

Poly Medicure Limited

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E: info@polymedicure.com W: polymedicure.com
CIN: L 40300DL1995PLC066923



Date: 14th August, 2026

Scrip Code: - 531768

Scrip Code:- POLYMED

The Manager,
BSE Limited,
Department of Corporate Services,
Phirozee Jeejeebhoy Towers,
Dalal Street, Mumbai- 400001.

The Manager
National Stock Exchange of India Limited
Exchange Plaza, Plot No. C/1-Block-G
Bandra Kurla Complex, Bandra(E),
Mumbai-400051.

Sub: Business Responsibility and Sustainability Report for the Financial Year ended March 31, 2026.

Dear Sir/Ma'am,

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, please find enclosed herewith the Business Responsibility and Sustainability Report ("BRSR") of the company for the Financial Year ended March 31, 2026.

The aforesaid documents are also available on the website of the Company at www.polymedicure.com

Kindly take a note of the same for your further needful and oblige us.

Thanking You,

Yours Sincerely

For Poly Medicure Limited

AVINASH
CHANDR
A

Digitally signed
by AVINASH
CHANDRA
Date: 2026.08.14
18:03:48 +05'30'

Avinash Chandra
Company Secretary
M. No. A32270

Business Responsibility & Sustainability Report

FY 2025-26

Poly Medicure Limited

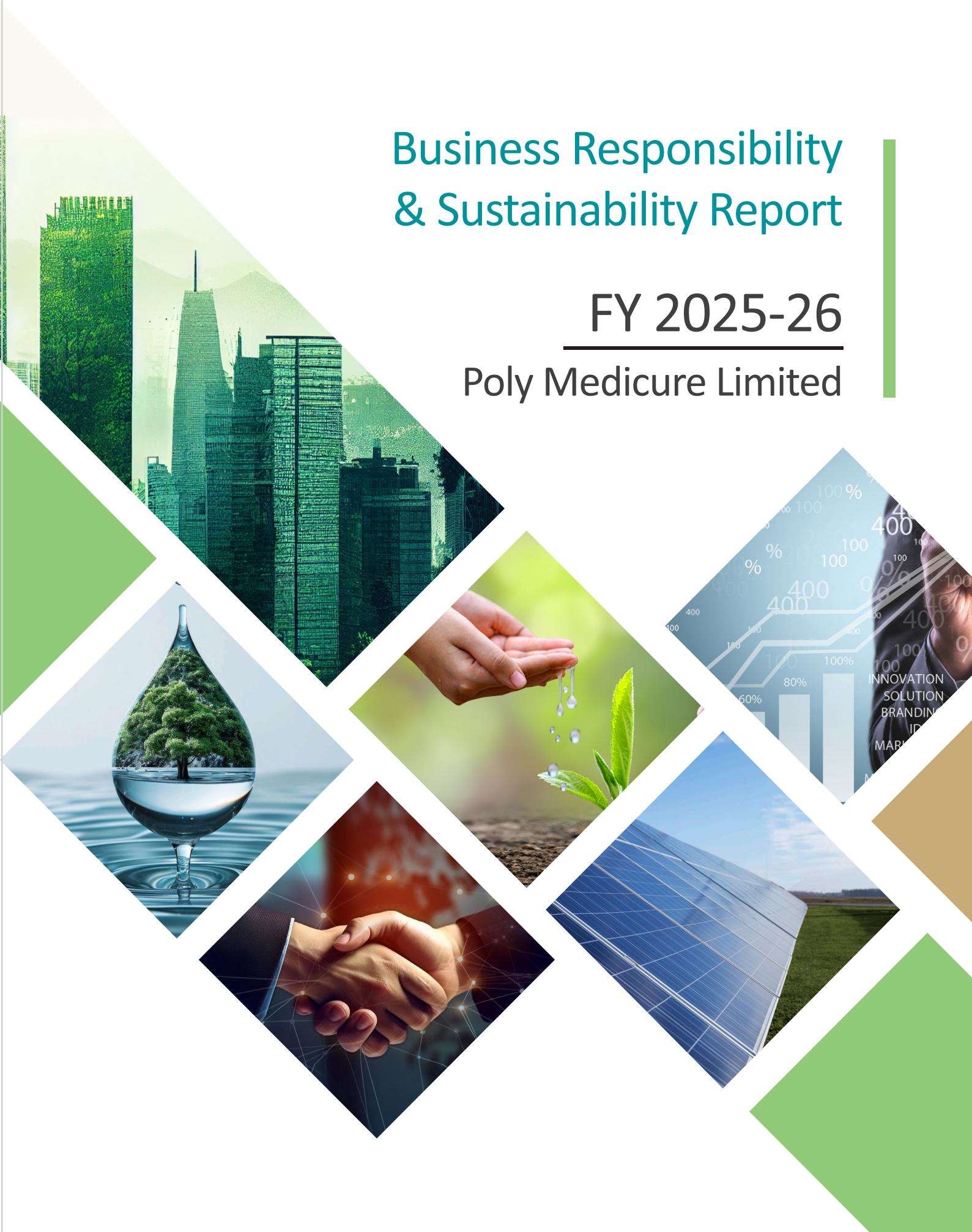


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Section A: General Disclosures

I. Details of the listed Entity

1. NSE Symbol	POLYMED		
2. BSE Scrip Code	531768		
3. MSEI Symbol	NA		
4. ISIN	INE205C01021		
5. Corporate Identity Number (CIN)	L40300DL1995PLC066923		
6. Name of the Listed Entity	Poly Medicure Limited		
7. Date of Incorporation	1995-03-30		
8. Registered office address	232-B, 3rd Floor, Okhla Industrial Estate, Phase-III, New Delhi-110020, INDIA		
9. Corporate Address	232-B, 3rd Floor, Okhla Industrial Estate, Phase-III, New Delhi-110020, INDIA		
10. E-mail address	info@polymedicure.com		
11. Telephone No.	+91-11-33550700, + 91-11-47317000		
12. Website	www.polymedicure.com		
13. Financial year for which reporting is being done		Start Date	End Date
	Current Financial Year	2025-04-01	2026-03-31
	Previous Financial Year	2024-04-01	2025-03-31
	Prior to Previous Financial year	2023-04-01	2024-03-31
14. Name of the Stock Exchange(s) where shares are listed	Name of The Stock Exchange	Description of other stock exchange	Name of the Country
	Bombay stock exchange (BSE)	-	India
	National Stock Exchange of India Ltd. (NSE)	-	India
15. Paid-up Capital (in INR)	506797450		
16. Name and contact details of the person who may be contacted in case of any queries on the BRSR report ¹	Name of the contact person	Radha Porwal	
	Contact number of the contact person	011-33550700	
	Email of the contact person	radha.porwal@polymedicure.com	
17. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis		
18. Whether the company has undertaken assessment or assurance of the BRSR Core?	Yes assessment		

19. Name of assessment or assurance provider.

Company / LLP / Firm Name	Company ID / LLP ID / Firm Registration No.	Name of the Assurer	Designation Of Assurer	Date of signing by Assurer
TÜV SÜD South Asia Pvt Ltd.	U74220MH1999PTC121330	TÜV SÜD South Asia Pvt Ltd.	TÜV SÜD South Asia Pvt Ltd.	10-08-2026

20. Type of assessment or assurance obtained.

Independent third-party assessment of BRSR Core Indicators.

Particulars	Assessment / Assurance	If "Yes" selected in Partial Assessment / Assurance, please specify the Assessment / Assurance details	Remarks
Type of assurance obtained	Partial		
Section A : General Disclosures	Partial		
I. Details of the listed entity	Partial		
1. Corporate Identity Number (CIN) of the Listed Entity	Yes	Limited	Independent Third-party Assessment is done for BRSR Core Indicators.
2. Name of the Listed Entity			
3. Date of Incorporation			
4. Registered office address			
5. Corporate address			
6. E-mail			
7. Telephone			
8. Website			
9. Financial year for which reporting is being done			
10. Name of the Stock Exchange(s) where shares are listed			
11. Paid-up Capital (In Rs)			
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report			
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken, together).			
II. Products/services	Partial		
14. Details of business activities (accounting for 90% of the Turnover)	No	-	
15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover)	No	-	
III. Operations	Partial		
16. Number of locations where plants and/or operations/offices of the entity are situated	No	-	
17. Markets served by the entity	No	-	

IV. Employees	Partial		
18. Details as at the end of Financial Year	No	-	
19. Participation/Inclusion/Representation of women	No	-	
20. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)	No	-	
V. Holding, Subsidiary and Associate Companies (including joint ventures)	Partial		
21. Names of holding / subsidiary / associate companies / joint ventures	No	-	
VI. CSR Details	Partial		
22. Whether CSR is applicable as per section 135 of Companies Act, 2013 / Turnover / Networth	No	-	
VII. Transparency and Disclosures Compliances	Partial		
23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct	No	-	
24. Overview of the entity's material responsible business conduct issues - Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format	No	-	
Section B – Management & Process Disclosures	Partial		
I. Policy and management processes	Partial		
1. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs.	No	-	
2. Whether the entity has translated the policy into procedures.	No	-	
3. Do the enlisted policies extend to your value chain partners?	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.	No	-	
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	No	-	
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	No	-	
II. Governance, leadership and oversight	Partial		
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)	No	-	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	No	-	
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues?	No	-	
10(A). Details of Review of NGRBCs by the Company: Performance against above policies and follow up action	No	-	

10(B). Details of Review of NGRBCs by the Company: Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	No	-	
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?	No	-	
12. If answer to question 1 above is No i.e. not all principles are covered by a policy reasons to be stated;	No	-	
Section C – Principle Wise Performance Disclosures	Partial		
Principle 1 – Essential Indicators	Partial		
1. Percentage coverage by training and awareness programmes on any of the principles during the financial year -BOD/ KMP / Employees / Workers	No	-	
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)	No	-	
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	No	-	
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	No	-	
5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption	No	-	
6. Details of complaints with regard to conflict of interest	No	-	
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	No	-	
8. Number of days of accounts payables	Yes	Limited	Independent Third-party Assessment is done for BRSR Core Indicators.
9. Open-ness of business	Yes	Limited	Independent Third-party Assessment is done for BRSR Core Indicators.
Principle 1 – Leadership Indicators	Partial		
1. Awareness programmes conducted for value chain partners on any of the principles during the financial year	No	-	
2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?	No	-	
Principle 2 – Essential Indicators	Partial		
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	No	-	
2. Does the entity have procedures in place for sustainable sourcing - if Yes, what %?	No	-	
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of	No	-	

life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste			
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	No	-	
Principle 2 – Leadership Indicators	Partial		
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	No	-	
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)	No	-	
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:	No	-	
5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category	No	-	
Principle 3 – Essential Indicators	Partial		
1. a. Details of measures for the well-being of employees b. Details of measures for the well-being of workers c. spending on measures towards well-being of employees and workers	Yes	Limited	Independent Third-party Assessment is done for BRSR Core Indicators. Assessment is undertaken for Part c. spending on measures towards well-being of employees and workers
2. Details of retirement benefits, for Current FY and Previous Financial Year	No	-	
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	No	-	
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	No	-	
5. Return to work and Retention rates of permanent employees and workers that took parental leave	No	-	
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	No	-	
7. Membership of employees and worker in association(s) or Unions recognised by the listed entity	No	-	
8. Details of training given to employees and workers	No	-	
9. Details of performance and career development reviews of employees and worker - Male /Female	No	-	
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? b. What are the processes used to identify work-related hazards and assess risks on a routine	No	-	

and non-routine basis by the entity? c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?			
11. Details of safety related incidents, in the following format	Yes	Limited	Independent Third-party Assessment is done for BRSR Core Indicators.
12. Describe the measures taken by the entity to ensure a safe and healthy workplace	No	-	
13. Number of Complaints on the following made by employees and workers	Yes	Limited	Independent Third-party Assessment is done for BRSR Core Indicators.
14. Assessments for the year	No	-	
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	No	-	
Principle 3 – Leadership Indicators	Partial		
1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)	No	-	
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners	No	-	
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:	No	-	
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?	No	-	
5. Details on assessment of value chain partners	No	-	
6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners	No	-	
Principle 4 – Essential Indicators	Partial		
1. Describe the processes for identifying key stakeholder groups of the entity	No	-	
2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group	No	-	
Principle 4 – Leadership Indicators	Partial		
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	No	-	
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	No	-	
3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups	No	-	

Principle 5 – Essential Indicators	Partial		
1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:	No	-	
2. Details of minimum wages paid to employees and workers, in the following format:	No	-	
3. Details of remuneration/salary/wages, in the following format: a. median remuneration /wages b. gross wages paid to females as percentage of total wages	Yes	Limited	Independent Third-party Assessment is done for BRSR Core Indicators. Assessment is undertaken for Part b. Gross wages paid to females as percentage of total wages
4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?	No	-	
5. Describe the internal mechanisms in place to redress grievances related to human rights issues	No	-	
6. Number of Complaints on the following made by employees and workers:	No	-	
7. Complaints filed under the sexual harassment of women at workplace	Yes	Limited	Independent Third-party Assessment is done for BRSR Core Indicators.
8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases	No	-	
9. Do human rights requirements form part of your business agreements and contracts?	No	-	
10. Assessments for the year	No	-	
11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above	No	-	
Principle 5 – Leadership Indicators	Partial		
1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints	No	-	
2. Details of the scope and coverage of any Human rights due diligence conducted	No	-	
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?	No	-	
4. Details on assessment of value chain partners:	No	-	
5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above	No	-	
Principle 6 – Essential Indicators	Partial		
1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:	Yes	Limited	Independent Third-party Assessment is done for BRSR Core Indicators.
2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any	No	-	
3. Provide details of the following disclosures related to water, in the following format:	Yes	Limited	Independent Third-party Assessment is done for BRSR Core Indicators.

