

**Neuland Laboratories Limited**  
11th floor (5th level), Phoenix IVY Building,  
Plot No.573A-III, Road No.82, Jubilee Hills,  
Hyderabad-500033, Telangana, India.



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July 4, 2025

To  
**BSE Limited**  
Phiroze Jeejeebhoy Towers, 25<sup>th</sup> Floor, Dalal  
Street, Mumbai – 400 001

**The National Stock Exchange of India Ltd**  
Exchange Plaza,  
Bandra Kurla Complex  
Bandra (E), Mumbai – 400 001

**Scrip Code: 524558**

**Scrip Code: NEULANDLAB; Series: EQ**

Dear Sir/Madam,

**Sub: Business Responsibility and Sustainability Report for FY 2024-25**

Pursuant to Regulation 34 of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015, please find enclosed the Business Responsibility and Sustainability Report for FY 2024-25. The BRSR forms an integral part of the Integrated Annual Report of the Company for the financial year 2024-25.

The BRSR is also available on the Company's website and can be accessed at the following link:

[\*\*Business Responsibility and Sustainability Report for FY 2024-25\*\*](#)

This is for your information and records.

Thanking you

Yours Sincerely,  
For **Neuland Laboratories Limited**

**Sarada Bhamidipati**  
**Company Secretary**

*Encl: As above*

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING

Section 161-167 **A**

GENERAL DISCLOSURES

Section 168-170 **B**

MANAGEMENT AND PROCESS DISCLOSURES

Section 171-203 **C**

PRINCIPLE-WISE PERFORMANCE DISCLOSURE

## CONTENTS



**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:**

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



**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

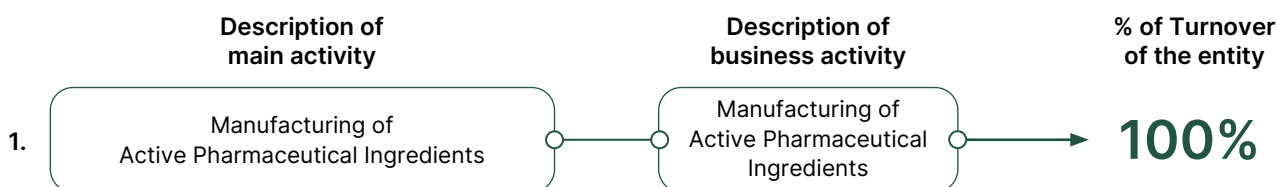
## GENERAL DISCLOSURES

### I. Details of the Entity

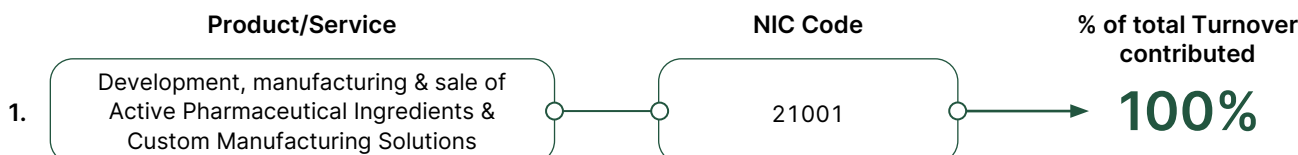
1.	<b>Corporate Identity Number (CIN) of the Company</b>	L85195TG1984PLC004393
2.	<b>Name of the Company</b>	Neuland Laboratories Limited
3.	<b>Year of Incorporation</b>	07/01/1984
4.	<b>Registered office address</b>	11 <sup>th</sup> Floor (5 <sup>th</sup> Level), Phoenix IVY Building, Plot No. 573A-III, Road No. 82, Jubilee Hills, Hyderabad, 500033, Telangana
5.	<b>Corporate office address</b>	11 <sup>th</sup> Floor (5 <sup>th</sup> Level), Phoenix IVY Building, Plot No. 573A-III, Road No. 82, Jubilee Hills, Hyderabad, 500033, Telangana
6.	<b>E-mail id</b>	ir@neulandlabs.com
7.	<b>Telephone</b>	+91 40 67611600 / 700
8.	<b>Website</b>	www.neulandlabs.com
9.	<b>Financial year for which reporting is being done</b>	April 1, 2024, to March 31, 2025
10.	<b>Name of the Stock Exchange(s) where shares are listed</b>	a. BSE Limited b. National Stock Exchange of India Limited
11.	<b>Paid-up capital</b>	₹ 12,82,98,890/-
12.	<b>Name and contact details of the person who may be contacted in case of any queries on the BRSR report</b>	Ms. Sarada Bhamidipati Company Secretary & Compliance Officer Tel: +91 40-6761 1600 Email: saradab@neulandlabs.com
13.	<b>Reporting boundary</b>	Standalone basis
14.	<b>Name of assessment or assurance provider</b>	Not Applicable, as BRSR Core Assurance is not mandatory for the Company. However, TUV India Private Limited, a third party has conducted reasonable assurance on certain sustainability parameters reported in the integrated report of the Company
15.	<b>Type of assessment or assurance obtained</b>	Not Applicable, as BRSR Core Assurance is not mandatory for the Company. However, TUV India Private Limited, a third party has conducted reasonable assurance on certain sustainability parameters reported in the integrated report of the Company

### II. Products/services

#### 16. Details of business activities







#### 17. Products/services sold by the entity



### 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	4*	1	5
International	0	2	2

\*The R&D Unit of the company is included under Number of plants.

#### 19. Markets served by the entity

- a. **Number of locations** – This refers to locations where goods were transported to during the financial year, however the consumption of final product & even customer footprint is larger.



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

The company has a global presence with exports accounting for approximately 68% of its revenue.

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

Neuland serves a diverse global clientele through its two primary business segments: Generic Drug Substances (GDS) and Custom Manufacturing Solutions (CMS).

**Generic Drug Substances (GDS):** This segment caters to a broad spectrum of customers, including large multinational generics companies, generic divisions of major pharmaceutical firms, regional and national-level players, R&D companies specialising in dossier development with niche focuses, and distributors. Neuland's GDS offerings are tailored to meet the needs of these varied clients by providing high-quality, regulatory-compliant Active Pharmaceutical Ingredients (APIs) across multiple therapeutic categories.

**Custom Manufacturing Solutions (CMS):** The CMS business primarily serves innovators seeking an API partner for development and manufacturing throughout the clinical lifecycle, regulatory filing, and commercial supply stages. This includes small biotech firms, medium-sized innovators, and major pharmaceutical companies. Neuland's CMS services encompass custom development and manufacturing of new chemical entity (NCE) APIs, offering end-to-end solutions from pre-IND through to commercial supply.

## IV. Employees

### 20. Details as of March 31, 2025

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	1,699	1,495	88.09%	204	12.01%
2.	Other than permanent (E)	292	289	98.97%	3	1.03%
3.	<b>Total employees (D + E)</b>	<b>1,991</b>	<b>1,784</b>	<b>89.60%</b>	<b>207</b>	<b>10.40%</b>
<b>WORKERS</b>						
1.	Permanent (F)	95	95	100%	0	0%
2.	Other than permanent (G)	1,218	1,143	93.84%	75	6.16%
3.	<b>Total workers (F + G)</b>	<b>1,313</b>	<b>1,238</b>	<b>94.29%</b>	<b>75</b>	<b>5.71%</b>

#### b. Differently abled employees

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

### 21. Participation/inclusion/representation of women

	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	9*	2*	22.23%
Key Management Personnel (other than BoD)	2	1	50.00%

\* As on May 15, 2025 (date of the report), one woman director has retired upon completion of her appointment term.

**22. Turnover rate for permanent employees and workers**

	FY 2025 (%)			FY 2024 (%)			FY 2023 (%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.69	25.26	16.81	18.41	18.45	18.42	23.60	27.80	24.00
Permanent Workers	0	0	0	0	0	0	0	0	0

**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 listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Neuland Laboratories Inc., USA	Subsidiary	100%	Yes
2	Neuland Laboratories K.K., Japan	Subsidiary	100%	Yes

**VI. CSR Details**

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013  
Yes
- (ii) ₹ 1,47,684 lakhs  
Turnover
- (iii) ₹ 1,51,692 lakhs  
Net worth
- (iv) ₹ 525.04 lakhs  
Total CSR Expenditure for FY 2025

**Note:**

- Net worth excludes capital reserve and revaluation reserve of ₹ 87 lakhs.
- Includes transfer to Unspent CSR Account for FY 2025

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

The Company's key stakeholders include investors, customers, employees, value chain partners/ suppliers and community besides governments/regulatory authorities.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanisms in Place (Yes/No)  (If yes, then provide web-link for grievance redress policy)	FY 2025			FY 2024		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes We actively participate in the periodical meetings with the villagers and local communities in the presence of Village Sarpanch and other Government agencies to address community related grievances of all locations	0	0	-	0	0	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanisms in Place (Yes/No)	FY 2025			FY 2024		
	(If yes, then provide web-link for grievance redress policy)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Investors (other than shareholders)	<a href="https://www.neulandlabs.com/en/investors/investor-services/investor-contacts">https://www.neulandlabs.com/en/investors/investor-services/investor-contacts</a>	0	0	-	0	0	-
Shareholders	<a href="https://www.neulandlabs.com/en/investors/investor-services/investor-contacts">https://www.neulandlabs.com/en/investors/investor-services/investor-contacts</a>	3	3	-	2	0	-
Employees and workers	Yes. Grievance Redressal policy is available for both employees and workmen in our intranet portal. Notice board displays are available for workmen	133	0	-	214	0	-
Customers	Yes, the customers raise their grievances through various channels of communication such as e-mail, phone calls, in-person meetings, periodic customer surveys, etc.	0	0	-	0	0	-
Value Chain Partners	Yes, the grievance redressal mechanism for value chain partners is through a dedicated email ID for suppliers available at <a href="https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/sustainability/sustainable-supply-chain/supplier-code-of-conduct.pdf">https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/sustainability/sustainable-supply-chain/supplier-code-of-conduct.pdf</a>	0	0	-	0	0	-

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

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

Material topic identification was conducted through a survey with key stakeholders identified. Board members, Investors/Analysts, Employees, Customers, Bankers, and Suppliers have participated in the survey. The material topics are suitably incorporated in the Environment, Social and Governance (ESG) Strategy of the Company.

