onesource

Corporate Office:
Star 1, Opp IIM Bangalore, Bilekahalli,
Bannerghatta Road, Bengaluru –
560076, India
T: +91 80 6784 0738

Registered Office:
Cyber One, Unit No. 902, Sector 30A,
Plot No - 4 & 6, Vashi,
Navi Mumbai - 400703, India
T: +91 22 2789 2924
F: +91 22 2789 2942

Date: August 29, 2025

BSE Limited Phiroze Jeejeebhoy Towers Dalal Street Mumbai- 400001 **Scrip Code: 544292** **ISIN: INE013P01021**	**National Stock Exchange of India Ltd** Exchange Plaza, C-1, Block G, Bandra Kurla Complex, Bandra (E) Mumbai – 400 051 **Symbol: ONESOURCE**

Dear Sir/ Madam,

Subject: **Submission of Business Responsibility and Sustainability Report for FY 2024-25**

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility and Sustainability Report (BRSR) for the financial year ended March 31, 2025, which also forms part of the Integrated Annual Report for FY 2024-25.

This is for your information and records.

For and on behalf of
OneSource Specialty Pharma Limited

Trisha A Digitally signed by Trisha A Date: 2025.08.29 15:28:42 +05'30'

Trisha A
Company Secretary and Compliance Officer
Membership Number: A47635

Annexure I

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity: L74140MH2007PLC432497
2. Name of the Listed Entity: ONESOURCE SPECIALTY PHARMA LIMITED
3. Year of incorporation: 2007
4. Registered office address: Registered office address: Unit No. 902, “Cyber One” situated at Plot No - 4 & 6, Sector 30A, Vashi, Navi Mumbai-400703.
5. Corporate address: Star 1, Opp IIM Bengaluru Bilekahalli, Bannerghatta Road, Bengaluru South, Karnataka, India-560076.
6. E-mail: info@onesourcecdmo.com
7. Telephone: +91 80 6784 0738
8. Website: https://www.onesourcecdmo.com/
9. Financial year for which reporting is being done: FY25 (April 01, 2024 to March 31, 2025)
10. Name of the Stock Exchange(s) where shares are listed: i) The National Stock Exchange of India Limited (NSE); ii) BSE Limited (BSE)
11. Paid-up Capital: ₹ 11,44,36,021/-
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:

    Name: Trisha A

    Designation: Company Secretary & Compliance Officer

    Email: CS@onesourcecdmo.com

    Address: Star 1, Opp IIM Bengaluru, Bilekahalli, Bannerghatta Road, Bengaluru –

    560076, India
13. Reporting boundary: All disclosures in this BRSR Report are on Standalone basis, unless otherwise mentioned
14. Assurance Provider: Not applicable
15. Type of assurance obtained: Not applicable

II. Products/services:

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

S. No.	Description of Main Activity	Description of Business Activity	% of turnover of the entity
1.	Manufacturing	Manufacture of Pharmaceutical products.	100%

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

S. No.	Product/Service	NIC Code	% of Turnover of the entity
1.	Manufacture of Pharmaceutical products.	21001	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	5 in Bengaluru (4 owned by OneSource and 1 under loan license agreement).	2 Registered office at Navi Mumbai, Maharashtra | Corporate office at Bengaluru, Karnataka	7
International	None	2* UK | Singapore	2

*Offices of wholly-owned Subsidiaries.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	NA*
International (No. of Countries)	Over 30 countries

*The Company doesn't market products in India directly

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

83.92%, on a standalone basis ("Total turnover" considered for the calculation includes Other Income)

c. A brief on types of customers

Our customer base includes small and large pharmaceutical companies and group purchasing organisations

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B/A)	No. (C)	% (C/A)
	EMPLOYEES					
1.	Permanent Employees (D)	943	808	86%	135	14%
2.	Other than Permanent Employees (E)	361	315	87%	46	13%
3.	**Total employees (D + E)**	**1,304**	**1,123**	**86%**	**181**	**14%**
	WORKERS					
4.	Permanent Workers (F)	469	418	89%	51	11%
5.	Other than Permanent Workers (G)	-	-	-	-	-
6.	**Total workers (F + G)**	**469**	**418**	**89%**	**51**	**11%**

Note: As part of the scheme of arrangement, the SPD and BLD plants of Steriscience were integrated into OneSource in March 2025. Additionally, includes employees from the SGC Business integrated after FY25.
"Permanent Employee" includes all permanent employees on rolls of the Company.
"Other than Permanent Employee" includes all individuals hired through third party vendors.
"Permanent Worker" includes all operators on the rolls of the Company.

b. Differently abled Employees and workers:

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

Note: As part of the scheme of arrangement, the SPD and BLD plants of Steriscience were integrated into OneSource in March 2025. Additionally, includes employees from the SGC Business integrated after FY25.

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	7	1	14%
Key Management Personnel	3	1	33%

22. Turnover rate for permanent employees and workers

	FY25			FY24			FY23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	27%	25%	27%	21%	23%	36%	17%	64%	51%[1]
Permanent Workers	1%	0%	1%	NA	NA	NA	NA	NA	NA

Note: As part of the scheme of arrangement, the SPD and BLD plants of Steriscience were integrated into OneSource in March 2025. Additionally, includes employees from the SGC Business integrated after FY25.

[1]Due to Unit 3 shutdown turnover rate

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)
The details of the holding/subsidiary/associate/joint venture companies are provided in Form No AOC-1, which is an annexure to the Board's Report. Refer page 97 of the annual report.				