4. Provide the following details related to water discharged:	Yes	Limited	Independent Third-party Assessment is done for BRSR Core Indicators.
5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation	No	-	
6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:	No	-	
7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:	Yes	Limited	Independent Third-party Assessment is done for BRSR Core Indicators.
8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details	No	-	
9. Provide details related to waste management by the entity, in the following format:	Yes	Limited	Independent Third-party Assessment is done for BRSR Core Indicators.
10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes	No	-	
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 form	No	-	
12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year	No	-	
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/NA). If not, provide details of all such non-compliances, in the following format:	No	-	
Principle 6 – Leadership Indicators	Partial		
1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres)	No	-	
2. Please provide details of total Scope 3 emissions & its intensity, in the following format	No	-	
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	No	-	
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	No	-	
5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link	No	-	
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	-	
7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts	No	-	

8. How many Green Credits have been generated or procured: a. By the listed entity b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners	No	-	
Principle 7 – Essential Indicators	Partial		
1. a. Number of affiliations with 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	No	-	
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	No	-	
Principle 7 – Leadership Indicators	Partial		
1. Details of public policy positions advocated by the entity	No	-	
Principle 8 – Essential Indicators	Partial		
1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year	No	-	
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:	No	-	
3. Describe the mechanisms to receive and redress grievances of the community	No	-	
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers	Yes	Limited	Independent Third-party Assessment is done for BRSR Core Indicators.
5. Job creation in smaller towns	Yes	Limited	Independent Third-party Assessment is done for BRSR Core Indicators.
Principle 8 – Leadership Indicators	Partial		
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:	No	-	
2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies	No	-	
3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (b) From which marginalized /vulnerable groups do you procure? (c) What percentage of total procurement (by value) does it constitute?	No	-	
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	No	-	
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	No	-	
6. Details of beneficiaries of CSR Projects	No	-	
Principle 9 – Essential Indicators	Partial		
1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback	No	-	
2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about	No	-	

3. Number of consumer complaints in respect of the following:	No	-	
4. Details of instances of product recalls on account of safety issues	No	-	
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	No	-	
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	-	
7. Provide the following information relating to data breaches: a. Number of instances of data breaches along-with impact b. Percentage of data breaches involving personally identifiable information of customers	Yes	Limited	Independent Third-party Assessment is done for BRSR Core Indicators.
Principle 9 – Leadership Indicators	Partial		
1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available)	No	-	
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services	No	-	
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services	No	-	
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?	No	-	

II. Products/Services

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

Description of main activity	Description of business activity	% of Turnover of the entity
Manufacturing of Medical Devices	Manufacturing, Marketing, Sale and Distribution of Medical Devices	100

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

Product/Service	NIC Code	% of total Turnover contributed
Infusion Therapy	46497	69.87
Dialysis	46497	11.23
Blood Management & Blood Collection	46497	9.54
Surgery and Wound Drainage	46497	5.35
Urology	46497	2.99
Other	46497	1.02

III. Operations

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

Location	Number of plants	Number of offices	Total
National	10	2	12
International	5	8	13

24. Markets served by the entity

i. Number of locations

Location	Number
National (No. of States)	29
International (No. of Countries)	More than 100 countries globally

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

65.01

iii. A brief on types of customers

The Company supplies its products to customers in over 100+ countries across the globe through a robust global distributor network. In India, the Company maintains a comprehensive nationwide sales and distribution network, serving private and government hospitals, laboratories, blood banks, other healthcare institutions, etc. The Company caters to a diverse customer base through long-standing partnerships with distributors and healthcare providers, ensuring broad access to its medical devices across domestic and international markets.

IV. Employees

25. Details as at the end of Financial Year

i. Employees (including differently abled)

		Male		Female		Other Gender	
Particulars	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)
Permanent (E)	1548	1380	89.15	168	10.85	0	0
Other than Permanent (F)	5	4	80.0	1	20.0	0	0
Total employees (E+F)	1553	1384	89.12	169	10.88	0	0

ii. Workers (including differently abled)

		Male		Female		Other Gender	
Particulars	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)
Permanent (E)	1515	424	27.99	1091	72.02	0	0
Other than Permanent (F)	2745	2229	81.21	516	18.8	0	0
Total workers (E+F)	4260	2653	62.28	1607	37.73	0	0

iii. Differently abled Employees

		Male		Female		Other Gender	
Particulars	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)
Permanent (E)	0	0	0	0	0	0	0
Other than Permanent (F)	0	0	0	0	0	0	0
Total employees (E+F)	0	0	0	0	0	0	0

iv. Differently abled Workers

		Male		Female		Other Gender	
Particulars	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)
Permanent (E)	0	0	0	0	0	0	0
Other than Permanent (F)	0	0	0	0	0	0	0
Total workers (E+F)	0	0	0	0	0	0	0

26. Participation/Inclusion/Representation of women

	Total (A)	No. of Female (B)	% (B/A) of Females
Board of Directors	12	1	8.34
Key Management Personnel	7	0	0

27. Turnover rate for permanent employees and workers

	FY 2025-2026		FY 2024-2025		FY 2023-2024	
	Permanent Employees	Permanent Workers	Permanent Employees	Permanent Workers	Permanent Employees	Permanent Workers
Male %	27.38	11.38	23.5	24.5	13.3	4.0
Female %	23.45	98.45	22.4	91.4	5.76	66.0
Other Gender %	0.0	0.0	0.0	0.0	0.0	0.0
Total %	26.98	74.59	23.4	74.8	12.7	52.0

V. Holding, Subsidiary & Assoc. Companies (including joint ventures)

28. Names of holding / subsidiary / associate companies / joint ventures

Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Entity indicated at col A, participate in the Business Responsibility initiatives of the listed entity?
Poly Medicure (Laiyang) Co. Ltd.	Subsidiary	100	No
Poly Medicure B.V., Netherlands	Subsidiary	100	No
Plan1 Health India Pvt Ltd	Subsidiary	100	No
Ultra for Medical Products, EGYPT (ULTRAMED)	Associate	23	No
Plan 1 Health s.r.l., Italy	Subsidiary	100	No
Poly Health Medical Inc., (USA)	Subsidiary	100	No
Polyhealth Limited, England and Wales	Subsidiary	100	No
AMPIN C&I Power Two Limited	Subsidiary	26	No
Polymed Brazil LTDA	Subsidiary	100	No
Risor Holdings B.V., Netherlands	Subsidiary	90	No
Pendracare Holdings B.V., Netherlands	Subsidiary	100	No
Welling Medical B.V., Netherlands	Subsidiary	100	No
Pendracare International B.V. Netherlands	Subsidiary	100	No

Pendracare Vascular, B.V, Netherlands	Subsidiary	100	No
Midstream SA, Switzerland	Subsidiary	100	No
Citieffe SRL, Italy	Subsidiary	100	No
Citieffe Inc., U.S.A	Subsidiary	100	No
Citieffe De, Mexico	Subsidiary	100	No

VI. CSR Details

29. Enter details for Corporate Social Responsibility (CSR)

i. Whether CSR is applicable as per section 135 of Companies Act, 2013

Yes

ii. Turnover (In INR)

16624647572

iii. Net worth (In INR)

30527124664

VII. Transparency and Disclosures Compliances

30. Complaints on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct.

			FY 2025-2026			FY 2024-2025		
Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in place	Web-link for grievance redress policy	No. of complaints filed during current year	No. of complaints pending resolution at close in current year	Remark	No. of complaints filed during current year	No. of complaints pending resolution at close in current year	Remark
Communities	Yes	Communities can register complaints or grievances by emailing on info@polymedicure.com	0	0	NA	1	1	NA
Shareholders	Yes	The company has a robust grievance redressal mechanism for shareholders. Complaints are promptly addressed by the R&T agents and the secretarial team. The Stakeholders Relationship Committee of the Board oversees and addresses any grievances that are not resolved within the specified time frame.	0	0	NA	0	0	NA
Investors	NA	NA	0	0	NA	0	0	NA
Employees and workers	Yes	The Human Resources department has established a system to address employee and worker grievances. Complaints can be submitted to the HR head or plant head via email or suggestion boxes. The Company also has a Whistle Blower Policy in place https://www.polymedicure.com/wp-content/uploads/2023/02/vigil-mechanism-and-whistle-blower-	0	0	NA	0	0	NA

		policy.pdf , allowing employees to report concerns, wrongdoing, or irregularities within the Company without fear of reprisal or reprimand.						
Customers	Yes	Customer complaints regarding product quality or dispatches are communicated to the relevant Marketing team, either directly by the customer or through dealers/agents, along with details such as batch numbers and invoices. These complaints are given top priority and are escalated to the appropriate team—either the QC team at the plant for product quality issues or the sales Logistics team for dispatch related concerns. For quality related complaints, QC team members may visit the customer site, depending on the severity of the issue, to suggest corrective actions, either directly on-site or by analysing samples of the affected material in our lab.	2249	0	NA	1791	0	NA
Value Chain Partners	Yes	Value chain partners can register complaints or grievances by emailing to info@polymedicure.com or contacting the respective plant or functional heads. These issues are promptly addressed by the relevant functional heads. If any complaints remain unresolved within a reasonable time, they are escalated to top management for resolution.	0	0	NA	0	0	NA

31. 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

Polymed conducted a materiality assessment through a structured stakeholder engagement process to identify and prioritize the material responsible business conduct and sustainability topics most relevant to its business and stakeholders. The identified material topics guide the Company's sustainability strategy, enabling effective management of key risks and opportunities while supporting long-term value creation and responsible business growth.

Material issue identified	Indicate whether risk or opportunity	Rationale for identifying risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
Product Quality and Safety	Risk (R) & Opportunity (O)	Risk: Inadequate product quality or non-compliance may impact patient safety, customer trust, and regulatory compliance. Opportunity: Delivering safe and high-quality products enhances brand reputation, customer confidence, and market competitiveness.	• Maintain a robust ISO 13485-certified Quality Management System (QMS). • Implement quality checks at incoming, in-process, and finished goods stages. • Monitor product performance and customer feedback for continual improvement. • Conduct regular audits and invest in R&D and employee training to strengthen quality standards.	Negative: Quality failures may result in regulatory actions, increased costs, and corporate image risk. Positive: Strong quality systems improve operational efficiency, reduce defects, strengthen customer trust, and support long-term business growth.

Business Ethics and Compliance	Risk (R) & Opportunity (O)	Risk: Non-compliance with applicable laws, regulations, or ethical standards may result in legal, financial, and reputational consequences. Opportunity: A strong ethical culture and compliance framework enhance stakeholder trust, strengthen business relationships, access new markets, and support sustainable growth.	• Maintain a comprehensive Code of Conduct and compliance framework. • Conduct regular ethics and compliance training, internal audits, and compliance monitoring. • Strengthen whistleblower mechanisms, due diligence processes, and periodic policy reviews to promote ethical business practices.	Negative: Non-compliance may lead to regulatory actions, financial penalties, legal costs, and reputational damage. Positive: Strong ethical practices enhance stakeholder confidence, improve business resilience, increases investor and customer trust and support long-term financial performance.
Employee Health and Safety	Risk (R) & Opportunity (O)	Risk: Workplace incidents, inadequate safety measures, or non-compliance with safety regulations may impact employee well-being, operational continuity, and business reputation. Opportunity: A strong health and safety culture enhances employee engagement, productivity, and organizational resilience.	• Implement robust occupational health and safety practices aligned with applicable regulations. • Conduct regular safety training, risk assessments, health check-ups, and awareness programs. • Establish preventive measures and corrective actions to continuously improve workplace safety.	Negative: Safety incidents may result in regulatory penalties, increased costs, productivity loss, and reduced market confidence. Positive: Effective health and safety practices improve employee well-being, productivity, retention, and support long-term business sustainability.
Governance & Accountability	Risk (R) & Opportunity (O)	Risk: Ineffective governance practices, lack of accountability, or inadequate oversight may impact decision-making, compliance, stakeholder trust, and business performance. Opportunity: Strong governance frameworks promote transparency, responsible decision-making, stakeholder confidence, and long-term value creation.	• Maintain a well-defined governance framework with clear roles, responsibilities, and oversight mechanisms. • Ensure Board and management oversight on key business, sustainability, and risk-related matters. • Establish transparent reporting processes and periodic performance monitoring to strengthen accountability.	Negative: Governance failures may result in regulatory challenges, operational disruptions, financial impacts, and loss of stakeholder confidence. Positive: Effective governance enhances business resilience, improves decision-making, strengthens stakeholder trust, and supports sustainable growth.
Climate Change	Risk (R) & Opportunity (O)	Risk: Climate-related risks such as extreme weather events, resource availability, evolving regulations, and transition towards a low-carbon economy may impact operational continuity and costs. Opportunity: Climate action enables innovation, operational efficiency, resource optimization, and strengthens the Company's reputation among stakeholders.	• Reduce carbon footprint through energy efficiency initiatives, adoption of renewable energy, and technology improvements. • Enhance resource efficiency through sustainable operational practices and emission monitoring. • Implement initiatives to improve climate resilience across operations.	Negative: Climate-related disruptions, compliance requirements, and transition costs may increase operational expenses and impact business continuity. Positive: Energy efficiency, renewable energy adoption, and sustainable practices can reduce operating costs, improve resilience, enhance brand value, and create long-term business opportunities.
Energy Efficiency	Opportunity (O)	Opportunity: Improving energy efficiency enables cost savings, reduces environmental impact, and enhances operational resilience.	-	Positive: Energy efficiency measures can reduce operating costs, improve resource utilization, lower emissions, and support long-term business sustainability.