S. No.	Material issue identified	Indicate whether risk or opportunity	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	Risk Management and Business Continuity	Risk & Opportunity	Our environment—both geopolitically and in terms of regulations—is complicated. Risk events like natural disasters, workplace accidents, wars, sanctions, continuous cyberattacks, and other similar events can have a substantial negative impact on our operations and commitment to meet patient demands in the absence of strong business continuity plans and safeguards. Additionally emerging risks have to be monitored by management and suitably prepared for.	The Company's Enterprise Risk management program helps in identifying and addressing risks impacting business operations. This includes external and internal risks, as well as specific emerging risk events and business continuity events. The company's BCMS journey is aligned to the ISO 22301 framework with the objective of getting accredited by December 2025.	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity	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)
2	Climate change	Risk	Climate change and related ESG actions needs to be taken adequately and in a timely manner by all participating organisations and nations, thereby leading to unforeseen risk events. Rise in sea levels in the medium term (5-7 years) may increase the severity of extreme weather events such as cyclones and floods in our logistics and supply chains. In the next 3-5 years, Climate risk-related investments will need to go up.	The Company has adopted the TCFD framework for Climate Change and associated sustainability risks. Presently potential physical and transition risks are identified, and responses are planned.  Going forward it is proposed to capture relevant data to quantify impact on climate change on the company.	Negative
3	Community Wellbeing	Opportunity	Investing in community wellbeing initiatives can enhance the quality of life for local communities, foster goodwill, and build stronger relationships with stakeholders. By engaging in community development programs, supports local education and health initiatives, and collaborates with community leaders to address their needs.	The Company's ESG priorities actively considers community wellbeing and the Company's Social initiatives are focused on the wellbeing of the communities where the Company operates. The Company's CSR efforts are increasingly focused on sustainable initiatives, including sustainable agriculture and water rejuvenation.	Positive
4	Digitalisation	Risk and Opportunity	Digitalisation increases efficiency while increasing transparency. Enhanced digitisation brings with it risks from inadequate training as well as new cybersecurity vulnerabilities. The pharmaceutical and healthcare sectors are increasingly becoming vulnerable to cyber security attacks.	Neuland follows a strong governance framework based upon NIST and ISMS 27001 to assess and monitor cyber security risks and controls.  The company's mitigation among others includes adequate user awareness, responsive and timely incident management, Data leakage prevention and monitoring of metrics. IT/DR simulation tests are carried out, and cyber security oversight and governance is embedded within the overall sustainability and risk governance structure	Positive and Negative
5	Effluent and waste	Risk	The Company has a commitment to ensure there is no negative impact on the environment. Minimising negative environmental impacts and ensuring the highest standards of Environmental Management	Neuland has been successfully running a Zero effluent discharge system for over 3 years now. Disposal of waste is reduced by implementing recycling and safe co-processing of hazardous waste.	Negative
6	Emissions	Risk	Minimising negative environmental impacts and ensuring the highest standards of Environmental Management Systems.	The Company is invested in several initiatives linked to minimising environmental emissions including seeking SBTi validation for its GHG emission reduction plan, and actively pursuing renewables.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity	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	Ethics and Compliance	Risk & Opportunity	Maintaining high ethical standards and compliance with laws and regulations is critical to avoiding legal penalties, financial losses, and damage to our reputation.	The Company has implemented comprehensive compliance programs, regular employee training on ethical conduct, and a zero-tolerance policy towards corruption and misconduct. A whistleblower program encourages reporting of unethical behaviour.	Negative
8	Human capital development	Risk and Opportunity	Skill upgradation of the employees has a direct positive impact on the growth of the business. On the other hand, the risks associated with employee non-engagement, inability to attract or retain talent and succession planning gaps can negatively impact the organisation.	Several initiatives are underway to make the company an employer of choice including well-designed HR policies healthy work environment, job rotation and other initiatives for retaining talent. Employee surveys are annually conducted to identify and act on areas of improvement,	Positive
9	Innovation and R&D	Opportunity	Innovation is key to synthesising novel products and helping our customers innovate. Sustainable R&D hastens innovation, while ensuring impact on the environment is minimised.	The Company is committed to applying Green Chemistry principles in R&D with the goal of reducing the proportion of solvents and replacing it with water-based chemistry. During the year 2 products were successfully validated, and more products will be picked up in the coming years. In, addition, a Life Cycle Analysis (LCA) of one of its molecules was concluded, and actions from these are being evaluated for implementation	Positive
10	Occupational Health and Safety	Risk	Occupational health and safety are core to the Company's commitment towards employee and workforce safety and wellbeing.	The Company continues 1. Adherence to ISO 45001 standards 2. Maintaining a record of Nil fatalities and LTIFR 3. Increasing training in health and safety measures  The Company's units are accredited by the British Safety Council for excellence in Occupational Health and Safety	Negative
11	Sustainable Supply Chain	Risk	There is increasing need to focus on a resilient supply chain that prioritises ethical sourcing, environmental stewardship, and long-term partnerships, aligning with global standards and stakeholder expectations.	Our procurement policy has several levels of checks which assure the quality of the product, vendor and the risks associated. We constantly strive to procure sustainably. We are educating and actively partnering with our supply chains while pursuing our goals towards a sustainable supply chain.	Negative
12	Water	Risk	Water, particularly high-quality water, is critical to our operations; hence, we recognised the need to comprehend the predicted changes in water stress and water-related risks.	The Company created a water management strategy that focuses on lowering water intensity and increasing the percentage of recycled water in our operations. Additionally, our recently initiated CSR projects include water rejuvenation as a key focus area.	Negative

## Section

## B

## MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>POLICY AND MANAGEMENT PROCESS</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Yes, the statutory policies are approved by the Board or Board Committees, as applicable. Other applicable policies are either approved by the Board or by the appropriate authority.								
c. Web Link of the Policies, if available.	<p><b>P1:</b></p> <ul style="list-style-type: none"> <li>Code of Ethical Conduct: <a href="https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/career/our-people/code-of-ethical-conduct.pdf">https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/career/our-people/code-of-ethical-conduct.pdf</a></li> <li>Code of Conduct for the Board Members and Senior Management Personnel: <a href="https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/Investors/corporate-governance/policies-and-documents/Codeof%20ConductfortheBoardandSeniorManagement_10.02.2025.pdf">https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/Investors/corporate-governance/policies-and-documents/Codeof%20ConductfortheBoardandSeniorManagement_10.02.2025.pdf</a></li> <li>Neuland Code for Fair Disclosures: <a href="https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/Investors/corporate-governance/policies-and-documents/neuland-code-of-fair-disclosures.pdf">https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/Investors/corporate-governance/policies-and-documents/neuland-code-of-fair-disclosures.pdf</a></li> <li>Nomination and Remuneration Policy: <a href="https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/Investors/corporate-governance/policies-and-documents/NominationandRemuerationPolicy22042025.pdf">https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/Investors/corporate-governance/policies-and-documents/NominationandRemuerationPolicy22042025.pdf</a></li> <li>Whistle Blower Policy: <a href="https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/Investors/corporate-governance/policies-and-documents/whistle-blower-policy.pdf">https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/Investors/corporate-governance/policies-and-documents/whistle-blower-policy.pdf</a></li> </ul> <p><b>P2:</b></p> <ul style="list-style-type: none"> <li>Environment, Health, Safety and Sustainability (EHS&amp;S) Policy: <a href="https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/sustainability/climate-and-environment/ehss-policy-english.pdf">https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/sustainability/climate-and-environment/ehss-policy-english.pdf</a></li> <li>Quality Policy – Available on intranet</li> </ul> <p><b>P3:</b></p> <ul style="list-style-type: none"> <li>Environment, Health, Safety and Sustainability (EHS&amp;S) Policy: <a href="https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/sustainability/climate-and-environment/ehss-policy-english.pdf">https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/sustainability/climate-and-environment/ehss-policy-english.pdf</a></li> <li>Prevention of Sexual Harassment (PoSH) Policy - Available on intranet</li> </ul> <p><b>P4:</b></p> <ul style="list-style-type: none"> <li>Supplier Code of Conduct: <a href="https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/sustainability/sustainable-supply-chain/supplier-code-of-conduct.pdf">https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/sustainability/sustainable-supply-chain/supplier-code-of-conduct.pdf</a></li> <li>Corporate Social Responsibility (CSR) Policy: <a href="https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/Investors/corporate-governance/policies-and-documents/corporate-social-responsibility-csr-policy.pdf">https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/Investors/corporate-governance/policies-and-documents/corporate-social-responsibility-csr-policy.pdf</a></li> </ul> <p><b>P5:</b></p> <ul style="list-style-type: none"> <li>Human Rights Commitment: <a href="https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/career/our-people/human-rights.pdf">https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/career/our-people/human-rights.pdf</a></li> </ul> <p><b>P6:</b></p> <ul style="list-style-type: none"> <li>Environment, Health, Safety and Sustainability (EHS&amp;S) Policy: <a href="https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/sustainability/climate-and-environment/ehss-policy-english.pdf">https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/sustainability/climate-and-environment/ehss-policy-english.pdf</a></li> </ul> <p><b>P7:</b></p> <ul style="list-style-type: none"> <li>Position on Policy Advocacy: <a href="https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/sustainability/esg-supplementary-book/Neuland_Policy_Advocacy.pdf">https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/sustainability/esg-supplementary-book/Neuland_Policy_Advocacy.pdf</a></li> </ul>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
2. Whether the entity has translated the policy into procedures. (Yes / No)									
3. Do the enlisted policies extend to your value chain partners? (Yes/No)									
4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.									
5. Specific commitments, goals targets and performance by the entity with defined timelines, if any.									
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.									

## 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)	<p>Our ESG journey is at the heart of our identity as a responsible corporate citizen and is fundamentally about integrating sustainability into our core thinking. We aim to embed this philosophy deeply across the organisation, from leadership to the very last person, promoting a collective responsibility for sustainable practices.</p> <p>We believe our ESG focus is a key driver for long-term value creation for all our stakeholders. As we move forward, we understand that there are challenges—both internal and external—that we must address. Our highly regulated industry limits our ability to make quick, large-scale changes. Also, we recognise the critical role that supportive government policies and incentives can play, particularly in areas like renewable energy transitions in making significant capital investments.</p> <p>This year, in line with our climate goals, we completed our CDP submissions and are actively working on our Science-Based Targets initiative (SBTi) to align with global climate standards. Additionally, we are intensifying our efforts in green chemistry, focused on replacing solvents with water-based solutions. We also completed the Life Cycle Assessment (LCA) of one of our products. We are adding more to our Green Chemistry and LCA goals in the coming year.</p> <p>Workplace safety continues to be a top priority, and we're committed to maintaining our strong safety performance record. All of our sites are certified by the British Safety Council for excellence in Occupational Health and Safety systems.</p> <p>On the societal side, we remain committed to improving healthcare, empowering women, and promoting rural development, education, and skill enhancement through our social impact projects.</p> <p>We are deeply committed to upholding high standards of corporate governance, transparency, accountability, and ethical conduct throughout our operations.</p> <p>During the year, we've made meaningful progress in both our S&amp;P and EcoVadis ratings, in addition to baselining our CDP rating, and also enhanced certifications from British Safety Council, reflecting our ongoing commitment to sustainability and ESG best practices.</p>
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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr. Davuluri Sucheth Rao (DIN: 00108880), Vice Chairman and CEO, under the guidance of the Board of Directors and its Committees is responsible for implementation and oversight of the Business Responsibility policies.								
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 Risk and Sustainability (R&S) Committee, a sub-committee of the Board, serves as a focal point for providing guidance on sustainability and ESG. The Committee meets at regular intervals to deliberate, and contribute to the Company's ESG priorities, and strategy. Additionally, they review progress against the company's goals and targets and provide suggestions for improvement. The BRSR is presented to the R&S Committee and the Board for approval.								

## 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								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The policies of the Company are reviewed periodically / on a need basis by department heads / director / board committees / board members, wherever applicable.								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The Company is in compliance with the extant regulations, as applicable.								
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	Our company's policies undergo assessment by its internal auditors, within the scope defined for the audit. Additionally, the effectiveness of each policy is overseen by department heads, directors, board committees, and board members as appropriate to their respective roles and responsibilities. We have obtained independent third-party assurance for our sustainability performance. For the reporting year, the authenticity of the data and systems disclosed in our sustainability disclosures has been assured by an independent third-party assurance provider. This assurance was provided according to the International Standard for Assurance Engagements (ISAE) 3000 (Revised) at the 'Reasonable Assurance' level. Additionally, relevant third-party assessments and certifications are periodically conducted across our business units.								

