Mankind Serving Life

July 09, 2026

BSE Limited
P J Towers,
Dalal Street,
Mumbai – 400 001

Scrip Code: 543904

National Stock Exchange of India Limited
Exchange Plaza, C-1, Block G,
Bandra Kurla Complex,
Bandra (E), Mumbai – 400 051

Symbol: MANKIND

Dear Sir/ Madam,

Subject: Business Responsibility & Sustainability Report for Financial Year 2025-26

Ref: Regulation 34(2)(f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015

Please find enclosed the Business Responsibility & Sustainability Report ("BRSR") of the Company for the financial year 2025-26.

You are requested to kindly take the above information on records.

Thanking You,

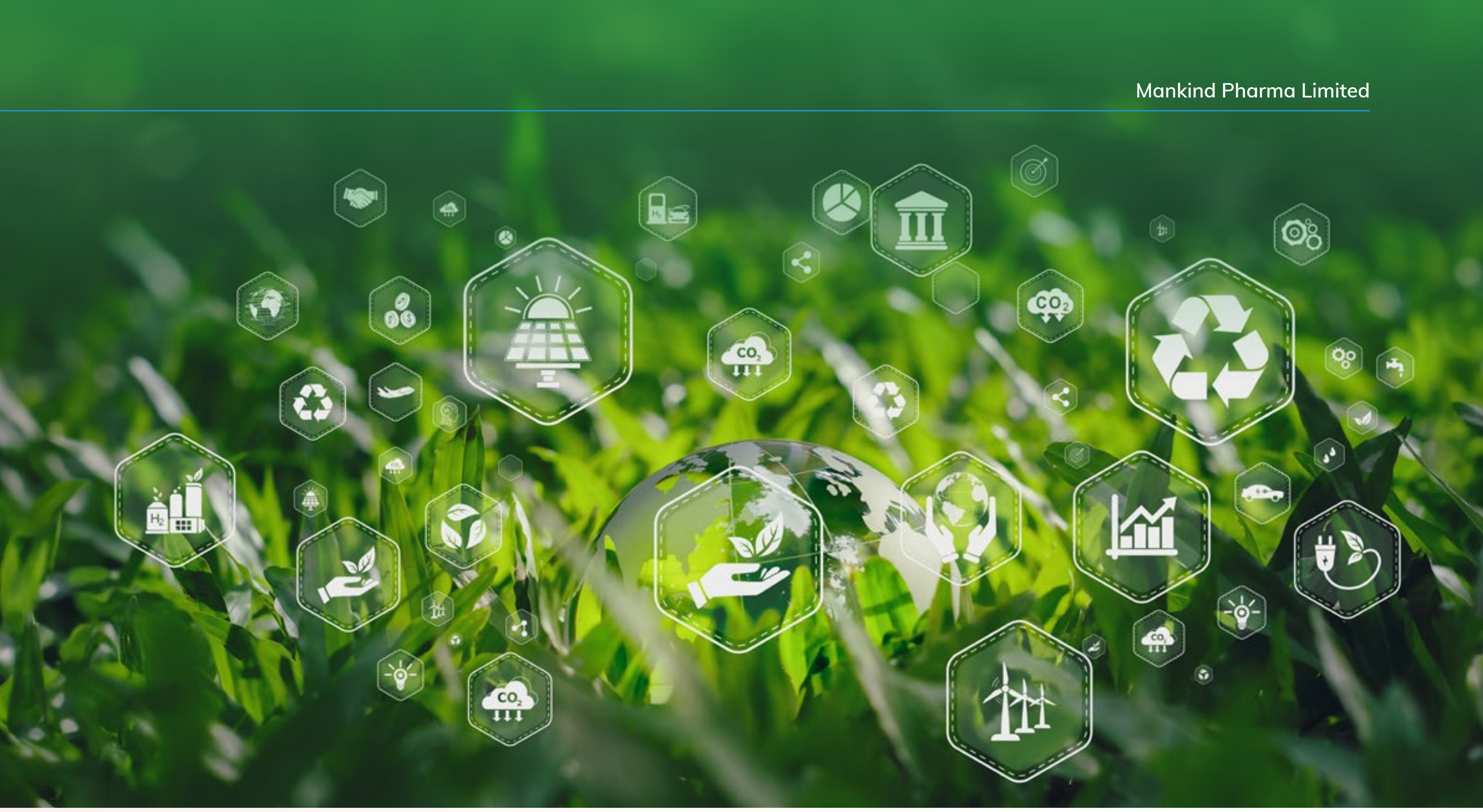
Yours Faithfully,

For **Mankind Pharma Limited**

HITESH KUMAR JAIN
Digitally signed by HITESH KUMAR JAIN
Date: 2026.07.09 16:32:13 +05'30'

Hitesh Kumar Jain
Company Secretary &
Compliance Officer

Encl.: A/a



Business Responsibility and Sustainability Report

Principle 1
Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

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

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

Principle 4
Business should respect the interests of and be responsive to all its stakeholder

Principle 5
Businesses should respect and promote human rights

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

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

Principle 8
Businesses should promote inclusive growth and equitable development

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

SECTION A GENERAL DISCLOSURES

I. Details of listed entity

1)	Corporate Identity Number (CIN) of the listed Entity	L74899DL1991PLC044843
2)	Name of the listed Entity	Mankind Pharma Limited
3)	Year of Incorporation	1991
4)	Registered Office Address	208, Okhla Industrial Estate, Phase-III, New Delhi 110020, India
5)	Corporate Address	262, Okhla Industrial Estate, Phase-III, New Delhi 110020, India
6)	Email	investors@mankindpharma.com
7)	Telephone	+91 11 4684 6700
8)	Website	https://www.mankindpharma.com/
9)	Financial Year for which reporting is being done	April 01, 2025 to March 31, 2026
10)	Name of the Stock Exchanges where shares are listed	BSE Limited and National Stock Exchange of India Limited
11)	Paid-up Capital	₹ 41,28,28,328
12)	Name and contact details (telephone, email address) of the person Who may be contacted in case of any queries on the BRSR report	Dr. Suresh Raju Penmetsa, Chief Risk Officer & Sr. Vice President- EHS & Sustainability Board No. 011-46546700, Ext.: 3308 Email: suresh.raju@mankindpharma.com
13)	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14)	Name of assessment or assurance provider	SGS India Private Ltd.
15)	Type of assessment or assurance obtained	a. Reasonable assurance - BRSR Core Indicators b. Limited Assurance - BRSR other(Non-Core) Indicators (Refer Page no. 52 for assurance statement)

II. Products/services

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

S. No.	Description of Main activity	Description of Business Activity	% of total Turnover contributed
1.	Trading	Wholesale trading	53.06%
2.	Manufacturing	Chemicals & chemical products, pharmaceuticals, medicinal & botanical products	46.94%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Wholesale trading of pharmaceutical and medical goods	46497	53.06%
2.	Manufacturing pharmaceuticals, medicinal chemical and botanical products	210	46.94%

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	7	8	15
International	0	2	2

19) Markets served by the entity:

a) Number of locations

Locations	Number
National (No. of States)	28 states and 8 union territories
International (No. of Countries)	38

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

9.45%

c) A brief on types of customers:

As a pharmaceutical Company, our customer base includes pharmaceutical products manufacturers, distributors, suppliers, retail pharmacies, and patients who procure goods upon presentation of a doctor's prescription. Moreover, the Company also caters to the institutional market, which primarily consists of government and semi-government entities, as well as hospitals, nursing homes, clinics, and dispensing physicians.

IV. Employees

20) Details as at the end of Financial Year:

a) **Employees and workers** (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	19,227	18,730	97%	497	3%
2.	Other than Permanent (E)	43	33	77%	10	23%
3.	Total employees (D + E)	**19,270**	**18,763**	**97%**	**507**	**3%**
WORKERS						
4.	Permanent (F)	1,224	1,163	95%	61	5%
5.	Other than Permanent (G)	2,132	1,627	76%	505	24%
6.	Total workers (F + G)	**3,356**	**2,790**	**83%**	**566**	**17%**

Note : Majority of workforce are field employees (MRs) due to which the overall gender diversity is impacted at organization. However, gender diversity across manufacturing sites and office locations is above 9%.

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

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

21) Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.5%
Key Management Personnel	3*	0	0.0%

** The Key Managerial Personnel (KMP) is exclusive of those Executive Directors who are covered under Board of Directors.*

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

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	24%	28%	24%	28%	23%	28%	18%	27%	18%
Permanent Workers	17%	31%	17%	32%	55%	33%	22%	13%	21%

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

23)

a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by Mankind Pharma (Direct or through its subsidiary)	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Appian Properties Private Limited	Subsidiary	100.00%	No
2	Appify Infotech LLP	Subsidiary	100.00%	No
3	Bharat Serums and Vaccines Limited	Subsidiary	100.00%	No
4	Broadway Hospitality Services Private Limited	Subsidiary	100.00%	No
5	BSV Bioscience GmbH	Subsidiary	100.00%	No
6	BSV Bioscience Inc	Subsidiary	100.00%	No
7	BSV Bioscience Malaysia SDN. BHD	Subsidiary	100.00%	No
8	BSV Bioscience Philippines Inc	Subsidiary	100.00%	No
9	Copmed Pharmaceuticals Private Limited	Subsidiary	63.00%	No
10	Genomicks SDN. BHD	Subsidiary	100.00%	No
11	Kindcare Foundation	Subsidiary	100.00%	No
12	Lifestar Pharma LLC	Subsidiary	90.00%	No
13	Lifestar Pharmaceuticals Private Limited	Subsidiary	85.00%	No
14	Mankind Agritech Private Limited	Subsidiary	100.00%	No
15	Mankind Consumer Products Private Limited	Subsidiary	100.00%	No
16	Mankind Life Sciences Private Limited	Subsidiary	100.00%	No
17	Mankind Medicare Private Limited	Subsidiary	100.00%	No
18	Mankind Petcare Private Limited	Subsidiary	100.00%	No
19	Mankind Pharma FZ LLC	Subsidiary	100.00%	No
20	Mankind Pharma Lanka Private Limited	Subsidiary	100.00%	No
21	Mankind Pharma LLC Russia	Subsidiary	100.00%	No
22	Mankind Pharma Pte Limited	Subsidiary	100.00%	No
23	Mankind Prime Labs Private Limited	Subsidiary	100.00%	No
24	Mankind Specialties	Subsidiary	98.00%	No
25	Mediforce Healthcare Private Limited	Subsidiary	62.98%	No
26	Mediforce Research Private Limited	Subsidiary	61.72%	No
27	Medipack Innovations Private Limited	Subsidiary	51.00%	No
28	North East Pharma Pack	Subsidiary	57.50%	No

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by Mankind Pharma (Direct or through its subsidiary)	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
29	Packtime Innovations Private Limited	Subsidiary	90.00%	No
30	Pavi Buildwell Private Limited	Subsidiary	100.00%	No
31	Penta-Latex LLP	Subsidiary	68.00%	No
32	Pharma Force Lab	Subsidiary	63.00%	No
33	Pharmaforce Medex Private Limited	Subsidiary	63.00%	No
34	Prolijune Lifesciences Private Limited	Subsidiary	100.00%	No
35	Qualitek Starch Private Limited	Subsidiary	54.98%	No
36	Relax Pharmaceuticals Private Limited	Subsidiary	63.00%	No
37	Superba Warehousing LLP	Subsidiary	51.00%	No
38	Upakarma Ayurveda Private Limited	Subsidiary	90.00%	No
39	Vetbesta Labs	Subsidiary	60.48%	No
40	A S Packers	Associate	50.00%	No
41	ANM Pharma Private Limited	Associate	34.00%	No
42	J K Print Packs	Associate	33.00%	No
43	N. S. Industries	Associate	48.00%	No
44	Sirmour Remedies Private Limited	Associate	40.00%	No
45	Superba Buildwell	Joint Venture	60.00%	No
46	Superba Buildwell (South)	Joint Venture	70.00%	No
47	Superba Developers	Joint Venture	70.00%	No

VI. CSR Details

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

(ii) Turnover (in ₹) - 10,421.18 Cr

(iii) Net worth (in ₹) - 16,396.94 Cr

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 2025-26		FY 2024-25		Remarks
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	
Communities	Yes	0	0	0	0	Community grievance redressal mechanism is in place as briefed in Principle 8. Additionally, procedures are also established within the Company to accommodate external Complaints, adhering to the ISO 14001 and ISO 45001 standards. A register is strategically positioned near the factory entrance to document any grievances from the neighboring community.
Investors (other than shareholders)	Yes – investors@mankindpharma.com	0	0	0	0	A mechanism has been established within the Company. This mechanism identifies specific representatives and advisors to comprehend and address any potential concerns.