Data Security & Privacy	Risk (R) & Opportunity (O)	Risk: Increasing cyber threats and data privacy risks may impact business operations, information security, regulatory compliance, and stakeholder trust. Opportunity: Strong data protection practices enhance stakeholder confidence, business resilience, and responsible digital operations.	• Implement robust cybersecurity controls, IT policies, access controls, and data protection measures. • Conduct regular vulnerability assessments, audits, employee awareness programs, and system monitoring. • Maintain data backup and recovery mechanisms to strengthen cyber resilience.	Negative: Data breaches may result in financial losses, regulatory penalties, operational disruptions, and reputational impact. Positive: Effective data security practices strengthen stakeholder trust, improve operational resilience, and support sustainable business growth.
Responsible Marketing and Labelling	Risk (R) & Opportunity (O)	Risk: Inaccurate product claims, inadequate labelling, or non-compliance with applicable regulations may impact patient safety, regulatory compliance, and stakeholder trust. Opportunity: Transparent communication and responsible marketing practices strengthen customer confidence, brand reputation, and market credibility.	• Ensure product labels, claims, and marketing communications comply with applicable regulatory requirements. • Implement review and approval processes for product information and promotional materials. • Maintain transparency in product communication and continuously update practices in line with regulatory expectations.	Negative: Non-compliance may result in regulatory actions, product-related concerns, reputational damage, and financial implications. Positive: Responsible marketing and accurate labelling enhance customer trust, strengthen brand value, and support sustainable business growth.
Waste Management & Sustainable Packaging	Risk (R) & Opportunity (O)	Risk: Inefficient waste management and increasing regulatory expectations around waste reduction and sustainable packaging may lead to compliance risks, increased costs, and environmental impacts. Opportunity: Adoption of responsible waste management practices and sustainable packaging solutions can improve resource efficiency, reduce environmental footprint, and enhance stakeholder confidence.	• Implement effective waste segregation, recycling, and responsible disposal practices. • Promote material efficiency, reuse, and waste reduction initiatives across operations. • Ensure compliance with applicable waste management and EPR requirements. • Explore opportunities to improve packaging sustainability through optimization and responsible material use.	Negative: Ineffective waste management may result in higher disposal costs, regulatory penalties, and reputational risks. Positive: Efficient waste management and sustainable packaging practices can reduce costs, improve resource utilization, support compliance, and enhance brand value.
Innovation & R&D	Opportunity (O)	Opportunity: Continuous investment in research and development enables product innovation, operational improvements, and expansion into emerging markets.	-	Positive: Successful innovation can improve market positioning, support revenue growth, enhance operational efficiency, and create long-term business value.

Section B: Management & Process Disclosures

I. Policy and management processes

1. Policy

	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs	Has the policy been approved by the Board?	Weblink of the policy, if available
Principle 1	Yes	Yes	Poly Medisure Code of Conduct: https://polymedisure.com/wp-content/uploads/2026/04/Code_of_Conduct_Booklet_A5.pdf Environment, Health, Safety and Social Policy: https://www.polymedisure.com/wp-content/uploads/2025/08/EHSS-Policy.pdf Whistleblowing Policy: https://www.polymedisure.com/wp-content/uploads/2023/02/vigil-mechanism-and-whistle-blower-policy.pdf CSR policy: https://www.polymedisure.com/wp-content/uploads/2019/07/CSR_Policy_2015.pdf RPT Policy: https://www.polymedisure.com/wp-content/uploads/2023/02/policy-on-dealing-with-related-party-transactions.pdf
Principle 2			
Principle 3			
Principle 4			
Principle 5			
Principle 6			
Principle 7			
Principle 8			
Principle 9			

2. Whether the entity has translated the policy into procedures.

Principle 1	Yes
Principle 2	
Principle 3	
Principle 4	
Principle 5	
Principle 6	
Principle 7	
Principle 8	
Principle 9	

3. Do the enlisted policies extend to your value chain partners?

Principle 1	Yes
Principle 2	
Principle 3	
Principle 4	
Principle 5	
Principle 6	
Principle 7	
Principle 8	
Principle 9	

4. Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.

Principle 1	Our entity adheres to internationally recognized management system standards to ensure quality, environmental responsibility, and regulatory compliance. ISO 9001:2015 ISO 13485:2016 ISO 14001:2015 MDSAP
Principle 2	
Principle 3	
Principle 4	
Principle 5	
Principle 6	
Principle 7	
Principle 8	
Principle 9	

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

Our entity is committed to long-term sustainability and social responsibility, with clearly defined environmental and social goals using FY25 as the baseline year. These targets include emission reduction, adoption of renewable energy, product innovation, and workforce diversity, with milestones set through to 2050.

Principle 1	Baseline: FY24-25 1. Achieve Net Zero Emissions by 2050. 2. Reduce Scope 1 emissions by 20% by 2030. 3. Reduce Scope 2 emissions by 40% (intensity based) by 2030. 4. Transition 30% of our energy consumption to renewable sources by 2030. 5. Develop at least 15% of our product portfolio as PVC-free medical devices by 2035. 6. Improve gender diversity in the white-collar workforce with 33% Women by 2035.
Principle 2	
Principle 3	
Principle 4	
Principle 5	
Principle 6	
Principle 7	
Principle 8	
Principle 9	

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.

Principle 1	Baseline FY24-25 1. Achieve Net Zero Emissions by 2050. Progress: On track 2. Reduce Scope 1 emissions by 20 percent by 2030. Current Status: Scope 1 emissions increased by 6% during FY 2025-26, primarily due to the commissioning of a new operational entity and higher production volumes. While business expansion led to an increase in absolute emissions during the reporting year, the Company remains committed to its 2030 reduction target through planned energy efficiency initiatives including investment in electric vehicles and HVAC system upgrades with the objective of reducing emissions below the baseline level. The Company will periodically review its GHG reduction targets and implementation roadmap in line with changes in operational boundaries, business expansion and evolving decarbonization opportunities. Progress: Target under implementation. Reduction initiatives are in progress. 3. Reduce Scope 2 emissions by 40% intensity based by 2030. Current Status: Achieved approximately 11.3% reduction in Scope 2 emission intensity per crore of turnover compared to the baseline year. Progress: 28.3% towards the 2030 Scope 2 emission intensity reduction target. 4. Transition 30% of our energy consumption to renewable sources by 2030. Current Status: Renewable energy accounted for approximately 10% of total electricity consumption during FY 2025-26. Progress: 33.33% achieved towards the 2030 renewable energy transition target. 5. Develop at least 15% of our product portfolio as PVC free medical devices by 2035.
Principle 2	
Principle 3	
Principle 4	
Principle 5	
Principle 6	
Principle 7	
Principle 8	
Principle 9	

	Current Status: Product development initiatives are progressing as planned. Progress: On track 6. Improve gender diversity in the white-collar workforce with 33% women by 2035. Current Status: Women represented 10.88% of the white-collar workforce during FY 2025-26. Progress: Approximately 33% of the 2035 target achieved.
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II. Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.

At Poly Medicure, our commitment to sustainability is rooted in our purpose of advancing healthcare through responsible innovation and operational excellence. As we continue to expand our global presence, we remain focused on creating long-term value by integrating environmental, social, and governance considerations into our business strategy and decision-making. During FY 2025–26, we marked an important milestone with the commissioning of our 9.9 MWp solar power project under a Power Purchase Agreement (PPA), reinforcing our commitment to renewable energy and climate action. We also continued to strengthen our approach to resource efficiency, product stewardship, ethical governance, and transparent sustainability reporting, while maintaining the highest standards of quality and patient safety.

We recognize that sustainable growth requires continuous improvement, collaboration, and innovation. While business expansion and increased production have influenced our emissions profile during the year, our long-term direction remains unchanged. We are committed to achieving our Net Zero ambition by 2050, advancing our renewable energy and emissions reduction targets, and building a resilient and responsible value chain. Guided by our values and supported by our employees and partners, we will continue to deliver healthcare solutions that create lasting value for our customers, communities, investors, and the environment.

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

Mr. Himanshu Baid

Managing Director

DIN: 00014008

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on Sustainability related issues?

Yes

If yes, provide details

The entity has a designated CSR Committee of the Board responsible for decision-making on sustainability-related issues.

Composition of the Committee:

1. Devendra Raj Mehta (Non-Executive Non-Independent Director) - Chairperson, DIN: 01067895
2. Jugal Kishore Baid (Non-Executive Non-Independent Director) - Member, DIN: 00077347
3. Sonal Mattoo (Non-Executive Independent Director) - Member, DIN: 00106795

10. Details of Review of NGRBCs by the Company.

i. Performance against above policies and follow up action.

Principle 1	Director	Half Yearly	The company's performance is regularly communicated to the Directors/ Management through structured review meetings
Principle 2			
Principle 3			
Principle 4			
Principle 5			
Principle 6			
Principle 7			
Principle 8			
Principle 9			

ii. Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances

Principle 1	Any other Committee	Any other	The Company ensures compliance with applicable statutory requirements through periodic reviews by the Internal Audit function, POSH Committee, and other statutory committees established to oversee compliance and governance.
Principle 2			
Principle 3			
Principle 4			
Principle 5			
Principle 6			
Principle 7			
Principle 8			
Principle 9			

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?

	Has the entity carried out independent assessment/ evaluation of the working	Name of agency
Principle 1	No	-
Principle 2		
Principle 3		
Principle 4		
Principle 5		
Principle 6		
Principle 7		
Principle 8		
Principle 9		

Section C: Principle wise performance disclosure

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

Essential Indicators

1. Percentage coverage by training and awareness 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	4	1. Poly Mediciure Code of Conduct, 2. Legal & Regulatory Developments (including Litigation), 3. Corporate Social Responsibility (CSR), 4. Corporate Strategy, Governance & Risk Management, 5. Cyber Security & Information Security	100
Key Managerial Personnel	4	1. Poly Mediciure Code of Conduct, 2. Prevention of Sexual Harassment (POSH), 3. Corporate Governance, Organisational Strategy & Risk Management, 4. Sustainability & ESG, 5. Corporate Social Responsibility (CSR), 6. Cyber Security & Information Security	100
Employees other than BoD and KMPs	55	1. Poly Mediciure Code of Conduct, 2. Prevention of Sexual Harassment (POSH), 3. Health, Safety & Fire Safety, 4. Quality Management Systems (QMS, GMP, GDP, MDSAP, ISO Standards), 5. Environmental Management Systems (EMS), 6. Social Accountability (SA 8000), 7. Regulatory Compliance (CE/MDR, IMDR 2017, FEMA, GST & Customs), 8. Risk Management & Continuous Improvement, 9. Employee Capability Development & Skill Enhancement, 10. Operational Excellence, Resource Efficiency & Continuous Improvement.	100
Workers	541*	1. Health, Safety & Workplace Well-being, 2. Quality Management, Good Manufacturing Practices (GMP) & Product Quality, 3. Machine Operations, Technical Skills & Process Excellence, 4. Environmental Management & Resource Conservation, 5. Employee Welfare, Statutory Compliance & Workplace Awareness	100

* Worker training is conducted continuously on a department-wise basis throughout the year. The number reported represents an approximate number of training programmes conducted during the year.

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

During FY 2025–26, the Company did not incur any material monetary or non-monetary penalties, fines, settlements, compounding fees, or enforcement actions requiring disclosure under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

i. Monetary: Penalty/ Fine

NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred?
NIL	Not Applicable			

ii. Monetary: Settlement

NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred?
Not Applicable	Not Applicable			

iii. Monetary: Compounding fee

NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred?
Not Applicable	Not Applicable			

iv. Non-Monetary: Imprisonment

NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred?
Not Applicable	Not Applicable		

v. Non-Monetary: Punishment

NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred?
Not Applicable	Not Applicable		

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

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

4. Does the entity have an anti-corruption policy or anti-bribery policy?

Yes

If yes, provide details in brief

Poly Medicure is committed to conducting its business with integrity and maintains zero tolerance towards bribery and corruption. The Anti-Bribery and Corruption (ABAC) Policy applies to all directors, employees, contractors, agents, channel partners, subsidiaries, and other associated persons. The Policy establishes internal controls and guidance to identify and mitigate bribery and corruption risks, including provisions relating to gifts and hospitality, third-party interactions, and compliance with applicable anti-bribery laws. Employees and associated persons are required to promptly report any suspected incidents of bribery or corruption to the reporting manager or Compliance Manager, where such matters are reviewed through appropriate internal processes.

