

## *Shilpa Medicare Limited*

### **Corporate & Admin Office:**

“Shilpa House”, # 12-6-214/A-1, Hyderabad Road,  
Raichur – 584 135, Karnataka, India  
Tel: +91-8532-238704, Fax: +91-8532-238876  
Email: info@vbshilpa.com, Web: www.vbshilpa.com  
CIN: L85110KA1987PLC008739

**Date: 26 August 2025**

To,  
Corporate Relationship Department,  
BSE Limited  
Phiroze Jeejeebhoy Towers,  
Dalal Street, Fort,  
Mumbai-400 001

National Stock Exchange of India Limited  
Exchange Plaza, 5th Floor,  
Plot No.C/1, G Block  
Bandra Kurla Complex, Bandra (E)  
Mumbai-400 051

**Stock Code: NSE: SHILPAMED/BSE-530549**

Dear Madam/Sir,

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

Pursuant to regulation 34(2) (f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed copy of Business Responsibility and Sustainability Report (BRSR) for the FY 2024-25 which forms an integral part of the Annual report for FY 2024-25

This is for your information and records.

Thanking you  
For **Shilpa Medicare Limited**

**Ritu Tiwary**  
**Company Secretary & Compliance Officer**

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

# Business Responsibility & Sustainability Report (BRSR)

## SECTION A - GENERAL DISCLOSURES

### I. DETAILS OF THE LISTED ENTITY

1	Corporate Identity Number (CIN) of the Listed Entity	L85110KA1987PLC008739
2	Name of the Listed Entity	Shilpa Medicare Limited
3	Year of incorporation	1987
4	Registered office address	#12-6-214/A1, Hyderabad Road, Raichur, 584101, Karnataka, India
5	Corporate address	#12-6-214/A1, Hyderabad Road, Raichur, 584101, Karnataka, India
6	E-mail	<a href="mailto:cs@vbshilpa.com">cs@vbshilpa.com</a>
7	Telephone	+91 8532 238704
8	Website	<a href="https://www.vbshilpa.com/">https://www.vbshilpa.com/</a>
9	Financial year for which reporting is being done	April 1, 2024 to March 31, 2025
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited, National Stock Exchange of India Limited
11	Paid-up Capital	₹ 9,77,90,908
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Ritu Tiwary (Company Secretary & Compliance Officer) Email: <a href="mailto:cs@vbshilpa.com">cs@vbshilpa.com</a> Contact Number: +91 8532 238704
13	Reporting Boundary	The disclosure under this BRSR are on Standalone basis unless otherwise stated
14	Name of assurance provider	Not Applicable
15	Type of assurance obtained	Not Applicable

### II. PRODUCT & SERVICES

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

S No	Description of Main Activity	Description of Business Activity	% of turnover of the entity
1	Pharmaceuticals	Manufacture of formulations	99.01

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

S No	Product /Service	NIC Code	% of the total turnover contributed
1	Formulations	21001	99.01
2	Power	21001	00.99

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

Location	Number of Plants	Number of Offices	Total
National	3	2	5
International	-	-	-

**19. Markets served by the entity:***A. Number of Locations*

Locations	Number
National (No of States including union territories)	28 states and 8 union territories
International (No of Countries)	74 (US, EU, Canada, Australia and ROW)

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

91.58%

*c. A brief on types of customers*

Our business serves a diverse customer base such as wholesalers, distributors, doctors, pharmacy chains NGOs, hospitals, Pharmacy chains (Jan Aushadhi) pharmaceutical distributors, government institutions, and companies.

**IV EMPLOYEES****20 Details as at the end of Financial year***a. Employees and workers (including disabled)*

SL No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Employees</b>						
1	Permanent (D)	898	851	94.77%	47	5.23%
2	Other than Permanent (E)	0	0	0	0	0
3	Total Employees (D+E)	898	851	94.77%	47	5.23%
<b>Workers</b>						
4	Permanent (F)	100	76	76.00%	24	24.00%
5	Other than Permanent (G)	0	0	0	0	0
6	Total (F+G)	100	76	76.00%	24	24.00%

*b. Differently Abled Employees & Workers*

SL No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Differently Abled Employees</b>						
1	Permanent (D)	0	0	0	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total Employees (D+E)	0	0	0	0	0
<b>Differently Abled Workers</b>						
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	Total (F+G)	0	0	0	0	0

## 21 Participation/Inclusion/Representation of Women

Particulars	Total (A)	No. and percentage of Females	
		No.(B)	% ( B/A)
Board of Directors	6	1	16.67%
Key Management Personnel	2	1	50%

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

	Turnover Rate – FY 2024-25			Turnover Rate – FY 2023-24			Turnover Rate – FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	53.37%	0.88%	54.25%	34.90%	0.75%	35.65%	35%	0.03%	35.03%
Permanent Workers	0	0	0	0	0	0	5.31%	0	5.31%

## V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

### 23. Names of holding/subsidiary/associate companies/joint ventures

The details of holding/ subsidiary/ associate companies/ joint ventures are given in Form AOC- 1 as 'Annexure to the Board's Report' which forms a part of the annual report.

## VI CSR DETAILS

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) YES
- (ii) Turnover (₹ in cr) - ₹ 477.34
- (iii) Net worth (₹ in cr) - ₹ 2,637.15

## VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder Group from whom complaint is received	Grievance Redressal Mechanism in Place. Yes/No If yes link	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	0	0	0	0
Investors (Other than Shareholders)	Yes	0	0	0	0	0	0
Shareholders	Yes	0	0	0	0	0	0
Employees & Workers	Yes	0	0	0	0	0	0
Customers	Yes	0	0	0	0	0	0
Value Chain Partners	Yes	0	0	0	0	0	0
Other (Please specify )	-	-	-	-	-	-	-

Web link of the policy on grievance handling: - [vbshilpa.com/policies-and-codes.php](http://vbshilpa.com/policies-and-codes.php)