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





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

## PRINCIPLE-WISE PERFORMANCE DISCLOSURE

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

Essential indicators >

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

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
 <b>BOARD OF DIRECTORS</b>	10	We conduct regular familiarisation programmes for our Board of Directors and Key Managerial Personnel (KMPs) to ensure they are well-informed and aligned with the company's strategic and regulatory framework. These programmes cover a wide range of topics including ESG parameters and targets, corporate governance, risk management, employee well-being, innovation, research and development, environment, and the Code of Conduct. Additionally, frequent updates are shared with all Board members and KMPs to keep them informed about key developments within the company, significant regulatory changes, compliance matters, risk areas, and ongoing legal proceedings.	83.56%
 <b>KEY MANAGERIAL PERSONNEL (OTHER THAN BOD)</b>	8	At Neuland, our employees and workmen actively participate in a wide range of training and awareness programs designed to support both personal and professional development. These begin with a comprehensive induction program at the time of joining and continue throughout their tenure. Ongoing training covers critical areas such as leadership development, company policies, safety and environmental practices, social and governance topics, occupational and mental health, soft skills, risk management, prevention of sexual harassment (PoSH), and function-specific technical and compliance training. These initiatives ensure our workforce remains informed, skilled, and aligned with the company's values and regulatory obligations.	100%
 <b>EMPLOYEES OTHER THAN BOD AND KMPS</b>	158	Workmen at Neuland regularly participate in on-the-job awareness sessions focused on enhancing their skills, quality standards, health and safety practices, and awareness of workplace policies. These sessions also include training on important topics such as the Prevention of Sexual Harassment (PoSH), ensuring a safe, inclusive, and compliant work environment. The continuous learning approach helps strengthen operational excellence and employee well-being across all levels.	98%
 <b>WORKERS</b>	85		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 (₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine					
Settlement			NIL		
Compounding Fee					

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

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

Not Applicable, as there were no monetary and non-monetary cases recorded during the reporting period.

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. At Neuland, we are firmly committed to conducting our business with the highest standards of ethics, integrity, and transparency. As part of this commitment, we have in place a comprehensive Anti-Bribery, Anti-Corruption, and Anti-Money Laundering (ABAC & AML) Policy that applies to all our internal and external stakeholders including employees, directors, suppliers, agents, consultants, and business partners.

We have zero tolerance for any form of bribery, corruption, or money laundering. This means we strictly prohibit offering, giving, soliciting, or receiving any form of bribe, facilitation payment, or kickback—directly or indirectly. Gifts, hospitality, or entertainment may be exchanged, but only when they are reasonable, transparent, and in line with our internal policies. Importantly, company resources must never be used for political contributions, and charitable donations must fully align with our Corporate Social Responsibility (CSR) Policy does not serve as a cover for unethical influence. In line with the Company's policies, we have not made any political contributions of any nature during the year.

We uphold the highest standards in all interactions, particularly with government officials, ensuring compliance with applicable laws and ethical expectations. When engaging with third parties, our policies require us to carry out appropriate due diligence to ensure their operations and conduct align with our ABAC & AML principles.

Our commitment to compliance is also reflected in how we manage our records and reporting systems. We maintain accurate and complete documentation to meet regulatory requirements and to guard against financial misconduct. Any conflict of interest must be disclosed to the Compliance Officer, who oversees the implementation and adherence to this policy.

As part of our risk mitigation measures, we conduct regular training and awareness sessions to ensure all our stakeholders understand the policy and their responsibilities under it, as also conduct risk assessments as may be required. We provide secure and confidential channels for reporting suspected violations. We strongly encourage speaking up in good faith and assure all individuals that retaliation will not be tolerated.





Violations, if any, of this policy are taken seriously. Depending on the nature of the breach, consequences may include disciplinary action, termination of employment or business relationship, and, if necessary, notification to relevant legal authorities.

At Neuland, we believe ethical business is not just a responsibility and it is the foundation of trust with our employees, partners, customers, and the communities we serve.

Any suspected or actual violation of the ABAC & AML Policy must be reported to the designated Compliance Officer or through the company's Whistleblower mechanism (available via email at [whistleblower@neulandlabs.com](mailto:whistleblower@neulandlabs.com)). All concerns are investigated confidentially by the Compliance Officer, who reports to the Chairperson of the Audit Committee. Serious violations may be escalated to the Board of Directors. Based on the findings, appropriate disciplinary actions, including termination or legal escalation, may be undertaken. The identity of whistleblowers is protected, and the company maintains a strict non-retaliation policy for good faith reporting.

Link to policy: <https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/Investors/corporate-governance/policies-and-documents/anti-bribery-and-anti-corruption-abac-anti-money-laundering-aml-policy.pdf>

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

	FY 2025	FY 2024
 <b>Directors</b>	0	0
 <b>KMPs</b>	0	0
 <b>Employees</b>	0	0
 <b>Workers</b>	0	0

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

	FY 2025		FY 2024	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of directors	0	-	0	-
Number of complaints received in relation to issues of conflict of interest of KMPs	0	-	0	-

**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, as there were no fines or penalties reported during the reporting period.

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

	FY 2025	FY 2024
Number of days of accounts payables*	64	46

\* Company uses Sales as the denominator for internal and external purposes of accounts payable days, Based on Cost of goods/ services procured, the number would have accordingly been 136 and 106 for FY 2025 and FY 2024 respectively

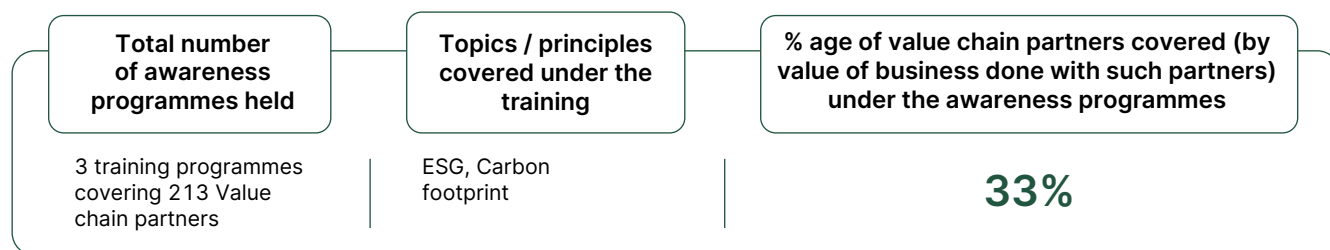
## 9. Open-ness of business

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

Parameter	Metrics	FY 2025	FY 2024
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	20.80%	-
	b. Number of trading houses where purchases are made from	80	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	69.10%	-
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	-	-
	b. Number of dealers / distributors to whom sales are made	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	-	-
	b. Sales (Sales to related parties / Total Sales)	-	-
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	-	-

### Leadership Indicators >

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



#### 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, we are committed to upholding the highest standards of transparency, ethics, and accountability in our governance practices. In line with this commitment, we have implemented a robust Code of Conduct for Board Members and Senior Management as well as a comprehensive Related Party Transaction Policy.

Any transaction involving a Board member, including the Executive Chairman, Vice Chairman & CEO and the Vice Chairman & Managing Director, or their relatives or any entity in which they may have a personal or financial interest is subject to strict disclosure requirements. Such transactions must be reviewed and approved by the Audit Committee and the Board of Directors. Importantly, any director with an interest in the transaction is required to recuse themselves from the discussion and decision-making process, ensuring that all approvals are unbiased and in the best interest of the company.

Further, Senior management are required to disclose to the board of directors all material, financial and commercial transactions, where they have personal interest that may have a potential conflict with the interest of the listed entity at large.

In addition, Neuland mandates annual affirmations from all Board members and senior management confirming their compliance with the Code of Conduct and disclosing any potential conflicts of interest. This process helps ensure that any actual or perceived conflicts are identified and addressed in a timely and transparent manner.

The weblink of the abovementioned policies are mentioned below:

- Code of Conduct for Board Members and Senior Management: [https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/Investors/corporate-governance/policies-and-documents/Codeof%20ConductfortheBoardandSeniorManagement\\_10.02.2025.pdf](https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/Investors/corporate-governance/policies-and-documents/Codeof%20ConductfortheBoardandSeniorManagement_10.02.2025.pdf)
- Related Party Transaction Policy: <https://www.neulandlabs.com/sites/neulandlabs/files/neuland-labs/Investors/corporate-governance/policies-and-documents/RelatedPartyTransactionPolicy25.pdf>

Principle

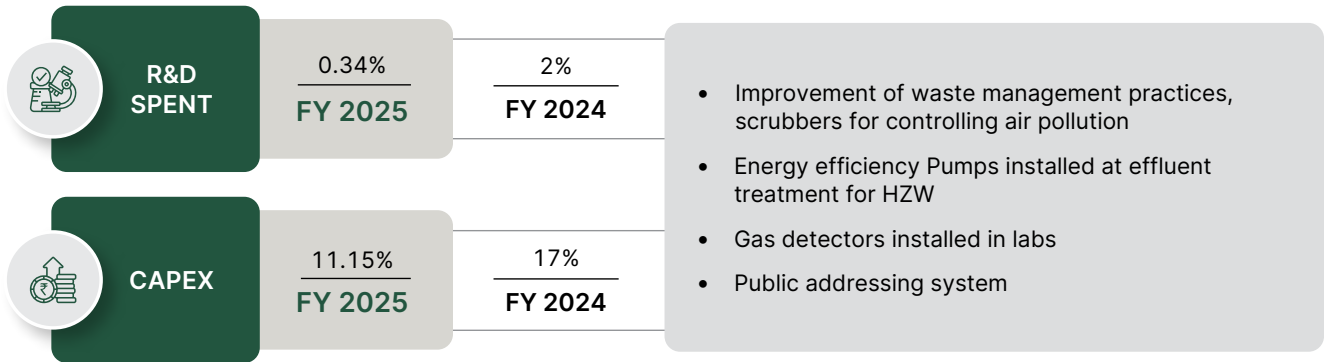
2

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

Essential Indicators



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



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

25.13%

(by value of the order)

We consider supplier commitment to our Supplier Code of Conduct as the first step towards sustainability. As part of the regulated market, our code emphasizes compliance with all applicable regulations. It prohibits child labour, mandates upholding basic human rights, and requires ethical business practices, such as respecting data privacy, intellectual property rights, fair competition, and ensuring safe operating conditions for all workmen. Our goal is for all suppliers to commit to this code of conduct. Additionally, we encourage our suppliers to obtain valid ISO 9001, ISO 14001, and ISO 45001 certifications.

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

We have established the standard operating procedure for Hazardous, Non-Hazardous waste and general waste Management is in place.

**Hazardous Waste Management:**

Our company generates various types of hazardous waste, including evaporation salt, process salt, spent carbon, ETP sludge, insulation waste, spent mixed solvents, used oil, and used PPE. Non-hazardous waste includes plastic, paper, glass, and empty drums, which are responsibly managed through recycling or coprocessing with approved recyclers.

We strictly follow the Hazardous Waste Management Rules of 2016. We ensure proper collection, detoxification and containment using MS drums or double-layer polythene bags, clearly labelled for identification. Only trained personnel handle hazardous waste to maintain safety and control. We employ co-processing in cement kilns as an environmentally sustainable option for disposing of various wastes, including hazardous ones. This method not only destroys the waste at high temperatures (up to 1450°C) but also incorporates the inorganic content into the clinker, leaving no residues. Co-processing also neutralises acidic gases within the kiln's alkaline environment and reduces the need for non-renewable resources like coal and limestone.

Our waste management system achieved Zero waste to landfill with platinum diversion rate in FY 2024, assuring 100% is diverted to co-processing and recycling initiatives.