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: No

(ii) Turnover (in ₹) – FY25 ₹ 13,173 million (Standalone basis and includes Other Income)

(iii) Net worth (in ₹) – FY25 ₹ 59,201 million (Standalone basis)

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY25			FY24		
		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 The Company's CSR team engages proactively with relevant stakeholders, including Panchayat members to initiate appropriate actions as needed	Nil	Nil	No complaints	Nil	Nil	Nil
Investors (other than shareholders)	Yes For any grievance write to us at investor-relations@ onesourcecdmo.com	Nil	Nil	No complaints	Nil	Nil	Nil

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY25			FY24		
		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
Shareholders	Yes The Board of Directors has constituted the Stakeholders Relationship Committee to redress the complaints/ grievances of the shareholders. The shareholders can also write to Company Secretary and Register and Transfer Agent (RTA) in case of any grievances Shareholders can also register complaint through SEBI scores portal https://scores.sebi.gov.in/scores-home	3	0	Resolved	Nil	Nil	Nil
Employees and workers	Yes https://www.onesourcecdmo.com/wp-content/uploads/2025/01/Whistleblower-Policy.pdf	Nil	Nil	No complaints	Nil	Nil	Nil
Customers	Yes https://www.onesourcecdmo.com/adverse-event-reporting/ https://www.onesourcecdmo.com/contact-us/	Nil	Nil	No complaints	Nil	Nil	Nil
Value Chain Partners	Yes	Nil	Nil	No complaints	Nil	Nil	Nil
Other (please specify)	Nil	Nil	Nil	No complaints	Nil	Nil	Nil

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

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

S. No.	Material identified issue	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Employee and workforce Health & Safety (EHS)	Risk and Opportunity	Risk: Non-compliance to EHS standards and procedures resulting in health and safety issues to personnel, accidents, fines and penalties. Opportunity: A comprehensive EHS management system includes Hazard Identification & Risk Assessment (HIRA) mitigation plans, root cause analysis of the reported incidents and corresponding corrective action plan which helps company to manage its EHS issues.	The Company has robust EHS management system & policies in place and undertakes EHS audits, event reporting & hazard reporting. Internal/External audits for EHS covers inter alia the following: • Personnel safety • Process and fire safety • Electrical safety The Company also has a dedicated software that has been implemented in all facilities in India for reporting and monitoring EHS incidents.	Positive: Comprehensive EHS management approach enables the Company to prevent occurrence of incidents. Negative: Accidents during manufacturing operations may lead to loss of time and have financial implications.
2	Governance	Risk	Risk: Lack of establishment of effective internal financial controls for activities performed by service entity may lead to fraudulent activities and financial loss. Inconsistent communications among different investors/ sharing of information with analysts may lead to reputational damage.	• The Company has financial SOPs in place. • Management testing is performed annually to assess internal controls and address deficiencies (if any). • Sharing of the information is restricted to information already available in public domain. Any exceptional communication requires prior approval of senior management. • There are designated personnel for investor communication and the Company also has a Corporate Communication policy in place.	Positive: A well-established internal financial control and governance system may avoid fraudulent activities and financial losses
3	Anti-Corruption Compliance	Risk	The Company has customers globally and needs to ensure that all contracts comply with national and international laws and regulations. This risk may arise from associations with supplier failure as well. Violations of national and international anti-corruption laws can severely undermine a company's governance framework and erode stakeholder trust.	The Company has adopted following approach: • Establishment of a company Anti-Bribery Anti-Corruption (ABAC) policy, applicable to both employees and suppliers. • Mandatory training on ABAC, the code of conduct, and ethics for all employees and suppliers.	Non-compliance can lead to legal, financial, reputational and regulatory implications.

S. No.	Material identified issue	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Responsible Supply Chain	Risk	The Company operates a complex supply chain that demands specialized sourcing, timely deliveries, and adherence to stringent specifications. Disruptions—whether local or global—can delay the procurement of raw materials, equipment, and spares, potentially compromising service delivery and the integrity of Good Manufacturing Practice (GMP) standards.	The Company's comprehensive supply chain resilience program is designed to mitigate risks and ensure continuity • Skilled Sourcing and Procurement Teams: Building specialized teams to enhance sourcing capabilities and operational efficiency. • Enhanced Logistics and Supply Ecosystem: Improving logistics infrastructure and supplier networks to bolster supply chain resilience. • Advanced Category Management: Implementing strategic category management to drive cost leadership and sourcing efficiency.	This risk may have negative implications including loss of business, financial, and reputational loss.
5	Environmental Performance	Risk and Opportunity	Risk: Environmental risks are addressed to emphasise on the Company's climate consciousness and its contribution towards managing adverse impact of climate change. Opportunity: Comprehensive resource management plans in alignment with the Company's environment Conservation strategy will highlight the Company's contribution towards climate change mitigation action plans.	• The Company is focusing on waste management to attain net-zero impacts. • The Company ensures ESG compliance through its comprehensive governance and review mechanisms.	Positive: Company's focus on strengthening ESG specific initiatives enables the Company to effectively respond to rising stakeholder demands. Negative: Lack of ESG initiatives and action plans to contribute to mitigation of climate change might adversely impact business operations and lead to disruption.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions			P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 8	P 9
Policy and management processes												
1.	a.	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	YES	YES	YES	YES	YES	YES	NA	YES	YES	YES
	b.	Has the policy been approved by the Board? (Yes/No)	Yes. The policies/procedures are approved by the functional heads, and few of them have been approved/ratified/adopted by the Board/ Board Committees, as required.									
	c.	Web Link of the Policies, if available	Few of the policies are available on the website of the Company – https://www.onesourcecdmo.com									
2.	Whether the entity has translated the policy into procedures. (Yes/No)		Yes									
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)		Yes, the Company has a Vendor code of conduct which vendors are expected to adhere to. Weblink: https://www.onesourcecdmo.com/wp-content/uploads/2024/10/Supplier_vendors_code_of_conduct.pdf									
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.		**OneSource Specialty Pharma Limited- Unit-1, Unit-2, SPD, BLD, KRSG** • ISO Certificate for Occupational Health and safety management System (ISO 45001:2018) • ISO Certificate for Environment Management System (ISO 14001:2015) • ISO Certificate for Information security management System (ISO/ IEC 27001:2013) *Obtained by our service provider*									
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.		The Company has embedded ESG initiatives into its operations. Specific commitments, goals and targets will be rolled out in due course.									
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.		Not Applicable									

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements: - Please refer to "Managing Director's Statement" in page number 20 of the annual report.