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

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

S No	Material Issue Identified	Risk / opportunity	Rational for identifying risk or opportunity	In case of risk approach to adapt or mitigate	Financial implication of risk or opportunity
1	Water & Waste Management	Risk	Potential risks of inadequate water and waste management may lead to deterioration affecting ecosystem and health. Water is a critical input into the manufacturing of pharmaceutical formulations, used in the manufacturing of pharmaceutical formulations, in the preparation of reagents, and for cleaning (e.g. washing and rinsing), domestic and gardening uses.	Water and waste related risks are assessed as part of established risk management framework periodically. We conduct water risk evaluation studies to identify alternative water resources. Our water management strategy involves key focus areas including water efficiency and optimization, identifying alternate water sources for water security, and creating freshwater potential beyond the fence. We have implemented waste management systems at all our facilities, which covers waste minimization, segregation for maximizing waste reuse/recycle/recovery.	Negative
2	Research & Development	Opportunity	R&D investment has a positive impact on green innovation and Sustainability & ESG performance of our organization. Strategic investment in R&D and disclosing the same allows our internal and external stakeholders understand the approach and scale taken by our organization.	A key area of focus is 'Green Chemistry' and we have implemented several initiatives for the same. These include transitioning from solvent-based reactions to water based reactions, using less harmful, greener solvents instead of highly hazardous solvents, enhancing our solvent recovery capabilities and overall, improving our processes to maximize the incorporation of all materials used.  We have initiated Life Cycle Assessments (LCA) study to identify and further reduce the adverse environmental footprint of our products.	Positive
3	Community Engagement	Opportunity	It is crucial to engage with the communities we operate in to increase trust and foster harmony.	Shilpa Foundation is the principal channel for the corporate philanthropy undertaken by our organization. The aim is to build resilient solutions that enable underserved communities to improve their livelihood continually. The core areas of intervention are Primary Healthcare, Environmental Sustainability, Rural Development and Education.	Positive

S No	Material Issue Identified	Risk / opportunity	Rational for identifying risk or opportunity	In case of risk approach to adapt or mitigate	Financial implication of risk or opportunity
4	Business Ethics / Anti-Bribery & Anti-Corruption / Ethical Governance	Risk	Any action by our directors, employees or value chain partners which are unethical or pertains to bribing and corruption can create a damage to our reputation and business growth.	<p>We have implemented Business Code of Conduct and Supplier Code of Conduct and defined roles and responsibilities of concerned personnel related to ethics and integrity (e.g. anti-bribery, anti-corruption, anti-money laundering, whistle blowing, etc.).</p> <p>Our commitment to good corporate governance is integral to our business and it helps us create long-term value for all our stakeholders.</p> <p>Our Business Code of Conduct applies to Directors, and employees of our organization, its subsidiaries, and affiliates. It lays down the principles that guide our conduct and strengthens our decision-making, promotes stakeholder trust and works as a moat around our business. We conduct our business as per our Anti-Corruption policies, and all applicable laws. While contracts with our suppliers, contractors, and business partners include adherence to our principles concerning ethics, there is a separate Supplier Code of Conduct required to be followed by our suppliers and service providers.</p> <p>The principles of integrity, transparency, accountability, and ethics resonate throughout the organization.</p>	Negative
5	Occupational Health & Safety, Safe & Empowering Workplace	Risk	We recognize that employees form the foundation of our operations, and it is incumbent upon us to prioritize their health, safety, and well-being by providing a nurturing and secure work environment.	<p>We have established and implemented an Environment Health Safety (EHS) Policy that applies to our research, manufacturing and other business processes.</p> <ul style="list-style-type: none"> <li>• Our employees, including permanent workers and contractors are trained on occupational health and safety, specific work-related hazards, hazardous activities and situations.</li> <li>• Implemented "Occupational Health &amp; Safety Management System" in all manufacturing facilities.</li> <li>• "Process Safety Management System" being implemented at our API manufacturing plants.</li> <li>• Periodic safety assessments against international standards are conducted to evaluate the effectiveness of current systems and appropriate measures are taken to further improve our safety performance continually.</li> <li>• Special focus on process safety and safety culture transformation aimed at strengthening our safety performance and safety culture.</li> </ul>	Negative



S No	Material Issue Identified	Risk / opportunity	Rational for identifying risk or opportunity	In case of risk approach to adapt or mitigate	Financial implication of risk or opportunity
6	Statutory & Regulatory Compliances	Risk	Regulatory guidelines and requirements regulate the manufacturing of our products, including manufacturing quality standards. Periodic inspections are conducted on our manufacturing sites, and if the regulatory and quality standards and systems are not found adequate, it could result in observations. Non-compliance with EHS & Labour, Human Rights and Ethics related legal requirements may result in observations from the relevant statutory authorities. This might impact our ability to meet patient demand and generate value for our stakeholders.	<ul style="list-style-type: none"> <li>We are fully dedicated to quality and have robust quality processes and systems in place at our developmental and manufacturing facilities to ensure that every product is safe and of high quality</li> <li>We have integrated "Quality by Design" to build quality into all processes and use quality tools to minimize process risks.</li> <li>We continue to spend significant time, money and effort in the areas of production and quality testing to help ensure full compliance with cGMP regulations.</li> <li>We leverage information technology to digitize and enhance our quality assurance and quality control processes.</li> <li>We have established and implemented legal compliance evaluation processes for EHS &amp; Labour, Human Rights and Ethics.</li> <li>We are continuously focused on improving our quality culture across the organization.</li> </ul>	Negative
7	Diversity, Equity & Inclusion	Opportunity	<p>We fully appreciate the significance of diversity to our organization, as it fosters the introduction of new perspectives, diverse experiences, novel concepts, and inventive approaches that can provide sustainable value creation for our stakeholders over the long term.</p> <p>This aspect addresses a company's ability to ensure that its culture, hiring and promotion practices embrace representation from a diverse and inclusive workforce across all levels of the organization (board, senior, mid and junior levels).</p>	<p>We are working to increase the representation of women across roles and teams, exploring new entry level routes such as apprentice hiring and actively recruiting women.</p> <p>Numerous steps have been undertaken to build a gender-inclusive workplace.</p> <p>Implemented "Social Accountability Management System".</p> <p>The Company has an 'Equal Pay for Equal Work' practice in place, where employees are compensated based on their merit, irrespective of the gender they identify with.</p> <p>We promote non-discrimination and no harassment through established policies and procedures.</p>	Positive