#### *E-Waste Management:*

Managing e-waste responsibly is crucial due to its hazardous nature and potential environmental and health risks. Our measures include:

- **E-Waste Collection Programs:** Implementing collection programs within our facilities to ensure proper disposal of obsolete or broken electronic equipment.
- **E-Waste Recycling:** Partnering with certified e-waste recycling facilities to dismantle devices, separate components, and safely dispose of hazardous substances.
- **Reuse and Refurbishment:** Refurbishing and reusing functional electronic equipment within the organisation.
- **Proper Disposal of Hazardous Materials:** Safely disposing of hazardous materials like lead, mercury, cadmium, and brominated flame retardants in compliance with regulations.
- **Compliance with E-Waste Regulations:** Adhering to local and international e-waste regulations, including collection, recycling, disposal, and reporting requirements.
- **Vendor Selection and Due Diligence:** Carefully selecting and vetting e-waste recycling vendors to ensure they meet environmental and safety standards.
- **Employee Training and Awareness:** Educating employees on proper e-waste disposal and its environmental and health impacts.
- **E-Waste Reporting and Tracking:** Maintaining records of e-waste generated, collected, and disposed of for compliance and reporting purposes.

#### *Plastic and Other Waste Management:*

We have established recycling programs to capture and recycle materials such as plastic, paper, glass, and metals. Additionally, we invest in resource recovery technologies to extract value from waste streams through processes such as composting, anaerobic digestion, and material recovery.

By implementing these measures, we ensure responsible e-waste management, minimise environmental and health risks, and contribute to the circular economy by promoting the reuse and recycling of electronic materials.

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.**

Extended Producer Responsibility (EPR) is currently not applicable to Neuland in the context of its core manufacturing activities. However, as a responsible organisation, we have proactively registered for EPR as an importer and have obtained the necessary approval from the Pollution Control Board (PCB). Our waste collection plan is in line with the EPR plan submitted to PCB.

### 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 the Product/Service	% of turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web link
8519	Ciprofloxacin Hydrochloride	1.83%	Cradle to Gate	Yes	No

Conducted a comprehensive Life Cycle Assessment (LCA) study for Ciprofloxacin Hydrochloride. This initiative enables the company to thoroughly understand the environmental performance of the product across its life cycle, using Cradle to Gate method and having plans to extend this study to another 2 more products in upcoming years.

**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.**

There are no significant environmental or social concerns identified in our operations. We have procedures and systems in place to effectively mitigate risks, including robust waste management practices and adherence to circular economy principles.

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

Not applicable. In the pharmaceutical industry, the use of recycled or reused input materials in the manufacturing process is not feasible due to the nature of our products and maintain quality. However, in some of our operations we recover the spent solvent through solvent recovery system and reclaim certain catalysts and reuse the same in our processes.

Input material	Recycled or re-used input material to total material	
	FY 2025	FY 2024
Solvents	23.20%	11.32%

**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**

Not applicable, as our products are used in further manufacturing of finished dosage form by our customers.

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

Not applicable, as our products are used in further manufacturing of finished dosage form by our customers.

Principle

3

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





Essential Indicators



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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)	
<b>PERMANENT EMPLOYEES</b>											
Male	1,495	1,495	100%	1,495	100%	-	-	1,495	100%	1,495	100%
Female	204	204	100%	204	100%	204	100%	-	-	204	100%
<b>Total</b>	<b>1,699</b>	<b>1,699</b>	<b>100%</b>	<b>1,699</b>	<b>100%</b>	<b>204</b>	<b>12.01%</b>	<b>1,495</b>	<b>87.99%</b>	<b>1,699</b>	<b>100%</b>
<b>OTHER THAN PERMANENT EMPLOYEES</b>											
Male	289	289	100%	289	100%	-	-	289	100%	289	100%
Female	3	3	100%	3	100%	3	100%	-	-	3	100%
<b>Total</b>	<b>292</b>	<b>292</b>	<b>100%</b>	<b>292</b>	<b>100%</b>	<b>3</b>	<b>1.03%</b>	<b>289</b>	<b>98.97%</b>	<b>292</b>	<b>100%</b>

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)	
<b>PERMANENT WORKERS</b>											
 <b>Male</b>	95	95	100%	95	100%	0	0%	95	100%	95	100%
 <b>Female</b>	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>95</b>	<b>95</b>	<b>100%</b>	<b>95</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>95</b>	<b>100%</b>	<b>95</b>	<b>100%</b>
<b>OTHER THAN PERMANENT WORKERS</b>											
 <b>Male</b>	0	0	0%	0	0%	0	0%	0	0%	0	0%
 <b>Female</b>	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

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

Cost incurred on well-being measures as a % of total revenue of the company

FY 2025

**1%**

FY 2024

**1%****2. Details of retirement benefits for the current and previous financial year**

Benefits	FY 2025			FY 2024		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total employees	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 employees	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
Employee State Insurance (ESI)	3%	0%	Y	0%	0%	NA
Others	0%	0%	Y	NA	100%	NA

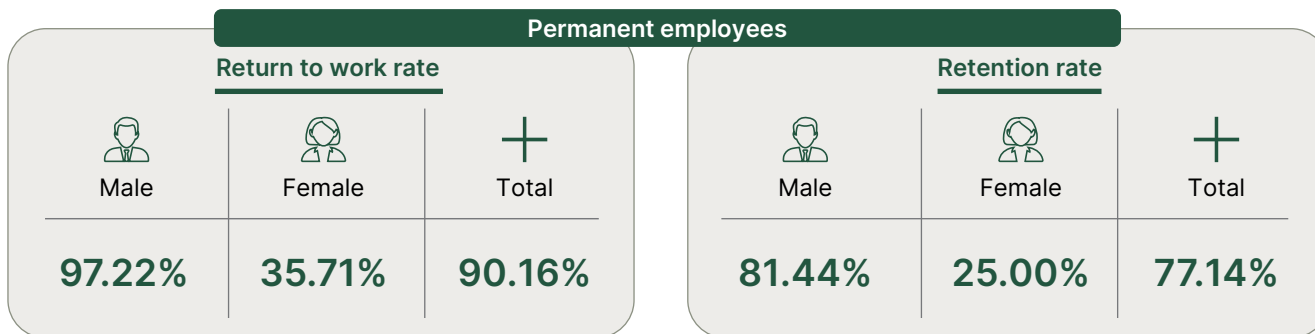
**3. Accessibility of workplaces: Are the premises/offices accessible to differently abled employees as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.**

For differently abled employees, the infrastructure facilities across the offices and manufacturing and R&D facilities adhere to accessibility standards as required. The Equal Opportunity Policy safeguards the rights of the differently abled employees.

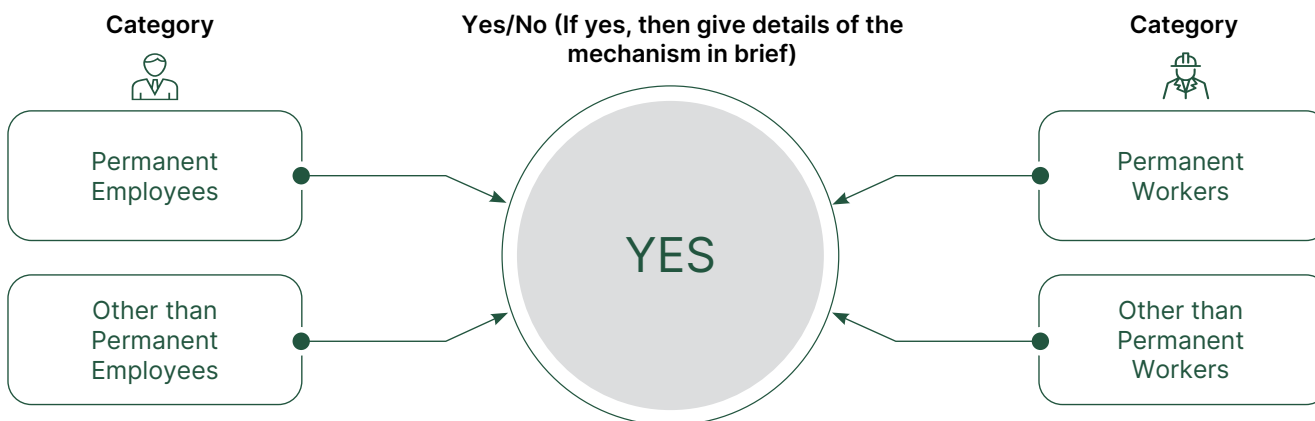
**4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.**

Yes, the policy is accessible on the Company's intranet. We are committed to being an equal opportunities employer, fostering an inclusive environment where everyone can thrive. We do not discriminate in any aspect of employment based on factors such as race, religion, disability, gender, or age. Our code of ethical conduct reinforces our commitment to hiring and promoting individuals based on their qualifications and abilities, without regard to protected categories. For more information on our company culture, visit <https://www.neulandlabs.com/en/careers/people>.

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



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







**Grievance redressal procedure in brief:**

We have established grievance redressal procedures for all our employees and workmen, ensuring that any complaints received through various channels are addressed according to our grievance redressal policy available on our company’s intranet. We maintain a strong compliance culture, ensuring grievances are handled in line with our principles and policies through internal reporting.





At Neuland, we prioritise employee well-being through our dedicated Grievance Redressal policy. Our Central and Location Grievance Committees promptly address employee concerns, fostering a transparent and supportive environment. Employees can easily access our policy and committee details on our intranet portal and are encouraged to report any grievances or human rights violations to our Grievance Committee ([grievances@neulandlabs.com](mailto:grievances@neulandlabs.com)). We have a grievance redressal portal available to our employees on our intranet portal, in addition reporting to the Grievance Committee through email and drop box. For employees and workmen, the policy is available on the notice boards including in vernacular language, and there are drop boxes in place in all our locations for employees or workmen to submit their grievances and suggestions anonymously.

Our whistle-blower policy/vigil mechanism extends to our stakeholders including all investors, employees, directors, contractors, customers, consultants, suppliers and vendors of the company and its subsidiaries and all other persons associated with the Company. Concerns raised are reported to the Audit Committee and, where applicable, to the Board through the Compliance Officer. Employees can also bring issues to HR or their reporting manager, and any complaints regarding sexual harassment are addressed under the PoSH Act 2013 and our internal policy in compliance with it.





## 7. Membership of employees in association(s) or unions

Category	FY 2025			FY 2024		
	No. of employees covered as a % of total employees (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	NA	NA	NA	NA	NA	NA
 Male	NA	NA	NA	NA	NA	NA
 Female	NA	NA	NA	NA	NA	NA
Total Permanent Workers	95	95	100%	100	100	100%
 Male	95	95	100%	100	100	100%
 Female	0	0	0%	0	0	0%

## 8. Details of training given to employees

Category	FY 2025					FY 2024				
	Total (A)	On health and safety/wellness measures		On skill upgradation		Total (D)	On health and safety measures/wellness		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>EMPLOYEES</b>										
 Male	1,784	1,784	100%	1,784	100%	1,365	1,365	100%	1,365	100%
 Female	207	207	100%	207	100%	178	178	100%	178	100%
<b>Total</b>	<b>1,991</b>	<b>1,991</b>	<b>100%</b>	<b>1,991</b>	<b>100%</b>	<b>1,543</b>	<b>1,543</b>	<b>100%</b>	<b>1,543</b>	<b>100%</b>
<b>WORKERS</b>										
 Male	1,238	1,238	100%	1,238	100%	100	100	100%	100	100%
 Female	75	75	100%	75	0%	0	0	0%	0	0%
<b>Total</b>	<b>1,313</b>	<b>1,313</b>	<b>100%</b>	<b>1,313</b>	<b>100%</b>	<b>100</b>	<b>100</b>	<b>100%</b>	<b>100</b>	<b>100%</b>

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

Category	FY 2025			FY 2024		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>EMPLOYEES</b>						
 Male	1,443	880	60.89%	1,342	917	68%
 Female	189	111	58.73%	162	103	62%
<b>Total</b>	<b>1,632</b>	<b>991</b>	<b>60.72%</b>	<b>1,505</b>	<b>1020</b>	<b>68%</b>
<b>WORKERS</b>						
 Male	0	0	0.00%	100	0	0%
 Female	0	0	0.00%	0	0	0%
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	<b>100</b>	<b>0</b>	<b>0%</b>

\* Cut-off date for the performance appraisal is May 31, 2025.