8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Neeraj Sharma Designation: Managing Director & Chief Executive Officer Email: investor-relations@onesourcecdmo.com
9.	Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.	Yes, the Company has dedicated Environmental, Social, Governance (ESG) Committee, which is responsible for decision making on sustainability related issues. In addition, the Risk Management Committee also assesses risks pertaining to specific principles of business responsibility as identified by the Committee.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/ Quarterly/Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Policies and procedures are periodically reviewed by the Board/Board Committees/ Heads, as and when applicable.									Annually | Periodically								
Compliance with statutory requirements of relevance to the principles, and ratification of any non-compliances	Compliance with statutory requirements is reviewed by the Executive Directors of the Company on periodic basis.									Quarterly | Annually | Periodically								

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.

P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
During FY25, the Company underwent an independent assessment by EcoVadis.								

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by awareness programmes
Board of Directors	1	Familiarization programmes for members of the Board and KMPs of the Company are conducted periodically, where updates are provided on various areas pertaining to code of business ethics, risks, compliance & governance parameters, fiduciary duties of a director and their responsibility towards stakeholders, amongst others.	100%
Key Managerial Personnel			100%
Employees other than BoD and KMPs	943	Company Code of Conduct, Awareness about Posh Policies, Company values, other HR policies	100%
Workers	469		100%

2. **Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format**

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website)

	Monetary				
	NGRBC Principle	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Amount (In ₹)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Penalty/Fine	Principle 1	BSE Limited and NSE Limtied	1,32,000	Fine of ₹2,000/- per day was imposed by BSE & NSE, totalling to ₹66,000 (excluding GST) per Stock Exchange. There is no material impact of such fines on the financial position, operation performance or other activities of the Company.	No
Settlement	Nil				
Compounding fee	Nil				

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

Nil

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, policy is available and accessible at below link:

https://www.onesourcecdmo.com/wp-content/uploads/2024/10/Anti-Corruption_and_Anti-Money_Laundering_Compliance_Policy.pdf

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

	FY25	**FY24**
Directors	None	None
KMPs	None	None
Employees	None	None
Workers	None	None

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

	FY25		**FY24**	
	Number	**Remark**	**Number**	**Remark**
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

Not applicable

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

Particulars	FY25	FY24
Number of days of accounts payables	81.65	164.06

9. Openness of business-

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:

Parameters		Metrics		FY25	FY24
a.	Concentration of Purchases	a.	Purchases from trading houses as % of total purchases	-	-
		b.	Number of trading houses where purchases are made from	-	-
		c.	Purchases from top 10 trading houses as % total purchases from trading houses	-	-
b.	Concentration of Sales	a.	Sales to dealers/distributors as % of total sales	-	-
		b.	Number of dealers/distributors to whom sale are made	-	-
		c.	Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	-	-
c.	Share of RPTs in	a.	Purchases (Purchases with related parties/Total Purchases)	1.62%	6.40%
		b.	Sales (Sales to related parties/Total Sales)	54.14%	7.91%
		c.	Loans & advances (Loans & advances given to related parties/Total loans & advances)	5.99%	5.60%
		d.	Investments (Investments in related parties/Total Investments made)	99.45%	0.60%

Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
The Company is currently in the process of streamlining awareness programs for its value chain partners. In FY25, two training sessions on the nine principles were conducted for Soft Gelatin Capsules (SGC) value chain partners by an external agency. Similar initiatives are planned to extend this training to vendors beyond the SGC segment, ensuring broader alignment with the Company's values and compliance standards.		

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

Yes, the Company's Code of Conduct (CoC), which covers conflict-of-interest requirements, applies to Board Members as detailed on the Company's website.

https://www.onesourcecdmo.com/wp-content/uploads/2025/01/Code-of-Conduct-for-Board-of-Directors.pdf

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

Essential Indicators

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

	FY25	FY24	Details improvements of in environmental and social impacts
R&D	100%	Nil	Spent is focused on improving the environmental and/ or social impacts of products and processes.
Capex	3.14%	2.45%	Installation of screw chiller and mobile service lift which gave improvements on environmental impacts.

2. **a. Does the entity have procedures in place for sustainable sourcing?**
Yes

b. If yes, what percentage of inputs were sourced sustainably?
100%

The Company's Vendor Code of Conduct reflects its commitment to sustainable sourcing. The policy, which all suppliers and business partners are required to adhere to details the expectations of the Company from suppliers with respect to issues like Human Rights, Environmental Sustainability and Health and Safety. We follow a structured vendor qualification process that includes source identification, selection, evaluation, and approval. This process involves both a paper-based audit assessment and an on-site audit.

3. **Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste, and (d) other waste.**
The Company is dedicated to responsible and sustainable manufacturing practices, aiming to create a positive environmental impact. Plastic waste, electronic waste, and hazardous materials are systematically collected, segregated, and disposed of through authorized recyclers or incineration agencies approved by the Karnataka State Pollution Control Board (KSPCB). As we operate under the CDMO (Contract Development and Manufacturing Organization) model and do not directly market any products, this requirement is not applicable to us.

4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**
Yes. The Company falls under the category of Importer under Producers, Importers and Brand Owners (PIBO) and we have obtained the registration from Karnataka State Pollution Control Board. Plastic waste generated in our operations is handed over to authorized plastic recycling partners and the waste collection plan is in line with the EPR plan submitted to Pollution Control Board. We are submitting annual returns to central pollution control board every year as part of EPR compliance.

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?**
No

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.**
Nil

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

Indicate input material	Recycled or re-used input material to total material	
	FY25	FY24
-	0%	-

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, since the Company is under CDMO business which is B2B.