Web link anti-corruption or anti bribery policy is place

The Anti-Bribery/Anti-Corruption Policy is an internal policy and is not publicly available. Relevant anti-bribery and anti-corruption provisions are also available in the Code of Conduct: https://polymedicure.com/wp-content/uploads/2026/04/Code_of_Conduct_Booklet_A5.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

	FY 2025-2026	FY 2024-2025
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2025-2026		FY 2024-2025	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA

Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA
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7. Provide details of any corrective action taken or under way 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 per the above disclosures.

8. Number of days of accounts payables

	FY 2025-2026	FY 2024-2025
i. Account payable x 365 days	30,91,897	27,98,517
ii. Cost of goods/services procured	90,321	87,581
iii. Number of days of accounts payables	34.23	31.95

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

i. Concentration of Purchases

Metrics	FY 2025-2026	FY 2024-2025
a. i. Purchases from trading houses	5441.78	1504.08
ii. Total Purchases	55390.24	58419.52
iii. Purchases from trading houses as % of total purchases	9.82	2.57
b. Number of trading houses where purchases are made from	64	89
c. i. Purchases from top 10 trading houses	4561.75	1179.5
ii. Total purchases from trading houses	5441.78	1504.08
iii. Purchases from top 10 trading houses as % of total purchases from trading houses	83.83	78.42

ii. Concentration of Sales

Metrics	FY 2025-2026	FY 2024-2025
a. i. Sales to dealer / distributors	159145.58	152720.86
ii. Total Sales	166246.48	160179.97
iii. Sales to dealer / distributors as % of total sales	95.73	95.34
b. Number of dealers / distributors to whom sales are made	909	817
c. i. Sales to top 10 dealers / distributors	49642.65	48379.15
ii. Total Sales to dealer / distributors	159145.58	152720.86
iii. Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	31.19	31.68

iii. Share of RPTs in

Metrics	FY 2025-2026	FY 2024-2025
a. i. Purchases (Purchases with related parties)	513.44	702.44
ii. Total Purchases	55390.24	58419.52
iii. Purchases (Purchases with related parties as % of Total Purchases)	0.93	1.20
b. i. Sales (Sales to related parties)	4,648.31	4662.09
ii. Total Sales	166246.48	160179.97
iii. Sales (Sales to related parties as % of Total Sales)	2.80	2.91
c. i. Loans & advances given to related parties	0	0

ii. Total loans & advances	70.95	32.71
iii. Loans & advances given to related parties as % of Total loans & advances	0	0.0
d. i. Investments in related parties	50329.74	6337.97
ii. Total Investments made	124574.1	112727.29
iii. Investments in related parties as % of Total Investments made	40.40	5.62

Leadership Indicators

2. Does the entity have processes in place to avoid / manage conflict of interests involving members of the Board?

Yes

Provide details of the entity have processes in place to avoid/ manage conflict of interests involving members of the Board.

We have established processes to identify, disclose, and manage conflicts of interest involving members of the Board through our Code of Conduct applicable to Designated Persons. We require Designated Persons to avoid actual and apparent conflicts of interest and disclose any interests that may conflict with the interests of the Company. Our Code provides guidance on managing conflicts arising from areas including outside directorships, business interests or investments, related party transactions, acceptance of gifts or benefits, bribery, and corporate opportunities. Appropriate disclosures and approvals from the Board of Directors and/or Audit Committee are obtained, wherever applicable, to ensure transparency, accountability, and adherence to ethical business practices and sound corporate governance principles.

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

Essential Indicators

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

	FY 2025-2026	FY 2024-2025	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	0.29%	1.57%	Investment in a solar power plant to increase the use of renewable energy and reduce environmental impacts, along with investment in energy-efficient machinery to improve energy efficiency and reduce energy consumption and associated emissions.

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

Yes

What percentage of inputs were sourced sustainably?

45%

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life

i. Plastic (including packaging)

Poly Medicure Limited manufactures sterile, single-use medical devices that are intended for one-time use only. Accordingly, the products are not designed to be reclaimed, reused, or recycled after use due to patient safety, infection prevention requirements, and applicable regulatory standards. However, the Company fulfils its applicable Extended Producer Responsibility (EPR) obligations for plastic packaging in accordance with the Plastic Waste Management Rules, 2016 and its amendments, thereby supporting the environmentally sound collection and recycling of eligible plastic packaging waste.

ii. E-waste

-

iii. Hazardous waste

-

iv. Other waste

-

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).

Yes

Whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?

Yes

Leadership Indicators

1. Has the Company conducted Life Cycle Assessments (LCA) for its products /services?

Yes

NIC Code	Name of the Product/Service	% of total Turnover contributed	Boundary for which the life cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link
46497	Prefilled Syringe - 3 mL, 5 mL, and 10 mL variants.	10.18	Cradle-to-Gate	Yes	An independent verification in accordance with ISO/TS 14071 has been completed for the Life Cycle Assessment (LCA) conducted in accordance with ISO 14040/44. The assessed products recorded the following Global Warming Potential (GWP) values:

					3 mL Polymed flush Syringe: 0.108 kg CO ₂ e/unit 5 mL Polymed flush Syringe: 0.113 kg CO ₂ e/unit 10 mL Polymed flush Syringe: 0.140 kg CO ₂ e/unit The verification statement will be published in the public domain through the FY 2025–26 Sustainability Report.
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2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same

Name of the Product/Service	Description of the risk/concern	Action Taken
Prefilled Syringe (3 mL, 5 mL and 10 mL variants)	A cradle-to-gate Life Cycle Assessment (LCA), conducted in accordance with ISO 14040/44. No significant social or environmental concerns and/or risks have been identified through the Company's Life Cycle Assessment (LCA). However, the LCA identified the manufacturing stage as the primary contributor to the product's cradle-to-gate greenhouse gas emissions, mainly due to electricity consumption.	To mitigate this environmental impact, the Company is progressively increasing the use of renewable electricity, improving energy efficiency across manufacturing operations, and continuously evaluating opportunities to optimize processes and reduce the overall carbon footprint of its products.

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	FY 2025-2026	FY 2024-2025
NA	0.0	0.0

Notes: As a medical device manufacturer, ensuring patient safety, product quality, and regulatory compliance remains the Company's foremost priority. The selection of raw materials is governed by stringent quality, safety, performance, and regulatory requirements applicable to medical devices. Accordingly, the Company does not use recycled or reused input materials in the production of its products. The Company will continue to evaluate opportunities for adopting sustainable material solutions, where technically feasible and permitted under applicable regulatory requirements, without compromising product safety, quality, or performance.

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

	FY 2025-2026			FY 2024-2025		
Particulars	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	0	498	746	0	198	462
E Waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0

Notes: As a medical device manufacturer, product safety and regulatory compliance are of paramount importance. Given the single-use nature of the Company's medical devices, direct reuse or reclamation of products is not feasible. Accordingly, the quantities reported relate to the Company's applicable Extended Producer Responsibility (EPR) obligations for plastic packaging, which are fulfilled in accordance with the Plastic Waste Management Rules, 2016 and its amendments.

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

Essential Indicators

1. Details of measures for the well-being of employees and workers.

a. i. % of employees covered - Permanent employees.

Category	Male	Female	Other Gender	Total
Total (A)	1380	168	0	1548
Health insurance No. (B)	1032	104	0	1136
Health insurance % (B/A)	74.78	61.9	0	73.39
Accident insurance No. (C)	1378	168	0	1546
Accident insurance % (C/A)	99.86	100.0	0	99.87
Maternity benefits No. (D)	-	168	0	168
Maternity benefits % (D/A)	0	100.0	0	10.85
Paternity Benefits No. (E)	0	-	0	0
Paternity Benefits % (E/A)	0	0	0	0
Day Care facilities No. (F)	0	0	0	0
Day Care facilities % (F/A)	0	0	0	0

a. ii. % of employees covered - Other than Permanent employees

Category	Male	Female	Other Gender	Total
Total (A)	4	1	0	5
Health insurance No. (B)	0	0	0	0
Health insurance % (B/A)	0	0	0	0
Accident insurance No. (C)	0	0	0	0
Accident insurance % (C/A)	0	0	0	0
Maternity benefits No. (D)	-	0	0	0
Maternity benefits % (D/A)	0	0	0	0
Paternity Benefits No. (E)	0	-	0	0
Paternity Benefits % (E/A)	0	0	0	0
Day Care facilities No. (F)	0	0	0	0
Day Care facilities % (F/A)	0	0	0	0

b. i. % of workers covered - Permanent workers.

Category	Male	Female	Other Gender	Total
Total (A)	424	1091	0	1515
Health insurance No. (B)	305	1	0	306
Health insurance % (B/A)	71.93	0.09	0	20.2
Accident insurance No. (C)	424	1091	0	1515
Accident insurance % (C/A)	100.0	100.0	0	100.0
Maternity benefits No. (D)	-	1091	0	1091
Maternity benefits % (D/A)	0	100.0	0	72.01
Paternity Benefits No. (E)	0	-	0	0

Paternity Benefits % (E/A)	0	0	0	0
Day Care facilities No. (F)	0	0	0	0
Day Care facilities % (F/A)	0	0	0	0

b. ii. % of workers covered - Other than Permanent workers.

Category	Male	Female	Other Gender	Total
Total (A)	2229	516	0	2745
Health insurance No. (B)	0	0	0	0
Health insurance % (B/A)	0	0	0	0
Accident insurance No. (C)	0	0	0	0
Accident insurance % (C/A)	0	0	0	0
Maternity benefits No. (D)	-	516	0	516
Maternity benefits % (D/A)	0	100.0	0	18.8
Paternity Benefits No. (E)	0	-	0	0
Paternity Benefits % (E/A)	0	0	0	0
Day Care facilities No. (F)	0	0	0	0
Day Care facilities % (F/A)	0	0	0	0

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

	FY 2025-2026	FY 2024-2025
i. Cost incurred on wellbeing measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers))	1.4417	16.96
ii. Total revenue of the company	1662.46	1601.79
iii. Cost incurred on wellbeing measures as a % of total revenue of the company	0.09	1.06

2. Details of retirement benefits.

	FY 2025-2026			FY 2024-2025		
Benefits	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
PF	99.68	99.98	Yes	99.66	99.98	Yes
Gratuity	99.68	35.56	Yes	99.66	37.73	Yes
ESI	1.61	91.88	Yes	3.3	94.77	Yes

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

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

Yes

If yes, provide a web-link to the policy

Poly Medicure is committed to providing equal opportunity and fostering an inclusive workplace, as outlined in our Code of Conduct. The Company strives to create a workplace that welcomes and supports people of all backgrounds, identities, and abilities, including persons with disabilities, and does not tolerate discrimination.

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

	Permanent Employees		Permanent Workers	
Gender	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0	0	0	0
Female	100	0	0	0
Other Gender	0	0	0	0
Total	0	0	0	0

6. Mechanism to receive and redress grievances

i. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?

Yes

ii. If yes, give details of the mechanism in brief.

	Is mechanism available?	Details of Mechanism in brief
Permanent workers	Yes	The Company has established grievance redressal mechanisms for workers, enabling them to raise their concerns through their Supervisors, Personnel Department, and the Grievance Committee. Workers can submit applications/complaints, which are recorded and addressed through the established process. The Company also maintains registers for recording and tracking complaints.
Other than Permanent workers	Yes	The Company has established grievance redressal mechanisms for workers, enabling them to raise their concerns through their Supervisors, Personnel Department, and the Grievance Committee. Workers can submit applications/complaints, which are recorded and addressed through the established process.
Permanent Employees	Yes	The Company promotes a culture of open and transparent communication, enabling employees to raise their concerns through their respective HODs or the Human Resources function. In line with Section 177 of the Companies Act, 2013 and Regulation 22 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company has established a Vigil Mechanism/ Whistle Blower Policy, which enables employees and directors to report genuine concerns relating to unethical behaviour, suspected fraud, or violations of applicable policies. The policy provides appropriate safeguards and direct access to the Chairperson of the Audit Committee in appropriate cases.
Other than Permanent Employees	Yes	The Company promotes a culture of open and transparent communication, enabling employees to raise their concerns through their respective HODs or the Human Resources function. In line with Section 177 of the Companies Act, 2013 and Regulation 22 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company has established a Vigil Mechanism/ Whistle Blower Policy, which enables employees and directors to report genuine concerns relating to unethical behaviour, suspected fraud, or violations of applicable policies. The policy provides appropriate safeguards and direct access to the Chairperson of the Audit Committee in appropriate cases.

