

# Business Responsibility and Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the listed entity	L51900MH2008PLC180452
2.	Name of the listed entity	Supriya Lifescience Limited
3.	Year of incorporation	26/03/2008
4.	Registered office address	207/208, Udyog Bhavan, Sonawala Road, Goregaon (East), Mumbai – 400063, Maharashtra, India.
5.	Corporate address	207/208, Udyog Bhavan, Sonawala Road, Goregaon (East), Mumbai – 400063, Maharashtra, India.
6.	E-mail	<a href="mailto:cs@supriyalifescience.com">cs@supriyalifescience.com</a>
7.	Telephone	022-40332727
8.	Website	<a href="http://www.supriyalifescience.com">www.supriyalifescience.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	1. BSE Limited ("BSE") 2. The National Stock Exchange of India Limited ("NSE")
11.	Paid-up Capital	₹160.97 million
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.	Dr. Saloni Satish Wagh Managing Director Tel. No.: 022 4033 2727 Email id: <a href="mailto:supriya@supriyalifescience.com">supriya@supriyalifescience.com</a>
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis
14.	Name of assurance provider	NA
15.	Type of assurance obtained	Not applicable

### II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing of Active Pharmaceutical Ingredients	Manufacturing of Active Pharmaceutical Ingredients	98.17

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacturing & Sale of Active Pharmaceutical Ingredients	21001	98.17

**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	1	4
International	0	0	0

**19. Markets served by the entity:****a. Number of locations**

Locations	Number
National (No. of States)	28
International (No. of Countries)	128

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

85%

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

Our customer base comprises innovators, various generic formulation suppliers, and traders across various geographies.

**IV. Employees****20. Details as at the end of Financial Year****a. Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No (B)	% (B/A)	No (C)	% (C/A)
Employees						
1	Permanent (D)	515	460	89.32%	55	10.68%
2	Other than Permanent (E)	556	554	99.64%	2	0.36%
3	Total employees (D + E)	1071	1014	94.68%	57	5.32%
Workers						
1	Permanent (F)	0	0		0	
2	Other than Permanent (G)	0	0		0	
3	Total Workers (F + G)	0	0		0	

**Remarks:** We do not employ workers within our organization owing to the nature of our business.

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

S. No.	Particulars	Total (A)	Male		Female	
			No (B)	% (B/A)	No (C)	% (C/A)
Differently Abled Employees						
1	Permanent (D)	0	0		0	
2	Other than Permanent (E)	0	0		0	
3	Total differently abled employees (D + E)	0	0		0	

S. No.	Particulars	Total (A)	Male		Female	
			No (B)	% (B/A)	No (C)	% (C/A)
Differently Abled Workers						
1	Permanent (F)	0	0		0	
2	Other than Permanent (G)	0	0		0	
3	Total Workers (F + G)	0	0		0	

## 21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No(B)	%(B/A)
Board of Directors	10	4	40.00%
Key Management Personnel	2	1	50.00%

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

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19.1%	14.9%	18.67%	23.99%	14.46%	21%	Started tracking only from 23-24		
Permanent Workers	-	-	-	-	-	-			

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ subsidiary/ associate/ joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Nil	Nil	Nil	Nil

## VI. CSR Details

### 24. Provide the following CSR details

- Whether CSR is applicable as per section 135 of Companies Act, 2013 - Yes
- Turnover (in ₹) - 7063.00
- Net worth (in ₹) - 9967.60

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY 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, weblink for policy can be accessed at: <a href="https://supriyalifescience.com/assets/pdfs/corporategovernance/policies/Grievance%20policy.pdf">https://supriyalifescience.com/assets/pdfs/corporategovernance/policies/Grievance%20policy.pdf</a>	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes, weblink for policy can be accessed at: <a href="https://supriyalifescience.com/assets/pdfs/corporategovernance/policies/Grievance%20policy.pdf">https://supriyalifescience.com/assets/pdfs/corporategovernance/policies/Grievance%20policy.pdf</a>	0	0	NA	0	0	NA
Shareholders	Yes, weblink for policy can be accessed at: <a href="https://supriyalifescience.com/assets/pdfs/corporategovernance/policies/Grievance%20policy.pdf">https://supriyalifescience.com/assets/pdfs/corporategovernance/policies/Grievance%20policy.pdf</a>	0	0	NA	0	0	NA
Employees and workers	Yes, weblink for policy can be accessed at: <a href="https://supriyalifescience.com/assets/pdfs/corporategovernance/policies/Grievance%20policy.pdf">https://supriyalifescience.com/assets/pdfs/corporategovernance/policies/Grievance%20policy.pdf</a>	0	0	NA	0	0	NA
Customers	Yes, weblink for policy can be accessed at: <a href="https://supriyalifescience.com/assets/pdfs/corporategovernance/policies/Grievance%20policy.pdf">https://supriyalifescience.com/assets/pdfs/corporategovernance/policies/Grievance%20policy.pdf</a>	0	0	NA	0	0	NA
Value Chain partners	Yes, weblink for policy can be accessed at: <a href="https://supriyalifescience.com/assets/pdfs/corporategovernance/policies/Grievance%20policy.pdf">https://supriyalifescience.com/assets/pdfs/corporategovernance/policies/Grievance%20policy.pdf</a>	0	0	NA	0	0	NA