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

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	808	808	100%	808	100%	NA	NA	808	100%	726	90%
Female	135	135	100%	135	100%	135	100%	NA	NA	85	63%
Total	**943**	**943**	**100%**	**943**	**100%**	**135**	**14%**	**808**	**86%**	**811**	**86%**
Other than Permanent employees											
Male	315	165	52%	139	44%	NA	NA	315	100%	270	86%
Female	46	23	50%	17	37%	46	100%	NA	NA	33	71%
Total	**361**	**188**	**52%**	**156**	**43%**	**46**	**13%**	**315**	**87%**	**303**	**84%**

Note: As part of the scheme of arrangement, the SPD and BLD plants of Steriscience were integrated into OneSource in March 2025. Additionally, includes employees from the SGC Business integrated after FY25.

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% F/A)
Permanent workers											
Male	418	418	100%	418	100%	NA	NA	418	100%	418	100%
Female	51	51	100%	51	100%	51	100%	NA	NA	51	100%
Total	**469**	**469**	**100%**	**469**	**100%**	**51**	**11%**	**418**	**89%**	**469**	**100%**
Other than Permanent workers											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**

Note: As part of the scheme of arrangement, the SPD and BLD plants of Steriscience were integrated into OneSource in March 2025. Additionally, includes employees from the SGC Business integrated after FY25.

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

	FY25	FY24
Cost incurred on well-being measures as a % of total revenue of the Company	1.07%	2.63%

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

Benefits	FY25			FY24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	48%	0%	Yes	NA	NA	NA
Others – please specify	NA	NA	NA	NA	NA	NA

Note: As part of the scheme of arrangement, the SPD and BLD plants of Steriscience were integrated into OneSource in March 2025. Additionally, includes employees from the SGC Business integrated after FY25.

3. **Accessibility of workplaces**

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

Yes, the premises are equipped with ramps for wheelchair access. This dedication to fostering an inclusive environment ensures that everyone can move through the workspace with comfort and respect.

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.**

In accordance with the Company's Code of Conduct & Ethics and Recruitment Policy, we are committed to maintaining a workplace free from unlawful harassment and to ensuring equal employment opportunities for all individuals, regardless of race, color, religion, sex, gender, age, marital status, nationality, or disability.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	**100%**	**100%**	**100%**	**100%**

Note: As part of the scheme of arrangement, the SPD and BLD plants of Steriscience were integrated into OneSource in March 2025. Additionally, includes employees from the SGC Business integrated after FY25.

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

	Yes/No	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Employees Permanent Workers	Yes	The Company has a well-established mechanism in place to ensure that employee concerns and grievances are handled promptly and fairly. All the employees including workers have access to HR representatives at all the sites and offices to discuss concerns and grievances. Multiple avenues are available for employees for grievance redressal: • Access to the SEEK app is provided for airing grievances and concerns, all of which are kept confidential • Periodic Town halls, one-to one meetings, Skip level meetings are organized, thereby providing opportunity to employees to express any concerns/issues • PoSH committee is in place to handle incidents of workplace sexual harassment. • Formulated a Whistle Blower Policy for redressing grievances related to unethical behavior, actual or suspected fraud or a violation of a Company's Code of Conduct.
Other than Permanent Employees Other than Permanent Workers		Designated HR Point of Contact (POC) at all the sites and offices to discuss concerns and grievances. Depending on the seriousness of the issue, the HR POC may escalate the matter to the HR Business Partner for resolution. Additionally, violations of the Company's Code of Conduct can be reported directly to a dedicated Ombudsman, whose contact details are published in the Code of Conduct and Business Ethics.

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

	FY25			FY24		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	**943**	**0**	**NA**	**0**	**NA**	**NA**
Male	808	0	NA	0	NA	NA
Female	135	0	NA	0	NA	NA
Total Permanent Workers	**469**	**469**	**100%**	**0**	**NA**	**NA**
Male	418	418	100%	0	NA	NA
Female	51	51	100%	0	NA	NA

Note: As part of the scheme of arrangement, the SPD and BLD plants of Steriscience were integrated into OneSource in March 2025. Additionally, includes employees from the SGC Business integrated after FY25.

8. Details of training given to employees and workers:

Category	FY25					FY24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	808	808	100%	808	100%	434	434	100%	434	100%
Female	135	135	100%	135	100%	90	90	100%	90	100%
Total	**943**	**943**	**100%**	**943**	**100%**	**524**	**524**	**100%**	**524**	**100%**
Workers										
Male	418	418	100 %	418	100%	NA	NA	NA	NA	NA
Female	51	51	100 %	51	100%	NA	NA	NA	NA	NA
Total	**469**	**469**	**100 %**	**469**	**100%**	**NA**	**NA**	**NA**	**NA**	**NA**

Note: As part of the scheme of arrangement, the SPD and BLD plants of Steriscience were integrated into OneSource in March 2025. Additionally, includes employees from the SGC Business integrated after FY25. Only permanent employees and workers have been considered in Total (A) column i.e., headcount.

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

Category	FY25			FY24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	808	668	83%	434	342	79%
Female	135	115	85%	90	68	76%
Total	**943**	**783**	**83%**	**524**	**410**	**78%**
Workers						
Male	418	418	100%	NA	NA	NA
Female	51	51	100%	NA	NA	NA
Total	**469**	**469**	**100%**	**NA**	**NA**	**NA**

Note: As part of the scheme of arrangement, the SPD and BLD plants of Steriscience were integrated into OneSource in March 2025. Additionally, includes employees from the SGC Business integrated after FY25.

10. Health and safety management system:

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

Yes, the Company has a comprehensive occupational health and safety management system in place across all manufacturing facilities. The Environment, Health, Safety, and Sustainability (EHSS) Policy is applicable to all operations. Our facilities are certified under ISO 14001:2015 for Environmental Management Systems (EMS) and ISO 45001:2018 for Occupational Health and Safety (OH&S). Additionally, we have a robust risk management and prevention framework based on Aspect Impact Management (AIM) and Hazard Identification and Risk Assessment (HIRA). Regular internal and external audits are conducted to ensure compliance with occupational health and safety standards across all operational areas, including manufacturing, quality control, facilities and engineering, administration, and warehousing

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

The Company has a well-defined process for identifying work-related hazards associated with both routine and non-routine activities. Hazard identification is carried out through various methods such as EHS walkthrough checklists, GEMBA walks, Hazard Identification and Risk Assessment (HIRA), and Hazardous Area Classification (HAC) studies. All employees receive training on the Group EHS Standard Operating Procedures (SOPs). For non-routine tasks involving external contract workers, a Permit to Work (PTW) system is implemented. The PTW system includes various types of permits such as general, hot work, confined space, work at height, electrical, and high-risk activities.