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 2025-26		FY 2024-25		Remarks
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	
Shareholders	Yes - investors@mankindpharma.com	1	0	3	0	Yes, the Company has a grievance redressal mechanism in place. The Company has appointed Kfin Technologies Limited as the Registrar and Share Transfer Agent who are responsible for resolving investors'/shareholders' queries, concerns, enquiries or complaints. The Shareholders can also send their grievances at email ID investors@mankindpharma.com or at einward.ris@kfintech.com. Further, as per SEBI Circular(s) (No. SEBI/HO/OIAE/OIAE_IAD-1/P/CIR/2023/195) dated December 28, 2023 (as updated from time to time), shareholders can access the Online Dispute Resolution (ODR) Portal for resolution of their complaints. The Company has placed aforesaid SEBI Circular and link of ODR Portal on Company's website at www.mankindpharma.com.
Employees and workers	Yes - https://www.mankindpharma.com/wp-content/uploads/2025/06/Vigil-Mechanism-Policy.pdf	0	0	0	0	The Company has a Grievance Redressal Policy and constituted a Grievance Redressal Committee to ensure a fair workplace. Employees can report grievances to the Committee Chairperson or send email grc@mankindpharma.com. Complaints are handled fairly and without retaliation. Additionally, the Human Resource team can be contacted through email, phone, or personal approach for resolution of any grievances. No complaints received in FY 2025-26. A whistle-blower mechanism is also available for direct communication with an ombudsman. Link of the policy - https://www.mankindpharma.com/wp-content/uploads/2025/06/Vigil-Mechanism-Policy.pdf.
Customers	Yes - https://www.mankindpharma.com/	27	0	17	0	Complaints can be raised through various channels such as telephone calls to Mankind's toll-free number, emails at contact@mankindpharma.com, or postal mails received at Mankind's offices. These complaints can be in any form - written, electronic, or oral communication reported by customers, hospitals, regulatory agencies, government laboratories, retailers, distributors, etc. These complaints may allege deficiencies related to the identity, quality, reliability, safety, and/or efficacy of a product after its distribution beyond the control area of the Mankind quality systems.
Value Chain Partners	https://www.mankindpharma.com/wp-content/uploads/2025/06/Vigil-Mechanism-Policy-1.pdf	0	0	0	0	The contractors and vendors can access the designated ombudsman via an email address mentioned in the said policy. Link of the policy - https://www.mankindpharma.com/wp-content/uploads/2025/06/Vigil-Mechanism-Policy-1.pdf.

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Energy Management	Opportunity	Pharmaceutical operations are energy-intensive, relying on utilities such as boilers for steam generation, grid electricity and DG for power backup in manufacturing operations. This creates an opportunity to reduce operating costs, enhance energy security, and lower emissions through energy efficiency measures and transition to renewable energy. Shifting boilers to biofuels, increasing renewable electricity usage, and optimizing DG operations further support decarbonization and long-term resilience.	NA	Positive
2.	Water management	Risk	Pharmaceutical operations are water-intensive, with significant dependence on groundwater, and generate wastewater containing chemical contaminants. Restrictions from regulatory authorities such as CGWA or State Pollution Control Boards can directly impact operational continuity. Pharmaceutical contaminants in effluent may also pose risks to biodiversity and nearby communities. Despite the presence of ETPs and ZLD systems at selected sites, operations in water-stressed regions remain exposed to supply constraints and regulatory risks, which may affect business continuity.	Manufacturing facilities are equipped with ETP followed by UF/ RO system enabling on-site reuse for gardening, flushing, and cooling tower make-up. Units in water-stressed areas operate on a Zero Liquid Discharge basis. Implementation of water conservation initiatives within the community, contributing to Company's transformation into a water-positive organization in the years to come.	Negative
3.	Waste management and sustainable Packaging	Risk	Formulation and API operations generate waste, including chemical and solvent residues, packaging waste, and other hazardous waste, which require strict handling and disposal in line with environmental regulations. Increasing regulatory requirements, including hazardous waste management rules and Extended Producer Responsibility (EPR), mandate strict compliance to avoid penalties, operational disruptions, and reputational impact. Therefore, effective waste management is critical for the organization. Further, availability of required quantity of Sustainable packaging material, acceptance by authority and compatibility due to quality issue is a challenge.	The Company has a target for diverting 70% of hazardous waste disposal from landfill to co-processing by FY 2026-27. The Company has invested in ZLD facilities and solvent recovery plants to reduce hazardous waste. Post-consumer plastic waste sent for recycling/ Co-processing as per Extended Producer Responsibility (EPR) compliance. The Company has also established traceability in waste management and its disposal to ensure responsible handling and compliance. The Company strive to achieve zero waste-to-landfill.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Climate change & GHG Emission	Risk	Pharmaceutical operations rely on energy-intensive systems, including steam generation through boilers, grid electricity for manufacturing and HVAC-controlled environments, and diesel generator (DG) sets for backup power. These activities contribute to Scope 1 and Scope 2 emissions, while upstream and downstream logistics contribute to Scope 3 emissions. Rising regulatory expectations, customer requirements, and the transition to a low-carbon economy may expose the Company to climate-related physical and transition risks if GHG emissions are not effectively managed.	The Company is committed to achieving carbon neutrality by FY 2029-30 through use of renewable power and energy efficiency improvements. The Company is also exploring emerging solutions such as use of green hydrogen and biodiesel etc. Addition to scope 1 and Scope 2, Scope 3 emissions are being progressively measured to enable value chain decarbonization.	Negative
5.	Access to healthcare	Opportunity	Access and affordability are central to the Company's mission. With a significant share of revenue from the domestic, price-sensitive market, affordable products and wide accessibility drive volume growth in chronic therapies and consumer healthcare. This creates an opportunity to expand market reach, strengthen brand trust, and support improved healthcare outcomes across products and geographies.		Positive
6.	Health, Safety and well-being	Risk	Pharmaceutical manufacturing involves handling hazardous operations, including high-risk machinery, utilities, APIs, and solvents, which inherently carry occupational risks. Any lapses in handling or controls can lead to workplace incidents or exposure. Such incidents may result in injuries, regulatory actions, operational disruptions, and reputational impact, affecting overall business continuity.	Occupational risks are minimized through a systematic hazard identification and risk management approach. Required operating procedures, engineering and administrative controls are placed and training are provided with continuous monitoring systems. Manufacturing sites at Paonta Sahib (Units I, II, III), Sikkim, API-1 (Rajasthan), and API-2 (Vizag) are ISO 45001 certified. In addition, health and safety trainings are extended to distribution partners (key Depots and Carrying & Forwarding (C&F)) to promote awareness of workplace safety and emergency preparedness.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7.	Social Impact and Community welfare	Opportunity	Social impact and community welfare represent an opportunity for the Company to strengthen its social license to operate and build long-term stakeholder trust. Through initiatives in healthcare, education, sanitation, and skill development, the Company contributes to improved community well-being and public health outcomes. These efforts also enhance brand reputation and support sustainable value creation. Although CSR is a mandatory obligation and non-compliance can attract fines, regulatory action against the Company if not taken care accordingly.		Positive
8.	Regulatory compliances	Risk	Pharmaceuticals is a highly regulated industry governed by a stringent national and international regulatory framework, including drug approvals, GMP standards (including USFDA and other authorities), manufacturing licences, pollution control consents, labour laws, product safety, and pricing regulations. Any non-compliance or regulatory changes may result in penalties, product recalls, operational disruptions, and reputational impact, thereby affecting business continuity and financial performance. Furthermore, with a significant share of revenue from the domestic market, regulatory changes such as price controls or stricter environmental and manufacturing norms may impact margins and production continuity.	The Company has implemented a strong compliance management system supported by structured CAPA processes with clearly defined roles and responsibilities. Regulatory documentation and CAPA workflows are strengthened to ensure audit readiness and continuous improvement. Manufacturing sites have successfully undergone multiple international audits and hold certifications from global health authorities, including WHO-GMP approvals.	Negative
9.	Supply chain management	Risk	Supply chain disruptions can interrupt the availability of essential medicines, regulatory non-compliance, cost escalations, and production delays, particularly in APIs, packaging, and logistics, directly impacting revenue and Scope 3 emissions. Further, any deviation in maintenance of temperature for cold chain product can impact product quality, safety & regulatory compliance.	The Company is transitioning to cost-effective logistics solutions supported by an integrated supply chain to ensure uninterrupted product availability. To make sure product availability Supply chain resilience is strengthened through alternate vendors and seamless integration across the value chain, enabling early risk signals and better preparedness. Standard Operating Procedures (SOPs) for handling cold-chain products have been developed. Reefer vehicles equipped with validated data loggers are used to continuously monitor temperature during transit, ensuring product integrity.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10.	Cybersecurity/ Data Privacy Risk	Risk	Pharma industry manages highly sensitive data, including regulatory submissions, intellectual property, product information, and patient data. Manufacturing and research operations that handle such confidential information rely on integrated digital infrastructure systems, making it vulnerable to data breaches, cyberattacks, and unauthorized access. Any lapse in cybersecurity controls may disrupt manufacturing and R&D activities, compromise confidential information, and lead to financial losses, regulatory non-compliance, and reputational damage.	The Company has implemented a structured ISMS aligned with the ISO 27001 framework in phased manner. ISMS incorporate Zero Trust architecture and multi-factor authentication. The policies outline clear objectives, scope, and control intent, while acCompanying procedures. The Risk Management Committee periodically reviews cybersecurity updates. Employees undergo regular e-learning modules, workshops, awareness campaigns, and bulletins on phishing, spoofing, and digital safety.	Negative
11.	Corporate Governance	Risk	Inadequate corporate governance practices may lead inadequate oversight, unethical conduct, and non-compliance with applicable laws and regulations. This can result in regulatory penalties, litigation, and loss of stakeholder confidence including financial and reputational damage.	The Company has implemented a robust governance framework supported by Board and Committee oversight, strong internal controls, and compliance with applicable laws and regulations, including the Companies Act, 2013. Code of Conduct, Whistle-blower mechanism, periodic audits, and regular compliance monitoring are placed to ensure ethical practices, transparency, and regulatory adherence.	Negative
12.	Business Ethics	Risk	The pharmaceutical industry operates in a highly regulated environment and engage with different stakeholders including regulators across the geography. Any lapse in ethical conduct, such as non-compliance with regulatory requirements, unethical marketing practices, data manipulation, or conflicts of interest, may lead to operational disruptions, financial and reputational impact, including penalties, legal proceedings, regulatory scrutiny, and loss of investor trust.	The Company has institutionalized robust systems and policies, including the Code for Prevention of Insider Trading, Whistle-Blower Policy, Business Ethics Policy, and POSH Policy, to ensure ethical business conduct across operations. Comprehensive third-party and employee due diligence processes, regular training programs, and reporting mechanisms are implemented to strengthen ethical awareness and compliance. Any instances of non-compliance are addressed through defined disciplinary actions to ensure accountability.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
13.	Human Capital Development	Opportunity	The Company's long-term competitiveness depends on the capability and engagement of its workforce, from shop-floor operators to administrative personnel. Investment in structured Human capital development improves workforce capabilities, productivity, innovation, and adaptability, while contributing to long term value creation for all stakeholders.		Positive
14.	Innovation and R&D	Opportunity	Any pharmaceutical company's long-term competitiveness depends on continuous product development, formulation enhancement, and expansion into new categories. R&D supports portfolio relevance, regulatory approvals, lifecycle management, and improves access to affordable treatment options.		Positive
15.	Customer relationships and satisfaction	Opportunity	Strong customer relation and high level of satisfaction with healthcare professionals, channel partners, or end-consumers is crucial for brand visibility, reputation building and market share expansion. The Company's extensive medical representative network, health care professionals relationships, and growing digital consumer engagement platforms provide a strategic opportunity to deepen trust, and drive prescription persistence in chronic therapies.		Positive