S No	Material Issue Identified	Risk / opportunity	Rational for identifying risk or opportunity	In case of risk approach to adapt or mitigate	Financial implication of risk or opportunity
8	Talent Attraction & Retentions	Risk	Ability to attract and retain the right talent with differing skill sets is a difficult challenge to address. The industry is highly knowledge-driven and technology based, and heavily reliant on specialist individuals well versed with state-of-the-art technology and best-in-class practices.	We use people analytics to measure employee performance, identify current skill gaps, implement career development plans to improve retention of competent talents. We actively address and resolve structural talent gaps by providing long-term reskilling and upskilling opportunities to our workforce, including digital learning initiatives. We embed strategic workforce planning into our operations strategy. The benefits of this initiative are multifaceted e.g., fostering internal mobility for well-suited roles, enhancing people productivity and containing staff costs.	Negative
9	Risk Management & Business Continuity	Opportunity	We operate in a complex geopolitical and regulatory environment and entails potential challenges and uncertainties arising from geopolitical factors and intricate regulatory frameworks. This includes geopolitical instability, changes in government policies, trade disputes, sanctions, and intricate compliance requirements. These factors can pose risks to operations, supply chains, market access, and overall business performance, requiring proactive monitoring and strategic adaptation to mitigate potential adverse impacts.	<ul style="list-style-type: none"> <li>We are focused on identification of key business, operational, strategic, and business continuity risks, which are reviewed periodically by the Risk Management Committee at the Board level.</li> <li>We prioritise a sustainable supply chain for the timely availability of our medicines, and to ensure business continuity in the face of disruptions.</li> <li>We continuously strive to improve our resiliency posture focusing on the ability to provide and maintain an acceptable level of service in the face of any interruption and proactively plan for being prepared to respond to an uncertain situation.</li> </ul>	Positive
10	Industry Risk	Risk	Sectoral and market downturns could have potential and immediate impact on company performance.	Analysing industry and pharma sectoral trends and periodic horizon scanning. Ongoing plans to implement a business continuity plan to minimise risk.	Negative
11	Sustainable EHS Work Practices (EHS)	Opportunity	Sustainable EHS work practices helps to reduce our impact on the climate change mitigation, improve resource efficiency, productivity, create a safe workplace and yield while cutting down costs, and waste	Company has adopted and made the sustainable practices as its culture. All personnel participate in the sustainable practices with focus on energy conservation, emission control, waste minimisation, resource reduction, preventive maintenance, hazard identification & risk assessment, safe operating procedures, hazard & operability studies. 24 Hrs monitoring by the Safety Coordinators, GMP Coordinators, Night Shift Officers and Duty Managers for each production block. The wastewater is treated at Zero Discharge Facility and the treated water is Recycled.  Improving focus on sustainable energy.  Strengthening and promoting awareness across the company.	Positive



S No	Material Issue Identified	Risk / opportunity	Rational for identifying risk or opportunity	In case of risk approach to adapt or mitigate	Financial implication of risk or opportunity
12	Access & Affordability of Medicines	Opportunity	A significant proportion of patients in certain low and middle-income countries may have financial limitations while purchasing life-saving medicines. Our purpose "Innovating for Affordable Healthcare" drives us to improve access of affordable life-saving medicines for such patients worldwide. We prioritize making life-saving medicines accessible, available, and affordable for patients.	We aim to achieve health equity and believe that everyone, across the globe, has the right to access affordable and quality medicines. Through our pharmaceuticals formulations, we consistently work towards enhancing our value proposition and deliver best-in-class life-saving medicines to our patients	Positive
13	Supply Chain Sustainability	Risk	Our sustainable supply chain addresses the relevant environmental and social aspects of business, which are critical for the timely availability of our supplies and deliveries of our medicines to patients worldwide.  Initiatives are undertaken to anticipate, prevent and mitigate any concerns related to EHS, labour & human rights, ethics and quality that may cause supply disruptions.	Implemented a process titled "Environmental & Social Assessments" of Suppliers to ensure uninterrupted availability of supplies which support our customers, and healthcare systems globally.  We enforce a mandatory minimum level of adherence towards environmental and social compliance for our key suppliers through periodic assessments.  A Supplier Code of Conduct to guide the value chain partners on applicable laws, regulations, policies and procedures, as well as the behavioural and ethical standards has been communicated to all key suppliers.	Negative
14	Energy & GHG Emissions Management	Opportunity	Our environmental sustainability initiatives in the areas of energy conservation, energy efficiency, use of renewable energy, use of renewable fuels, water conservation, waste minimisation and green chemistry has positioned us to convert these environmental aspects into opportunity.	Reduce GHGs by using the renewable fuels, Project Registered with UNFCC for GHS gasses reduction & earning the CER's. The Company Earns Carbon Credits from the UNFCC (Tradable) from its Biomass fuel based Steam generation project.  Energy costs reduction by energy (Electrical and Thermal) conservation measures.  The Energy conservation measures are taken up continuously.  Resource usage reduction, water recycling.  We have reduced GHG emissions significantly from our manufacturing operations and we have announced our commitment to lead the energy transition with a goal to be 95% energy from renewable sources by 2030 and committed to be a net-zero carbon company by 2050.  Our key levers to reducing GHG emissions include energy productivity improvements, use of renewable fuel and renewable electricity.	Positive