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

Yes. The Company has a well-established and effective reporting system for incidents, unsafe conditions, unsafe behaviors, and work-related hazards. This system is supported by a structured incident management procedure that enables employees to report concerns efficiently. Regular Safety Committee meetings provide a collaborative forum where management, employees, and contract workers come together to identify and address health and safety issues. With active worker representation, the committee reviews all reported hazards and ensures they are thoroughly tracked and resolved to logical closure, reinforcing our commitment to maintaining a safe and transparent workplace.

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

Yes. The Company provides non-occupational healthcare services to employees and workers, including access to medical consultations at the on-site Occupational Health Centre and annual health check-ups through external hospitals. Employees and their dependents are covered under medical and personal accident insurance. The HR and EHS teams actively promote initiatives to support employee health and well-being.

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

Safety Incident/Number	Category	FY25	FY24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company has established measures to ensure a safe and healthy workplace by proactively identifying, evaluating, and mitigating or preventing any hazard/releases that could occur.

Safety systems at work include:

1. Permit to Work
2. Job Hazard Analysis
3. Process Safety Information
4. Management of Change
5. Process Hazard Analysis
6. Process Risk Assessment
7. Pre-Start up Safety Review
8. Incident Management
9. Contractor Management
10. Emergency Management
11. Hazard identification and risk assessment
12. Aspect and impact identification

The emergency management system includes frequent mock drills for each site. Considering the significant on-site workforce, a safe and efficient building evacuation protocol is a priority. The emergency management system includes weekly mock drills for each site.

13. Number of Complaints on the working conditions and Health & Safety made by employees and workers during FY25 & FY24:

Nil

14. Assessments for the year:

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

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

Nil. There were no safety-related incidents during the year and no significant corrective actions were required. As part of improving the safe working environment, the hazards associated with routine and non-routine activities were identified and effective control measures are in place.

Leadership Indicators

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

Yes. The Company extends term insurance policy for both permanent employees and permanent workers. In case of accidental death, Group Personal Accident (GPA) policy is also provided.

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

The Company has robust systems in place to ensure that all applicable statutory dues related to transactions with value chain partners are accurately deducted and deposited in compliance with relevant regulations, and are regularly reviewed through audit processes. Additionally, the raw materials are procured from approved national and international vendors.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY25	FY24	FY25	FY24
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

Note: As part of the scheme of arrangement, the SPD and BLD plants of Steriscience were integrated into OneSource in March 2025. Additionally, includes employees from the SGC Business integrated after FY25.

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

We are aligned with the broader organizational standards followed by our Group Company. While these guidelines are not yet formalized internally, we are evolving as an organization and plan to incorporate them into our policies soon.

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	During FY25, while no independent assessment was carried out, the Company's Vendor's code of conduct includes adherence to applicable regulations relating to health and safety practices and working conditions by the vendors. Going forward, Company plans to conduct comprehensive assessments of its vendors on Health, Safety and Working conditions.
Working Conditions	

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

During the reporting period, no corrective action plan was necessitated.

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.**

   OneSource is dedicated to successfully meeting stakeholder expectations and actively works with stakeholders, carefully identifying significant material challenges. In line with the Company's aspiration to conduct business in a responsible manner, the Company is committed to cultivating robust, meaningful relationships with all its stakeholders. Stakeholders and their relative importance to the Company are determined by the impact of the stakeholder group on the business and the impact of the business on the stakeholder group. Other considerations while determining stakeholder importance include factors like impact, influence, legitimacy, and diversity of perspectives. The Company's stakeholder engagement strategy prioritizes reciprocal communication, enabling the organization to gather diverse perspectives and incorporate them into its business practices.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	Frequency of engagement (Annually/Half yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Direct & other communication mechanisms including emails, employee committees, employee engagement initiatives, grievance mechanism and townhalls	Regular and on continuous basis	Engagement with employees focusing on offering relevant training and development opportunities to support career progression, fostering alignment with organizational values and the code of conduct, addressing employee grievances through structured channels, and promoting health and safety practices throughout the organization.
Shareholders/ Investors	No	Press releases, social media, website, annual general meetings, intimation to stock exchanges, annual/ quarterly results, calls/ in person meetings (one on one/group)	Quarterly/Annually, Event based and need based	Engagement with investors and shareholders to discuss about business performance and long-term strategy, to stay abreast of developments in the corporation and understanding their expectations.
Customers	Yes, based on materiality	Customer meets, emails, telephone calls	Frequent and need based	Engagement with customers to understand the industry , business challenges, and address any issues that they may have.
Vendors	No	Vendor Meets; Virtual modes such as e-mail, telephonically	Ongoing	Responsible supply chain practices are essential for ensuring sustainable business continuity. Engaging with vendors enables the Company to identify key material issues impacting the supply chain.

Leadership Indicators

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

   Consultation with relevant stakeholders on the economic, environmental, and social topics is done by the respective functional heads and the feedback is shared with the Management Committee/Board, as required.

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. For instance, a third-party community needs assessment was conducted, and the identified priorities were used to guide CSR initiatives, which were implemented in consultation with relevant stakeholders.