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	P7	P8	P 9
Policy and management processes									
1. a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b) Has the policy been approved by the Board? (Yes/No)	The policies have been approved by either the Board, the responsible Internal Committee, or the respective department, depending on the context.								
c) Web Link of the Policies, if available	Access to the policies is facilitated through two avenues: (1) Company's official website- www.mankindpharma.com. (2) Intranet portal, designated exclusively for employees of the Company.								
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, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	a) Environmental Management System-(ISO 14001). b) Occupational Health & Safety management System-(ISO 45001). c) IS-14489-3rd Party Safety Audit - NBC 2016 and other applicable IS standards are being followed. d) Good Manufacturing Practice (cGMP) compliance certification for facilities e) Information Security Management System - (ISO 27001)								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	**Environment*-Goals** a) Carbon neutral by FY 2029-30 (Base year FY 2020-21). b) 100% Renewable Power by FY 2029-30. c) Reduce ground water intensity in Operations by 50% by FY 2029-30. (Base year FY 2019-20). d) Hazardous Waste - 70% for co-processing (Base year FY 2020-21). e) Implementation of Wild life Conservation plan for 2nos of Schedule-1 species in Sotanala area. ** Considering boundary of FY 2020-21 (Unit I, II, III, Sikkim).* **Social-Aspirations** a) Maintain zero LTA and expand mental wellness. b) Expand digital health and telemedicine Access. **Governance-Aspirations** a) Establish a sustainability steering committee under Board-level committee to embed ESG with Board Governance by FY 2025-26. b) Alignment of our Governance system with global framework /standard by FY 2029-30. c) Independent assurance on material ESG disclosures by FY 2026-27.								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P7	P8	P 9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company is committed to improve ESG performance through strong strategy, governance and monitoring the performance across the manufacturing operations. • **Carbon Neutral:** 72.14% reduction in FY 2025-26 from base year FY 2020-21. • **Hazardous waste:** 69.33% disposal for co-processing (energy recovery). • **Renewable electricity:** 91.69% electricity from renewable sources. • **Ground water intensity:** 37.26% reduction in ground water intensity/ million Tablets from base year FY 2019-20. • **ESG with Board Governance:** Established a sustainability steering committee under Risk Management Committee at Board.								

Governance, leadership and oversight

7. **Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)**

The Company recognizes sustainability as an integral component of its long-term business strategy and risk management framework. Sustainability aspects are embedded into the Company's policies, operational processes, and decision-making structures.

During FY 2025-26, the Company strengthened its sustainability governance framework by constituting a Corporate Sustainability Steering Committee operating under the oversight of the Board-level Risk Management Committee. The Sustainability Committee functions as the apex operational body responsible for implementing sustainability initiatives, monitoring ESG performance, and ensuring alignment with the Company's strategic objectives and regulatory requirements.

The Company has also undertaken a review of its material sustainability topics through a double materiality assessment process to identify and prioritize key ESG risks and opportunities. The outcomes of this assessment will guide to strengthen targets, performance monitoring, and disclosure practices.

With respect to environmental stewardship, the Company continues to focus on improving energy efficiency, increasing the share of renewable energy, optimizing resource utilization, waste reduction & sustainable disposal, including wastewater recycling across the operations.

On the social front, the Company emphasizes employee well-being, sustainable and responsible procurement and community engagement. During the year, efforts were undertaken to strengthen supplier engagement on ESG aspects through structured governance mechanisms and monitoring processes.

The Company remains committed for continuous improvement in its ESG performance and to enhancing transparency and accountability in line with the requirements of the SEBI.

Mr. Satish Kumar Sharma(Whole Time Director)

8. **Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).**	Chief Risk Officer and Sr. Vice President- EHS & Sustainability
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's Risk Management Committee and Corporate Social Responsibility Committee oversees sustainability-related matters particularly those related to ESG. The Committees report to and updates the Board regarding the actions to be taken, if any, to mitigate any relevant concerns. The details of the Committees are mentioned in the Corporate Governance Report of the Company.

10. **Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against Above policies and follow up action	Yes, the policies undergo a periodic review or as necessitated, under the supervision of the Board/ the accountable Internal Committee or the respective department, as applicable.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Statutory compliances are evaluated on a monthly basis at each manufacturing site and quarterly at the Corporate level, under the Management Review Meeting (MRM) and Committee/Board as applicable.																	

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. **Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.**	Yes, SGS India Pvt Ltd is engaged as assurance provider for BRSR and relevant policies implementation evaluated during assurance audit process requirements.								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C

PRINCIPLE WISE PERFORMANCE DISCLOSURE

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 program on any of the Principles during the financial year:**

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	5	P1-P9	100%
Key Managerial Personnel	5	P1-P9	100%
Employees other than BoD and KMPs	7,153	Business Ethics, Code of Conduct, Supplier conduct, ISMS System, POSH, Human Right issues, CSR, Environment/ Safety, Product quality/ consumer health and safety etc.	100%
Workers	1,195		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 Obligations) Regulations, 2015 and as disclosed on the entity's website):**

Monetary					
	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	NA	NA	NA	NA	NA
Settlement	NA	NA	NA	NA	NA
Compounding fee	NA	NA	NA	NA	NA

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	

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

   Yes, the Company believes in conducting the operations in a transparent manner and does not indulge in the acts of bribery and corruption. The aspects of anti-corruption and anti-bribery are covered in our Code of Conduct and Business Ethics Policy, which applies to all stakeholders.

   Weblink of the Code of Conduct is available at https://www.mankindpharma.com/code-of-conduct/ and the business ethics policy is available on internal portal of the Company and easily accessible to all employees.

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

	FY 2025-26	FY 2024-25
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2025-26		FY 2024-25	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPS	Nil	Nil	Nil	Nil

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

   Not Applicable.

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables	49	44

Note : Previous year data has been restated to align with the current year's calculation methodology.

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		FY2025-26	FY2024-25
Concentration of Purchases	a.	Purchases from trading houses as % of total purchases	14.73%	15.55%
	b.	Number of trading houses where purchases are made from	282	223
	c.	Purchases from top 10 trading houses as % of total purchases from trading houses	41.42%	47.94%
Concentration of Sales*	a.	Sales to dealers / distributors as % of total sales	99.30%	99.52%
	b.	Number of dealers / distributors to whom sales are made	10,842	10,480
	c.	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	12.65%	11.74%
Share of RPTs in*	a.	Purchases (Purchases with related parties / Total Purchases)	36.78%	47.87%
	b.	Sales (Sales to related parties / Total Sales)	9.77%	8.89%
	c.	Loans & advances (Loans & advances given to related parties / Total loans & advances)	79.71%	87.18%
	d.	Investments (Investments in related parties / Total Investments made)	99.86%	99.13%

**Standalone numbers for FY2025 have been restated. Please refer Note no. 50 of the standalone financial statements for the year ended March 31,2026.*

Leadership indicators

1. **Awareness programs 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 programs
More than 8 sessions	Environment, Health Safety, Sustainability, BRSR	44%

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

   Yes, The Company has placed Code of Conduct for Directors and Senior Management which outlines the guidelines pertaining to Conflict of Interest, applicable to all Board Directors and Senior Management.

   Further, the board members periodically disclose to the Board the details of their interest in other entities pursuant to the requirement of the Companies Act, 2013. And, transactions with the board members or any entity in which such board members are concerned or interested have to be approved by the Audit Committee/ the Board of Directors, as applicable. In such cases, the interested directors abstain themselves from the discussions at the meetings.

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.**

	FY 2025-26	FY 2024-25	Details of improvements in Environmental and Social impacts
R&D	100%	100%	• The investments on R&D are focused on improving the environmental and/or social impacts of our products and processes. • CAPEX are focused on Environmental performance improvement with respect to Water and Energy conservation/GHG reduction including employee wellbeing/safety initiatives.
Capex	16%	22%	

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?**

In FY 2025-26, 41% of the procurement (by value) are procured through sustainable sourcing program of the Company.

The Company has set its procurement policy which shows its commitment to ensure compliant & sustainable procurement practices across the value chain. To further strengthen this commitment, The Company has set a Third-party Code of Conduct (TCOC) which outlines the Company's expectations from suppliers and other value chain partners related to Environmental, Social, and Governance (ESG) aspects. The TCOC prioritize to business integrity, environmental responsibility, Human Rights, Health & Safety, Employee well-being, Fair labor practices, and adherence to applicable laws and regulations in value chain.

To ensure effective implementation of supplier's code of conduct, the Company has started to conduct screening of all significant suppliers on ESG criteria, which is designed based on TCOC.

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.**

Plastics (including packaging):

The Company is committed to recycling 100% of plastic waste generated in its operation including plastic packaging of its products. In alignment to the commitment, the Company has created an inventory of the plastic waste produced by its products in the Indian market. Additionally, the Company has collaborated with reputable Waste Management Agencies (WMAs) to collect the plastic waste on a geo-neutral model based on Central Pollution Control Board (CPCB) guidelines and ensure its disposal at authorized recycling facilities.