S No	Material Issue Identified	Risk / opportunity	Rational for identifying risk or opportunity	In case of risk approach to adapt or mitigate	Financial implication of risk or opportunity
15	Corporate Governance	Risk	Business growth with strong focus on ESG compliance requirements from regulators, customers, investors and other relevant stakeholders. Sustainable operations resulting in sustainable growth. ISO 14001:2015, ISO 45001:2018, ISO 50001:2018 and SA 8000:2014 Certifications for continual improvement in EHS and Social performance.	Periodic risk assessments, internal audits and management reviews are conducted to ensure effective implementation of relevant management systems as part of good corporate governance.	Negative
16	Health education and disease prevention	Opportunity	Health education empowers people to increase control over their health. Disease prevention is important to minimise the burden of diseases and associated risk factors. Primary prevention avoids the manifestation of a disease, and secondary prevention (early detection) improves the chances for positive health outcomes.	<ul style="list-style-type: none"> <li>• We contribute to strengthening of health systems by sharing our expertise to increase patient awareness, and training and upskilling healthcare providers.</li> <li>• We promote awareness among health care professionals.</li> <li>• We provide healthcare services to rural communities, including awareness on health, hygiene, and disease management practices.</li> </ul>	Positive
17	Data security, data privacy, and cybersecurity	Risk	<p>Our business is dependent on outsourcing and collaboration, which requires exchanging data and information. The size and complexity and interconnectivity of our computer systems make them potentially vulnerable to breakdown, malicious intrusion, computer viruses and other cyber-attacks.</p> <p>We are subject to data privacy and security laws and regulations in many different jurisdictions and countries where we do business, and our or our partners' failure to comply could result in fines, penalties, reputational damage, and could impact the way we operate our business.</p>	<ul style="list-style-type: none"> <li>• Our Information Security Management System (ISMS) is based on internationally recognised frameworks such as ISO 27001 standard. We use a comprehensive technology stack to implement the above control framework and carry out periodic independent assessments to review the effectiveness of these controls. Any gaps identified in the control framework goes through an established risk management process.</li> <li>• We have an IT disaster recovery plan in place for our key applications in order to minimise impacts from any unanticipated events and breakdowns.</li> <li>• We recognise the fundamental privacy rights of all individuals we interact with. We are committed to responsibly using personal information in accordance with the data privacy laws in all the countries we operate in.</li> </ul>	Negative



**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and Management Processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)					Yes				
b. Has the policy been approved by the Board? (Yes/No)					Yes				
c. Web Link of the Policies, if available	<a href="https://www.vbshilpa.com/policies-and-codes.php">https://www.vbshilpa.com/policies-and-codes.php</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes, the Company's code of business conduct, ethics and/or other policies imbibes the above-mentioned principles and the Company expects its stakeholders to adhere to the same in all their dealings.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, the Company's supplier code of conduct as well as related policy and procedures imbibe the above-mentioned principles and the Company expects its suppliers to adhere to the same in all their dealings								
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trust) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> <li>Occupational Health &amp; Safety Management System: ISO 45001: 2018</li> <li>Environmental Management System: ISO 14001: 2015</li> <li>Energy Management System: ISO 50001: 2018</li> <li>Social Accountability Management System: SA 8000:2014 (API plants)</li> </ul> <p>Our facilities have received accreditations from various regulatory authorities including USFDA, EUGMP-AGES- Austria, ANVISA, Health Canada, Peru, Argentina, South Africa, COFEPRIS Mexico, TGA -Australia, Ministry of Health-UAE.</p>								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Nil								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Nil								

**Governance, leadership and oversight**

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

Shilpa Medicare Limited (SML), established in 1987, is an integrated pharma organization with diverse R&D and manufacturing capabilities, specializing in pharmaceuticals, APIs and formulations. SML provides high-quality, affordable APIs and formulations trusted by customers worldwide.

SML is committed to integrating National Guidelines on Responsible Business Conduct (NGRBC) in the business processes, aligned to its vision of "Innovating for Affordable Healthcare" by formulating and implementing ESG policies, adopting relevant management systems through committed leadership, compliance, proactive impact assessment, GHG reduction and climate change mitigation, resource conservation, communication, consultation and participation, training, setting objectives and monitoring performance to inculcate an interdependent work culture. We engage with our supply chain partners to understand mutual expectations on sustainability and ESG, while also adopting safer and greener practices, as feasible.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Vishnukant C Bhutada, Managing Director								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No).  If yes, details.	Yes, Mr. Vishnukant C Bhutada, Managing Director								

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

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

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	As a practice, policies of the Company are reviewed periodically or on need basis by the Department heads, business heads and the Directors of the Company								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Quarterly								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, Name of the agency										No. However, the Environment Health Safety (EHS) & Labor and Human Rights (LHR) related processes including compliances are subject to planned periodic audits by internal auditors and the status of compliance is updated to the Board. EHS & LHR related policies are periodically evaluated and updated by concerned department heads / business heads and approved by the management / the Board committees / the Board.								

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

Not applicable



## 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	% of persons in respective category covered by the awareness programmes
Board of Directors	3	Familiarization/ awareness programme for the Board of Directors/ KMPs of the Company is conducted periodically, covering various areas pertaining to business, strategy, risks, operations, regulations, code of business conduct and ethics, economy and environmental, social and governance parameters. In addition, frequent updates are shared with all the Board members/ KMPs to apprise them of developments in the Company, key regulatory changes, risks, compliances and legal cases.	100%
Key Managerial Personnel	3		100%
Employees other than BoD and KMPs	8	ESG and GMP	100%
Workers	Nil	Nil	Nil

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)

A. Monetary					
Particulars	NGRBC Principle	Name of the regulatory /Enforcement agencies/judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine			Nil		
Settlement					
Compounding Fee					

B. Non-Monetary				
Particulars	NGRBC Principle	Name of the regulatory / Enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? Yes/No
Imprisonment				
Punishment			Nil	

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

Case Details	Name of the regulatory /enforcement agencies/ judicial institutions
	Nil

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

Yes. Shilpa has an anti-bribery and anti-corruption policy. The policy reiterates that Shilpa does not tolerate any form of bribery and corruption in its operations and is committed to conducting business ethically and transparently. It has implemented various internal controls such as internal review, conducting audits, regular compliance checks, whistle blower policy etc. to ensure the company or its employees do not engage in unethical practices. All business partners are also expected to follow the same standard of ethics when conducting business with the Company or on its behalf. The policy is in the below web link <https://vbshilpa.com/policies-and-codes.php>.

**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 2024-25	FY 2023-24
Directors	0	0
KMPs		
Employees		
Workers		

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

Particulars	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	0	0	0
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	0	0	0

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

Not Applicable.