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

i. Total Permanent Employees

	FY 2025-2026			FY 2024-2025		
Category	Total employees (A)	No. of employees who are part of association(s) or Union (B)	% (B / A)	Total employees (C)	No. of employees who are part of association(s) or Union (D)	% (D / C)
Male	1380	0	0	1310	0	0
Female	168	0	0	141	0	0

Other Gender	0	0	0	0	0	0
Total	1548	0	0	1451	0	0

ii. Total Permanent Workers

	FY 2025-2026			FY 2024-2025		
Category	Total employees (A)	No. of employees who are part of association(s) or Union (B)	% (B / A)	Total employees (C)	No. of employees who are part of association(s) or Union (D)	% (D / C)
Male	424	0	0	400	0	0
Female	1091	0	0	1101	0	0
Other Gender	0	0	0	0	0	0
Total	1515	0	0	1501	0	0

8. Details of training given to employees and workers.

i. Employees - FY 2025-2026

		On Health and safety measures		On Skill upgradation	
Category	Total (A)	No. (B)	% (B / A)	No. (C)	% (C / A)
Male	1384	1384	100.0	1384	100.0
Female	169	169	100.0	169	100.0
Other Gender	0	0	0	0	0
Total	1553	1553	100.0	1553	100.0

ii. Employees - FY 2024-2025

		On Health and safety measures		On Skill upgradation	
Category	Total (A)	No. (B)	% (B / A)	No. (C)	% (C / A)
Male	1314	1314	100.0	1314	100.0
Female	142	142	100.0	142	100.0
Other Gender	0	0	0	0	0
Total	1456	1456	100.0	1456	100.0

iii. Workers - FY 2025-2026

		On Health and safety measures		On Skill upgradation	
Category	Total (A)	No. (B)	% (B / A)	No. (C)	% (C / A)
Male	2653	2653	100.0	2653	100.0
Female	1607	1607	100.0	1607	100.0
Other Gender	0	0	0	0	0
Total	4260	4260	100.0	4260	100.0

iv. Workers - FY 2024-2025

		On Health and safety measures		On Skill upgradation	
Category	Total (A)	No. (B)	% (B / A)	No. (C)	% (C / A)
Male	3686	3686	100.0	3686	100.0
Female	1647	1647	100.0	1647	100.0
Other Gender	0	0	0	0	0
Total	5333	5333	100.0	5333	100.0

9. Details of performance and career development reviews of employees

i. Employees

	FY 2025-2026			FY 2024-2025		
Category	Total (A)	No. (B)	% (B/A)	Total (D)	No. (E)	% (E/D)
Male	1384	1035	74.79	1314	990	75.35
Female	169	118	69.83	142	100	70.43
Other Gender	0	0	0	0	0	0
Total	1553	1153	74.25	1456	1090	74.87

ii. Workers

	FY 2025-2026			FY 2024-2025		
Category	Total (A)	No. (B)	% (B/A)	Total (D)	No. (E)	% (E/D)
Male	2653	1552	58.5	3686	1498	40.65
Female	1607	976	60.74	1647	628	38.13
Other Gender	0	0	0	0	0	0
Total	4260	2528	59.35	5333	2126	39.87

10. Health and safety management system.

i. Whether an occupational health and safety management system has been implemented by the entity?

Yes

If yes, the coverage such system?

The Company has implemented an Occupational Health and Safety (OHS) management system across its manufacturing units, aligned with the Company's Environmental, Health, Safety & Social Policy and applicable statutory requirements, including the Factories Act and other relevant regulations. Regular safety audits, employee training programmes, hazard identification, and risk assessment practices are undertaken to ensure a safe and healthy workplace. The OHS practices cover 100% of the Company's workforce, including permanent employees and contractual workers.

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

Routine Hazard Identification & Risk Assessment:

1. Regular Safety Audits and Inspections are conducted to assess safety compliance and identify potential workplace hazards.
2. Workplace Inspections are carried out to identify and evaluate physical, chemical, and other occupational hazards.
3. Employee Participation is encouraged through safety meetings, feedback mechanisms, and training programmes to identify and address potential risks.

Non-Routine Hazard Identification & Risk Assessment:

1. Pre-Project Risk Assessments are conducted for new projects, modifications, and changes in operations, including new machinery and processes.

2. Task-Specific Risk Assessments are performed for temporary, maintenance, or high-risk activities to identify hazards and implement appropriate controls.

Regular reviews are undertaken to evaluate the effectiveness of risk control measures and ensure alignment with changing operational requirements and applicable safety standards.

iii. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks

Yes, workers can report concerns/risks/hazards through routine safety meetings. Regular safety audits, risk assessments, and safety walkthroughs are conducted to proactively identify and address risks.

iv. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?

Yes

The Company provides its employees and workers with non-occupational medical and healthcare services, ensuring access to medical insurance and various health and wellness initiatives. The Company undertakes holistic health programmes to promote physical and mental well-being. These programmes include:

1. Health awareness and nutrition-focused sessions
2. Preventive health check-ups, including eye, dental, and cardiac screenings
3. Programmes focused on stress management and emotional well-being
4. Expert-led health awareness sessions by qualified medical professionals
5. Wellness activities including yoga and fitness sessions
6. Mindfulness and relaxation practices
7. Blue Zone Wellness Drive, comprising wellness quizzes, step-count challenges, weight management initiatives, healthy recipe competitions, etc.
8. Interactive workshops on meditation, positive mindset, and holistic health conducted by external experts
9. Healthy recipe competitions to encourage nutritious eating habits

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

	FY 2025-2026		FY 2024-2025	
Safety Incident/Number*	Employees	Workers	Employees	Workers
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	0	1.04	0	0.83
Total recordable work-related injuries	0	4	0	3
No. of fatalities	0	0	0	0
High consequence work-related injury or ill-health (excluding fatalities)	0	0	0	0

*The safety-related incident data reported above covers the on-roll workforce.

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

The Company has implemented various measures to ensure a safe and healthy workplace, including regular safety audits and inspections, hazard identification and risk assessments, safety training and awareness programmes, detailed work instructions, and the use of Personal Protective Equipment (PPE). Engineering controls, such as Poka-Yoke mechanisms, periodic medical check-ups, emergency preparedness measures, continuous safety monitoring, and employee-driven Kaizen initiatives further support the Company's commitment to maintaining a safe and healthy work environment.

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

	FY 2025-2026			FY 2024-2025		
	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	0	0	NA	0	0	
Health & Safety	0	0	NA	0	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	100
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 & safety practices and working conditions.

Based on internal assessments covering 100% of the Company's operational units, no significant safety risks or concerns have been identified. However, whenever a safety-related incident occurs, the Company conducts a root cause analysis and implements appropriate corrective and preventive actions. These include reinforcing safe work practices through on-the-job training, supervisor-led guidance, and communication of the incident, its causes, and preventive measures to all relevant workforce to enhance awareness and prevent recurrence.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death.

Employees	Yes
Workers	Yes

Poly Medicure Limited extends both life insurance coverage and statutory compensatory benefits to its employees and workers in the event of death:

- **Group Personal Accident Insurance (Employees):** All employees are covered under a Group Personal Accident Insurance policy. In case of death due to an accident
 - i. Employees at the Assistant Manager (AM) level and above are entitled to a cover of ₹25 lakhs.
 - ii. Employees below the AM level are covered for ₹10 lakhs.

This policy ensures financial compensation to the nominee in the unfortunate event of accidental death.

- **Employees' State Insurance Corporation (ESIC):** Both employees and shop-floor workers enrolled under ESIC are entitled (salary less than ₹21001 Basic) to statutory benefits.

While ESIC does not directly pay out compensation, it provides access to medical care, sickness benefits, and, in case of death due to employment-related causes, dependent and funeral benefits.

- **Provident Fund (PF) Benefits:** Both employees and workers are covered under the Provident Fund scheme. In the event of death, nominees are eligible to receive:
 - i. The accumulated PF amount.
 - ii. Pension benefits under the Employees' Pension Scheme (EPS).
 - iii. EDLI Benefit: In case of an employee's death during service, a life cover ranging from ₹50,000 to ₹7 lakh is provided, depending on the tenure of the employee.

These comprehensive provisions reflect the Company's commitment to the financial and social security of its workforce and their families.

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 ensures statutory compliance by requiring value chain partners to submit relevant supporting documents, including proof of TDS deductions and GST payments, along with their invoices. These documents are reviewed and verified by the concerned teams, and compliance records are maintained through a centralized tracking mechanism. This process helps ensure that applicable statutory dues are appropriately deducted and deposited by value chain partners.

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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment

	FY 2025-2026		FY 2024-2025	
	Employees	Workers	Employees	Workers
Total no. of affected employees/ workers.	0	0	0	0

No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	0	0	0	0
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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?

No, the Company does not have a formal transition assistance programme specifically designed to facilitate continued employability or manage career endings resulting from retirement or termination of employment. However, the Company provides regular skill upgradation and functional training opportunities to employees throughout their employment, tailored to their respective roles and responsibilities. These initiatives enhance employee capabilities, support continuous learning, and may contribute towards sustained employability beyond their tenure with the Company.

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.

The Company identifies its key stakeholder groups through a structured assessment of its business operations, value chain, and industry context. Stakeholders are identified based on the extent to which they influence, or are affected by, the Company's activities, as well as their significance to the business and their expectations from the organization. Based on this assessment, the Company engages with a diverse range of stakeholders, including employees, customers, shareholders, investors, suppliers, value chain partners, government and regulatory authorities, industry associations, and local communities, to understand their perspectives and incorporate relevant inputs into its decision-making processes.

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 & Marginalised Group	Channels of communication	Details of Other Channels of communication	Frequency of engagement	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employee	No	Email	• Internal meetings • Senior leadership engagements • Wellness sessions • Training programs & onboarding sessions • Survey • Performance appraisal	Others	Ongoing, Need-based	1. To understand employee needs, expectations, and feedback. 2. To communicate organisational updates, policies, and initiatives. 3. To support performance management, learning, and development. 4. To promote diversity, equity, and equal opportunity. 5. To foster employee health, safety, and well-being. 6. To facilitate skill development and career growth.
Shareholders/Investors	No	Other	• Annual General Meetings, • Announcement through Stock • Stock / Company website, • Investors/ Analyst calls • Stock exchange intimations, • Quarterly and Annual Financial results	Others	Annually, Quarterly, Need based	1. To share updates on the Company's performance and key developments. 2. To understand investor expectations and address queries.
Customers	No	Emails	• Emails • Phone calls • Exhibitions • Meetings	Others	Annually, Monthly, Need based	1. To ensure timely supply of products. 2. To address customer queries,

			• Feedback forms			take suggestions and feedback. 3. To understand the requirement of customers.
Suppliers	No	Emails	• Visit • Audits • Meetings • Telephonic communication	Others	Ongoing	1. To ensure business continuity and strengthen supplier relationships. 2. To identify and address gaps for continuous improvement. 3. To address supplier queries and obtain feedback on products and services.
Government	No	Emails	• Emails • Meetings • Letter representation • Public Consultation through industry associations	Others	Need-based including calendar-based compliances	1. To ensure compliance and seek approval wherever necessary.
Community	Yes	Newspaper advertisement	• Digital Platform including social media • Engagement through NGO Partner	Others	Ongoing	1. To develop and improve the standard of society/community through Corporate Social Responsibility.

Leadership Indicators

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

The Company engages with its key stakeholders through structured consultation mechanisms, including meetings, surveys, customer and supplier interactions, employee engagement programmes, investor communications, and community engagement initiatives. During the reporting year, the Company also conducted a materiality assessment involving key internal and external stakeholders to identify and prioritise material economic, environmental, social, and governance (ESG) topics. The feedback received through these engagements is reviewed by the respective functions and consolidated for senior management. Material matters, including key stakeholder concerns, emerging ESG topics, and sustainability-related developments, are periodically presented to the Board to support informed decision-making and strategic oversight.

2. Whether stakeholder consultation is used to support the identification and management of environmental and social topics?

Yes

If so, provide details of instances as to how inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes. The Company uses stakeholder consultation to identify and manage material environmental and social topics. During the reporting year, a materiality assessment was undertaken involving key internal and external stakeholders to identify and prioritise ESG topics based on stakeholder expectations and business relevance. The inputs received through the materiality assessment, along with feedback from employees, customers, suppliers, investors, and community engagement initiatives, are considered while strengthening the Company's sustainability priorities, policies, programmes, and ESG disclosures. The outcomes also support the integration of material ESG topics into the Company's business strategy and decision-making processes.

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

The Company identifies local communities, particularly those residing around its areas of operation, as vulnerable and marginalized stakeholder groups. The Company engages with these communities through various channels, including direct engagement through NGO partners, community outreach initiatives, and other communication platforms. The concerns and development needs identified through these engagements are considered while designing and implementing CSR initiatives.

Based on these inputs, the Company undertakes initiatives focused on areas such as healthcare, education, and community development, with the objective of enhancing social well-being and creating a positive impact among beneficiary groups.