E-waste:

Not Applicable, as there is no post-consumer E-waste in our operations. However, the E-waste generated at our premises is disposed safely with the help of authorized recyclers, in accordance with the CPCB guidelines.

Hazardous waste:

Not Applicable, as a pharmaceutical Company, we do not reclaim products at the end of their life. Although, the unsold products in market that have reached their end of life due to any reason, are retrieved by our warehouses to ensure secure and responsible disposal. Moreover, the hazardous waste generated at our facilities is stored in accordance with the regulatory requirement and disposed at authorized TSDF/Recyclers/Co-processing facilities.

Other Waste:

Other waste generated from manufacturing plants and the same is given to authorized vendors for Recycling/ Reuse/ disposal in an environmentally safe manner.

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

Yes, Extended Producer Responsibility (EPR) is applicable to Mankind Pharma Ltd. The Company adopts a proactive approach to waste management by implementing tailored strategies for each applicable waste category, with the objective of minimizing environmental impact. The Company is registered with the CPCB under the Plastic Waste Management Rules, 2016.

During FY 2025-26, against the total plastic waste target received from CPCB, the Company has processed 4,503 MT plastic waste for recycling and 4,269 MT for co-processing towards energy recovery.

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 Products/ Service	% of Total Turnover contributed	Boundary for which 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.
Formal LCA studies have not been undertaken for products. However, the Company incorporates environmental considerations such as energy efficiency, water efficiency, waste management, and responsible sourcing as part of environmental management and sustainability practices. And, the Company is also evaluating the feasibility of implementing LCA methodologies for its key products.					

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 Products/ Service	Description of Risk / concern	Action Taken
Not applicable. However, risks are monitored through internal risk assessments and regulatory compliance processes and no significant concerns have been identified.		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
As a pharmaceutical Company, use of recycled or reused materials in the manufacturing process is restricted due to the sensitive nature of products and have to comply with strict safety and quality standards. However, in API manufacturing at Rajasthan, the Company has installed solvent recovery plants to recycle and recover solvents used in APIs production.		

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

	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging) (MT)	0	4,503	4,269	0	3,588	5,409
E-waste (MT)	NA	NA	NA	NA	NA	NA
Hazardous waste (MT)	0	0	1,231.39*	0	0	668.16
Other waste (MT)	NA	NA	NA	NA	NA	NA

* *Unsold products in market that have reached their end of life for any reason.*

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

Indicate product category	Reclaimed products and their packaging material as % of total product sold in respective category
As a pharmaceutical Company, we do not reclaim products at the end of their life. However, we ensure that plastic packaging materials (both pre- and post-consumer plastic waste) are sent to an authorized recycling facility for co-processing or recycling.	

PRINCIPLE 3

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

Essential indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities*	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	18,730	18,730	100%	18,730	100%	0	0.0	18,730	100%	0	0
Female	497	497	100%	497	100%	497	100%	0	0	0	0
Total	**19,227**	**19,227**	**100%**	**19,227**	**100%**	**497**	**3%**	**18,730**	**97%**	**0**	**0**
Other than Permanent employees											
Male	33	33	100%	33	100%	0	0	0	0	0	0
Female	10	10	100%	10	100%	0	0	0	0	0	0
Total	**43**	**43**	**100%**	**43**	**100%**	**0**	**0**	**0**	**0**	**0**	**0**

** Day care facility is provided for Paonta Sahib Unit-1 & 2 (Common), for both employees and workers.*

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities*	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	1,163	1,163	100%	1,163	100%	0	0	1,163	100%	0	0
Female	61	61	100%	61	100%	61	100%	0	0	0	0
Total	**1,224**	**1,224**	**100%**	**1,224**	**100%**	**61**	**5%**	**1,163**	**95%**	**0**	**0**
Other than Permanent Workers											
Male	1,627	1,627	100%	1,627	100%	0	0	0	0	0	0
Female	505	505	100%	505	100%	0	0	0	0	0	0
Total	**2,132**	**2,132**	**100%**	**2,132**	**100%**	**0**	**0**	**0**	**0**	**0**	**0**

** Day care facility is provided for Paonta Sahib Unit-1 & 2 (Common), for both employees and workers.*

*** 100% worker are covered by either ESI (Employees' State Insurance Corporation) or Health Insurance benefits.*

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

	FY 2025-26	FY 2024-25
Cost incurred on wellbeing measures as a % of total revenue of the Company	0.33%	0.35%

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	99.85%	83.94%	Yes	99.84%	81.18%	Yes
Gratuity	99.92%	83.94%	Yes	99.87%	81.18%	Yes
ESI	0.16%	39.57%	Yes	4.35%	43.35%	Yes
Others – please specify	-	-	-	-	-	-

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

Yes, Mankind Pharma is committed to fostering an inclusive and accessible work environment for all its employees. The Company is taking the requisite steps to create a better and more accessible workplace for its people. The manufacturing facilities, administrative and the corporate offices have facilities like ramps, lifts, braille on lifts buttons and other infrastructure that provide easy access to differently abled individuals.

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

Yes, Mankind Pharma is committed to creating an inclusive workplace that promotes equal opportunities, respects the dignity and rights of all individuals. The Company ensures that all employees and workers are treated fairly, irrespective of disability, gender, caste, religion, race, ethnic origin, Nationality, marital status, sexual orientation, or other personal attributes.

At Mankind Pharma, fostering inclusivity and embracing diversity are not just moral requirements, but also works as catalyst for economic expansion and sustained competitive advantage. This commitment is formally embedded in the Company's Human Rights Policy and Code of Conduct which prohibit any form of discrimination and ensure fair and equal treatment in all employment practices, including recruitment, promotion, and remuneration, strictly based on merit, qualifications, and experience.

By adhering to these values, Mankind Pharma fosters an environment where all workers and employees are respected, encouraged to pursue their goals and feel empowered to bring forth their diverse perspectives.

Web-link of the policy- Human Rights Policy and Code Of Conduct.

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

	Permanent employees		Permanent workers	
Gender	**Return to work rate**	**Retention rate**	**Return to work rate**	**Retention rate**
Male	100%	95.17%	100%	98.21%
Female	100%	97.73%	100%	100.00%
Total	**100%**	**95.77%**	**100%**	**98.28%**

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers Other than Permanent Workers Permanent Employees Other than Permanent Employees	The Company has established a Policy for Grievance Redressal to reinforce the Company's commitment towards providing fair and equitable work environment to its employees. Following the policy directives, a Grievance redressal committee has been constituted and an employee or group of employee can report their grievance to the Chairperson of the Grievance Redressal Committee or email at grc@mankindpharma.com. The person can also contact to respective Human Resource team through email, phone, or personal approach for resolution of any grievances at workplace. The Company ensures that all grievances are addressed in a fair, impartial, and non-retaliatory manner.

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

Category	FY 2025-26			FY 2024-25		
	Total employees / workers in respective category (A)	**No. of employees / workers in respective category, who are part of association(s) or Union (B)**	**% (B/A)**	**Total employees / workers in respective category (C)**	**No. of employees / workers in respective category, who are part of association(s) or Union (D)**	**% (D/C)**
Total Permanent Employees	**19,227**	**0**	**0%**	**18,589**	**0**	**0%**
Male	18,730	0	0%	18,101	0	0%
Female	497	0	0%	488	0	0%
Total Permanent Workers	**1,224**	**0**	**0%**	**1,031**	**0**	**0%**
Male	1,163	0	0%	987	0	0%
Female	61	0	0%	44	0	0%

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

	FY 2025-26					FY 2024-25				
	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)
Employees										
Male	18,730	12,287	66%	18730	100%	18,101	13,667	76%	18,101	100%
Female	497	417	84%	497	100%	488	466	96%	488	100%
Total	**19,227**	**12,704**	**66%**	**19,227**	**100%**	**18,589**	**14,133**	**76%**	**18,589**	**100%**
Worker										
Male	1,163	1,163	100%	1,163	100%	987	987	100%	987	100%
Female	61	61	100%	61	100%	44	44	100%	44	100%
Total	**1,224**	**1,224**	**100%**	**1,224**	**100%**	**1,031**	**1,031**	**100%**	**1,031**	**100%**

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

	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	18,730	13,794	73.65%	18,101	12,981	71.71%
Female	497	337	67.81%	488	337	69.06%
Total	**19,227**	**14,131**	**73.50%**	**18,589**	**13,318**	**71.64%**
Worker						
Male	1,163	976	83.92%	987	658	66.67%
Female	61	43	70.49%	44	17	38.64%
Total	**1,224**	**1,019**	**83.25%**	**1,031**	**675**	**65.47%**

10. **Health and safety management system:**

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

Yes, Mankind Pharma places a high priority on maintaining a safe and secure work environment, recognizing that the well-being of our employees, partners, and stakeholders is critical to our success. About occupational health and safety management, EHS function leads occupational health and safety related matters for the organization, providing strategic direction, developing policies and internal procedures/standards for EHS related activities.

Our occupational health and safety management systems are aligned to the ISO (International Organization for Standardization) and all manufacturing units are ISO 45001 and ISO 14001 certified except Udaipur, which is planned for certification in FY 2026-27.

The Company is committed to achieve a 'zero' impact on individuals and the environment by implementing a comprehensive EHS management system which is integrated into all business operations. The EHS management system encompasses all internal and external stakeholders, including employees, vendors and contractors, ensuring a holistic approach to creating a safe and ethical work environment for everyone.

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

At Mankind Pharma, employee well-being remains a top priority, and the Company is committed to providing a safe and healthy work environment for all including contractors and visitors.

In line with its Occupational Health and Safety (OHS) management system, the Company has established integrated process safety management systems to systematically assess operations for hazard identification using techniques such as Process Hazard Analysis, Equipment Safety Studies, HAZOP (Hazard and Operability Study), What-if Analysis, and Risk Matrix assessments. Based on hazard identification and risk assessment, appropriate procedures are implemented and improvements undertaken to mitigate risks to acceptable levels.

An interdisciplinary team collaborates to conduct comprehensive process safety evaluations across workplaces, enabling effective identification and mitigation of potential risks. A permit-to-work system is implemented to ensure safety in both routine and non-routine work-related activities at site.

Mankind Pharma conducts internal and periodic third-party audits to evaluate health and safety practices across sites. The Company also undergoes statutory, regulatory, and customer audits to ensure compliance and drive continuous improvement across the operations.

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

Yes, The Company acknowledges the importance of hazard identification and its reporting at work place. To ensure maximum coverage and effective reporting, the Company has provided multiple channels to the employees to report work-related hazards and ensure their safety. These include digitally enabled, transparent and comprehensive reporting system for Incidents at workplace, including Near-miss/Unsafe/Act/Unsafe Conditions. And, Standard Operating Procedure (SOP) are also placed for Incident Reporting and Investigation. These systems enable employees to report potential hazards without fear of repercussions and ensuring timely corrective actions to mitigate associated risk.

Moreover, daily morning safety meetings are conducted with senior management to review the safety performance, discuss key risk and ensure prompt closure status. The Company also convenes quarterly safety committee meetings, bringing together management, employees, and contractors to collaboratively address and resolve health and safety related concerns.

Through regular safety training, awareness programs, and clear communication, The Company strive to create a workplace where all employees and workers feel safe and empowered to take proactive measures towards safety. The Company has a clear protocol for workers to remove themselves from situations that pose a risk to their health or safety.