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	32	106



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

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	7.10	9.27
	b. Number of dealers / distributors to whom sales are made	185	161
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	42.68	44.21
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases) - %	95.48	90.97
	b. Sales (Sales to related parties / Total Sales) %	2.93	6.51
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances) %	100	96.67
	d. Investments ( Investments in related parties / Total Investments made) %	100	100

**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**

Category	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
CAPEX	Nil	78.7%	
R&D	100%	40.54%	R&D expenditure spent in various technologies is towards enhancing the social and environmental impact of our products and processes

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

Yes

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

50%. The Company has implemented appropriate measures for sustainable sourcing. As per vendor data base, all business partners are required to adhere to basic sustainability parameters such as labour rights, health, safety and environment, ethical conduct, data privacy etc. For more details please refer to our website : <https://vbshilpa.com/policies-and-codes.php>

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

In line with our dedication to green and sustainable practices, Shilpa Medicare Limited strives to reduce waste generated at source, wherever possible. A considerable portion of the waste generated in the pharmaceutical industry is categorised as hazardous and must be handled with caution. We ensure that the waste generated by our operations is effectively monitored and disposed of in accordance with all relevant regulatory standards.

We also regularly monitor our waste management systems and procedures to ensure that the waste generated across our sites undergoes proper and safe treatment. Our operational efficiency enables us to conserve resources and reduce waste. We comply with all local and national regulations, as well as global standards, for the safe handling and disposal of emissions and effluents. Additionally, we have implemented relevant policies and procedures for safe storage and disposal of products at the end of their life cycle and environmentally sound waste recycling through authorised third parties.

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

Yes. We are registering under EPR for plastic waste with Central Pollution Control Board (CPCB). We work in compliance with India's Plastic Waste Management Rules, 2016.

## PRINCIPLE 3

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

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

Category	% of employees covered by										
	Total A	Health Insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
	Number B	% (B/A)	Number C	% (C/A)	Number D	% (D/A)	Number E	% (E/A)	Number F	% (F/A)	
<b>Permanent Employees</b>											
Male	851	145	17%	851	100%	0	0	0	0	0	0
Female	47	3	6.4%	47	100%	47	100%	0	0	0	0
<b>Total</b>	<b>898</b>	<b>148</b>	<b>16.5%</b>	<b>898</b>	<b>100%</b>	<b>47</b>	<b>100%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than permanent employees</b>											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Category	% of workers covered by										
	Total A	Health Insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
	Number B	% (B/A)	Number C	% (C/A)	Number D	% (D/A)	Number E	% (E/A)	Number F	% (F/A)	
<b>Permanent workers</b>											
Male	76	76	100%	76	100%	0	0	0	0	0	0
Female	24	24	100%	24	100%	24	100%	0	0	0	0
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100%</b>	<b>100</b>	<b>100%</b>	<b>24</b>	<b>100%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than permanent workers</b>											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>



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

	FY 2024-25	FY 2023-24
Cost incurred on well- being measures as a % of total revenue of the company	0.23%	0.34%

## 2. Details of retirement benefits, for current FY and previous financial year

Benefits	FY 2025			FY 2024		
	Number of employees covered as % of total employees	Number of Workers covered as % of total employees	Deducted and deposited with the authority (Y/N/N.A)	Number of employees covered as % of total employees	Number of Workers covered as % of total employees	Deducted and deposited with the authority (Y/N/N.A)
PF	95%	100%	Yes	93.98%		Yes
Gratuity	90%	00%	NA	93.01%		NA
ESI	10%	100%	Yes	7.08%		Yes
Others specify	-	-	-			

## 3. Accessibility of workplaces

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

Yes. The Premises/offices of the Company including the registered and corporate offices have ramps to enable easy movement. Most offices are located either on the ground floor or have elevators and infrastructure for differently abled individuals.

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

The code of business conduct and ethics (COBE) of the company provides for an equal opportunity policy to create an inclusive work environment by fostering diversity at the workplace and to treat, and treat all employees equally irrespective of gender, age, physical disability, creed, religion, sexual orientation, racial background, pregnancy, place of origin, cast, political affiliation or other discriminatory factors. We encourage and nurture talent in the organization. We work in the atmosphere of mutual trust and co-operation. The policy available at the company's website at <https://www.vbshilpa.com/policies-and-codes.php>

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

Gender	Permanent Employees		Permanent Workers	
	Return to work Rate	Retention Rate	Return to work Rate	Retention rate
Male	0	NA	0	NA
Female	0	NA	0	NA
<b>Total</b>	<b>0</b>	<b>NA</b>	<b>0</b>	<b>NA</b>

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

	Yes/No	If Yes, then give details of the mechanism in brief
Permanent Workers	Yes	The Policy provides avenues to report concerns directly to the compliance team. Code of Business Conduct and Ethics link: <a href="https://www.vbshilpa.com/policies-and-codes.php">https://www.vbshilpa.com/policies-and-codes.php</a>
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than permanent Employees	Yes	

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

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	Total employees/ workers in respective category, who are part of association (s) or Union (s)	% B/A	Total employees / workers in respective category (A)	Total employees/ workers in respective category, who are part of association (s) or Union (s)	% B/A
<b>Total Permanent Employees</b>						
Male	Nil			Nil		
Female						
<b>Total Permanent Workers</b>						
Male	Nil			Nil		
Female						

## 8. Details of Training imparted to the employees and workers on health & safety measures and on skill upgradation

Category	FY 2024-25					FY 2023-24				
	Total (A)	On health and safety Measures		On skill upgradation		Total (D)	On health and safety Measures		On skill upgradation	
		No. B	% (B/A)	No. C	% (C/A)		No. (E)	% (E/D)	No.(F)	%(F/D)
<b>Employees</b>										
Male	851	851	100%	851	100%	911	911	100%	911	100%
Female	47	47	100%	47	100%	20	20	100%	20	100%
<b>Total</b>	<b>898</b>	<b>898</b>	<b>100%</b>	<b>898</b>	<b>100%</b>	<b>931</b>	<b>931</b>	<b>100%</b>	<b>911</b>	<b>100%</b>
<b>Workers</b>										
Male	76	76	100%	76	100%	56	56	100%	56	100%
Female	24	24	100%	24	100%	20	20	100%	20	100%
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100%</b>	<b>100</b>	<b>100%</b>	<b>76</b>	<b>76</b>	<b>100%</b>	<b>76</b>	<b>100%</b>

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No.(B)	% (B/A)	Total C	No.(D)	% (D/C)
<b>Employees</b>						
Male	851	851	100%	911	911	100%
Female	47	47	100%	20	20	100%
<b>Total</b>	<b>898</b>	<b>898</b>	<b>100%</b>	<b>931</b>	<b>931</b>	<b>100%</b>
<b>Workers</b>						
Male	76	76	100%	56	56	100%
Female	24	24	100%	20	20	100%
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100%</b>	<b>76</b>	<b>76</b>	<b>100%</b>

## 10. Health and safety management system

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

Yes, all the units have implemented ISO 45001:2018 Occupational Health & Safety Management Systems and are certified for same standard.