Performance goals are established for all employees at the start of the financial year. Our employees participate in mid-year and annual performance reviews as part of our performance management process. The performance appraisals are conducted for permanent employees who joined on or before December 31, 2024, and are on the organisation's payroll in the current appraisal cycle. However, performance appraisals are not applicable to our permanent workmen, as they are governed by wage agreements.

## 10. Health and safety management system

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

Yes, Neuland is certified for ISO 45001 :2018 Occupational Health and Safety Management System for all manufacturing sites and R&D.

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

Yes, we have established processes that include workplace risk assessment, HAZOP, Hazard Identification & Risk Assessment (HIRA), permit-to-work systems, safety inspections, and a Safety Audit Management system. Safety audits are conducted regularly at our facilities to ensure compliance and address any concerns promptly. We maintain a rigorous internal audit and reporting system to resolve compliance issues as soon as possible. Inter-facility safety audits are conducted every six months, while external audits occur annually. Our objective is to continually improve processes to enhance health and safety outcomes.

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

Yes. We have an internal reporting mechanism in place to report hazards both online and offline, which is monitored 24x7 and addressed immediately. Our incident management system ensures that any incident is reported to relevant statutory authorities and internal teams. Following this, cross-functional teams conduct incident investigation to identify the root cause. Corrective and preventive actions (CAPA) are then recommended and tracked in monthly review meetings for implementation. If the same issue is identified at other sites, a global CAPA is generated for implementation across all sites.

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

Yes, we have an Occupational Health Centre at all our locations, with an inhouse doctor. First aid facility is available at corporate office. All the employees undergo pre-employment and periodic health assessments to ensure good health.

## 11. Details of safety related incidents

Safety Incident/Number	Category	FY 2025	FY 2024
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 (safety incident)	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.

Neuland is committed to maintaining the highest standards of occupational health, safety, and environmental practices. Our proactive approach to risk assessment, safety audits, and incident management ensures continuous improvement of our processes and the well-being of our employees. We remain dedicated to fostering a culture of safety and prioritising the health and safety of all stakeholders.

We implement a thorough risk assessment process to ensure workplace safety, including regular workplace risk assessments, HAZOP studies, and Hazard Identification & Risk Assessments (HIRA). These processes help us identify and address potential hazards and risks associated with our operations proactively.

Our stringent permit-to-work system ensures that all critical tasks undergo proper authorisation and risk assessment before commencement, further enhancing safety measures within our facilities.

We have safety committee meetings once in quarter as per the EHS Standard Operating Process. Aligned with ISO standards ISO 45001:2018 & ISO 14001:2015, our Environment, Health, and Safety (EHS) Management System undergoes regular internal, inter-facility, and external audits. These audits aim to verify compliance with safety standards and drive continual improvement in our safety practices. As a result of these efforts, we have maintained a strong safety record with no significant workplace incidents or accidents during the reporting period.

At Neuland, we prioritise the health and well-being of our employees through comprehensive initiatives. Regular health check-ups, wellness programs, and measures to improve the working environment are integral to our employee health strategy. We actively foster a positive safety culture through platforms such as Safety Committee Meetings and safety awareness sessions, encouraging employee participation and feedback.

Pre-employment and periodic medical check-ups, coupled with health awareness sessions and vaccination drives, contribute significantly to maintaining a healthy workforce. Additionally, personalised employee care, including individual health records and counselling, ensures that employees at high risk of adverse medical situations receive appropriate support and attention.

The Company’s proactive implementation of Behavioural Based Safety (BBS), robust safety trainings and measures, and rigorous audits, have cultivated a strong safety culture, minimised incidents, and consequently resulted in better working conditions. This demonstrates our commitment to a safe and compliant working environment. These initiatives, further reinforced by British Safety Council’s 5 star and sword of honour recognitions.

**13. Number of complaints on the following made by employees**

	FY 2025			FY 2024		
	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	1,646	11	-	6,647	317	-
Health and safety	285	0	-	689	0	-

**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

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Working Conditions

100%

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

Currently, we have a well-established procedure where an Environmental, Health, and Safety (EHS) assessment is conducted before undertaking any project. This assessment aims to explore the overall feasibility of the project, ensuring that it minimally impacts the safety and health of employees and the environment. We conduct risk assessments annually based on our internal Standard Operating Procedures (SOPs) and audit criteria, with all Corrective and Preventive Actions (CAPA) reviewed and completed within specified timelines by both site and higher management.

At Neuland, safety incidents are treated with utmost seriousness, and prompt corrective actions are taken to address any issues that arise. Collaborative efforts between government bodies, regulatory agencies, and organisations are made to ensure workplace safety.

Strict enforcement of safety regulations and guidelines is one of the primary measures taken to address safety incidents, with regular inspections and audits conducted to ensure compliance. Training programs are also implemented to educate employees on safety practices, raising awareness about potential workplace hazards and providing them with necessary skills to prevent accidents and injuries.

Incident reporting systems are in place to encourage employees to report safety concerns promptly, facilitating prompt investigation and resolution of issues before they escalate. In cases where significant risks are identified, proactive measures such as thorough risk assessments, additional safety protocols, provision of personal protective equipment (PPE), or facility/equipment modifications are implemented to mitigate these risks.

Overall, Neuland places a high priority on ensuring the health and safety of its workforce and community members. Through proactive measures and prompt corrective actions, we aim to create a safe and secure environment for all individuals.

For more information kindly refer to Human Capital section of our integrated annual report for FY 2025.

**Leadership Indicators** >

1. Does the entity extend any life insurance or any compensatory package in the event of death of a. Employees (Y/N) and b. Workers (Y/N)

Yes, for both our employees and workmen.

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

We maintain robust mechanisms to ensure that all applicable statutory dues related to transactions with its value chain partners are accurately deducted and deposited in accordance with regulations. These processes undergo regular audit scrutiny. We diligently collect relevant certificates and proofs from our contractors regarding the payment of statutory dues such as PF, ESIC, etc., for contractual employees and workmen. Furthermore, we emphasise ethical behaviour and integrity with our value chain partners in all business dealings and adherence to fair business practices.

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

	Total no. of affected employees/ Workers		No. of employees that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025	FY 2024	FY 2025	FY 2024
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes, the company provides opportunities to retired or separated employees as consultants or advisors, subject to requirement.

5. Details on assessment of value chain partners

**% of value chain partners (by value of business done with such partners) that were assessed**

Health and safety practices

Working Conditions

**9.11%**

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.

There were no significant risks/concerns identified during the supplier assessments.

Principle

4

**BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS****Essential Indicators****1. Describe the processes for identifying key stakeholder groups of the entity.**

Our key stakeholders include customers, investors, board members, workmen, clients, suppliers, the community, and regulators, among others. We believe that businesses that invest in building trust and fostering a cooperative working environment with stakeholders are more likely to succeed. Therefore, effective stakeholder communication is a cornerstone of our strategy. Over the years, we have built strong relationships with our stakeholders based on trust and respect. We engage with them regularly through various channels to understand their needs and goals, ensuring our efforts are aligned with their expectations.

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

Key Stakeholders	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/Half yearly/ Quarterly / Others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
<b>Board and Committees of the Board</b>	No	<ul style="list-style-type: none"> <li>Emails, virtual and in-person meetings, group calls and messaging</li> </ul>	Quarterly and need based	Board and its committees' engagements include Company's overall operations, business performance, risks and opportunities, strategy, assessment reports, legal updates, technical updates, industry updates, R&D, compliances, audit reports, ESG programs, business continuity and crisis management and material topics.
<b>Employees and workmen</b>	No	<ul style="list-style-type: none"> <li>Multi-level and multi-topic engagement based on the employee group</li> <li>Performance feedback</li> <li>Surveys</li> <li>Training sessions</li> <li>Several informal modes like toolbox talk specifically used for workmen</li> <li>Email and intranet</li> <li>Digital communication</li> <li>Message broadcasting</li> <li>Townhall meetings</li> </ul>	Continuous	<p>Our people, their ideas and their passion are the key forces that drive our company's trajectory forward.</p> <p>We aim to provide our employees a safe, inclusive, and empowering workplace that encourages transparent engagement and the freedom to act, innovate and grow as professionals and individuals. Our ongoing effort is to maintain two-way engagement with colleagues globally including those in corporate offices, R&amp;D labs, manufacturing locations and in the field. Our engagement ranges from providing the latest and updated information on Company and industry developments, avenues for employee voice to capability building, recognition and celebrations.</p>
<b>Suppliers</b>	No	<ul style="list-style-type: none"> <li>Supplier audits</li> <li>Supplier meets</li> <li>Topic-based select supplier engagement</li> <li>Grievance redressal</li> </ul>	Frequent and need based	<ul style="list-style-type: none"> <li>To ensure business continuity and opportunities without any quality related challenges</li> <li>To identify and close gaps at supplier facilities related to cGMP practices</li> <li>To seek their confirmation on compliance with our Suppliers Code of Conduct</li> <li>Create awareness on ESG parameters</li> <li>To address any feedback/ queries related to the product</li> </ul>

Key Stakeholders	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/Half yearly/ Quarterly / Others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	<ul style="list-style-type: none"> <li>Customer meets and visits by the customer to Neuland</li> <li>Customer audits</li> <li>Customer surveys</li> <li>Structured engagement with select customers</li> </ul>	Frequent and need based	<ul style="list-style-type: none"> <li>To achieve higher market share through better coverage and penetration into new markets and maximise the outreach of our products</li> <li>To create awareness about new portfolio and initiatives</li> <li>Credit worthiness and fair business practices</li> <li>To address any query/ feedback by customer</li> </ul>
Government and Regulators	No	<ul style="list-style-type: none"> <li>Fillings and submissions</li> <li>Engagement during visits to our facilities</li> <li>Structured meetings on defined topics, as needed</li> <li>Email and website</li> </ul>	Need-based	Our engagement with official authorities is multi-fold. With regulatory authorities, our engagement is aimed at discharging responsibilities and furthering our core business of product development, launch, manufacturing, etc. in keeping with the latest and highest standards of compliance.
Community	Yes	Our engagement with the community includes physical visits as well as digital channels.	Frequent and need based	<p>We engage with the community to understand areas for sustainable development; to develop a sustainable ecosystem for our communities and to understand the social / development challenges / need of the local communities.</p> <p>Our corporate social responsibilities are centred around health and wellbeing, education, women empowerment, gender equality, afforestation and clean water and sanitation, infrastructure development in the villages around our manufacturing plants.</p>
Investors/ Financial Partners	No	<p>investor meetings/ calls, conferences, earnings call, investor events, e-mail, press releases, stock exchange intimations, investor presentations and annual reports.</p> <p>Various updates on the website and other places of engagement.</p>	Frequent and need based	We engage with them so that they can take an informed decision to invest in our Company. The key area of engagement includes an update on the business and financial performance, Company's strategy and growth levers, potential opportunities and risks, our sustainability goals/ actions, and material events which may have a positive or negative impact on the performance of the Company.

## Leadership Indicators >

### 1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how feedback from such consultations is provided to the Board.

The Company is committed to the principle that robust stakeholder engagement is essential to realise its vision of sustainable and inclusive growth. To this end, a comprehensive framework has been established to navigate the complexities of stakeholder interactions. The Board of Directors exercises oversight through the Corporate Social Responsibility (CSR) and Risk & Sustainability Committees, which, among other responsibilities, assess, oversee, and set the course for the Company's CSR initiatives and sustainability endeavours. Progress reports concerning these areas are regularly presented to these Committees by the Management. Furthermore, the Company has instituted an ESG Apex Committee, composed of senior management, tasked with the supervision of the Company's ESG objectives. This Committee operates with the support of a dedicated Core Committee and an Operational driving team.