These efforts reflect the Company's commitment to fostering a safe work environment.

d) **Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?**

Yes. At Mankind Pharma, the wellbeing of its employees is paramount. The Company's commitment extends beyond workplace safety, offering comprehensive medical and healthcare services to all staff members. Recognizing that a healthy workforce is a productive one, Mankind Pharma proactively facilitates complimentary health screenings for all employees. The Company also provides group Mediclaim insurance and ESI as applicable, to its employees & workers.

Additionally, the Company has a Staff Wellness Policy that provides medical assistance to support employees in addressing their routine non-occupational healthcare needs and overall well-being. This approach underscores Mankind Pharma's dedication to fostering a healthy work environment and promoting the overall wellness of its employees.

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

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Following the commitment Company's EHSS (Environment, Health, Safety & Sustainability Policy), Company continuously strives to enhance safety performance and promote health and safety awareness among employees and workers. The key measures implemented include:

1. Mandatory safety training and job-specific safety sessions are provided to all employees and workers during induction.
2. Periodic safety audits to review workplace conditions and remedial actions implementation to ensure safe workplace.
3. Promoting timely and effective reporting and investigation of all incidents and implementing corrective and preventive actions within specified timeframes.
4. Conducting hazard identification and risk assessment for activities and sub-activities of all departmental operations.
5. Regularly convening safety committee meetings with other stakeholders to ensure compliance with local safety regulations, identify areas for improvement, implement corrective actions, and evaluate key performance indicators.
6. All manufacturing plants are fully equipped with both fire protection and prevention systems including automated tube separation system in main electrical panels.

7. Critical operations carrying high hazards at API manufacturing sites, are fully automated and reducing exposure to hazardous environment.
8. Occupational Health Centers (OHC) are established at each manufacturing site, assisted by medical officer and nursing assistant at OHC.
9. Structured safety training programs at all manufacturing sites, which include training need identification based on competency and awareness, preparation of training planner and trainings followed by its evaluation. These safety trainings are majorly focused on safety awareness, process safety, emergency response, and behavioral safety.
10. Annual medical checkups are conducted for all the employees at manufacturing sites to ensure health and well-being of employees.
11. Key initiatives taken in FY 2025-26, are as follows:
    a. Commissioning of auto foam flooding system in its entire operational blocks as well as solvent storage tanks at API-1, in addition to the Udaipur site.
    b. API-2 Nitrogen blanketing done for all operational reactors to avoid static charge generation for fire safety.
    c. Following safety practice at API-1 and Udaipur, API-2 has initiated the glove box facility on operational reactor to avoid, powder exposure to worker and safety of reactions.
    d. On site Emergency management plans are placed at each site, and periodic mock drills are conducted including surprise mock-drills to ensure effectiveness of system. At some of the units, Govt agencies made their surprise visit and satisfied with emergency response performance.
    e. At Unit-2, chemical storage drums are replaced with storage tank with necessary safety protection systems.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL	NIL	NIL	NIL	NIL	NIL
Health & Safety	NIL	NIL	NIL	NIL	NIL	NIL

14. Assessments for the year:

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

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 offers Personal Accident policy, Term Life Policy, Employee Deposit Linked Insurance etc. for both covering Employees & Workers.

2. **Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.**

   The Company is committed to conduct business ethically and in compliance with applicable statutory regulations. The Company has placed a strong system which ensure that all necessary statutory obligations are taken out and deposited in compliance with the relevant laws in all of our dealings with value chain partners.

   To ensure the highest levels of compliance, the Company have compliance tool to monitor statutory deductions & associated payments with the authorities. This process is routinely examined through audit procedures. This dedication to ethical and sustainable business practices, in our opinion, benefits not only our partnerships but also the ecosystem as a whole.

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

Gender	Total No. of affected employees / workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment.	
	FY 2025-26	FY 2024 -25	FY 2025-26	FY 2024-25
Employees	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, the Company believe in capacity building of resources through training and skill development opportunities.

   At Mankind Pharma, there's an understanding that continuous learning and skill development are key to fostering a dynamic and engaged workforce. To support the growth and empowerment of the employees for future opportunities, skill upgradation programs are periodically conducted during their employment tenure. These training initiatives are carefully tailored to address the specific needs of various cadres and functional areas, equipping the employees with relevant and valuable skills. Investment in the talent, not only enhanced the performance within the Company but also prepared them to pursue meaningful employment opportunities even after retirement. This commitment to lifelong learning and professional development is a testament to Mankind Pharma's dedication to its people and their long-term success.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	31%
Working Conditions	

6. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.**

   No Significant Risk identified.

PRINCIPLE 4

Business should respect the interests of and be responsive to all its stakeholder

Essential indicators

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

   Mankind Pharma recognizes the pivotal role that stakeholders play in advancing sustainable growth. The Company identifies key stakeholders through its structured process of stakeholder engagement and Materiality assessment. Insights from internal and external groups are considered to formulate Company's sustainability strategy.

   Internal stakeholders, particularly senior management and department heads, provide valuable insights into sustainability priorities, which help in identifying and mapping key stakeholder groups. The Company also incorporates feedback from external stakeholders such as local communities around CSR project areas, suppliers, and service providers in alignment with leading Environmental, Social, and Governance (ESG) practices.

   The Company actively engages with its key stakeholders to understand their priorities and consider their perspectives into business decisions.

   Key stakeholder groups include Healthcare Professionals, Customers, Suppliers, Regulators, Communities, NGOs, Government and corporate partners, Investors, and Employees.

   This inclusive approach ensures that the Company's sustainability initiatives remain aligned with stakeholder expectations and evolving standards.

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

Stakeholder Group	Whether identified as vulnerable & marginalized group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Healthcare Professionals	No	• In Person Meetings • Sharing specific scientific updates and practices regarding newer therapies • Digital channels	Frequently and need-based	The Company engages with healthcare professionals to update them regarding its products, newer therapies, patient need and science of medicines. Key topics of concern: - Product availability
Customers	No	• Conducting regular customer surveys • Website & Brochure • Receiving feedback to monitor trends through review meetings and calls	Frequently and need-based	The Company interacts with its customers to keep them updated about its offerings and resolve any grievances. Key topics of concern: - Access to affordable products - Availability of the products - Customer care
Suppliers	No	Engagement with suppliers on a continuous basis through scheduled meetings, email briefings, regular phone calls, ESG assessments and partner events	Half yearly and need-based	Regular interaction with suppliers is necessary to continuously keep track of the quality of raw materials and understand any supply chain issues that might occur. Key areas of interest: - Long term contracts - New technology or equipment - Pricing
Regulators	No	• One-on-one meetings • E-mails • Mandatory submissions Periodic audits	Periodic and need-based	The Company engages with regulators for compliance, guidelines and technical guidance to consistently improve governance. Key topics of concern: - Change in laws and regulations - Regulatory compliance - Timely disclosures
NGO's/ Communities	Yes	• Direct engagement at facility and project sites • Company's CSR-team-led engagement • Health Awareness Campaigns • Engagement through NGO Partners	Continuous and need-based	The Company engages with communities through different CSR initiatives undertaken by the Company to improve the overall living conditions and support in the sustainable development of the communities. Key topics of concern - CSR activities - Livelihood development - Access to education and healthcare - Creating Healthcare Awareness
Investors and leadership	No	• Annual reports and quarterly results • General meetings • Media releases • Performance and Business update calls Investor meetings	Annual and need based	The Company engages with investors and leaderships as they help in maintaining the business performance and discuss future growth plans with them. Key topics of concern: - Business Performance - Stable business growth - Company's reputation - Corporate governance - ESG

Stakeholder Group	Whether identified as vulnerable & marginalized group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	The Company uses both digital and physical channels of communication for: • Quarterly reviews to address employee queries at corporate and manufacturing locations, New Year and other festive events, sporting events, Healthcare camps, Inbound/Outbound training programmes, Newsletter	Ongoing and need based	The Company continuously engages with employees through various training programmes and career development activities. Key topics of concern: - Well-being - Work environment - Health and safety - Career growth - Capacity building - Upskilling the employees

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.**

   At Mankind Pharma, Consultation with respective stakeholders is performed by the relevant business and functional heads. And, feedback or outcome from such consultations are shared to the senior management and/or the Board accordingly.

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, Mankind Pharma, has conducted a comprehensive materiality assessment for identification of material ESG topics in consultation with the stakeholders. This process enabled the Company to identify and prioritize the environmental, social and governance issues that are crucial to the Company and its long-term sustainability. Accordingly, the Company sets ambitious goals/aspirations to drive its sustainability agenda forward, ensuring a prosperous future for both the Company and its stakeholders.

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

   The Company is committed to improving the communities towards development, including the weaker and marginalized groups. The Company continuously strives to understand the needs of surrounding communities by actively engaging with them through different channels. Based on inputs received through these engagements, the Company plans and implements initiatives to support communities in development areas such as education, livelihood, sanitation, Hygiene, Drip Irrigation, Renewable solar lighting, Plantation, Health & healthcare facilities, Youth skill development etc. These efforts reflect the Company's commitment to creating a positive impact and enhancing the quality of life of the communities in which it operates.

PRINCIPLE 5

Businesses should respect and promote human rights

5 GENDER EQUALITY
8 DECENT WORK AND ECONOMIC GROWTH
16 PEACE, JUSTICE AND STRONG INSTITUTIONS

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:**

	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	19,227	19,227	100%	18,589	18,589	100%
Other than permanent	43	0	0	0	0	0
Total Employees	**19,270**	**19,227**	**100%**	**18,589**	**18,589**	**100%**
Workers						
Permanent	1,224	1,224	100%	1,031	1,031	100%
Other than permanent	2,132	0	0	1,705	0	0
Total Workers	**3,356**	**1,224**	**36.4%**	**2,736**	**1,031**	**38%**

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	**19,227**	**0**	**0**	**19,227**	**100%**	**18,589**	**15**	**0.08%**	**18,574**	**99.92%**
Male	18,730	0	0	18,730	100%	18,101	10	0.06%	18,091	99.94%
Female	497	0	0	497	100%	488	5	1.02%	483	98.98%
Other than Permanent	**43**	**0**	**0**	**43**	**100%**	**0**	**0**	**0**	**0**	**0**
Male	33	0	0	33	100%	0	0	0	0	0
Female	10	0	0	10	100%	0	0	0	0	0
Workers										
Permanent	**1,224**	**0**	**0**	**1,224**	**100%**	**1,031**	**102**	**9.89%**	**929**	**90.11%**
Male	1,163	0	0	1,163	100%	987	100	10.13%	887	89.87%
Female	61	0	0	61	100%	44	2	4.55%	42	95.45%
Other than Permanent*	**2,132**	**0**	**0**	**0**	**0**	**1,705**	**0**	**0**	**0**	**0**
Male	1,627	0	0	0	0	1,199	0	0	0	0
Female	505	0	0	0	0	506	0	0	0	0

** Payment of wages to non-permanent employees and workers is the responsibility of the respective contractor, but the Company ensure compliance of minimum wages. While for apprentices are paid as per statutory compliance.*

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

a) **Median remuneration / wages:**

	Male		Female	
	Number FY 2025-26	Median remuneration / salary / wages of respective category	Number FY 2025-26	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	1,16,24,107^	1	56,40,000
Key Managerial Personnel ^^^	3	4,41,99,947^^	0	0
Employees other than BoD and KMP	18,723	5,10,924	497	6,69,408
Workers	1,163	4,14,180	61	3,50,004

^ Remuneration includes sitting fees paid to independent Directors.