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Product Quality and Safety	Opportunity	Product quality and safety is most important for retaining customers. Any gap with respect to customer expectations impacts revenue	We have stringent quality control and quality assurance processes which ensures that product manufactured by the Company meets quality standards set by itself and regulators	Positive
2	Product quality and safety	Opportunity	Enhancing product quality and safety and meeting the customer expectations will get more customers and revenue.	-	Positive
3	Research and Development	Opportunity	Investment in research and development will lead to building a robust product portfolio. We build, safeguard, and strengthen our research skills and stimulate innovative thinking across our organisation. This allows us to pursue operational excellence and create value for our stakeholders around the world, in accordance with our purpose of 'Caring for Life'.	-	Positive
4	Water Management	Risk	Water is becoming increasingly a scarce resource especially in India where the seasonal rainfalls are the primary source of water. Poor water management will lead to stress for the operations and employee well-being.	Adhering to the existing water management regulations and establishing goals for reducing water. Furthermore, continuously discovering and implementing better ways to measure and reduce water usage through various technologies and behaviour change within the workforce	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Waste Management	Risk	The waste generated from our facilities has to be disposed in the most appropriate manner	The waste generated from our facilities is segregated and disposed through pollution control board approved vendors and in compliance with regulations.	Negative
6	Community Engagement	Opportunity	Community Engagement enables us to create shared value for our local communities, foster meaningful relationships, support social development, and contribute to the well-being of the areas in which we operate.	-	Positive
7	Data Privacy and Digitization	Risk	As a part of the pharmaceutical industry, it is mandatory that data with respect to drugs and drugs products as well as customers remains confidential.	We have a dedicated IT team to assess security risks that may arise at any time.	Negative

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

### Policy and management processes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1. b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1. c. Web Link of the Policies, if available	<a href="https://suprialifescience.com/assets/pdfs/corporategovernance/policies/Code-of-Conductfor-Directorsand-Senior-Management.pdf">https://suprialifescience.com/assets/pdfs/corporategovernance/policies/Code-of-Conductfor-Directorsand-Senior-Management.pdf</a>	<a href="https://suprialifescience.com/assets/pdfs/corporategovernance/policies/Sustainable%20procurement%20policy.pdf">https://suprialifescience.com/assets/pdfs/corporategovernance/policies/Sustainable%20procurement%20policy.pdf</a>	<a href="https://suprialifescience.com/assets/pdfs/corporategovernance/policies/SLL-Equal%20Opportunity%20Policy.pdf">https://suprialifescience.com/assets/pdfs/corporategovernance/policies/SLL-Equal%20Opportunity%20Policy.pdf</a>	<a href="https://suprialifescience.com/assets/pdfs/corporategovernance/policies/Business-Responsibility-Policy.pdf">https://suprialifescience.com/assets/pdfs/corporategovernance/policies/Business-Responsibility-Policy.pdf</a>	<a href="https://suprialifescience.com/assets/pdfs/corporategovernance/policies/Preventionof-Sexual-Harassment-Policy.pdf">https://suprialifescience.com/assets/pdfs/corporategovernance/policies/Preventionof-Sexual-Harassment-Policy.pdf</a>	<a href="https://suprialifescience.com/assets/pdfs/corporategovernance/policies/EHS%20Policy.pdf">https://suprialifescience.com/assets/pdfs/corporategovernance/policies/EHS%20Policy.pdf</a>	<a href="https://suprialifescience.com/assets/pdfs/corporategovernance/policies/Code%20of%20Business%20Conduct.pdf">https://suprialifescience.com/assets/pdfs/corporategovernance/policies/Code%20of%20Business%20Conduct.pdf</a>	<a href="https://suprialifescience.com/assets/pdfs/corporategovernance/policies/In-formation%20Security%20Policy.pdf">https://suprialifescience.com/assets/pdfs/corporategovernance/policies/In-formation%20Security%20Policy.pdf</a>	<a href="https://suprialifescience.com/assets/pdfs/corporategovernance/policies/In-formation%20Security%20Policy.pdf">https://suprialifescience.com/assets/pdfs/corporategovernance/policies/In-formation%20Security%20Policy.pdf</a>
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	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.	CDSCO, USFDA, EDQM, NMPA	-	-	-	-	-	-	-	ISO 9001:2015, CDSCO, USFDA, EDQM, NMPA







