

Sl. No.	CSR Project	No of persons benefitted from CSR projects	% beneficiaries from vulnerable and marginal groups
5	TDF Wadi Projects (NABARD)	2,050	100%
6	Climate Change Adaptation projects (NABARD)	1,357	100%
7	Lives Program	11,296	100%

## 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.

Our Pharmacovigilance department acts as the focal point for overseeing the safety and quality of our products. Additionally, we maintain a specialized team responsible for monitoring and resolving consumer complaints and concerns. To capture customer feedback and pinpoint areas for improvement, we regularly conduct surveys, facilitating the prompt resolution of any issues raised.

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

Particulars	As a percentage of total turnover
Environmental and social parameters relevant to the product	100% - There are social parameters relevant to the responsible, safe and prescribed usage of the products
Safe and responsible usage	100% - All products of Lupin have the usage/directions mentioned on leaflets/packaging.
Recycling and/or safe disposal	100%

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

Particulars	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the year	Pending resolution at the end of the year		Received during the year	Pending resolution at the end of the year	
Data Privacy	Nil	-	-	Nil	-	-
Advertising	Nil	-	-	Nil	-	-
Cyber Security	Nil	-	-	Nil	-	-
Delivery of essential services	Nil	-	-	Nil	-	-
Restrictive Trade Practices	Nil	-	-	Nil	-	-
Unfair Trade Practices	Nil	-	-	Nil	-	-
Others	25,917	0	-	25,500	All Adverse drug reports with Lupin products received at DSRM are appropriately handled, i.e., the reports are processed in the global company safety database, thoroughly reviewed, medically assessed, and submitted to global regulatory authorities (wherever applicable)	-

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

Particulars	Number	Reason for recall
Voluntary recalls	8	The Company initiated these recalls as prompt market action was required due to various identified issues in the respective products.
Forced recalls	0	

#### 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 and enforced a comprehensive Global Privacy Policy applicable to all its legal entities and business divisions. This policy is available for review on our website.

#### 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.

We take proactive steps in case any issue arises pertaining to any one of these categories. Corrective actions are also taken to prevent recurrences of similar instances.

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

- a. **Number of instances of data breaches : 0**
- b. **Percentage of data breaches involving personally identifiable information of customers: 0**
- c. **Impact, if any, of the data breaches: NA**

**Leadership Indicators**

1. **Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**  
The required information is available on our website at the following link: <https://www.lupin.com/our-products/product-finder/Lupin> has a website that provides all the necessary information on the company. For further information, visit the link, <https://www.lupin.com/about-us>
2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**  
Our product leaflets supply necessary information regarding the safe and responsible usage of our products or medications. Additionally, we hold both promotional and non-promotional events aimed at raising awareness among Clinical Pharmacies regarding the responsible use of our products.
3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**  
We notify the regulatory authorities prior to discontinuing any drugs listed in the National List of Essential Medicines. Should the regulatory authorities request the continuation of any such medicine, we maintain its production until we receive official permission to cease manufacture.
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).**  
Not applicable, we publish all information required under the law on the product.