^^ The median remuneration of KMP is exclusive of remuneration paid to the Executive Directors since it is covered under median remuneration of Board of Directors.

^^^ The KMP includes Chief Operating Officer, Chief Financial Officer & Company Secretary.

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	3.70%	3.50%

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

Yes, Human rights protection is integral to the Company's business and is reinforced through its Code of Conduct and related policies, including the Human Rights Policy, POSH, Grievance Redressal Policy, and Whistle-blower Policy, which ensure a safe and positive work environment.

Acknowledging the significance of human rights violations, a stringent grievance redressal mechanism is placed and a Grievance Redressal Committee constituted which ensure fair and equitable workplace for its employees.

Moreover, the employees and contractors are free to discuss their concerns in safety committee and canteen committee meetings where site HR and EHS teams address concerns in consultation with the Site Head. Based on necessity, concern can be escalated to the corporate level, including the Corporate HR Head and the Operation Head.

The Company remains committed to upholding human rights and ensuring a safe, fair, and inclusive workplace across all its operations.

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

   The Company respect and uphold high standards on the protection of human rights and strives to create a work environment that is conducive to safeguarding human rights protection. In case of any concerns with regards to this Policy, the Employees are encouraged to reach out to Head of Human Resource Department.

   Additionally, the Employees can also refer to the Company's Policies to raise grievances or concerns through the given channels:

   - Employees can reach out to Head of Human Resource Department.
   - Concerns can also be raised through e-mail on contact@mankindpharma.com, ombudsman@mankindpharma.com or Courier in sealed envelope marked as "Confidential for kind attention of Ombudsman".
   - In case of POSH, the Complainant may make in writing or by e-mail, the complaint of Sexual Harassment to any of the members of the POSH Committee.

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

	FY 2025-26			FY 2024-25		
	Filed during the year (No.s)	Pending resolution at the end of year	Remarks	Filed during the year (No.s)	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0		0	0	
Discrimination at workplace	0	0		0	0	
Child Labor	0	0		0	0	
Forced Labour/ Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

8. **Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.**
   At Mankind Pharma, we are dedicated to maintaining a safe and respectful work environment, free from discrimination and harassment. The policies, Grievance Redressal Policy, Human Rights Policy and Code of Conduct, explicitly protect employees from acts of retaliation and further harassment by providing clear and secure reporting channels to facilitate confidential reporting. And, comprehensive investigation and review process ensures appropriate actions are taken which ensure protections and guarantee of safe work environment to complainants. Through these measures, Mankind Pharma strives to create a workplace where all employees feel secure and confident that their concerns will be addressed in a fair and effective manner.

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

10. **Assessments for the year:**

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

11. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.**
Not Applicable.

Leadership indicators

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

   Nil.

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

   Nil.

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?**

   The Company is taking the requisite steps to create a better and more accessible work place for its people. The manufacturing facilities, administrative and the corporate offices have facilities like ramps, lifts, braille on lifts buttons and other infrastructure that provide easy access to differently abled individuals.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	44%
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wage	
Company Third Party Code of conduct	

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

   No significant risk observed.

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 2025-26	FY 2024 -25
From renewable sources		
Total electricity consumption (A)*	1,79,340	1,54,136
Total fuel consumption (B)	2,35,789	2,24,934
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	4,15,129	3,79,070
From non-renewable sources		
Total electricity consumption (D)	1,51,880	1,44,620
Total fuel consumption (E)	84,136	82,803
Energy consumption through other sources (F)	0	0
Total energy consumed from nonrenewable sources (D+E+F)	2,36,016	2,27,423
Total energy consumed (A+B+C+D+E+F)	6,51,145	6,06,493
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (GJ/CR INR)	62.48	63.86
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) ** (Total energy consumed / Revenue from operations adjusted for PPP) (GJ/ Cr. USD)	1,270.90	1,319.26
Energy intensity in terms of physical output (GJ/Million no of Tablets) ***	46.77	47.91#
Energy intensity in terms of physical output (GJ/ Metric Ton) ****	1,240.57	1,045.98#

** 89% and 100% of grid electricity supplied by the Himachal Pradesh and Sikkim State Electricity Boards, respectively, is renewable electricity.*

*** In FY 2025-26, The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by IMF, which is 20.34. While in FY 2024-25, IMF PPP conversion rate 20.66 rate was considered.*

**** Energy intensity (GJ/Million no of tablets) is calculated for formulation production at Unit 1, Unit 2, Unit 3, Sikkim and Udaipur sites.*

***** Energy intensity (GJ/MT) is calculated for API production at API-1, API-2 and Udaipur sites.*

#Restatement -

For FY 2024–25, Energy Intensity in terms of physical units (Energy (GJ)/million tablets and Energy (GJ)/ MT Product) has been recalculated by applying an appropriate distribution of Energy consumption between API and formulation production at Udaipur, respectively.

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

Yes, SGS India Pvt. Ltd. has carried out Reasonable Assurance for BRSR Core Indicators and Limited Assurance for BRSR other (Non-Core) Indicators.

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

   No, Mankind Pharma Limited, is not a designated consumer (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	3,79,755	3,94,575
(iii) Third party water	39,956	19,491
(iv) Seawater / desalinated water	0	0
(v) Others*	0	95.6
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	4,19,711	4,14,162
Total volume of water consumption (in kilolitres)	4,19,711	4,14,162
Water intensity per rupee of turnover (KL/CR INR) (Total water consumption / Revenue from operations)	40.27	43.61
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (KL/Cr USD) (Total water consumption / Revenue from operations adjusted for PPP)	819.19	900.90
Water intensity in terms of physical output (KL/Million no of Tablets)**	35.39	38.74#
Water intensity in terms of physical output (KL/Metric Ton)***	537.44	465.76#

** In FY 2025-26, The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by IMF, which is 20.34. While in FY 2024-25, IMF PPP conversion rate 20.66 rate was considered.*

*** Water intensity (Water (KL)/Million no. of Tablets) is calculated for formulation production at Unit 1, Unit 2, Unit 3, Sikkim and Udaipur.*

**** Water intensity (Water (KL) / MT of Product) is calculated for production at API-1, API-2 and Udaipur units.*

#Restatement -

For FY 2024–25, Water intensity in terms of physical units (Water (KL)/million tablets and Water (KL)/MT of Product) has been recalculated by applying an appropriate distribution of water consumption between API and formulation production at Udaipur, respectively.

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

Yes, SGS India Pvt. Ltd. has carried out Reasonable Assurance for BRSR Core Indicators and Limited Assurance for BRSR other (Non-Core) Indicators.

4. **Provide the following details related to water discharged:**

Parameter		FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)			
(i)	To Surface water	0	0
	- No treatment	0	0
	- With treatment – please specify level of treatment	0	0
(ii)	To Groundwater	0	0
	- No treatment	0	0
	- With treatment – please specify level of treatment	0	0
(iii)	To Seawater	0	0
	- No treatment	0	0
	- With treatment – please specify level of treatment	0	0
(iv)	Sent to third-parties*	8,311	6,892
	- No treatment	8,311	6,892
	- With treatment – please specify level of treatment	0	0
(v)	Others*	4,913	3,847
	- No treatment	0	0
	- With treatment – Tertiary Level Treatment	4,913	3,847
Total water discharged (in kilolitres)		**13,225**	**10,739**

(*) Our manufacturing facilities (Unit I, II, III, Sikkim, Udaipur and API-1) are equipped with Effluent treatment plants followed by UF/RO systems that treat wastewater for safe on-site reuse, such as for maintaining green areas, flushing in Toilets and cooling tower as a makeup water, except API-2 and R&D Centers, Manesar. At R&D centers, Manesar tertiary level treated waste water is discharged into HSIIDC (Haryana State industrial and Infrastructure development corporation) and at API-2 waste water is sent to the CETP (Common Effluent Treatment plant) for its treatment, in conformance with the norms stipulated and specific conditions as mentioned in CTO (Consent to operate). Both API-1, Udaipur plant at Rajasthan and formulation site at Sikkim are ZLD plants.

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

Yes, SGS India Pvt. Ltd. has carried out Reasonable Assurance for BRSR Core Indicators and Limited Assurance for BRSR other (Non-Core) Indicators.

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

   The Company has implemented waste water treatment facilities across the operations, equipped with advanced technologies based on system requirements such as Membrane Bioreactor (MBR), Multi-Stage Ultra-Filtration Reverse Osmosis (UFRO) systems, Mechanical Vapor Recompression (MVR) and Multi Stage Evaporator (MEE) including sludge dewatering Volute Press etc. Which ensure high quality treatment of waste water for further use in cooling towers, toilet flushing, gardening and avoid discharge of water at manufacturing sites.

   The Company's API manufacturing facilities API-1 and Udaipur in Rajasthan are Zero Liquid discharge sites and formulation facility in Sikkim has also upgraded into Zero Liquid Discharge (ZLD), ensuring that no waste water discharge from operation. These initiatives help minimize wastewater discharge across operations, reinforcing the Company's commitment to sustainability.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	Tons	63.10	51.70#
SOx	Tons	41.1	37.28
Particulate matter (PM)	Tons	72.41	97.96#
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

#Restatement –

For FY 2024–25, NOx and PM emission are revised due to correction in running hours calculation.

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

Yes, SGS India Pvt. Ltd. has carried out Reasonable Assurance for BRSR Core Indicators and Limited Assurance for BRSR other (Non-Core) Indicators.

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

Parameter	Unit	FY 2025-26	FY 2024 -25
Total Scope 1 emissions* (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	MTCO2eq	10,108	8,068##
Total Scope 2 emissions# (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	MTCO2eq	29,954	29,205
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MTCO2eq /Cr INR	3.84	3.76
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)	MTCO2eq /Cr USD	78.19	77.75
Total Scope 1 and Scope 2 emission intensity in terms of physical output***	MTCO2eq /Million no of Tablets	1.24	1.20#
Total Scope 1 and Scope 2 emission intensity****	MTCO2eq /Metric Ton	133.63	123.49#

Source of Emission Factor & GWP -

- **Scope 1 emission** – IPCC 2006 Revised Volume 2, GHG Protocol 2024, Version 2.0 of Emission Factor for Cross Sector Tool.
- **Fugitive emission** – "Guide to Calculate HFC and PFC Emissions from the Manufacturing, Installation, Operation and Disposal of Refrigeration & Air-conditioning Equipment" (GHG protocol Version 1.0)
- **Scope 2 emission**- "Central electricity authority (CEA), Version-21" of CO2 Baseline Database for the Indian Power Sector.
- **GWP** – AR6 report.