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, we conducted a materiality assessment involving intensive stakeholder engagement. Both internal and external stakeholders identified material environment, social and governance topics that could impact the Company's business. Our ESG strategy has been formulated based on the inputs received from key stakeholders on these material topics. Key topics are also listed in Section A - Question 24 of this report. Materiality Assessment is conducted once in three years, and the next one is due in FY 2026.

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

We are dedicated to serving disadvantaged, vulnerable, and marginalised stakeholders in areas near our manufacturing facilities through various CSR initiatives. We implement numerous programs focusing on education, women empowerment, clean water and sanitation, skills development and livelihoods, health and well-being, environmental sustainability, and sustainable communities. These initiatives are carried out both directly and in partnership with other organisations to support marginalised sections of the community. For more details, please refer to Principle 8 of this report.

## Principle 5 BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

### Essential Indicators >

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

Category	FY 2025			FY 2024		
	Total (A)	No. of employees covered (B)	% (B/A)	Total (C)	No. of employees covered (D)	% (D/C)
<b>EMPLOYEES</b>						
Permanent	1,699	1,699	100%	1,543	1,543	100%
Other than permanent	292	292	100%	150	150	100%
<b>Total Employees</b>	<b>1,991</b>	<b>1,991</b>	<b>100%</b>	<b>1,693</b>	<b>1,693</b>	<b>100%</b>
<b>WORKERS</b>						
Permanent	95	95	100%	100	100	100%
Other than permanent	1,218	1,218	100%	1,062	1,062	100%
<b>Total Workers</b>	<b>1,313</b>	<b>1,313</b>	<b>100%</b>	<b>1,162</b>	<b>1,162</b>	<b>100%</b>

2. Details of minimum wages paid to employees and workers

Category	FY 2025					FY 2024				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>EMPLOYEES</b>										
<b>Permanent</b>	<b>1,699</b>	<b>0</b>	<b>0%</b>	<b>1,699</b>	<b>100%</b>	<b>1,543</b>	<b>0</b>	<b>0%</b>	<b>1,543</b>	<b>100%</b>
Male	1,495	0	0%	1,495	100%	1,365	0	0%	1,365	100%
Female	204	0	0%	204	100%	178	0	0%	178	100%
<b>Other than Permanent</b>	<b>292</b>	<b>0</b>	<b>0%</b>	<b>292</b>	<b>100%</b>	<b>150</b>	<b>0</b>	<b>0%</b>	<b>150</b>	<b>100%</b>
Male	289	0	0%	289	100%	150	0	0%	150	100%
Female	3	0	0%	3	100%	0	0	0%	0	0

Category	FY 2025					FY 2024				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>WORKERS</b>										
<b>Permanent</b>	95	0	0%	95	100%	100	0	0%	100	100%
Male	95	0	0%	95	100%	100	0	0%	100	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
<b>Other than Permanent</b>	1,218	0	0%	1,218	100%	1,062	0	0%	1,062	100%
Male	1,143	0	0%	1,143	100%	975	0	0%	975	100%
Female	75	0	0%	75	100%	87	0	0%	87	100%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹)	Number	Median remuneration/ salary/ wages of respective category (₹)
Board of Directors (BoD) (including whole-time directors)	9	31,20,000	2	30,90,000
Key Managerial Personnel (other than BoD)	1	1,93,85,000	1	46,01,000
Employees other than BoD and KMP*	1,491	6,19,644	203	4,93,500
Workers	95	10,01,398	0	-

\* Employee count here is excluding 3 whole-time directors and 2 KMP

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

	FY 2025	FY 2024
 Gross wages paid to females as % of total wages	<b>9.28%</b>	<b>7.56%</b>

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, we have a Grievance Redressal policy in place, Central Grievance Committee addresses grievances of permanent employees and Location Grievance Committee addresses grievances of permanent workmen. The policy and the committee members list are available to all employees in our intranet portal. Additionally, we encourage employees to raise their concerns and ask for help in case of any violation or perceived violation of human rights. They can report any grievance to – Grievance Cell (grievances@neulandlabs.com). For more details, please refer to Principle 3, Point 6.

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

Any grievance arising out of violation of human rights shall be dealt with as per process defined under Grievance Redressal policy. They can report any grievance to – Grievance Cell (grievances@neulandlabs.com). For more details, please refer to Principle 3, Point 6.

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

	FY 2025			FY 2024		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	3	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	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	FY 2024
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	3	0
Complaints on POSH as a % of female employees / workers	1.06%	0%
Complaints on POSH upheld	2	0

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

Our 'Prevention of Workplace Discrimination & Equal Opportunities Employment' policy ensures that actions taken to remedy any situation will not negatively affect the person who lodged the complaint. Furthermore, our grievance redressal policy, available on the intranet of the Company, provides protection of complainant. The complainant or any other employee assisting in the investigation, including witness, shall not be subjected to any unfair treatment on account of any grievance raised or being investigated.

We conduct regular training and awareness sessions to ensure all our employees and workmen understand the policies and their responsibilities under it. We encourage speaking up in good faith and assure all employees and workmen that retaliation will not be tolerated.

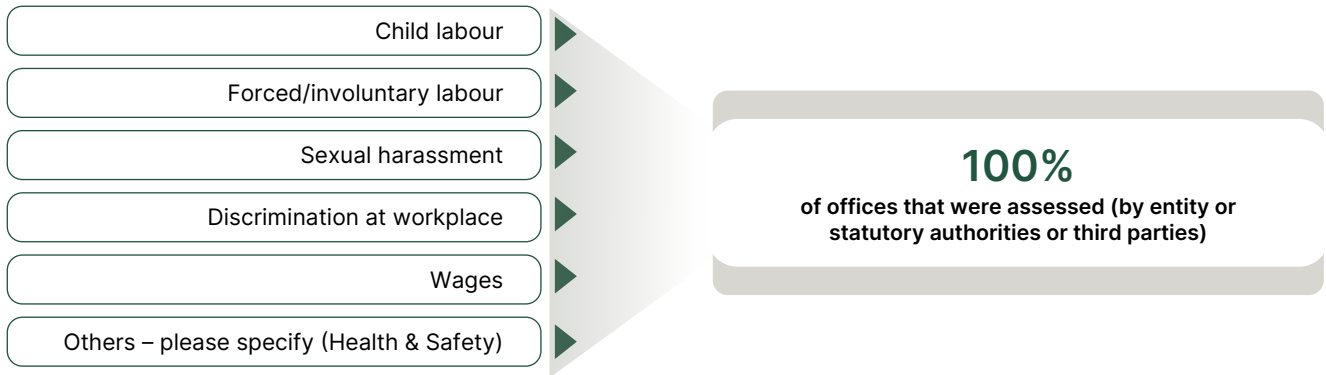
Additionally, our Human Rights Policy encourages employees to raise their concerns and ask for any help/ clarification in case of any violation/ perceived violation of human rights without any fear of retaliation. They can send an e-mail to [grievances@neulandlabs.com](mailto:grievances@neulandlabs.com) stating the nature of their grievance which will be addressed as per the Grievance Redressal policy. Similarly, contract labour can reach out to the site Human Resources team and share their concerns around violation of this Policy.

Any violations of this policy can be reported under the Company's Whistleblower policy, by writing to [whistleblower@neulandlabs.com](mailto:whistleblower@neulandlabs.com) and [whistleblower.neulandlabs@gmail.com](mailto:whistleblower.neulandlabs@gmail.com) and the matter will be investigated under whistleblower mechanism. Finally, our Whistleblower Policy allows escalating the reporting of any retaliation to the Compliance Officer or the CEO/MD.

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

Yes, the Company has human rights related requirements as part of the business agreements and contracts.

## 10. Assessments for the year



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

During the year an independent third-party audit was carried out in line with the ISO 26000 Social Responsibility guidelines. There were no significant risks/concerns from the social audit conducted for all units (Unit-1, Unit-2, Unit-3 & R&D) and the corporate office.

### Leadership Indicators >

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

There have been no changes to our processes, as no human rights grievances or complaints were received.

#### 2. Details of the scope and coverage of any human rights due diligence conducted.

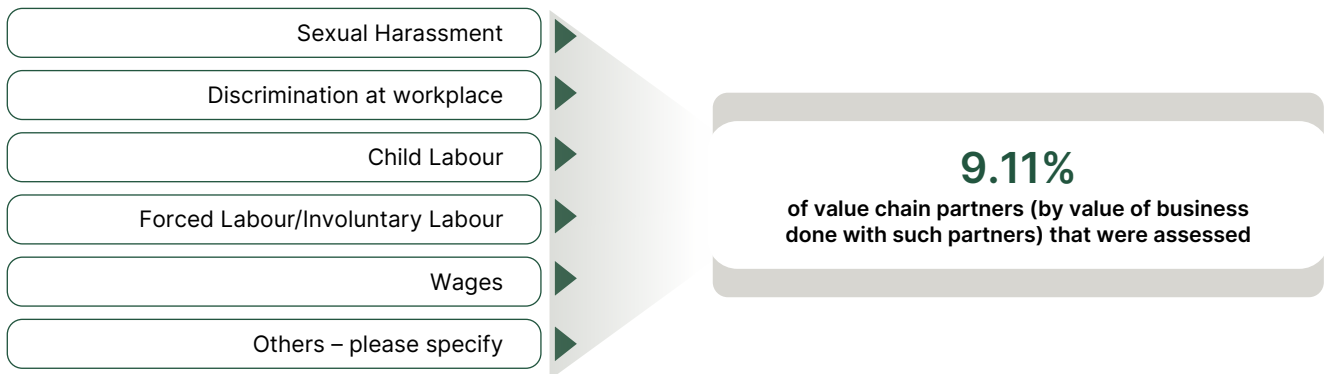
The scope covered all locations of the organisation and covered the following areas:

Organisational governance, human rights, labour practices, fair operating practices, consumer issues and community involvement and development.

#### 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?

For the differently abled visitors, the infrastructure facilities across the offices and manufacturing and R&D facilities adhere to accessibility standards, to the extent required.

#### 4. Details on assessment of value chain partners



#### 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 risks or concerns were identified during the supplier assessments referenced in Question 4. As such, no corrective actions were required or are currently underway. We continue to monitor supplier performance regularly to ensure ongoing compliance and risk mitigation.

Principle













6

BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Essential Indicators



## 1. Details of total energy consumption (in Joules or multiples) and energy intensity

PARAMETER	FY 2025	FY 2024
<b>From renewable sources</b>		
 Total electricity consumption (A)	0	0
 Total fuel consumption (B)	0	0
 Energy consumption through other sources (C)	0	0
 Total energy consumed from renewable sources (A+B+C)	0	0
<b>From non-renewable sources</b>		
 Total electricity consumption (D) in GJ	1,53,802.75	1,41,269.07
 Total fuel consumption (E) in GJ	2,29,563.15	2,35,886.85
 Energy consumption through other sources (F) in GJ	0	0
 Total energy consumed from non-renewable sources (D+E+F) in GJ	3,83,365.90	3,77,155.91
 Total energy consumed (A+B+C+D+E+F) GJ	3,83,365.90	3,77,155.91
 Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) GJ/₹	0.000026	0.0000242
 Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.000536	0.000542
 Energy intensity in terms of physical output (GJ/Kg of production)	0.86	0.81

\* PPP – IMF conversion factors for FY2025: 20.66

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency.** - Yes, TUV India Private Limited, a third party conducted an annual assurance for FY 2024-25 on sustainability parameters reported in the integrated report of the Company.

Note: Previous year's numbers (FY 2024) have been rectified.

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.

The PAT Scheme is not applicable to Neuland, as none of our sites or facilities have been identified as Designated Consumers (DCs) under the scheme by the Government of India.