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

Our CSR initiatives are designed to support vulnerable and marginalized stakeholder groups. Through stakeholder engagement, specific needs are identified and addressed with targeted efforts. Strategic interventions focus on a range of areas, including disaster relief, community health, and education, contributing to social development.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY25			FY24		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	943	943	100%	524	524	100%
Other than permanent	361	361	100%	245	245	100%
Total Employees	**1,304**	**1,304**	**100%**	**769**	**769**	**100%**
Workers						
Permanent	469	469	100%	NA	NA	NA
Other than permanent	-	-	-	NA	NA	NA
Total Workers	**469**	**469**	**100%**	**NA**	**NA**	**NA**

Note: As part of the scheme of arrangement, the SPD and BLD plants of Steriscience were integrated into OneSource in March 2025. Additionally, includes employees from the SGC Business integrated after FY25.

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

Category	FY25					FY24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	808	-	-	808	100%	434	-	-	434	100%
Female	135	-	-	135	100%	90	-	-	90	100%
Other than Permanent										
Male	315	38	12%	277	88%	215	21	10%	194	90%
Female	46	10	22%	36	78%	30	5	17%	25	83%
Workers										
Permanent										
Male	418	-	-	418	100%	NA	NA	NA	NA	NA
Female	51	-	-	51	100%	NA	NA	NA	NA	NA
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

Note: As part of the scheme of arrangement, the SPD and BLD plants of Steriscience were integrated into OneSource in March 2025. Additionally, includes employees from the SGC Business integrated after FY25.

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

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (in million)	Number	Median remuneration/ salary/wages of respective category (in million)
Board of Directors (BoD)*				
Executive Directors (ED)	2	32.26	-	-
Non-Executive Directors (NED)	2	2.00	2	2.00
Key Managerial Personnel #	1	15.78	1	2.75
Employees other than BoD and KMP	808	1.30	134	0.87
Workers	418	1.15	51	1.16

*ED & NED are considered as two separate categories
Excluding Executive Directors
Notes:
1) Sitting fees paid to Non-Executive Directors considered in the above calculation in proportion to the office held by the concerned Director;
2) For the purpose of the above calculations, Neeraj Sharma and P R Kannan are considered as Managing Director and Executive Director, respectively. It is also noted that P R Kannan held the position of Chief Financial Officer (CFO) until July 4, 2024, during the financial year.
3) Remuneration to Anurag Bhagania appointed as CFO w.e.f July 04, 2024 and Trisha A Company Secretary considered under KMP category.
4) Remuneration paid to all the Executive Directors and Key Managerial Personnel has been in line with their terms of the appointment.

b. Gross wages paid to females as % of total wages paid by the Company:

	FY25	FY24
Gross wages paid to females as % of total wages	11%	9%

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

5. **Describe the internal mechanisms in place to redress grievances related to human rights issues.**
The Company has established a Code of Conduct policy through which employees' concerns are addressed by the Human Resources team, ensuring fair and timely resolution. Multiple communication channels are available for reporting potential human rights impacts on stakeholders, including email or direct reporting to senior management or the Board of Directors. For complaints related to the Prevention of Sexual Harassment (PoSH), a dedicated policy outlines the process for resolution through the Internal Complaints Committee (ICC). Additionally, a Whistle Blower Policy enables employees to report unethical behavior, suspected fraud, or violations of the Code of Ethics and Business Conduct directly to the Chairperson of the Audit Committee.

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

	FY25			FY24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	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:**

	FY25	FY24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees/workers	0	0
Complaints on POSH upheld	0	0

8. **Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases**
The Company is dedicated to fostering a workplace culture rooted in fairness, respect, and equality. To support this commitment, it leverages SEEK—a third-party Business Intelligence platform that enables employees to confidentially report grievances. The platform ensures complete anonymity, with employee identity protected by agreement with vendor. This confidentiality empowers employees to voice concerns without fear of retaliation, reinforcing a safe, transparent, and compliant organizational environment. This approach is also applied to complaints under the PoSH and Whistle Blower policies, with full compliance to applicable laws and internal safeguards to prevent identity disclosure.

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

10. **Assessments for the year:**

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

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

Leadership Indicators

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

2. **Details of the scope and coverage of any Human rights due-diligence conducted.**
No due-diligence was conducted

3. **Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**
Yes. The premises/offices of the Company, have facilities that enable accessibility and hassle free movement for differently abled individuals. Most offices are located either on the ground floor or have elevators and infrastructure to ease access for differently abled individuals.

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

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	While no independent assessment is carried out the Company has developed a vendor code of conduct which includes to adherence to applicable regulations relating to Health and Safety practice and working conditions by the value chain partners.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

5. **Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above.**
No such risks/concerns identified from the assessments conducted

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

From renewable sources

Parameter	FY25	FY24
Total electricity consumption(A) (in Gigajoules)	1,10,514	31,644
Total fuel consumption (B) (in Gigajoules)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C) (in Gigajoules)	**1,10,514**	**31,644**

From non-renewable sources

Parameter	FY25	FY24
Total electricity from non-renewable sources (D) (in Gigajoules)	24,887	33,877
Total fuel consumption (E) (in Gigajoules)	20,279	1,042
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F) (in Gigajoules)	**45,166**	**34,919**
Total energy consumed (A+B+C+D+E+F) (in Gigajoules)	**1,55,680**	**66,563**
Energy intensity per rupee of turnover (in Gigajoules/₹) (Total energy consumption/turnover in rupees)	11.98	38.72
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	247.49	867.31
Energy intensity in terms of physical Output (Gigajoules)	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA
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.	NA	NA

Note - All PPP – IMF conversion factors for FY25: 20.66 (Source - https://www.imf.org/external/datamapper/ PPPEX@WEO/OEMDC/IND)

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

No

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

Parameter	FY25	FY24
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	10,067.6	9,800
(iii) Third party water	2,02,599.5	50,748
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**2,12,667.1**	**60,548**
Total volume of water consumption (in kilolitres)	**2,12,667.1**	**60,548**
Water intensity per million rupee of turnover (water consumed/turnover)	16.36	35.22
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	338.08	788.94
Water intensity in terms of physical output	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Note - All PPP – IMF conversion factors for FY25: 20.66 (Source - https://www.imf.org/external/datamapper/ PPPEX@WEO/OEMDC/IND)

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

We are planning to do independent assurance from external agency.