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

i. Employees

	FY 2025-2026			FY 2024-2025		
Category	Total (A)	No. of employees covered (B)	% (B / A)	Total (C)	No. of employees covered (D)	% (D / C)
Permanent	1548	516	33.34	1451	73	5.04
Other than permanent	5	0	0	5	0	0
Total Employees	1553	516	33.23	1456	73	5.02

ii. Workers

	FY 2025-2026			FY 2024-2025		
Category	Total (A)	No. of workers covered (B)	% (B / A)	Total (C)	No. of workers covered (D)	% (D / C)
Permanent	1515	1099	72.55	1501	3	0.2
Other than permanent	2745	2745	100	3832	1254	32.73
Total Workers	4260	3844	90.24	5333	1257	23.58

2. Details of minimum wages paid to employees and workers

i. Employees - FY 2025-2026

		Equal to Minimum Wage		More than Minimum Wage	
Location	Total (A)	No. (B)	% (B / A)	no. (C)	% (C/A)
Total Permanent	1548	0	0	1548	100.0
Permanent Male	1380	0	0	1380	100.0
Permanent Female	168	0	0	168	100.0
Permanent Other Gender	0	0	0	0	0
Total Other than Permanent	5	0	0	5	100.0
Other than Permanent Male	4	0	0	4	100.0
Other than Permanent Female	1	0	0	1	100.0
Other than Permanent Other Gender	0	0	0	0	0

ii. Employees - FY 2024-2025

		Equal to Minimum Wage		More than Minimum Wage	
Location	Total (A)	No. (B)	% (B / A)	no. (C)	% (C/A)
Total Permanent	1451	0	0	1451	100.0
Permanent Male	1310	0	0	1310	100.0
Permanent Female	141	0	0	141	100.0
Permanent Other Gender	0	0	0	0	0
Total Other than Permanent	5	0	0	5	100.0
Other than Permanent Male	4	0	0	4	100.0

Other than Permanent Female	1	0	0	1	100.0
Other than Permanent Other Gender	0	0	0	0	0

iii. Workers - FY 2025-2026

		Equal to Minimum Wage		More than Minimum Wage	
Location	Total (A)	No. (B)	% (B / A)	No. (C)	% (C/A)
Total Permanent	1515	774	51.09	741	48.92
Permanent Male	424	0	0	424	100.0
Permanent Female	1091	774	70.95	317	29.06
Permanent Other Gender	0	0	0	0	0
Total Other than Permanent	2745	282	10.28	2463	89.73
Other than Permanent Male	2229	181	8.13	2048	91.88
Other than Permanent Female	516	101	19.58	415	80.43
Other than Permanent Other Gender	0	0	0	0	0

iv. Workers - FY 2024-2025

		Equal to Minimum Wage		More than Minimum Wage	
Location	Total (A)	No. (B)	% (B / A)	No. (C)	% (C/A)
Total Permanent	1501	915	60.96	586	39.04
Permanent Male	400	0	0	400	100.0
Permanent Female	1101	915	83.11	186	16.89
Permanent Other Gender	0	0	0	0	0
Total Other than Permanent	3832	316	8.25	3516	91.75
Other than Permanent Male	3286	169	5.14	3117	94.86
Other than Permanent Female	546	147	26.92	399	73.08
Other than Permanent Other Gender	0	0	0	0	0

3. Details of remuneration/salary/wages

i. Median remuneration / wages:

	Male		Female		Other Gender	
	Number	Median remuneration/ salary/ wages (in INR)	Number	Median remuneration/ salary/ wages (in INR)	Number	Median remuneration/ salary/ wages (in INR)
Board of Directors (BoD)	9	2500000	1	2600000	0	0
Key Managerial Personnel	5	936069	0	0	0	0
Employees other than BoD and KMP	1165	51028	128	45403	0	0
Workers	377	28503	860	13130	0	0

Notes: 1. Directors, Key Managerial Personnel (KMP), employees, and workers who served or were employed/engaged for only part of the financial year have been excluded from the calculation of the respective median remuneration.

2. The median remuneration of Directors has been calculated based on their annual remuneration, whereas the median remuneration of KMP, employees, and workers has been calculated based on their monthly remuneration.

ii. Gross wages paid to females

	FY 2025-2026	FY 2024-2025
Gross wages paid to females as % of total wages	14.9	16.09

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

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

The Company has established internal grievance redressal mechanisms to address human rights-related concerns. Employees and workers may report grievances through their immediate supervisors, the HR Department, Administration Department, or the Plant Head. Additionally, concerns may be communicated through the Company's official email ID info@polymedicure.com. All grievances are reviewed and addressed through the appropriate internal mechanism in a fair and timely manner, reinforcing the Company's commitment to upholding the human rights of its workforce.

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

	FY 2025-2026			FY 2024-2025		
Particulars	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:

	FY 2025-2026	FY 2024-2025
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Female employees/ workers	1776	1789
Complaints on POSH as a % of female employees / workers	0.0	0.0
Complaints on POSH upheld	0	0

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

The Company has established a Whistleblower Policy and POSH Policy to address concerns related to discrimination and harassment. The Company ensures that all complaints are handled in a confidential and fair manner and provides protection against any form of retaliation or adverse consequences for complainants and individuals supporting the investigation. Any act of retaliation, victimisation, or misconduct against individuals raising concerns in good faith is subject to appropriate disciplinary action. Periodic awareness and training programmes are conducted to promote a safe, respectful, and inclusive workplace.

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

Yes. The Company incorporates human rights-related requirements in its business agreements and contracts, particularly with suppliers. These requirements include prohibition of child labour and forced labour, compliance with applicable labour laws, prevention of discrimination and harassment, respect for freedom of association, and adherence to internationally recognised principles such as the International Labour Organization (ILO) core labour standards and United Nations Global Compact (UNGC) principles. These provisions help promote responsible labour practices and respect for human rights across the value chain.

10. Assessment for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	100
Discrimination at workplace	100
Child Labour	100
Forced Labour/Involuntary Labour	100
Wages	100

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

No significant risks or concerns were identified during the assessments. All plants and offices were found to be compliant with policies regarding child labour, forced labour, sexual harassment, workplace discrimination, and wages. No corrective actions were necessary.

Leadership Indicators**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

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

Essential Indicators

1. Total energy consumption

i. Revenue from operations (in Rs.)

	FY 2025-2026	FY 2024-2025
Revenue from operations (in Rs.)	16624647572	16017997547

ii. Whether total energy consumption and energy intensity is applicable to the company?

Yes

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

From renewable sources

Parameter	Units	FY 2025-2026	FY 2024-2025
Total electricity consumption (A)	Gigajoule (GJ)	20573.52	8608.22
Total fuel consumption (B)	Gigajoule (GJ)	0	0
Energy consumption through other sources (C)	Gigajoule (GJ)	0	0
Total energy consumed from renewable sources(A+B+C)	Gigajoule (GJ)	20573.52	8608.22

From non-renewable sources

Parameter	Units	FY 2025-2026	FY 2024-2025
Total electricity consumption (D)	Gigajoule (GJ)	187152.86	198513.67
Total fuel consumption (E)	Gigajoule (GJ)	36512.1	40260.74
Energy consumption through other sources (F)	Gigajoule (GJ)	0	0
Total energy consumed from non-renewable sources(D+E+F)	Gigajoule (GJ)	223664.96	238774.41

Parameter	Units	FY 2025-2026	FY 2024-2025
Total energy consumed (A+B+C+D+E+F)	Gigajoule (GJ)	244238.48	247382.63
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	Gigajoule (GJ) / Rs.	0.0000146913	0.000015444
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Gigajoule (GJ) / Rs.	0.000298	0.000319
Energy intensity in terms of physical output	Gigajoule (GJ)	0.00019	0.00019
Energy intensity (optional)- the relevant metric may be selected by the entity	Joule (J)		

iv. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency

Yes

If yes, name of the external agency

TÜV SÜD South Asia Pvt. Ltd.

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?

No

3. Water related information.

i. Provide details of the following disclosures related to water (Water withdrawal by source (in kilolitres))

Parameter	FY 2026	FY 2025
Surface water (A)	0	0
Groundwater (B)	3473.95	3370
Third party water (C)	82996.1	67362
Seawater / desalinated water (D)	0	0
Others (E)	3700.469	5388.91
Total volume of water withdrawal (in kilolitres) (A + B + C + D + E)	90170.52	76120.91
Total volume of water consumption (in kilolitres)	90170.52	76120.91
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.00000542	0.00000475
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00011	0.000098
Water intensity in terms of physical output	0.000070	0.000059
Water intensity (optional) - the relevant metric may be selected by the entity		

ii. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes

If yes, name of the external agency

TÜV SÜD South Asia Pvt. Ltd.

4. Provide the following details related to water discharged.

i. Water discharge by destination and level of treatment (in kilolitres)

	FY 2025-2026		FY 2024-2025	
Parameter	Level of treatment	Value	Level of treatment	Value
To Surface water (A)	-	0	-	0
- Surface water with no treatment	-	0	-	0
- Surface water with treatment	0	0	0	0
To Groundwater (B)	-	0	-	0
- Groundwater with no treatment	-	0	-	0
- Groundwater with treatment	0	0	0	0
To Seawater (C)	-	0	-	0
- Seawater with no treatment	-	0	-	0
- Seawater with treatment	0	0	0	0
Sent to third parties (D)	-	0	-	0
- Sent to third parties with no treatment	-	0	-	0
- Sent to third parties with treatment	0	0	0	0
Others (E)	-	0	-	0
- Others with no treatment	-	0	-	0
- Others with treatment	0	0	0	0

Total water discharged (in kilolitres)	-	0	-	0
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ii. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes

If yes, name of the external agency

TÜV SÜD South Asia Pvt. Ltd.

5. Has the entity implemented a mechanism for Zero Liquid Discharge?

No, the entity has not implemented a Zero Liquid Discharge (ZLD) mechanism. Wastewater is treated in in-house STPs and reused for applications such as horticulture and cooling tower operations.

6. Air emissions

i. Whether air emissions (other than GHG emissions) by the entity is applicable to the company?

Yes

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

Parameter	Unit	FY 2025-2026	FY 2024-2025
NOx	kg/year	455.96	225.47
SOx	kg/year	24.32	8.84
Particulate matter (PM)	kg/year	66.38	64.89
Persistent organic pollutants (POP)	kg/year	0	0
Volatile organic compounds (VOC)	kg/year	0	0
Hazardous air Pollutants (HAP)	kg/year	0	0

Notes: The increase in NOx, SOx and other emissions is due to inclusion of an additional facility in the reporting boundary and increase in DG set numbers at existing sites during the year.

iii. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

7. Greenhouse gas emissions.

i. Whether greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity is applicable to the company?

Yes

ii. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity

Parameter	Unit	FY 2025-2026	FY 2024-2025
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	3762.39	3552.45
Total scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	36910.7	40088.73
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO ₂ e / Rs.	0.0000024466	0.0000027245
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)	tCO ₂ e	0.0000497	0.0000563
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e	0.000031	0.000034
Total Scope 1 and Scope 2 emission intensity (optional)-the relevant metric may be selected by the entity			

Notes: Scope 1 emissions for FY 2024–25 have been updated following a refinement in the data consolidation approach. The variation reflects enhanced data alignment and improved consistency in reporting methodology.

iii. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes

If yes, Name of the external agency

TÜV SÜD South Asia Pvt. Ltd.

8. Does the entity have any project related to reducing Green House Gas emission?

Yes

If yes, provide details.

Yes, the entity has undertaken initiatives to reduce greenhouse gas emissions. Since November 2025, we began sourcing renewable energy through a Power Purchase Agreement (PPA) linked to a 9.9 MWp solar power plant, which is expected to significantly reduce our Scope 2 emissions. In addition, rooftop solar installations have been expanded to further increase renewable energy share. For Scope 1 emissions reduction, the entity has deployed dual-fuel generator systems and introduced CNG-powered vehicles, with a gradual transition toward greener mobility solutions. Digital energy management tools have also been implemented, contributing to improved energy efficiency. The entity continues to explore additional renewable energy opportunities across its operations.

9. Provide details related to waste management by the entity**i. Total Waste generated (in metric tonnes)**

Parameter	FY 2025-2026	FY 2024-2025
Plastic waste (A)	1422.169	1408.54
E-waste (B)	0	0.61
Bio-medical waste (C)	2.176	1.54
Construction and demolition waste (D)	0	0
Battery waste (E)	3.156	2.36
Radioactive waste (F)	0	0
Other Hazardous waste (G)	245.57	283.27
Other non-hazardous waste generated (H)	530.29	531.13
Total (A + B + C + D + E + F + G + H)	2203.361	2227.45
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00000013	0.00000014
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00000269	0.00000287
Waste intensity in terms of physical output	0.0000017	0.0000017
Waste intensity (optional) - the relevant metric may be selected by the entity		

ii. For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 2025-2026	FY 2024-2025
Recycled	2022.07	2225.91
Re-used	56.71	0
Other recovery operations	0	0
Total	2078.78	2225.91

Notes: The change in Recycled and Reused quantities from last FY2024-2025 to this financial year FY2025-2026 is due to improved data validation and reclassification of waste disposal methods based on vendor consultation and updated information.

iii. For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	FY 2025-2026	FY 2024-2025
Incineration	124.57	1.54
Landfilling	0	0
Other disposal operations	0	0

Total	124.57	1.54
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Notes: The change in incineration quantities from last FY2024-2025 to this financial year FY2025-2026 is due to improved data validation and reclassification of waste disposal methods based on vendor consultation and updated information.

iv. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes

If yes, Name of the external agency

TÜV SÜD South Asia Pvt. Ltd.

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.

Poly Medicure Ltd. adopts a structured and responsible approach to waste management across all manufacturing facilities. Waste is segregated at source into hazardous, non-hazardous, biomedical, and recyclable categories in compliance with applicable environmental regulations. Hazardous waste is stored in designated, clearly labelled areas and is disposed of through authorized recyclers.