3. Provide details of the following disclosures related to water.

Parameter	FY 2025	FY 2024
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	1,41,490.40	1,28,000.00
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>1,41,490.40</b>	<b>1,28,000.00</b>
Total volume of water consumption (in kilolitres)	1,41,490.40	1,28,000.00
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.00000958	0.00000821
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total water consumption / Revenue from operations adjusted for PPP)	0.000198	0.000184
Water intensity in terms of physical output (KL/Kg of production)	0.32	0.33

\* PPP – IMF conversion factors for FY 2025: 20.66

**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, TUV India Private Limited, a third party conducted an annual assurance for FY 2024-25 on sustainability parameters reported in the integrated report of the Company.

4. Provide the following details related to water discharged:

	FY 2025	FY 2024
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) To Surface water</b>		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
<b>(ii) To Groundwater</b>		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
<b>(iii) To Seawater</b>		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
<b>(iv) Sent to third parties</b>		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
<b>(v) Others</b>		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	1,700.00 (Tertiary)	1,180.00 (Tertiary)
<b>Total water discharged (in kilolitres)</b>	<b>1,700.00</b>	<b>1,180.00</b>

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency** – Yes, TUV India Private Limited, a third party conducted an annual assurance for FY 2024-25 on sustainability parameters reported in the integrated report of the Company.

Note: Previous year's numbers (FY 2024) have been rectified.

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

To conserve natural resources and protect the environment, Neuland has implemented Zero Liquid Discharge (ZLD) systems across all its manufacturing facilities. These systems are designed to ensure that all wastewater generated during operations is treated, recycled, and reused within the facility, leaving no liquid effluent for external discharge. The ZLD process typically involves multiple stages, including primary treatment, ultrafiltration, reverse osmosis, and evaporation, followed by crystallisation to recover usable water and safely manage residual solids. By adopting this closed-loop water management system, Neuland effectively eliminates the risk of water pollution, complies with stringent regulatory norms, and reinforces its commitment to environmental sustainability.

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

Parameter	Please specify unit	FY 2025	FY 2024
NOx	tons	26.02	28.23
SOx	tons	70.14	74.15
Particulate matter (PM)	tons	35.70	37.18
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.** – Yes, TUV India Private Limited, a third party conducted an annual assurance for FY 2024-25 on sustainability parameters reported in the integrated report of the Company.

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

Parameter	Unit	FY 2025	FY 2024
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	27,760.95	23,566.15
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	31,059.61	28,096.85
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	Metric tonnes of CO <sub>2</sub> equivalent per Rupee	0.0000040	0.0000033
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity PPP*</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO <sub>2</sub> equivalent per Rupee	0.0000823	0.0000743
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	Metric tonnes of CO <sub>2</sub> equivalent per Kg of production	0.13	0.11

\* PPP – IMF conversion factors for FY2025: 20.66

**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, TUV India Private Limited, a third party conducted an annual assurance for FY 2024-25 on sustainability parameters reported in the integrated report of the Company.

Note: Previous year's numbers (FY 2024) have been rectified.

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

Yes, we have undertaken multiple initiatives aimed at reducing greenhouse gas (GHG) emissions across our operations, addressing both Scope 1 and Scope 2 emissions through fuel optimisation, energy conservation, and nature-based solutions.

**Scope 1 Emission Reduction Initiatives:**

**Fuel Transition:**

As part of our decarbonisation efforts, we are actively exploring cleaner fuel alternatives. One such initiative involves blending 10% biomass briquettes with coal in boiler operations. This fuel transition aims to reduce direct fossil fuel usage, thereby lowering Scope 1 emissions when compared to previous years.

### Refrigerant Management:

In line with best practices for managing high global warming potential (GWP) substances, we have initiated the replacement of R-22 refrigerant with R-404a in its HVAC systems. This transition not only improves system efficiency but also reduces the environmental impact associated with refrigerant leaks and usage.

### Scope 2 Emission Reduction Initiatives:

#### Electricity Conservation:

We have implemented multiple energy-saving measures across our facilities, including LED lighting upgrades, energy-efficient motors, power factor correction systems, and process optimisation, all contributing to a tangible reduction in purchased electricity consumption, thereby reducing Scope 2 emissions.

#### Comprehensive Energy Audit:

A detailed energy audit was conducted at our Unit 1 to analyse power consumption trends, identify inefficiencies, and recommend actionable solutions for improvement. Based on the insights gained, the company plans to replicate this audit methodology across all sites, enabling a broader implementation of energy-saving practices company-wide.

#### Afforestation and Reforestation Projects:

As part of our commitment to natural climate solutions, we have undertaken tree plantation drives and reforestation of degraded land around its operational sites. These efforts not only improve local biodiversity and ecosystem services but also contribute to carbon sequestration, thereby helping offset a portion of our GHG emissions.

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

Parameter (in metric tonnes)	FY 2025	FY 2024
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	3.11	2.63
E-waste recycled (B)	0.90	2.32
Bio-medical waste (C)	5.47	4.33
Construction and demolition waste (D)	2,500.30	2,680.74
Battery waste (E)	0.03	0.19
Radioactive waste (F)	-	0
Other Hazardous waste. Please specify, if any. (G)	5,276.35	7021.29
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	113.41	83.58
Total (A+B + C + D + E + F + G + H)	7,899.57	9795.08
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00000053	0.00000063
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000011	0.000014
Waste intensity in terms of physical output	0.02	0.03
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	2,504.34	2,685.87
(ii) Re-used	5,389.76	7,068.02
(iii) Other recovery operations	-	-
<b>Total</b>	<b>7,894.11</b>	<b>9,753.89</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	5.47	4.33
<b>Total</b>	<b>5.47</b>	<b>4.33</b>

\*Plastic Waste, E-waste, Battery waste and Construction & demolition waste are considered under Recycled waste.

**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, TUV India Private Limited, a third party conducted an annual assurance for FY 2024-25 on sustainability parameters reported in the integrated report of the Company.

**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.**

At Neuland, waste management is guided by a comprehensive Standard Operating Procedure (SOP) that ensures the safe and sustainable handling of all waste categories—hazardous, non-hazardous, and general waste. Our approach emphasises strict adherence to the Hazardous Waste Management Rules, 2016, particularly for materials such as evaporation salt, process salt, and spent carbon. These are carefully collected by trained personnel using appropriately labelled MS drums or double-layer polythene bags to ensure safe containment and traceability.

A key element of our waste strategy is the co-processing of hazardous waste in cement kilns, which not only prevents landfill accumulation but also promotes resource recovery and circularity. Additionally, our facilities implement rigorous waste segregation, recycling, and tracking mechanisms to ensure environmental compliance and minimise ecological impact.

Our commitment to sustainable waste management resulted in the successful diversion of 100% of waste from landfills, reflecting our ongoing efforts to eliminate waste at source, improve material efficiency, and achieve zero landfill goals.

To reduce the use of hazardous and toxic chemicals, Neuland continues to invest in green chemistry practices, process optimisation, and substitution of harmful substances with safer alternatives, aligning with our broader environmental sustainability objectives.

**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.**

None of our operational sites are located in or around ecologically sensitive areas.

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

During the reporting year, no projects undertaken by Neuland required an Environmental Impact Assessment (EIA) under the applicable environmental laws. As such, no EIAs were conducted in the current financial year.

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

Yes, Neuland is compliant with applicable environmental laws, regulations, and guidelines in India, including the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, the Environment (Protection) Act, and the rules framed thereunder. The company consistently adheres to regulatory requirements and maintains a strong focus on environmental stewardship across all its operations.

## Leadership Indicators >

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

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

(i) **Name of the area:** Bonthapally, Pashamylaram and Gaddapotharam (Sangareddy District) and Jubilee Hills, Hyderabad

(ii) **Nature of operations:** Manufacturing, R&D and Administration

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

Parameter	FY 2025	FY 2024
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	1,41,490.40	1,28,000.00

Parameter	FY 2025	FY 2024
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	1,41,490.40	1,28,000.00
Total volume of water consumption (in kilolitres)	1,41,490.40	1,28,000.00
Water intensity per rupee of turnover (Water consumed / turnover) KL/₹	0.00000958	0.00000821
Water intensity (optional) – the relevant metric may be selected by the entity KL/₹ lakhs	0.96	0.82
Water discharge by destination and level of treatment (in kilolitres)		
<b>(i) To Surface water</b>		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
<b>(ii) To Groundwater</b>		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
<b>(iii) To Seawater</b>		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
<b>(iv) Sent to third parties</b>		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	-*	-*
<b>(v) Others</b>		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	1,700.00 (Tertiary)	1,180.00 (Tertiary)
<b>Total water discharged (in kilolitres)</b>	<b>1,700.00</b>	<b>1,180.00</b>

\*The company is not tracking its water discharge at corporate office, as it is a leased asset with common STP, and the consumption and discharge being insignificant.

**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, TUV India Private Limited, a third party conducted an annual assurance for FY 2024-25 on sustainability parameters reported in the integrated report of the Company.

Note: Previous year's numbers (FY 2024) have been rectified.

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

Parameter	Unit	FY 2025	FY 2024
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	1,28,243.58	3,036.82
Under Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 equivalent per Rupee	0.0000087	0.00000019
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO2 equivalent per lakhs Rupees	0.87	0.02

**Note:** Due to additional categories included in FY 2025 GHG emissions calculations under Scope 3 are not comparable to the categories considered in FY 2024. For details about this, please refer the natural capital section of our FY 2025 Integrated Report.

**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, TUV India Private Limited, a third party conducted an annual assurance for FY 2024-25 on sustainability parameters reported in the integrated report of the Company.

## 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, as we do not operate in ecologically sensitive areas.

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

At Neuland, environmental sustainability and responsible resource management are embedded into our core operational philosophy. We firmly believe in creating “wealth from waste,” and this mindset drives our comprehensive efforts toward achieving zero waste to landfill through robust waste reduction, reuse, and recycling programs.

	<u>Initiative undertaken</u>	<u>Details of the Initiative (weblink, if any, may be provided along with summary)</u>	<u>Outcome of the initiative</u>
1	<b>Comprehensive Water Audit</b>	A detailed water audit was conducted at Neuland Unit 3 to map water usage across various processes, identify high-consumption areas, and explore opportunities for conservation, reuse, and recycling. Plans are in place to replicate this across all sites.	Identified key water-saving opportunities and initiated efficiency improvements company-wide.
2	<b>Progress Toward Zero Waste to Landfill Certification</b>	Initiated the process for Zero Waste to Landfill certification through waste stream mapping, enhanced segregation practices, and identifying suitable co-processing and recycling partners.	Improved waste segregation, diverted waste from landfill, and advanced toward ZWL certification.
3	<b>Biodiversity Assessment</b>	Conducted baseline biodiversity studies around major operational sites to understand the local ecological context and potential environmental impacts. Results will guide site-specific conservation and mitigation strategies.	Developed a foundation for biodiversity action plans to preserve native ecosystems and mitigate ecological risks.
4	<b>Zero Liquid Discharge (ZLD) Implementation</b>	ZLD systems are implemented across manufacturing sites to treat and reuse all generated wastewater in utilities such as cooling towers and flushing systems.	Achieved complete reuse of wastewater, significantly reducing freshwater usage and environmental discharge.
5	<b>Hazardous and Non-Hazardous Waste Management</b>	Adopted structured handling and disposal of hazardous waste (e.g., process salts, spent carbon) and partnered with certified recyclers for non-hazardous waste reuse and co-processing.	Ensured legal compliance and reduced environmental impact by minimising landfill contribution.
6	<b>Climate Action and Natural Resource Conservation</b>	Initiated energy efficiency improvements and afforestation/reforestation projects to reduce GHG emissions and restore natural habitats. Focus areas include green chemistry, process optimisation, and future renewable energy integration.	Contributed to decarbonisation efforts, improved energy performance, and enhanced green cover around operations.
7	<b>Governance through Environmental Management Systems</b>	Environmental management is governed by internal SOPs and policies aligned with regulatory standards. Regular audits, training, and monitoring ensure policy implementation and continuous improvement.	Strengthened compliance culture, embedded sustainability in daily operations, and reduced environmental risk.