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

Parameter	FY25	FY24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third-parties	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(v) Others	We have installed Zero Liquid Discharge facility in our manufacturing units hence no water discharge outside of the premises.	We have installed Zero Liquid Discharge facility in our manufacturing units hence no water discharge outside of the premises.
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	Nil	Nil

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.

We are planning to do independent assurance from external agency.

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

Yes, we have implemented Zero liquid discharge facility for all our manufacturing units as part of water conservation through reduce, reuse, recharge, and recycle approach.

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

Parameter	Unit	FY25	FY24
NOx	KG	2,84,970	2,83,126
SOx	KG	6,306.6	5,838.1
Particulate matter (PM)	KG	12,575.0	11,062.5
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

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.

We are planning to do independent assurance from external agency.

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

Parameter	Unit	FY25	FY24
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	7,653.6	6,055.9
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	5,019.1	7,202.7

Parameter	Unit	FY25	FY24
Total Scope 1 and Scope 2 emissions per million rupee of turnover		0.975	7.712
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		20.15	172.76
Total Scope 1 and Scope 2 emission intensity in terms of physical output		NA	NA

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?
We are planning to do independent assurance from external agency.

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

Yes, we have implemented some of the initiatives to reduce green house gas emission as follow.

a 80% of renewable energy is being used in across our sites to reduce the Scope 2 GHG emissions. Our target is to reach 100% renewable energy by 2030.

b We proposed to use low carbon emitting fuels in all our manufacturing sites.

c Planted around 550 tree saplings in and around our facilities as part of reducing green house gas emission and green belt development.

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

Parameter	FY25	FY24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	170	12
E-waste (B)	2	0
Bio-medical waste (C)	25.4	14.0
Construction and demolition waste (D)	0	0
Battery waste (E)	3	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	254.3	43.3
Other Non-hazardous waste generated (H).	283.5	2.2
Total (A+B + C + D + E + F + G + H)	**738.0**	**71.4**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.057	0.042
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	1.17	0.93
Waste intensity in terms of physical output	NA	NA
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	481.64	26.99
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	**481.64**	**26.99**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	212.89	30.88
(ii) Landfilling	42.46	12.40
(iii) Other disposal operations	1.02	2.160
Total	**256.37**	**45.44**

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.
We are planning to do independent assurance from external agency.

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

The standard operating procedure (SOP) for waste management is in accordance with the applicable rules and determines the approach to proper waste management in all sites. It outlines the process of segregation, according to compatibility of each category of generated waste. The waste is packed in leak proof containers (using biodegradable bags or puncture proof containers), labelled, and transferred using trolleys to the waste storage yard.

- The waste is stored in the waste yard and disposed of by Karnataka State Pollution Control Board (KSPCB) authorised waste handlers on a regular basis in accordance with the applicable rules.
- All waste yards are equipped with different types of fire extinguishers, fire hydrant system, for handling any fire/ emergency. Casual employees are provided with appropriate PPE's to avoid any contact.

The Company practices green concepts of 3R (reduce, reuse and recycle) in the operations.

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

No, the Company does not have any of its manufacturing facilities in ecologically sensitive areas.

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

Not Applicable

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

Yes. All manufacturing facilities and R&D site are compliant with the applicable environmental laws, regulations, legislations, and guidelines as per the central and state level mandates/requirements.

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: Jigani Industrial area, Anekal Taluk

(ii) Nature of operations: Research and Development of Pharmaceuticals Products.

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

Parameter	FY25	FY24
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	135.6	133.2
(iii) Third party water	3,824.4	3,787.3
(iv) Seawater/desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres)	**3,960.0**	**3,920.5**
Total volume of water consumption (in kilolitres)	**3,960.0**	**3,920.5**
Water intensity per million rupee of turnover (Water consumed/turnover)	0.30	2.28
Water intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) Into Groundwater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil

Parameter	FY25	FY24
(iii) Into Seawater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third-parties	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(v) Others	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	We have dedicated inhouse CETP plant for treating the effluent and it is utilized for internal usage. No water discharged outside of the premises.	We have dedicated inhouse CETP plant for treating the effluent and it is utilized for internal usage. No water discharged outside of the premises.
Total water discharged (in kilolitres)	Nil	Nil

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.

Note: As per license obtained from Karnataka Authority for Ground Water Authorisation (KGWA), facilities situated at Anekal Taluk, Bengaluru falls under water stress location.

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

Parameter	Unit	FY25	FY24
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	62,952.9	16,963.1
Total Scope 3 emissions per rupee of turnover		4.84	9.87
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

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. We are planning to do independent assurance by external agency.

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

NA

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

Sr. No	Initiative undertaken	Details of the initiative	Outcome of the initiative
1	Utilization of renewable energy instead of conventional energy	Tied up agreement with Third party renewable energy generators	Since long year agreement and we are getting the cost at 10% reduction in overall energy cost. At the same time, utilization of renewable energy is higher than conventional energy.
2	Installation of heat pump chillers	Chiller with heat pump provision will be implemented in FY26	Power saving by heat pump and VED operations.

5. **Does the entity have a business continuity and disaster management plan? Give details in 100 words/web link.**
   The pharma industry is a regulated industry with heightened regulatory oversight at all points of time. The Company has 5 units across India and has initiated Business continuity plan in one of the facilities. As part of Enterprise risk management policy, we are reviewing all identified risks periodically.

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.**
   No adverse impact to the environment caused, from any activities or measures pertaining to value chain partners.

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

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

Essential Indicators

1. **a. Number of affiliations with trade and industry chambers/associations.**
   OneSource is affiliated with 7 trade and industry chambers/associations.