PLASTIC WASTE: Poly Medicure continues to focus on minimising plastic waste generation at source through efficient resource utilisation and process improvements. Plastic waste generated during operations, including plastic packaging waste, is segregated at source, stored in designated areas, in accordance with the Plastic Waste Management Rules, 2016, as amended from time to time. Poly Medicure also conducts employee awareness programmes and promotes responsible waste handling practices to strengthen waste management across its operations. These initiatives have contributed to improved material efficiency, with the growth in plastic waste generation moderating from 31.5% and 8.6% in the previous two years to just 1% in FY 2025–26, despite continued business growth and higher production volumes.

E-WASTE: We follow a structured approach for the management of e-waste generated from our operations. Obsolete and end-of-life electronic equipment is identified, segregated, and stored safely in designated areas to ensure proper handling and prevent environmental risks. We engage authorised e-waste recyclers/vendors for the environmentally sound recycling and disposal of e-waste in accordance with the E-Waste (Management) Rules, 2022, and other applicable regulatory requirements, supported by appropriate documentation and compliance monitoring. We also promote employee awareness on responsible e-waste handling and periodically review our e-waste management practices to strengthen regulatory compliance and environmentally sound disposal.

HAZARDOUS WASTE: We ensure responsible management of hazardous waste in accordance with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016. Hazardous waste is segregated, appropriately labelled, and stored in designated areas to ensure safe handling and prevent environmental risks. We engage authorised vendors for the environmentally sound treatment, recycling and disposal of hazardous waste, as applicable, in accordance with applicable regulatory requirements, supported by appropriate documentation and compliance monitoring.

BATTERY WASTE: We have implemented a structured buy-back mechanism for battery waste in collaboration with an authorised dealer. Under this mechanism, used batteries are collected and channelised for responsible recycling through appropriate processes. This approach ensures compliance with applicable regulatory requirements and supports sustainable battery waste management practices.

BIOMEDICAL WASTE: We manage biomedical waste through authorised vendors in accordance with the Biomedical Waste Management Rules, 2016, and subsequent amendments. Biomedical waste is handled, transported, and disposed of through approved channels to ensure safe management and regulatory compliance.

Wastewater is treated through on-site STPs, and treated water is reused for non-potable applications such as horticulture and cooling tower 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.

Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? If no, the reasons thereof and corrective action taken, if any.	if no, the reasons thereof and corrective action taken, if any.
NA	NA	No	Not Applicable

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

Name and Brief of the project	EIA Notification no	Date	Whether conducted by independent external agency?	Results communicated in public domain?	Relevant web link
Not Applicable	Not Applicable	-	No	No	Not Applicable

Notes: Poly Medicure has not undertaken any EIA related activities in FY 2025-26

13. Applicable environmental law/ regulations/ guidelines in India.

i. 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.

Yes

ii. If not, provide details of all such non-compliances

Specify the law / regulation / guidelines which was not complied with	Provide details of non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable			

Leadership Indicators

2. Total Scope 3 emissions

i. Whether total Scope 3 emissions & its intensity is applicable to the company?

Yes

ii. Please provide details of total Scope 3 emissions & its intensity. (in metric tonnes CO2e)

Parameter	Unit	FY 2025-2026	FY 2024-2025
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	93809.28	-
Total Scope 3 emissions per rupee of turnover	tCO2e / Rs.	0.00000564	-
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity	tCO2e	-	-

Note: For FY 2025-2026 Company's Scope 3 greenhouse gas (GHG) inventory includes emissions from Category 1 - Purchased Goods and Services, Category 2 - Capital Goods, Category 3 - Fuel and Energy-Related Activities (FERA), Category 5 - Waste Generated in Operations, and Category 7 - Employee Commuting.

iii. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

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.

Not Applicable

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency or reduce impact due to emissions / effluent discharge / waste generated.

Initiative Undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
Carbon-Neutral Ocean Freight – ZEMBA Membership	Poly Medicure Ltd. continues its participation as the only Indian member of ZEMBA (Zero Emissions Maritime Buyers Alliance), a global initiative focused on accelerating the adoption of	The initiative strengthens the company's sustainability leadership and supports long-term decarbonization of logistics operations. It is expected to contribute	Not applicable, as this is a preventive and forward-looking initiative.

	zero-emission maritime fuels such as e-fuels. Through this membership, the company actively supports decarbonization of ocean freight and transition toward a net-zero logistics supply chain, contributing to Scope 3 emissions reduction efforts.	to measurable reductions in Scope 3 emissions over time as zero-emission shipping solutions scale up.	
Renewable Energy Procurement through Power Purchase Agreement (PPA)	Following the execution of a Power Purchase Agreement (PPA) during FY 2024–25, the Company commenced procurement of renewable electricity from a 9.9 MWp solar power plant in November 2025. This has enabled the Company to source clean electricity directly from a renewable energy provider, thereby increasing the share of renewable energy in its overall energy consumption. The initiative is further complemented by ongoing rooftop solar installations across the Company's facilities.	Renewable energy consumption under Scope 2 increased from 2,391,171.30 kWh in FY 2024–25 to 5,714,867.65 kWh in FY 2025–26, representing an approximately 139% increase. The increase was primarily driven by the commencement of renewable electricity procurement through a long-term Power Purchase Agreement (PPA) in November 2025, along with increased adoption of solar energy across the Company's facilities.	Not Applicable. The initiative is governed through contractual and operational monitoring mechanisms to ensure uninterrupted renewable energy supply and alignment with sustainability targets.

5. Does the entity have a business continuity and disaster management plan?

Yes

Details of entity at which business continuity and disaster management plan is placed or weblink.

Business Continuity and Disaster Management Plan (Internal Document maintained by the Company).

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 significant adverse environmental impacts have been identified among the entity's value chain partners.

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

a) By the listed entity

0

b) By the top ten (in terms of value of purchases and sales, respectively) value chain partners

0

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. Trade and industry chambers / associations

i. Number of affiliations with trade and industry chambers / associations

8

ii. 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.

Sr No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations
1	Confederation of Indian Industry (CII)	National
2	Federation of Chambers of Commerce & Industry	National
3	PHD Chamber of Commerce and Industry	National
4	Faridabad Industrial Association	State
5	Healthcare Federation of India	National
6	The Indo-Italian Chamber of Commerce & Industry	National
7	Association of Indian Medical Device Industry (AIMED)	National
8	AHPI, Association of Healthcare Providers	National
9	-	-
10	-	-

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.

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

Leadership Indicators

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

Public policy advocated	Method resorted for such advocacy	Frequency of Review by Board	Whether information available in public domain?	Web Link, if available
Actively engaged with policymakers and industry stakeholders to advocate progressive public policies and regulatory reforms. Our recent policy advocacy efforts include addressing mandatory Quality Control Orders (QCOs) imposed on raw materials used in the MedTech industry, where a positive outcome was achieved on 12th November 2025, with the Government withdrawing 14 QCOs.	Collaborated with leading industry associations, including FICCI, AiMeD, CII and EPCMD, to identify key policy and regulatory challenges and submit industry representations to the Government.	Others	No	NA

Principle 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of the project	SIA notification no.	Date of notification	Whether conducted by independent external agency	Results communicated in public domain	Relevant Web link
Not Applicable					

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

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

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

Communities can report their concerns to info@polymedicure.com. The company will review the issue and forward it to the appropriate department head at the relevant site. The concerned department will then contact the stakeholder, address the issue, and work towards a prompt resolution.

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

	FY 2025-2026	FY 2024-2025
Directly sourced from MSMEs/ small producers	18.47	26.35
Sourced directly from within the district and neighbouring districts	37.88	41.69

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 2025-2026			FY 2024-2025		
Particulars	Disclose wages paid to persons employed	Total Wage Cost (in lacs)	% of Job creation	Disclose wages paid to persons employed	Total Wage Cost (in lacs)	% of Job creation
Rural	0	0	0.0	0	0	0.0
Semi-urban	1065.69	21,634.996	4.93	1187.84	27703.28	4.29
Urban	0	0	0.0	0	0	0.0
Metropolitan	20569.30	21,634.996	95.07	26515.44	27703.28	95.71

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

3. Preferential procurement policy.

i. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups?

No

ii. From which marginalized /vulnerable groups do you procure?

Not Applicable

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

0

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.

Intellectual Property based on traditional knowledge	Owned/ Acquired	Benefit shared	Basis of calculating benefit share
Not Applicable	No	No	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.

Name of authority	Brief of the Case	Corrective action taken
Not Applicable	Not Applicable	Not Applicable

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

Essential Indicators

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

Poly Medicure has established a robust mechanism for receiving, recording, investigating, and responding to customer complaints and feedback received through written, electronic (e-mail), or verbal channels. The process is designed to ensure timely resolution of complaints in accordance with applicable regulatory requirements. Customer complaints relating to product quality or dispatch are received either directly from our customers or through dealers/agents, along with supporting details such as batch numbers and invoices. All complaints are promptly reviewed and assign to the relevant function for investigation and resolution. Product quality-related complaints are handled by our Quality Control (QC) team at the respective manufacturing unit, while dispatch-related concerns are addressed by our Sales and Logistics team. Wherever required, we implement appropriate corrective and preventive actions to enhance customer satisfaction and drive continual improvement.

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

	Percentage to total turnover
Environmental and social parameters relevant to the product	26.38%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY 2025-2026			FY 2024-2025		
Particulars	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	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	1	0	Experienced an incident involving old and obsolete data, no impact on live environment.	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

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

	Number	Reasons for recall
Voluntary recalls	0	Not Applicable
Forced recalls	0	Not Applicable

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

Yes, Polymed has adopted a Privacy Policy that outlines its approach to the collection, use and handling of personal information. The Policy provides for adequate technical and organizational security measures to protect personally identifiable information and supports compliance with applicable legal and regulatory obligations.

<https://www.polymedicure.com/wp-content/uploads/2025/08/Privacy-Policy.pdf>

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.

Adequate security measures implemented to mitigate risks, prevent recurrence, and verified by third party.

7. Provide the following information relating to data breaches

i. Number of instances of data breaches along-with impact	0
ii. Percentage of data breaches involving personally identifiable information of customers	0
iii. Impact, if any, of the data breaches	No impact, Business continuity maintained.

Leadership Indicators

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

Poly Medicure provides comprehensive information on its products and services through its official website. The website features dedicated sections for various product categories, enabling stakeholders to easily access detailed information on the Company's product portfolio, including product descriptions, key features, technical specifications, available variants, and intended applications. In addition, the website provides access to corporate updates, sustainability disclosures, and investor-related information.

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

Poly Medicure undertakes multiple initiatives to inform and educate consumers, healthcare professionals, and other stakeholders on the safe and responsible use of its products. Each product is accompanied by detailed labelling and packaging information in compliance with applicable national and international regulatory requirements, including Instructions for Use (IFUs), warnings, contraindications, precautions, and other relevant safety information presented in a user-friendly format. In addition, we conduct Continuing Nursing Education (CNE) programmes in collaboration with hospitals and healthcare institutions to educate nursing staff and paramedical professionals on the correct application of products, safe handling practices, and appropriate usage of medical devices.

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

The Company has established mechanisms to ensure timely and transparent communication with customers in the event of any potential disruption or discontinuation of essential products. Recognizing the critical role of its medical devices in patient care, the Company prioritizes proactive stakeholder engagement. Where temporary product discontinuation or significant changes, such as material modifications or regulatory updates, are anticipated, the Company consults with customers through questionnaires and direct communication to understand their requirements and assess the potential impact. Based on the feedback received, prior intimation is provided, through official communication channels, enabling customers to plan their procurement and clinical requirements accordingly.

4. Entity display product information

i. Does the entity display product information on the product over and above what is mandated as per local laws?

Yes

In addition to the information mandated under applicable local regulatory requirements, Polymed provides supplementary product information to support the safe and effective use of its medical devices. This includes usage guidelines, storage instructions, safety warnings, Instructions for Use (IFUs), and clear illustrative symbols, wherever applicable. These measures promote product safety, facilitate correct product usage, and enable healthcare professionals to make informed decisions during clinical use.

ii. 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

Poly Medicure regularly conducts customer satisfaction surveys to obtain feedback on its major products and services from healthcare professionals, institutional customers, and distribution partners. Feedback is collected through emails, feedback forms, and other customer interactions to assess user experience and satisfaction. The insights gathered are reviewed to identify areas for improvement and support continual enhancement of products and customer service, enabling the Company to remain responsive to customer needs and expectations.

INDEPENDENT THIRD-PARTY BRSR CORE ASSESSMENT REPORT

Unique identification no.: 3153231000

TÜV SÜD South Asia Pvt Ltd. (hereinafter TÜV SÜD) has been engaged by **Poly Medicure Limited, 232B, Third Floor, Okhla Industrial Estate, Phase III, New Delhi, 110020, India** (hereinafter "Company") for the period from 01-04-2025 to 31-03-2026.

Scope of the assessment

TÜV SÜD South Asia Private Limited was engaged to perform an independent third-party assessment of Poly Medicure Limited's BRSR Core indicators for FY 2025–26. The assessment covered the reported BRSR Core information and included site visits, discussions with relevant functional teams, review of supporting records, sample-based verification, reconciliation and recalculation of the reported values.