For details about this, please refer the natural capital section of our FY 2025 Integrated Report.

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

We, at Neuland currently have a Disaster Management Plan in place from an IT perspective, along with established plans for Supply Chain and Manufacturing Operations. These frameworks enabled the company to respond swiftly during the pandemic and other emergencies. From a manufacturing standpoint, certain products are qualified across multiple production lines, and vice versa, ensuring operational continuity and risk mitigation. Our Business Continuity Policy aligned to ISO 22301 is available intranet for access to our employees and internal stakeholders. Additionally, Neuland is actively developing comprehensive Business Continuity Plans (BCP) aligned with ISO 22301, covering all departments and potential scenarios, with the goal of achieving full accreditation during FY 2025-26.

**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.**

Increased emissions from procurement activities were identified as a significant environmental impact within our value chain. In response, we, at Neuland implemented a supply chain de-risking strategy aimed at reducing geographic dependencies and shortening supply chains, an approach particularly relevant in the context of the pandemic and evolving global challenges.

As part of this initiative, we successfully onboarded an alternate Indian supplier for a key starting material used in the production of one of our beta-blocker drugs, reducing reliance on the existing overseas vendor. This move not only led to process improvements and cost savings but also contributed to a notable reduction in carbon emissions, aligning with our broader environmental sustainability goals. Further in FY 2024-25, we expanded our Scope 3 emissions estimation to all our raw materials and capital goods’ partners and set the baseline to understand and mitigate the environmental impact and to initiate engagement with our value chain partners.

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

9.11% of the significant suppliers were assessed for environmental impacts.

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

- a. By the listed entity – Nil
- b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners - Nil

**Principle 7 BUSINESSSES, 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.**

Neuland is an active member of six trade and industry chambers and associations, reflecting its commitment to industry collaboration, knowledge sharing, and policy advocacy.

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

S No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry (CII)	National
2	Pharmaexcil	State
3	Federation of Telangana Chambers of Commerce and Industry (FTCCI)	State
4	Bulk Drug Manufacturers Association (India) (BDMA)	National
5	Society for Cyberabad Security Council (SCSC)	State
6	Society for Sangareddy Security Council (SSSC)	State

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

There have been no adverse orders from regulatory authorities related to anti-competitive conduct against Neuland. As such, no corrective actions are currently required or underway in this regard. The company remains committed to fair business practices and compliance with all applicable competition laws and regulations.

### Leadership Indicators >

1. Details of public policy positions advocated by the entity

The company is involved in advocating for industry advancement and broader public welfare. Our focus areas include sustainable product development, environmental stewardship, women's safety and security, and corporate social responsibility (CSR). We contribute through active participation in industry associations and collaborate with local government authorities to support and promote initiatives aligned with these priorities.

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.

Not Applicable, the Company has not undertaken any SIA during the reporting period.

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

Not Applicable, the company has not undertaken any projects which required R&R.

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

We actively collaborate with villagers and local communities, alongside Village Sarpanch and other Government agencies, to address any community-related issues in all locations where we operate. In case of any grievances, the community leaders have access to the Company's representatives at each of the units and depending on the nature of the grievance, relevant stakeholders are engaged to resolve such issue.

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

	FY 2025	FY 2024
Directly sourced from MSMEs/ small producers	42.66%	38.30%
Sourced directly from within the district and neighbouring districts	63.84%	59.78%

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






	FY 2025	FY 2024
Rural	0	0
Semi-Urban*	69.94%	65.42%
Urban	0	0
Metropolitan	30.06%	34.58%

\*Based on people working in the Rural areas, but not all live there.

**Leadership Indicators** >

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above)**  
 Not Applicable, as Social Impact Assessment was not required to be conducted during the reporting period.
2. **Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies**  
 Neuland has not taken up any CSR activities in the aspirational districts as listed by the government.
3. a. **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised /vulnerable groups? (Yes/No)**  
 No. We are in the process of building a diversified vendor base to mitigate the risks associated with relying on a single vendor and do not discriminate vendors on any basis. This approach also allows us to engage with small and medium enterprises, contributing to the growth of the local economy and supply chain. Our procurement efforts are focused on a range of vendors, and we have transitioned to an e-procurement portal, ensuring equal access for all vendors to transparently engage with our company. However, we have not specifically targeted marginalised groups in our supplier selection process.
- b. **From which marginalised /vulnerable groups do you procure? What percentage of total procurement (by value) does it constitute?**  
 Not Applicable
4. **Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge.**  
 Not Applicable
5. **Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.**  
 Not Applicable
6. **Details of beneficiaries of CSR Projects**

Sl. No.	Project	SDGs	No. of persons benefitted	% of beneficiaries from vulnerable and marginalised groups
1	Upgradation of ZPHS School at Domadugu Village		Approximately 240 students from disadvantaged communities are enrolled in this school, ranging from 1 <sup>st</sup> grade to 10 <sup>th</sup> grade. The school is located in Domadugu village and serves children from four surrounding villages.	The main objective of CSR activities of the company is to focus on serving disadvantaged, vulnerable and marginalised stakeholders from weak socioeconomic background in core areas near to its manufacturing facilities through various CSR initiatives.
2	Donation of 10 road barricades and awareness on road safety		Public safety and sensitizing villagers and local communities on road safety. The barricades have been arranged at 3 major traffic routes.	
3	Gurukul Residential School renovation		There are 640 female students residing in this Gurukul Residential School, ranging from the 6 <sup>th</sup> Standard to 10+2 Standard. All these students come from economically disadvantaged backgrounds and have been admitted based on merit. The renovation of 3 classrooms benefitted about 90 students per class.	
4	Donation to underprivileged in Social Welfare hostels		200 mattresses were donated to 200 underprivileged students in Sangareddy District hostels	

Sl. No.	Project	SDGs	No. of persons benefitted	% of beneficiaries from vulnerable and marginalised groups
5	Donation of digital learning board to ZPHS school		A digital learning board was donated to ZPHS school, benefiting approximately 60 students of the 10 <sup>th</sup> class through the digital platform.	The main objective of CSR activities of the company is to focus on serving disadvantaged, vulnerable and marginalised stakeholders from weak socioeconomic background in core areas near to its manufacturing facilities through various CSR initiatives.
6	Providing skill training (NAPS)	 	In addition to the mandatory requirement of apprentice training, the Company has imparted necessary training to 46 nos. rural youth to enhance their skills and employability	
7	Salaries to teachers		Monthly honorarium paid to identified teachers in Domadugu school, benefitting about 80 students.	
8	Construction of Overhead water tank, water sump and providing water supply to the overhead water tank at Kazipally village		Daily 2 times of water benefitting nearly 400 families	
9	Water supply to RO-Water Plants at Gaddapotharam village		160 families benefitted	
10	Donation for Installation of Water Purification Plants at 2 government schools (Community Development Foundation)		Accessibility to purified drinking water at 2 schools benefitting around 360 students and staff members	
11	Upgradation of Primary Health Centres		A new building was constructed at the Gummidhala Primary Health Centre (PHC) to serve as a maternity ward and for general patients. This facility aims to assist 600 patients from 7 villages within the Mandal.	
12	Health Camps		Three medical camps were held in Bonthapally, Domadugu, and Pashmylaram, benefitting approximately 1,200 villagers.	
13	Medical Support to Children suffering from Congenial Heart Disease		Supported cardiac surgeries and follow-ups for underprivileged children with heart diseases, benefitting 11 children.	
14	Compound wall construction for women's college in Sangareddy	  	There are approximately 420 students enrolled at the Government Women's Degree College in Sangareddy. Among them, around 160 students reside in the on-campus hostel, which is safeguarded by a compound wall to ensure their safety and security.	
15	SHE Shuttle		Two SHE shuttle services are operational in Sangareddy District. One service operates from Gandimisamma to Gummidhala, while the other runs from Gagillapur to Jinnaram Village, covering six villages on each route. Approximately 400 to 450 women, including students and members of the public, utilise these services daily. The shuttles are equipped with a woman guard and GPRS tracking for enhanced safety.	

Sl. No.	Project	SDGs	No. of persons benefitted	% of beneficiaries from vulnerable and marginalised groups
16	CC Road		Constructed a 280-meter CC Road in Jinnaram Village, benefiting around 400 villagers and farmers.	The main objective of CSR activities of the company is to focus on serving disadvantaged, vulnerable and marginalised stakeholders from weak socioeconomic background in core areas near to its manufacturing facilities through various CSR initiatives.
17	Initiated upgradation of ZPHS School at Jinnaram Village		To facilitate increase in student strength by 100 students from nearby 5 villages	
18	Initiated Construction of Classroom and infrastructure upgradation at Mandal Parishad Primary School		To facilitate increase of student strength from 30 to 50 students	
19	Integrated Watershed Management Program		Supported installation of 130 Solar Power Street Lights across 8 villages in and around Bonthapally	

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.**

We do not have any direct consumers for our products as we supply to pharmaceutical companies into finished dosage manufacturers. Any customer complaints are being managed timely as per internal SOP.

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

**As a percentage to total turnover**

- Environmental and social parameters relevant to the product
- Safe and responsible usage
- Recycling and/or safe disposal



**100%**

The company provides safety data sheets that are shared with the customers for all its products wherever applicable and as required. Our products are not sold to retail customers as it is and therefore product information is not provided.

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

	FY 2025			FY 2024		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Others	0	0	-	0	0	-

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

	Number	Reasons for recall
Voluntary recalls	0	-
Forced recalls	0	-

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

Yes, we have Cyber security framework related policies are available on the Company's intranet. We have obtained ISO 27001:2022 certification for our organisation. Also, we the company has a data privacy policy, and the web-link at <https://www.neulandlabs.com/en/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.

No incidents reported hence no corrective actions.

## Leadership Indicators >

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

- <https://www.neulandlabs.com/en>
- <https://www.neulandlabs.com/en/insights/resources>
- <https://www.neulandlabs.com/en/generic-apis>
- <https://www.neulandlabs.com/en/cdmo-services>
- <https://www.linkedin.com/company/neuland-laboratories-limited>
- <https://www.facebook.com/NeulandLaboratories/>
- <https://www.youtube.com/@neulandlaboratories537>

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

We do not have any direct consumers for our products. We provide a safety data sheet together with the product in accordance with the worldwide standardised system, even though the customer has access to the product's general information (GHS). To guarantee safety at every stage of the product lifecycle, we also offer handling and storage guidelines. The safety data sheet gives the customer a thorough overview of the product, as well as dos and don'ts, and guidelines for material handling. The product safety is assessed during the entire product research and development stage as well. Mechanisms are in place to inform customers of any risk of disruption/discontinuation of essential services.

**3. 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)**

Yes, all the relevant product information such as name and grade of the product, batch number, manufacturing date, re-test date, quantity, manufacturer's details, storage and handling instructions, precautionary/hazard statements, disposal procedures etc., are provided on the labels.

Yes, customer feedback is taken and evaluated annually. In the current year, the Company conducted a survey for Generic Drug Substances (GDS) customers and for Customs Manufacturing Solutions (CMS) Customers.

**4. Provide the following information relating to data breaches**

- a. Number of instances of data breaches along with impact - Nil
- b. Percentage of data breaches involving personally identifiable formation of customer – 0%