   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	The Confederation of Indian Industry (CII)	National
2	State Environment Impact Assessment Authority	State
3	Quality council of India	National
4	Indian Association of Secretaries	National
5	Carbon Disclosure Project	International
6	Karnataka Drugs and Pharmaceutical Manufacturers Association	State
7	Indian Drug Manufacturers' Association	National

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

Leadership Indicators

1. **Details of public policy positions advocated by the entity:**
   Not Applicable

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

2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**
   Not Applicable

3. **Describe the mechanisms to receive and redress grievances of the community.**
   The Company's HR and CSR teams actively engage with key stakeholders, including Panchayat members, to initiate appropriate actions where needed. Feedback and requests from these stakeholders are evaluated and addressed based on merit and relevance. This collaborative approach fosters trust and strengthens the Company's credibility within the community.

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

	FY25	FY24
Directly sourced from MSMEs/small producers		
a. Raw material	1%	0%
b. Packaging material	15%	12%
Sourced directly from within the district and neighbouring districts		
a. Raw material	0%	0%
b. Packaging material	14%	14%

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: We are recruiting our workforce from villages and smaller towns also. Wages will be based on company wages band width**

	FY25	FY24
Rural	29%	59%
Semi-urban	0%	0%
Urban	71%	41%
Metropolitan	0%	0%

   Above classification as per RBI classification system

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

2. **Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**
   Not Applicable

3. **(a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/vulnerable groups?**
   The Company sources materials from MSMEs on a case-to-case basis, which may include marginalized or vulnerable groups, considering that company has got 5 manufacturing facilities. Suppliers around the manufacturing areas are also evaluated as part of the framework.

   (b) From which marginalised/vulnerable groups do you procure?
   Not Applicable

   (c) What percentage of total procurement (by value) does it constitute?
   Not Applicable

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

S. No	CSR Project	No. of persons benefited from CSR Projects	% Beneficiaries from vulnerable & marginalised groups
1	**Provision of Safe Drinking Water through RO Plant @ Bashettihalli** As part of our commitment to community health and well-being, we have constructed a Reverse Osmosis (RO) water purification plant to provide access to safe and clean drinking water. This initiative is aimed at preventing water-borne diseases and promoting a healthier population. By ensuring the availability of potable water, we support long-term health outcomes and contribute to the sustainable development of the community. This initiative supports **SDG 6 – Clean Water and Sanitation**	1,500	100%
2	**Education Infrastructure and Life Skills Support at Government High School, Bashettihalli** As part of our commitment to enhancing educational outcomes, we supported the renovation and extension of the dining hall at Government High School, Bashettihalli. The facility now includes dedicated storerooms, ensuring efficient management of resources and providing a comfortable space for students to enjoy their meals. In addition, we are facilitating them with a Life Skills Program that specifically addresses attitudinal and memory challenges, aimed at improving students' cognitive abilities and personal development. This initiative aligns with **SDG 4 (Quality Education) and SDG 3 (Good Health and Well-being)**, reinforcing our dedication to building a brighter, healthier future for the next generation.	524	100%
3	**Renovation and Refurbishment of Namma Clinic** Recognizing the need for better healthcare facilities, we took proactive steps to improve the condition of the Namma Clinic, which was previously housed in a makeshift classroom. This initiative focused on transforming the space into a fully equipped healthcare facility. The renovation included creating a dedicated area for doctor consultations, a reception and waiting room, a laboratory space, and a pharmacy. This enhanced infrastructure ensures a more comfortable and efficient environment for both patients and healthcare providers, improving access to quality medical care. This project aligns with **SDG 3 (Good Health and Well-being)**, as part of our ongoing efforts to promote health and well-being in the community.	35,000	100%
4	**Aranya Dhama – An environment initiative** As part of our commitment to environmental sustainability, we are closely working in collaboration with the Forest department to maintain & improve the 100 acres of forest in the Kumbaranahalli State Reserve Forest. In consultation with the Forest Department, we have provided essential fire-fighting equipment such as blowers, brush cutters, and fire beaters to strengthen forest fire prevention and control efforts under the "Zero Fire" theme. Additionally, we have undertaken the repair and reconstruction of the forest compound wall to safeguard the area from illegal hunting, encroachments, and to ensure the protection of the region's rich flora and fauna. This initiative aligns with **SDG 13 (Climate Action) and SDG 15 (Life on Land)**, contributing to long-term ecological preservation and biodiversity conservation.	-	-

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.**
   Not Applicable. The Company offers contract research, development and manufacturing services to other businesses. It does not provide services directly to consumers

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

Details of negative social impact identified	As percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable. The Company offers contract research, development and manufacturing services to other businesses. It does not provide services directly to consumers
Safe and responsible usage	
Recycling and/or safe disposal	

3. **Number of consumer complaints in respect of the following:**
   Not Applicable. The Company offers contract research, development and manufacturing services to other businesses. It does not provide services directly to consumers

4. **Details of instances of product recalls on account of safety issues.**
   Not Applicable. The Company offers contract research, development and manufacturing services to other businesses. It does not provide services directly to consumers

5. **Does the entity have a framework/policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy.**
   The Company upholds its Information Security Policy and ensures that all staff members receive training on the policy. The policy outlines procedures for safeguarding and managing the Company's information and assets. Additionally, it establishes clear roles and responsibilities for information protection and managing cyber incidents

   Privacy statement: https://www.onesourcecdmo.com/privacy-policy/

6. **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 penalties/regulatory action has been levied or taken with respect to the above listed matters.

7. **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 information of customers:
   Nil

   c) Impact, if any, of the data breaches:
   NA

Leadership Indicators

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

   The information on products and services of the Company can be accessed from website of the Company at: https://www.onesourcecdmo.com/

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

   Not Applicable. The Company offers contract research, development and manufacturing services to other businesses. It does not provide services directly to consumers.

3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services. All information is updated on company website.**

   Not Applicable. The Company offers contract research, development and manufacturing services to other businesses. It does not provide services directly to consumers.

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

   Not Applicable. The Company offers contract research, development and manufacturing services to other businesses. It does not provide services directly to consumers.

For and on behalf of the Board of Directors

Arun Kumar
Non-Executive Chairperson
DIN: 00084845

Neeraj Sharma
Managing Director
DIN: 09402652

Date: May 05, 2025
Place: Bengaluru