The evidence and underlying records made available by the Company were examined to assess the accuracy, completeness, consistency and traceability of the disclosures. Deviations and inconsistencies identified during the assessment were communicated to the Company and suitably addressed in the final reported values, wherever applicable. The assessment observations and status presented in this report are based on the procedures performed and evidence verified by TÜV SÜD.

Consolidated BRSR Core Indicator-wise Assessment

Sr. No.	BRSR Core Indicator	Parameters Assessed	Third-Party Assessment Observations	Assessment Status
1	Greenhouse Gas (GHG) Footprint	Total Scope 1 emissions, including break-up of applicable GHGs (CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ and NF ₃ , where available)	FY 2025-26: 3,762.39 tCO ₂ e	Adequately Supported
		Total Scope 2 emissions, including break-up of applicable GHGs, where available	FY 2025-26: 36,910.70 tCO ₂ e	Adequately Supported
		GHG emission intensity, including turnover-, PPP-adjusted turnover- and physical output-based intensity, as applicable	FY 2025-26: 0.000024466 tCO ₂ e/₹ of turnover; PPP-adjusted intensity: 0.0000497; physical output intensity: 0.000031	Adequately Supported
2	Water Footprint	Total water consumption	FY 2025-26: 90,170.52 kL	Adequately Supported
		Water consumption intensity	FY 2025-26: 0.00000542 per ₹ of turnover; PPP-adjusted: 0.00011; physical output: 0.000070	Adequately Supported
		Water discharge by destination and level of treatment	Total water discharged: 0 kL in FY 2025-26. Wastewater is reported as treated in in-house STPs and reused for horticulture and cooling-tower applications.	Supported with Observation
3	Energy Footprint	Total energy consumed	FY 2025-26: 244,238.48 GJ	Adequately Supported
		Percentage of energy consumed from renewable sources	FY 2025-26 renewable energy: 20,573.52 GJ, equal to 8.42% of total energy	Supported with Observation
		Energy intensity	FY 2025-26: 0.0000146913 GJ/₹ of turnover; PPP-adjusted: 0.000298; physical output: 0.00019	Adequately Supported
4	Embracing Circularity – Waste Management	Waste generated by category: plastic, e-waste, biomedical, construction and demolition, battery, radioactive, other hazardous and other non-hazardous waste	FY 2025-26 waste generated (MT): plastic 1,422.169; e-waste 0; biomedical 2.176; C&D 0; battery 3.156; radioactive 0; other hazardous 245.57; other non-hazardous 530.29. Total: 2,203.361 MT.	Adequately Supported
		Waste intensity	FY 2025-26 waste intensity: 0.00000013 per ₹ of turnover; PPP-adjusted: 0.00000269; physical output: 0.0000017	Adequately Supported
		Total waste recovered through recycling, re-use or other recovery operations	FY 2025-26 recovered: recycled 2,022.07 MT; re-used 56.71 MT; other recovery 0 MT; total 2,078.78 MT	Supported with Observation
		Total waste disposed by nature of disposal method	FY 2025-26 disposed: incineration 124.57 MT; landfill 0 MT; other disposal 0 MT; total 124.57 MT	Supported with Observation

Sr. No.	BRSR Core Indicator	Parameters Assessed	Third-Party Assessment Observations	Assessment Status
5	Enhancing Employee Wellbeing and Safety	Expenditure on measures towards well-being of employees and workers as a percentage of total revenue	FY 2025-26 wellbeing cost: 1.4417; total revenue: 1,662.46; expenditure as % of revenue: 0.09%	Supported with Observation
		Details of safety-related incidents	FY 2025-26 - Employees: LTIFR 0; recordable injuries 0; fatalities 0; high-consequence injuries 0. Workers: LTIFR 1.04; recordable injuries 4; fatalities 0; high-consequence injuries 0.	Supported with Observation
		Complaints made by employees and workers relating to working conditions and health and safety	FY 2025-26: Working-condition complaints 0; health-and-safety complaints 0; pending at year-end 0.	Adequately Supported
6	Enabling Gender Diversity in Business	Gross wages paid to females as a percentage of total wages	Gross wages paid to females: 14.90% of total wages in FY 2025-26 (FY 2024-25: 16.09%).	Adequately Supported
		Complaints relating to the Prevention of Sexual Harassment (POSH)	FY 2025-26: POSH complaints reported 0; female employees/workers 1,776; complaint rate 0.00%; complaints upheld 0.	Adequately Supported
7	Enabling Inclusive Development	Input material sourced from MSMEs / small producers and other applicable local sourcing categories as a percentage of total purchases	FY 2025-26: 18.47% of input material sourced directly from MSMEs/small producers; 37.88% sourced within the district and neighboring districts	Adequately Supported
		Wages paid to persons employed in smaller towns as a percentage of total wage cost	FY 2025-26 wages by location: rural 0.00%; semi-urban 4.93%; urban 0.00%; metropolitan 95.07%. Aggregate smaller-town share (rural + semi-urban + urban): 4.93%.	Adequately Supported
8	Fairness in Engaging with Customers and Suppliers	Instances involving loss or breach of customer data as a percentage of total data breaches or cybersecurity events	FY 2025-26: 0 data-breach instances; 0% involving personally identifiable customer information; reported impact: no impact and business continuity maintained.	Supported with Observation
		Number of days of accounts payable	Number of days of accounts payable: 34.23 days in FY 2025-26	Adequately Supported
9	Openness of Business	Concentration of purchases and sales with trading houses, dealers and related parties	FY 2025-26: trading-house purchases 9.82% of total purchases; top 10 trading houses 83.83% of trading-house purchases; dealer/distributor sales 95.73% of total sales; top 10 dealers/distributors 31.19% of dealer/distributor sales; RPT purchases 0.93%; RPT sales 2.80%.	Adequately Supported
		Loans, advances and investments involving related parties	FY 2025-26: loans/advances to related parties ₹0 (0% of total loans/advances); investments in related parties ₹50,329.74, equal to 40.40% of total investments	Adequately Supported

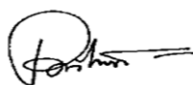
***Adequately Supported**, where the correction and supporting evidence were fully verified

***Supported with Observation**, where a process or documentation has been in place and verified

Independence and competence of the verifier

TÜV SÜD South Asia Pvt Ltd. is an independent certification and testing organization and member of the international TÜV SÜD Group, with accreditations also in the areas of social responsibility and environmental protection. The assessment team was assembled based on the knowledge, experience and qualification of the auditors. TÜV SÜD South Asia Pvt Ltd. hereby declares that there is no conflict of interest with the Company.

Place, Date: New Delhi, 10.08.2026



Name: Prosenjit Mitra
General Manager- Verification, Validation and Audit
Management System Assurance



Name: Prarthana Chand
Verification Team Leader, TÜV SÜD
Management System Assurance

BRSR–GRI Standards Mapping

Question	GRI Standard	Description
Section A: General Disclosures		
I. Details of the listed Entity		
A-6	GRI 2-1	Organizational details
A-8 & A-9	GRI 2-1	Organizational details
A-13	GRI 2-3	Reporting Period
A-16	GRI 2-3	Contact point
A-17	GRI 2-2	Reporting Boundary
A-18 to A-20	GRI 2-5	External Assurance/Assessment
II. Products/Services		
A-21 & A-22	GRI 2-6	Activities, value chain and other business relationships
III. Operations		
A-23	GRI 2-1, GRI 2-6	General Disclosures
IV. Employees		
A-25	GRI 2-7, GRI 2-8	Employees & Workers
A-26	GRI 405-1	Diversity of Governance bodies and employees
A-27	GRI 401-1	Turnover Rate
V. Holding, Subsidiary & Assoc. Companies (including joint ventures)		
A-28	GRI 2-2, GRI 2-6	General Disclosures
VII. Transparency and Disclosures Compliances		
A-30	GRI 2-25, GRI 2-26	Remediation of negative impacts and mechanisms for seeking advice and raising concerns.
A-31	GRI 3-1, GRI 3-2, GRI 3-3	Material Topics
Section B: Management and process disclosures		
B-1	GRI 2-23	Policy Commitments
B-2	GRI 2-24	Embedding Policy Commitments
B-7	GRI 2-22	Statement on sustainable development strategy
B-8 & B-9	GRI 2-9, GRI 2-12, GRI 2-13	General Disclosures
Section C: Principle wise Performance Disclosure		
Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable.		
E1	GRI 2-17, GRI 2-24	Training on NGBRC Principles
E2	GRI 2-27	Compliance with laws and regulations
E4	GRI 2-23, GRI 205	Policy Commitments - Anti-corruption
E5	GRI 205-3	Anti-corruption
E6	GRI 2-15, GRI 2-26	Conflict of Interest and mechanism for seeking advice and raising concerns
L2	GRI 2-15	Conflict of Interest
Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe.		
E3	GRI 306-2	Management of significant waste-related impacts
L3	GRI 301-2	Recycled Input Materials Used
L4	GRI 301-3	Reclaimed products and their Packaging Materials
Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains		
E1	GRI 401-2, GRI 401-3	Benefits provided and Parental Leave
E2	GRI 401-2, GRI 201-3	Retirement provisions
E5	GRI 401-3	Parental Leave
E6	GRI 2-16, GRI 2-25, GRI 2-26	Mechanisms to seek advice and raise concerns
E7	GRI 2-30	Collective Bargaining Agreements
E8	GRI 403-5, GRI 404-2	Training on Health & Safety and Programs for upgrading employee skills and transition assistance programs
E9	GRI 404-3	Performance and Career Development Reviews
E10	GRI 403-1, GRI 403- 2, GRI 403-4, GRI 403-6	Occupational Health & Safety
E11	GRI 403-9, GRI 403-10	Work-related Injuries and ill health
E12	GRI 403	Occupational Health & Safety
E13	GRI 2-16, GRI 2-25, GRI 2-26	Mechanisms to seek advice and raise concerns
E15	GRI 403-10	Actions taken to eliminate/prevent work-related ill health
L1	GRI 401-2	Benefits provided
L3	GRI 403-10	Work-related ill health
L4	GRI 404-2	Programs for upgrading skills and transition assistance programs
Principle 4: Business should respect the interests of and be responsive to all its stakeholders		
E1	GRI 2-29	Approach to Stakeholder engagement

L1	GRI 2-12, GRI 2-13, GRI 2-29	General Disclosures
L2	GRI 3-1, GRI 3-2, GRI 3-3, GRI 2-29	Material Topics and Stakeholder engagement
L3	GRI 413-1, GRI 2-29	Engagement with Community
Principle 5: Businesses should respect and promote human rights		
E2	GRI 202-1	Minimum wages
E3	GRI 2-19, GRI 2-21	General Disclosures
E4	GRI 2-13	Delegation of responsibility for managing impacts
E5	GRI 2-16, GRI 2-25, GRI 2-26	Mechanisms to seek advice and raise concerns
E6	GRI 406-1	Non-discrimination
E8	GRI 2-25, GRI 2-26, GRI 406	Mechanism to seek advice and raise concerns
E9	GRI 2-23, GRI 2-24	Policy Commitments and Embedding
Principle 6: Businesses should respect and make efforts to protect and restore the environment		
E1	GRI 302-1, GRI 302-3	Energy consumption within the organization and Energy intensity
E3	GRI 303-3, GRI 303-5	Water Withdrawal and Water Consumption
E4	GRI 303-4	Water Discharge
E6	GRI 305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions
E7	GRI 305-1, GRI 305-2, GRI 305-4	Direct (Scope 1) GHG emissions, Energy indirect (Scope 2) GHG emissions, GHG emissions intensity
E8	GRI 305-5	Reduction of GHG emissions
E9	GRI 306-3, GRI 306-4, GRI 306-5	Waste generated, directed to disposal and diverted from disposal
E10	GRI 306-2	Management of significant waste-related impacts
E11	GRI 101-5	Biodiversity
E13	GRI 2-27	Compliance with laws and regulations
L2	GRI 305-3, GRI 305-4	Other Indirect Emissions (Scope 3) and Intensity
L3	GRI 101-5	Biodiversity
L4	GRI 302-4	Environmental Initiatives – Reduction in Energy Consumption
L6	GRI 308-2	Negative Impacts in Supply Chain and actions taken
Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent		
E1	2-28	Membership associations
E2	206-1	Legal actions for Anti-competitive behaviour
Principle 8- Businesses should promote inclusive growth and equitable development		
E1	GRI 413-1	Operations with local community engagement, impact assessment, and development programs
E3	GRI 2-25, GRI 413-1	Local Community Grievance mechanism
E4	GRI 204-1	Proportion of spending on Local suppliers
Principle 9: Business should engage with and provide value to their consumers in a responsible manner		
E1	GRI 2-16, GRI 2-25, GRI 2-26	Mechanisms to seek advice and raise concerns
E2	GRI 417-1	Marketing and Labelling
E3	GRI 418	Customer Privacy
E5	GRI 2-23	Policy Commitments
E7	GRI 418-1	Customer Privacy
L2	GRI 417	Marketing and Labelling
L4	GRI 417-1	Marketing and Labelling



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