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

Yes, all the units are having occupational Health Centre, which provides healthcare services for both occupational and non-occupational medical needs

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

Yes, we have implemented processes for reporting unsafe Conditions / Practices and near miss by workers. Through reporting channel, the workers report various work-related hazards and necessary actions are taken to eliminate or control such hazards

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

Yes, all the units are having occupational Health Centre, which provides healthcare services for both occupational and non-occupational medical needs

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

Safety Incident / Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) Per One Million -person hours worked	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

We are committed to zero work-related injury, ill health and safety & wellbeing of everyone involved in the business and community around our workplaces.

The company focuses on proactive risk assessment, communication, consultation & participation, training, safe work culture for Occupational Health & Safety including enhanced focus on Process Safety as applicable.

The Company actively monitors the EHS Practices & Reports in the form of Dashboard, which focuses on status of PPE adherence, Unsafe practices, work related Injuries, Work related Illness, Process Safety Incident, Near Miss, Fire Incident, Environmental Incident, Site Safety Observations, Work Permits, Emergency/Fire Drills conducted, Management of Change Issued, Tool Box Talks & Trainings Conducted, and Site Periphery Rounds, etc.

The company proactively identifies hazards, assesses risk and takes appropriate risk control measures for prevention and mitigation of identified hazards for its activities. The company practices Good Industrial Hygiene protocols, uses containment equipment for handling of the potent molecules and local dust extraction system connected to pulsejet bag filters & Equipment wash areas are connected to the local exhaust systems.

The company has Business Continuity Plan and On-Site Emergency Plan, approved by the Department of Factories, Boilers & Industrial Safety for all its units. These plans are rehearsed periodically for improving preparedness to handle emergency and business continuity concerns

### 13. Number of complaints made by employees and workers

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolutions at the end of the year	Remarks	Filed during the year	Pending resolutions at the end of the year	Remarks
Working Conditions	0			0		
Health & Safety						

### 14. Assessments for the year

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% (third party as part of ISO 14001: 2015 and ISO 45001:2018 surveillance audits.
Working Conditions	Deputy Chief Inspector of Factories and Deputy Labor Commissioner as part of the Annual Inspection.)

### 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.

Safety related incidents are reported and investigated by competent employees following root cause analysis (RCA) method to find out the root cause(s) for such incidents. CAPAs are proposed based RCA findings, which shall be implemented and monitored for effectiveness.

## PRINCIPLE 4

**Businesses should respect the interests of and be responsive to all its stakeholders.**

#### Essential Indicators:

#### 1. Describe the Process for identifying key stakeholder groups of the entity

Our purpose of 'Innovating for affordable healthcare' encompasses all our stakeholders, as we consider our stakeholders as integral partners in our journey to achieve our purpose. Over the years we have developed firm level process to encourage open and constructive interaction with our stakeholders. We have established relevant policy and procedure for stakeholder engagement, which helps us enhance our strategy development and decision-making. We engage on issues that are important to us as a business as well as to the stakeholders, with the objective of addressing their needs and expectations and identifying new opportunities to create value.

Our process of identification and classification of the stakeholders is defined by their interest, impact and participation in operations of the Company and engagement on various environmental, social and governance matters. Delivering on stakeholder needs expectations are integral part of our business. We listen to our stakeholders and have established various channel of communication, consultation and participation



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

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ol style="list-style-type: none"> <li>1. Formal induction at the time of joining</li> <li>2. Town hall meetings</li> <li>3. Communication from Senior Management.</li> <li>4. Communication through Emails.</li> <li>5. Safety meetings, Canteen committee meetings</li> <li>6. Feedback, Suggestion Box, Toolbox meetings</li> <li>7. Celebrations of Independence Day, Republic Day, Safety Week, World Environment Day.</li> <li>8. Review meetings, Notice Boards.</li> <li>9. Reward &amp; Recognition programs, Spot award programs, cultural Programs.</li> <li>10. Trainings, get togethers, Appreciation meetings, Daily, Monthly review meetings; Exit Suggestions in sealed covers, Risk assessment activities</li> </ol>	Continuous	<ol style="list-style-type: none"> <li>1. Employee engagement, operational efficiencies, improvement opportunities, long-term strategy plans, training and awareness on safety/ behavioral safety, motivation, personality development, on job &amp; classroom trainings; innovations, sharing of knowledge, learning</li> <li>2. Performance, training and career development reviews.</li> <li>3. Seeking feedback on work culture.</li> <li>4. Building a safe, diverse and inclusive work environment.</li> </ol>
Community	No	our engagement with the community includes physical visits as well as digital channels.	Frequent and need based	With giving back to society as a core tenet of the Company, our corporate social responsibility and employee volunteering programs target the areas of education, skilling and livelihood, health and environmental sustainability through partners and local NGOs around the world. Additionally, we also run training, awareness and empowerment programs. We engage with local community to understand their challenges and work for their sustainable development.

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government and regulatory authorities	No	Our interactions with authorities take place through e-mails, meetings, submissions, etc. as required.	Need-based	Our engagement with official authorities is multi-fold. With regulatory authorities, our engagement is aimed at discharging responsibilities and furthering our core business of product development, launch, manufacturing, etc. in keeping with the latest and highest standards of compliance. With policymakers, our engagement aims to understand and discuss matters pertaining to the industry. We do advocacy and make representations on various regulatory and policy issues to strengthen the healthcare eco-system through policy interventions and ensure timely access to quality medicines at affordable prices.
Suppliers & Partners	No	On site meetings, virtual meeting, business partners meet, supplier forums, partner events, calls, e-mail, website	Frequent/ Quarterly Governance calls/ Annual meet	Making a holistic impact on the health of patients worldwide requires us to work with partners across the healthcare value chain. We emphasize fair, transparent, and ethical practices and seek partners who share the same commitment towards compliance with laws, regulations, published standards and environmental practices.
Customers	No	Physical and virtual meetings, customer events, calls, e-mail, website	Need based	We engage with our customers to ensure regular supply of the products, keep them informed about new products, participate in the bids/ tenders and maximize the outreach of our products.



Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders & Investors	No	We interact with our shareholders, potential investors and research analysts through investor meetings/ calls, conferences, earnings call, investor events, e-mail, press releases, stock exchange intimations, investor presentations and annual reports. We also provide various updates on our website and other places of engagement.	Frequent and need based	We engage with them so that they can take an informed decision to invest in our Company. The key areas of engagement include an update on the business and financial performance, Company's strategy and growth levers, potential opportunities and risks, our ESG goals/ actions, and material events which may have a positive or negative impact on the performance of the Company.

**PRINCIPLE 5****Businesses should respect and promote human rights.****Essential Indicators**

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	Number of employees and workers covered (B)	% (B/A)	Total (C)	Number of employees and workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	898	898	100%	931	931	100%
Other than Permanent	-	-	-			
Total Employees	898	898	100%	931	931	100%
<b>Workers</b>						
Permanent	100	100	100%	76	76	100%
Other than permanent	-	-	-			
Total Workers	100	100	100%	76	76	100%

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal Minimum Wage		More than minimum wage	
		No.(B)	%(B/A)	No.(C)	%(C/A)		No. (E)	%(E/D)	No.(F)	%(F/D)
<b>Employees</b>										
Permanent										
Male	851	0	0	851	100%	911	0	0	911	100%
Female	47	0	0	47	100%	20	0	0	20	100%
Other than Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0%	0	0	0	0	0
Female	0	0	0	0	0%	0	0	0	0	0
<b>Workers</b>										
Permanent										
Male	76	76	0	0	100%	56	0	0	56	100%
Female	24	24	0	0	100%	20	0	0	20	100%
Other than Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

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

a. The details are provided below:

Category	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors	05	50 Lakhs	01	18 Lakhs
Key Managerial Personal	01	175 Lakhs	01	55.89 Lakhs
Employees other than BoD and KMP	845	5.5 Lakhs	45	5.26 Lakhs
Workers	76	1.88 Lakhs	24	1.36 Lakhs

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	4.8%	3.15%

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

Yes

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

The company has enforced various policies which take care of human rights and any grievance shall be escalate to the HR team which is basically responsible to implement the policies and accordingly HR team shall take suitable measures to redress grievances relating to violation of human rights if any.

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

Category	FY 2024-25			FY 2023-24		
	Filed during the day	Pending Resolution at the end of the year	Remarks	Filed During the Year	Pending Resolution at the end of the year	Remarks
Sexual Harassment	0	0	0	0	0	0
Discrimination at workplace	0	0	0	0	0	0
Forced Labour/Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other human right related issues	0	0	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 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

Discrimination has no place within our organization, and we maintain a zero-tolerance policy towards all forms of discrimination, including sexual discrimination. We actively encourage employees, contractors, and suppliers to report any instances of discrimination they witness. We promptly and effectively address these Discrimination has no place within our organization, and we maintain a zero-tolerance policy towards all forms of discrimination, including sexual discrimination. We actively encourage employees, contractors, and suppliers to report any instances of discrimination they witness. We promptly and effectively address these reports, ensuring that appropriate action is taken.

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

Yes

**10. Assessments of the year**

Category	% of plants and offices that were assessed by the entity or by the statutory authorities or third parties
Child Labour	
Forced/Involuntary Labour	
Sexual harassment	100%
Discrimination at workplace	
Wages	
Others – please specify	

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

During the assessment, no significant risks/concerns identified

## PRINCIPLE 6

Businesses should respect and make efforts to protect and restore the environment.

### Essential Indicators:

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2024-25 (GJ)	FY 2023-24 (GJ)
<b>From renewable sources</b>		
Total electricity consumption (A)	5506.29	6540.51
Total fuel consumption (B)	33367.86	32143.89
Energy consumption through other sources (C)	0.00	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>38874.15</b>	<b>38684</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	55625.26	55580.73
Total fuel consumption (E)	5762.16	3785.73
Energy consumption through other sources (F)	0.00	0.00
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>61387.42</b>	<b>59366.46</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>100261.57</b>	<b>98050.86</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	0.00	0.00
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	-	-
<b>Energy intensity in terms of physical output</b>	-	-
Energy intensity (optional) - the relevant metric may be selected by the entity	-	-

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

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)

No

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

Parameter	FY 2024-25	FY 2023-24
Water Withdrawal by Source (In Kilolitres)		
(i) Surface water	-	-
(ii) Ground water	8385.00	9257.00
(iii) Third party water	32593.00	34136.40
(iv) Seawater / desalinated water	-	-
(v) Others	5112.10	8160.30
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	<b>46090.10</b>	<b>51553.70</b>
Total volume of water consumption (in kiloliters)	46090.10	51553.70
Water intensity per Lac ₹ of turnover (Water consumed / turnover)	0.00	0.00
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	-	-
<b>Water intensity in terms of physical output</b>	-	-
<b>Water intensity</b> (optional) - the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) No

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

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment		
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	10228.31	11472.08
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment		
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>10228.31</b>	<b>11472.08</b>

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

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

Yes, the Company has implemented a mechanism for Zero Liquid Discharge (ZLD) at Units 3 & 6 in Dabaspet, Karnataka. Units 4 & 7, located in Jadcherla and Nacharam, Telangana, respectively, employ a pre-treatment process, sending their wastewater to CETP for further treatment

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

Parameter	Please specify Unit	FY 2024-25	FY 2023-24
NOx	MT/A	4.28	3.82
SOx	MT/A	2.20	2.09
Particulate Matter	MT/A	3.35	3.45
Persistent organic pollutants (POP)	NA		
Volatile organic compounds (VOC)	MT/A	-	-
Hazardous air pollutants (HAP)	NA	-	-
Others – please specify (HCl mist)	MT/A	-	-

**Note:** Indicate if any Independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) No

If yes name of the external agency

The air emission monitoring has been conducted by an external approved laboratory having accreditation from the National Accreditation Board for Testing and Calibration Laboratories.