** Biogenic emission from the Agro based briquettes for the FY 2025-26 is 24,026.12 MTCO$_2$eq.*

*** In FY 2025-26, The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by IMF, which is 20.34. While in FY 2024-25, IMF PPP conversion rate 20.66 rate was considered.*

**** Emission intensity (MTCO$_2$ eq/ Million no of Tablets) is calculated for production at formulation Units- Unit 1, Unit 2, Unit 3, Sikkim and Udaipur.*

***** Emission intensity (MTCO$_2$ eq/MT) is calculated for Production at API-1, API-2 and Udaipur Unit.*

Restatement -

 # For FY 2024–25, Emission Intensity in terms of physical units (GHG (MT)/million tablets and GHG (MT)/MT of Product), has been recalculated by applying an appropriate distribution of Carbon emission between API and formulation production at Udaipur, respectively.

For the FY 2024-25, Scope 1 emissions are revised due to revision in fugitive emission calculation using life cycle stage approach and quantity is 1529 MTCO$_2$. For FY 2025-26, Scope 1 emissions are calculated accordingly.

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

Yes, SGS India Pvt. Ltd. has carried out Reasonable Assurance for BRSR Core Indicators and Limited Assurance for BRSR other (Non-Core) Indicators.

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

The Company is committed to become carbon neutral by 2030 and continuing efforts to enhance energy efficiency, transition to renewable energy sources, and reduce greenhouse gas (GHG) emissions,

Key initiatives in FY 2025-26 include,

- Manufacturing facilities continue to utilize agro based bio-briquettes in boilers, as sustainable alternative to fossil fuels, except at Sikkim & API-2 Unit.
- Evaluating opportunities for utilizing green hydrogen in DG sets for efficiency improvement. And, also exploring Biodiesel as an alternative fuel for DG sets.
- Expansion of grid-based renewable electricity through procurement of solar power via open access PPAs, with capacities of 3.55 MW at Udaipur and 1.55 MW at API-1.
- Advancement of air pollution control devices at utilities for reducing other air emissions

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

Parameter	FY 2025-26	FY 2024 -25
Total Waste generated (in metric tonnes)		
Plastic waste **(A)***	9,424	9,256
E-waste **(B)**	2.43	2.64
Bio-medical waste **(C)**	32.91	32.83
Construction and demolition waste **(D)**	0	0
Battery waste **(E)**	18.65	16.30
Radioactive waste **(F)**	NA	NA
Other Hazardous waste. Please specify, if any. **(G)**	1,918	1,857
Other Non-hazardous waste generated **(H)**. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	3,870	3,790
Total (A+B + C + D + E + F + G + H)	**15,266**	**14,955**
Waste intensity per rupee of turnover MT/CR INR (Total waste generated / Revenue from operations)	1.46	1.57
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) MT/Cr USD (Total waste generated / Revenue from operations adjusted for PPP)	29.80**	32.53
Waste intensity in terms of physical output (MT/Million no of Tablets)***	0.420	0.384#
Waste intensity in terms of physical output Waste (MT)/ Product (MT)****	16.79	15.58#
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	7,791	6,428
(ii) Re-used	1,667	1,593
(iii) Other recovery operations	0	0
Total	**9,458**	**8,021**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	32.62	99.54
(ii) Landfilling	1,019	1,009
(iii) Other disposal operations -Coprocessing	4,797	5,768
Total	**5,849**	**6,877**

** Plastic waste category also includes Pre-& Post consumer plastics packaging waste of Qty. (8,772 MT) which is collected, recycled and co-processed by the authorized third- party recycler.*

*** In FY 2025-26, The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by IMF, which is 20.34. While in FY 2024-25, IMF PPP conversion rate 20.66 rate was considered.*

**** Waste intensity (MT CO2 eq/ Million no of Tablets) is calculated for production at formulation units Unit 1, Unit 2, Unit 3, Sikkim and Udaipur.*

***** Waste intensity (Waste (MT)/MT of Product) is calculated for Production at API Units API-1, API-2 and Udaipur.*

#Restatement -

For FY 2024–25, Waste Intensity in terms of physical units (Waste (MT)/ million tablets and Waste (MT)/ MT of Product) has been recalculated by applying an appropriate distribution of Carbon emission between API and formulation production at Udaipur, respectively.

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

Yes, SGS India Pvt. Ltd. has carried out Reasonable Assurance for BRSR Core Indicators and Limited Assurance for BRSR other (Non-Core) Indicators.

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

    The Company recognizes the importance of effective waste management in minimizing environmental and operational risks. To address this, a comprehensive waste management system has been implemented across all operations, with site-specific procedures covering waste segregation, handling, storage, transportation, and disposal, while ensuring safety throughout the process. Waste storage areas are equipped with impervious flooring and concrete barrier walls to prevent soil and groundwater contamination.

    All waste is managed in compliance with applicable statutory requirements and is disposed of through authorized recyclers or Treatment, Storage, and Disposal Facilities (TSDFs) for recycling, co-processing, landfilling, or incineration, as appropriate.

    The Company's waste management strategy focuses on waste minimization, efficient resource utilization, and adherence to the principles of Reduce, Reuse, and Recycle (3Rs). The Company has set a goal to divert hazardous waste from landfills through recycling and co-processing of waste. Further, sludge dewatering systems such as Volute Press and Paddle Dryer technologies have been implemented to reduce sludge volume and moisture content generated from Effluent Treatment Plant (ETP) operations.

    The Company also complies with Extended Producer Responsibility (EPR) requirements for plastic waste management and continues efforts to reduce plastic usage and minimize the use of hazardous and toxic chemicals in its processes, wherever feasible.

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:**

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
None of the manufacturing facility/ offices under reporting boundary is located in/ around the ecologically sensitive areas which requires environmental approvals/ clearances from the statutory authority.			

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
No Environmental impact assessment has been carried out in the current financial year FY 2025-26 based on the applicable law.					

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:**

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective taken, if any	action
All of our manufacturing sites are compliant with relevant environmental law/ regulation/ guidelines in the FY2025-26. No fines/ penalty/ action taken by any of the regulatory agencies/ board w.r.t applicable environmental law/ regulations/ guidelines in India.					

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: Manesar, Delhi and Rajasthan.
Nature of operations: Manufacturing, R&D and Office.
Water withdrawal, consumption and discharge in the following format:

Parameter		FY2025-26	FY2024 -25
Water withdrawal by source (in kilolitres)			
(i)	Surface water	0	0
(ii)	Groundwater	77,026	79,409
(iii)	Third party water	19,703	2,498
(iv)	Seawater / desalinated water	0	0
(v)	Others	0	0
Total volume of water withdrawal (in kilolitres)		**96,729**	**81,907**
Total volume of water consumption (in kilolitres)		96,729	81,907
Water intensity per rupee of turnover (Water consumed / turnover) KL/Cr INR		9.28	8.62
Water intensity – the relevant metric may be selected by the entity		-	-
Water discharge by destination and level of treatment (in kilolitres)			
(i)	Into Surface water	0	0
	- No treatment	0	0
	- With treatment – please specify level of treatment	0	0
(ii)	Into Groundwater	0	0
	- No treatment	0	0
	- With treatment – please specify level of treatment	0	0
(iii)	Into Seawater	0	0
	- No treatment	0	0
	- With treatment – please specify level of treatment	0	0
(iv)	Sent to third-parties	0	0
	- No treatment	0	0
	- With treatment – please specify level of treatment	0	0
(v)	Others	4,913*	3,847
	- No treatment	0	0
	- With treatment – Tertiary Level Treatment	4,913	3,847
Total water discharged (in kilolitres)		**4,913**	**3,847**

(*) R&D Centers at Manesar, the Tertiary level treated waste water is discharged into HSIIDC (Haryana State industrial and Infrastructure development corporation) in compliance to the norms stipulated in the CTO (consent to operate).

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

Yes, SGS India Pvt. Ltd. has carried out Reasonable Assurance for BRSR Core Indicators and Limited Assurance for BRSR other (Non-Core) Indicators.

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

Parameter	Unit	FY2025-26	FY2024 -25
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	-	-
Total Scope 3 emissions per rupee of turnover		-	-
Total Scope 3 emission intensity – 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.

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	Advance Waste water treatment	Developed a state-of-art facility ETP at Unit-1, strengthening infrastructure and capabilities for waste water treatment by upgrading ETP capacity including 3 stage RO tertiary treatment.	
2	Resource efficiency improvement	Energy savings achieved savings achieved after the installation of the steam condensate line to the feed tank.	
3	Reduction of waste	At Unit-2, commissioning of sludge dewatering systems including Volute Press and Paddle Dryer technologies was implemented to reduce sludge volume and moisture content from Effluent Treatment Plant (ETP) operations.	

5. **Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.**
   The Company has established a comprehensive Business Continuity and Disaster Management Plan covering business-related risks categorized as high and low risk. Based on identified risks, procedures have been developed to restore and recover critical technology infrastructure and ensure continuity during natural or non-natural disasters. The framework enables timely risk identification, supported by mitigation measures that are regularly monitored and updated.

   The Company's IT team manages the disaster recovery system and enabling users to access critical IT infrastructure and systems during emergencies. And, its preparedness ensured through routine disaster recovery drill to minimize any potential downtime during an actual incident.

   Additionally, a Site Emergency Management Plan has been implemented across all operational sites to address emergency situations, including operational incidents and natural disasters. Each site follows defined response procedures supported by a dedicated Emergency Response Team (ERT). The effectiveness of the plan is periodically evaluated through mock drills and reviews to ensure ongoing readiness.

6. **Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?**
   The Company has established processes to evaluate its significant value chain partners on ESG aspects, and no significant adverse environmental impacts have been identified in FY2025-26.

7. **Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**
   The Company has implemented a process to assess its critical suppliers on ESG aspects which includes environment as key criteria and 41% of the procurement (by value) are procured through sustainable sourcing program in FY 2025-26.

8. **How many Green Credits have been generated or procured:**
   a. **By the listed entity** - NA

   b. **By the top ten (in terms of value of purchases and sales, respectively) value chain partners]** -NA

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.**

The Company has seven affiliations with trade and industry chambers/associations as mentioned in the table below.

b) **List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

S.no	Name of the trade and industry chambers/associations	Membership status in FY 2025-26
1	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
2	Indian Pharmaceutical Alliance (IPA)	National
3	Indian Drug Manufacturers Association (IDMA)	National
4	Federation of Pharma Entrepreneurs (FOPE)	National
5	Quality Circle forum of India (QCFI)	National
6	PHD Chamber of Commerce and Industry	National
7	ASSOCHAM	National

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

   There have been no adverse orders against the Company pertaining to anti-competitive conduct from regulatory bodies.

Name of Authority	Brief of the case	Corrective action taken
	Not Applicable	

Leadership indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/ Others– please specify)	Web Link, if available
The Company engages with government and regulatory authorities through trade and industry associations on matters relating to healthcare accessibility, industry regulations, and responsible business practices.					