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

The details are provided below:

Parameter	Unit	FY 2024-25	FY 2023-24
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	2614.10	3690.31
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	12670.20	20389.90
<b>Total Scope 1 and Scope 2 emissions per Lac ₹ of turnover</b>	tCO <sub>2</sub> e/Lac ₹	0.00	0.00
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)			
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>			
<b>Total Scope 1 and Scope 2 emission intensity per Bn Doses of (Finished Products)</b>		-	-

**Note:** Indicate if any Independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) if yes, then provide details- NO

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

Yes. In line with our goal of becoming 'Carbon Neutral by 2030', we are working towards improving our energy conservation, energy efficiency, expanding the use of renewable electricity and biofuels across operational locations. To achieve this, we are implementing several projects to enhance the proportion of renewable energy resources (electricity and biofuels) in our overall energy mix, while simultaneously reducing greenhouse gas (GHG) emissions.

**9. Details of waste generated, re-cycled re-used and disposed of.**

Parameter	FY 2024-25	FY 2023-24
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	1.53	1.73
E-waste (B)	-	-
Bio-medical waste (C)	7.47	10.11
Construction and demolition waste (D)	-	
Battery waste (E)	-	0.31
Radioactive waste (F)	-	
Other Hazardous waste (G)	28.07	24.10
Other Non-hazardous waste generated (H) (Break-up by composition i.e., by materials relevant to the sector)	119.12	54.35
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>156.19</b>	<b>90.59</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
i. Re-cycled	2.22	54.38
ii. Re-used	104.33	3.67
iii. Other recovery operations	0.0	0
<b>Total</b>	<b>106.54</b>	<b>58.05</b>



Parameter	FY 2024-25	FY 2023-24
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of Waste</b>		
i. Incineration	10.98	23.03
ii. Landfilling	20.87	0.36
iii. Other disposal operations	15.79	40.87
<b>Total</b>	<b>47.64</b>	<b>64.27</b>

**Note:** Indicate if any Independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) No

**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.**

We have waste management system in place at all our facilities. E waste is sold to authorised recyclers. Shilpa has consistently scaled up its waste management practices by reducing waste quantities and environmentally sound disposal of waste to authorised Treatment, Storage and Disposal Facilities (TSDF). In keeping our focus on sustainable company operations, we ensure that the waste generated by our operations is effectively monitored and disposed of in accordance with all relevant regulatory standards and to the PCB authorised vendors. We have dedicated storage areas for different type of waste (hazardous, biomedical, and non-hazardous) and waste segregation is done at source. All types of wastes are labelled, stored and disposed as per applicable rules and consent to operate.

During FY24-25, about 68.21% of waste was reused, recycled or recovered. This encompasses plastic, paper, metal, glass, civil debris, e-waste, battery waste, used oil, canteen waste, boiler ash, select process residues and recovered solvents. The remaining waste is disposed of through pollution control board authorised agencies, ensuring environmentally safe and regulatory compliance.

SML regularly assesses the ecological effect of its generated wastes and explores innovative methods for recycling, reuse, recovery and disposal as well as safe storage and transportation of hazardous and non-hazardous wastes.

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

S No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1			Not applicable

**12. Details of environmental impact assessments (EIA) of projects undertaken by the entity based on applicable laws, in the current financial year: Not applicable**

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web Link
Not applicable					

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

Yes

## PRINCIPLE 7

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

### Essential Indicators

- 1 a. *Number of affiliations with trade and industry chambers/associations. - 5*
- b. *List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of /affiliated to*

SL No	Name of the trade industry chambers/associations	The reach of trade and industry chambers/associations (State/National)
1	Raichur Chamber of Commerce & Industry	State
2	Pharmexcil, Hyderabad	National
3	Raichur Chemical Manufacturers Association	State
4	Federation of Karnataka Chambers of Commerce & Industry	State
5	Export Promotion Council for EOU and SE	National

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

NIL

## PRINCIPLE 8

**Businesses should promote inclusive growth and equitable development**

### Essential Indicators

1. **Details of social impact assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year. -**

The Company conducts internal monitoring and identifies the outcome and impact. The details of the assessments are further shared during the CSR meetings. During the year ended 2025 there are no new projects/ capacity experience of existing projects which require clearance of social impact assessment.

2. **provide information on project (s) for which ongoing rehabilitation and resettlement (R&R) is being undertaken by the entity, in the following forma**

SL No	Name of project for which R&R is ongoing	State	District	No. of project-affected families	% of PAFs covered by R&R	Amount paid to PAFs in FY24
NIL						

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

Most of the activities are carried out in discussion and agreement with the community members. In case of any grievances, the community leaders can reach out to the Company's point of contact (POC) at each of the units. The POC is directly and easily accessible to the community to address any concerns that may arise. Depending on the nature of complaint, relevant stakeholders are engaged to resolve any issue

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

Particulars	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/small producers	35%	35%

Particulars	FY 2024-25		FY 2023 -24	
	Local	non-Local	Local	non-Local
Sourced directly from within the district and neighbouring districts	42%	48%	48%	52%

**PRINCIPLE 9**

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

**Essential Indicators****1. Describe the mechanism in place to receive and respond to consumer complaints and feedback**

We have a Standard Operating Procedure (SOP) in place to handle consumer complaints and feedback. Upon receiving the complains via email, we conduct a thorough investigation before responding. Each complaint is logged in, evaluated and investigated from the following perspectives: (i) Quality, (ii) Safety or (iii) both. The complaint is formally closed after investigation is completed and appropriate regulatory action has been taken.

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

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

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

Particulars	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	NIL	NIL		NIL	NIL	
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

Particulars	Number	Reasons for recall
Voluntary recalls		
Forced recalls		Nil

**5. Does the entity have framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, weblink**

of the policy.

Yes, Company has a privacy policy for all its legal entities and business. This can be accessed on our website [www.vbshilpa.com](http://www.vbshilpa.com)

**6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

We take proactive steps; in case any issue arises pertaining to any one of these categories.

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

Provide the following information relating to data breaches:	
a. Number of instances of data breaches along-with impact	NIL
b. Percentage of data breaches involving personally identifiable information of customer	NA
c. Impact, if any, of the data breaches	NIL