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

Essential indicators

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

Name and brief details of project	SIA Notification No	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Integrated interventions on Livelihood, Health, Education and Environment at: Sirmaur (Himachal Pradesh), Bijnor and Meerut (Uttar Pradesh), Seikhpura, Jamuai and Nawada (Bihar), Annaikatty and Coimbatore (Tamil Nadu), Nashik, (Maharashtra).	MCA vide General Circular No. 14 /2021,	August 24, 2021	Yes	Yes	https://www.mankindpharma.com/wp-content/uploads/2026/05/Impact-Assessment-Report-F.Y.-2025-26.pdf
Implementation of Digital Smart Classes in government schools at Uttar Pradesh					
Mid-Day Meal Support Programme (Viability Gap Funding) to strengthen nutritional security in BMC schools- Maharashtra					
Establishment of 7 CDCC Centers for DISPEL – Disability prevention and empowerment of Leprosy and Lymphatic Filariasis patients for identification, care and rehabilitation.					
Strengthening Primary Health Care Services as per NQAS standards: across 16 HWCs and 1 PHC including facility assessment, equipment support and community engagement					

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
Operational and financial support for hospital-based health care services					
Fetal Echocardiography Screening Programme- For early detection and treatment of congenital heart diseases among children from economically weaker sections.					
Cancer Prevention and Awareness Programme including HPV Vaccination: For girls and women (9–40 years) for prevention of cervical cancer					
Support to Diabetes Research					
Nadaan Parindey – Education development and health & hygiene programme					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

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

   To effectively address and resolve community grievances, we have a structured mechanism that promotes transparency, accountability, and continuous improvement.

   CSR initiatives at Mankind are developed based on the comprehensive need-based assessments conducted in consultation with the local communities. The Company have established Community-Based Organization (CBOs), and made responsible for the management and monitoring of our CSR programs. These CBOs maintain comprehensive records of all CSR activities, including progress updates, feedback, and grievances from community members. All grievances and feedback received by CBOs are documented and systematically escalated to the relevant authorities for resolution.

   Additionally, Mankind's CSR team regularly conducts visits to project locations to directly engage with beneficiaries and program personnel. During these visits, feedbacks are collected, challenges in program execution are identified and community grievances are also addressed.

   Furthermore, the Company's Code of Conduct includes a mechanism to report and address any concerns related to misconduct. The Code of Conduct is publicly available on the Company's website and outlines the process for grievance redressal.

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

	FY2025-26	FY2024 -25
Directly sourced from producers	31.75%	29.63%
Directly from within India	92.76%	96.63%

Note : Previous year data has been restated to align with the current year's calculation methodology.

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	FY2025-26	FY2024 -25
Rural	10.21%	10.84%
Semi-urban	22.29%	20.87%
Urban	20.78%	20.79%
Metropolitan	46.73%	47.51%

Leadership indicators

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

Details of negative social impact identified	Corrective action taken
NA	NA

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

S. No.	State	Aspirational District	Amount spent (In ₹)
1.	Andhra Pradesh	Vizianagram	19,00,000
2.	Bihar	Seikhpura	11,00,000
3.	Bihar	Jamaui	11,00,000
4.	Bihar	Nawda	11,00,000
5.	Odhisha	Koraput	19,00,000
6.	Rajasthan	Sirohi	49,00,000
7.	Uttar Pradesh	Chitrakoot	1,70,000

3.

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

No, the Company does not have any preferential procurement policy. However, the Company encourage purchase from local/domestic suppliers.

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

Not Applicable.

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

Not Applicable.

4. **Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:**

S. No.	Intellectual Property based on traditional knowledge	Owned / Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable, The Company does not obtain any benefits from intellectual property rights derived from/or based on traditional knowledge.				

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

Not Applicable.

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

S. NO	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	Holistic development program (HDP)	2,100	
2	Livelihood promotion through the indigenous Farming	600	
3	Prevention and Awareness of Cervical Cancer	1,600	
4	Promotion of Health care at pataudi location	134,563	
5	Promotion, Awareness and treatment of congenital heart diseses among new born child and Pregnant Women	11,186	
6	Strengthening of primary health care service at standard of NQAS- Districts of Rajasthan	7,411	
7	Health and Healthcare development and livelihood promotion	1,800	
8	Dispel- Disability prevention and empowerment of leprosy and elephantiasis patients	2,00,000	
9	Palliative Care	775	
10	To promote FLN among children of Delhi from Class 1, 2, 3, 4 and 5	500	
11	Implementation of Digital smart class	17,000	
12	CSR fund for Health and Livelihood to Migrant	100	
13	Global Inspiration	1,000	
14	Medicine Support for Health Advancement	1,000	
15	Hospital operational expenditure for deprived section of society	43,996	
16	Strengthening of primary health care service at standard of NQAS	69,821	100%
17	Holistic development program (HDP)- Prosper Sirmaur	2,500	
18	Holistic development program (HDP)- Prosper UP	3,100	
19	Holistic development program (HDP) - Prosper Bihar	8,350	
20	Holistic Program- SSP Nashik	5,300	
21	Health and Sports	200	
22	Cancer research, Statistics and treatment	1,000	
23	iFellow Foundation	150	
24	Vijans Uniq Healthcare Foundation	230	
25	Clean Drinking water project	1,200	
26	1000 days intervention on mother and child at Ambernath	1,000	
27	Reducing Disability burden among persons affected by leprosy	300	
28	Preventing death and disabilities from animal bites	4,650	
29	Sports for Her	15	
30	Saathi	100	
31	Implementation of Digital smart class	12,000	
32	Health and Health care development Program for Sports	300	
33	Women Empowerment & Livelihood Promotion	200	

PRINCIPLE 9

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

Essential indicators

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

   The Company has implemented a robust procedure to effectively manage consumer complaints. This system ensures that all issues are addressed promptly, maintaining high levels of customer satisfaction and trust. Consumers can raise complaints through various channels, including telephone calls on Mankind's toll free number, emails at contact@mankindpharma.com and postal mails at Mankind's offices etc.

   The Company has a procedure in place meeting all applicable the health authority guidelines for addressing complaints in a timely manner to satisfy the complainant and adhere to the compliance requirements, as well as to implement adequate preventive measures to prevent future occurrences.

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

	As a percentage to total turnover
• Environmental and social parameters relevant to the product	The Company is dedicated to ensuring that its products are not only safe but also contribute positively to the health and well-being of patients and consumers. We maintain robust quality management systems and Pharmacovigilance function to monitor product safety throughout the lifecycle.
• Safe and responsible usage	100% of the Company's products carry information about its responsible and safe usage. Due to the criticality associated with the safe and responsible consumption of medicines, the Company displays relevant information on the product labels as per the requirements of national and international drug regulatory bodies.
• Recycling and/or safe disposal	As a pharmaceutical Company, we do not reclaim products at the end of their life. However, the unsold products in market that have reached their end of life for any reason, are retrieved by our warehouses to ensure secure and responsible disposal. Plastic packaging waste (both pre- and post-consumer plastic waste) are sent to authorized recycling facility for co-processing or recycling.

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

Number of consumer complaints in respect of the following:	FY2025-26		Remarks	FY2024-25		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber Security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	27	0	The complaints include packaging defects along with complaints caused due to improper storage and handling of products.	21	4	The complaints include packaging defects along with complaints caused due to improper storage and handling of products

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

Details of instances of product recalls on account of safety issues:	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	3	Product Out of Specifications, regulatory recommendations

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

The Company is committed to protecting an individual's privacy and personal information. The Company has formulated "Privacy policy" which governs the Company's collection, possession, transfer, processing, storage, use and disclosure of Personal/ Sensitive Data or Information, as defined in the relevant statutory provisions.

It also details the security practices and procedures the Company has implemented to safeguard this information, as well as the entities with whom the information may be shared.

Weblink : https://www.mankindpharma.com/privacy-policy.

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.**

Not applicable.

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

a) **Number of instances of data breaches**

No such incident reported in FY2025-26.

b) **Percentage of data breaches involving personally identifiable information of customers**

Not applicable.

c) **Impact, if any, of the data breaches**

Not applicable.

Leadership indicators

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

   Yes, https://www.mankindpharma.com/products/

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

   The Company remains committed to developing products that are safe and contribute positively to the health and well-being of patients and consumers. Every product uses high-quality ingredients and complies with all applicable safety and regulatory standards. Every product carries a label, serving as a critical guide for consumers. It provides essential information, including a detailed list of ingredients, composition, recommended storage conditions, manufacturing and expiration dates, and relevant safety guidelines. This ensures transparency and helps consumers make informed decisions. Our robust quality management system is aligned with the stringent guidelines of leading regulatory authorities and standards like FDA, Central Drugs Standard Control organization (CDSCO) (Under Drugs and Cosmetic segment) etc. which ensure that products are compliant with the most stringent quality standards, safeguarding patient safety and product efficacy.

   Moreover, Mankind organize various educational events and product training programs, with the overarching aim of advancing medical knowledge, enhancing patient care, fostering scientific inquiry, etc.

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

   As the Company is in the pharmaceutical business, there are numerous generic pharmaceutical companies that provide similar products. Hence, the discontinuation of any product does not impact the community at large.

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No).**

   The Company ensures that all product information displayed, complies with the applicable regulatory requirements and standards like FDA, Central Drugs Standard Control Organization (CDSCO) (Under Drugs and Cosmetic segment) etc. In addition to mandated information, the Company may also include additional details that are beneficial for healthcare professionals and consumers, such as usage instructions, potential side effects, storage guidelines, and additional product benefits, provided that information are scientifically validated. Our primary objective is to deliver clear, transparent, and accurate information that promotes patient safety, facilitates better understanding, and supports the appropriate use of our products. We continuously review and update our labeling practices to ensure alignment with evolving regulatory requirements and industry best practices. This approach, guided by ethical, legal and compliance considerations, places a high emphasis on transparency and accountability. Although a formal customer satisfaction survey has not yet been conducted, but, The Company maintains a dedicated customer care cell that actively manages feedback and inquiries. This mechanism provides valuable insights into customer experiences, concerns, and expectations, helping us continuously improve our offerings and customer engagement practices.

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INDEPENDENT ASSURANCE STATEMENT

Independent Assurance Statement to Mankind Pharma Limited on its BRSR Core & Non-Core Indicators for FY 2025-26

The Board of Directors,

Mankind Pharma Limited,
262, Okhla Industrial Estate, Phase-III
New Delhi 110020, India.

Nature of Assurance

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

Reporting Framework

The Report has been prepared following

1. Master Circular for compliance with the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 by listed entities. (Circular: HO/49/14/14(7)2025-CFD POD2/I/3762/2026; Last updated on Jan 30, 2026)
2. Greenhouse Gas Protocol Standard.

Intended Users of this Assurance Statement

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

Responsibilities

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

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

Assurance Standard

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

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

Statement of Independence and Competence

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

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

Scope of Assurance

The assurance process involved assessing the quality, accuracy, and reliability of BRSR Indicators, including all KPI's within the report for the period April 1, 2025, to March 31, 2026. The scope of verification covers the following aspects: The reporting boundary includes seven manufacturing sites located in Paonta Sahib, Sikkim, Behror, Visakhapatnam, and Udaipur; two research centers in Manesar; and offices in Delhi and Mumbai spread across different states in India.

Assurance Methodology

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

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

Limitations

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

The assurance scope excludes:

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

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Findings and Conclusions

BRSR Core Indicators:

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

BRSR Non-Core Indicators:

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

For and on behalf of SGS India Private Limited

Kalpesh Thombare Technical Reviewer and National Manager – ESG & Sustainability Services, SGS India. 07 May 2026.	**Rishabh Shukla** Lead Verifier – ESG & Sustainability Services, SGS India 07 May 2026.

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Annexure A

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

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

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Annexure B

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

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