## SECTION C: PRINCIPLEWISE 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	Percentage of persons in respective category covered by the awareness programmes
Board of directors	2	Code of Conduct, Prevention of Sexual Harassment (POSH). This enables our Board to ensure that responsible, ethical and fair conduct is being adhered to throughout the company.	100.00%
Key Managerial personnel	3	Code of Conduct, Unpublished Price Sensitive Information (UPSI), Prevention of Sexual Harassment (POSH) to ensure that responsible, ethical and fair conduct is being adhered to throughout the company.	100.00%
Employees other than BoD and KMPs	3	Code of Conduct, Prevention of Sexual Harassment (POSH), Health & Safety. These trainings guide our employees with respect to their conduct in the workplace. In addition, Health and Safety trainings are held to ensure that the team is aware of the proper safety norms and protocols and ensure safety at all times. to ensure that responsible, ethical and fair conduct is being adhered to throughout the company.	100.00%
Workers	-	-	-

#### 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:

Monetary					
Category	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	-	0	-	-
Settlement	-	-	0	-	-
Compounding fee	-	-	0	-	-

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

**Remarks:** No cases of monetary or non-monetary fines or penalties were imposed on Supriya Lifescience

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.

S. No.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
1	-	-

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

Yes. It is our policy to conduct all of our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our relationships and business dealings wherever we operate and to implementing and enforcing systems to counter bribery. We will uphold all laws relevant to countering

bribery and corruption. We remain bound by the applicable Indian and international laws in respect of our conduct both at home and abroad. The policy is a part of our Code of Conduct Policy, and can be accessed here: <https://supriyalifescience.com/assets/pdfs/corporate-overnance/policies/Code%20of%20Business%20Conduct.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:

Category	Current Financial Year	Previous Financial Year
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

**Remarks:** None of our Directors/KMPs/employees had any disciplinary action taken against them by any law enforcement agency

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

Category	Current Financial Year		Previous Financial Year	
	Number - 2024-25	Remarks - 2024-25	Number - 2023-24	Remarks - 2023-24
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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

Nil

8. Number of days of accounts payables ((Accounts payable × 365) / Cost of goods/services procured):

Particulars	Current Financial Year	Previous Financial Year
Number of days of accounts payables	111	113

**Remarks:** The figures for the previous year have been restated in alignment with the SEBI Disclosures

**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:**

Parameter	Metrics	FY2024-25	FY2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0.00%	4%
	b. Number of trading houses where purchases are made from	0.00%	5
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0.00%	100%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0.00%	7.18%
	b. Number of dealers / distributors to whom sales are made	0.00%	74
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0.00%	68%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.00%	0.00%
	b. Sales (Sales to related parties / Total Sales)	0.00%	0.00%
	c. Loans & advances (to related parties / total loans & advances)	0.00%	0.00%
	d. Investments (in related parties / total investments)	0.00%	0.00%

### Leadership Indicators

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

S. No.	Total number of awareness programmes held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	0	NA	NA

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

Yes, the Company has in place a 'Code of Conduct for Board Members and Senior Management' and a 'Related Party Transaction Policy', which are applicable to our board members. Transactions with the board members or any entity in which such board

members are concerned or interested are required to be approved by the Audit Committee and the Board of Directors. In such cases, the interested directors abstain themselves from the discussions at the meeting. The weblink of the abovementioned policies are mentioned below:

Code of Conduct for Board Members and Senior Management: <https://supriyalifescience.com/assets/pdfs/corporategovernance/policies/Code-of-Conduct-for-Directors-and-Senior-Management.pdf>

Related Party Transaction Policy: <https://supriyalifescience.com/assets/pdfs/corporate-governance/policies/Policy-on-Related-Party-Transactions.pdf>

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

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

Particulars	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-	-	NA
Capex	9.08%	0.00%	Solar power plants installed at Nanded

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)  
Yes
  - If yes, what percentage of inputs were sourced sustainably?  
70%
- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life for the following:

Category	Description
(a) Plastics (including packaging)	The recycling and disposal of the plastics (including packaging) is carried out as per the Central Government rules and the provisions of the Plastic Waste Management Rules.
(b) E-waste	E-waste is disposed of through a registered recycler.
(c) Hazardous waste	Hazardous waste is disposed of to Treatment, storage, and disposal facility (TSDF) or authorized cement industries for further treatment and disposal or compressing.
(d) Other waste	Bio-medical waste is disposed of through authorized common bio-medical waste facilities.

- 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.

Not Applicable

**Leadership Indicators**

- 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:

S. No.	NIC Code	Name of 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.
1				NA		

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.

S. No.	Name of Product / Service	Description of the risk / concern	Action Taken
1	-	-	-

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).

S. No.	Indicate input material	Recycled or re-used input material to total material	
		FY2024-25	FY2023-24
1			

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

	FY2024-25			FY2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	0	0	0	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

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

S. No.	Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category

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

### Essential Indicators

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

	% of employees covered by										
	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities		
	Total (A)	Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Employees											
Male	460	0	0.00%	460	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	55	0	0.00%	55	100.00%	55	100%	0	0.00%	0	0.00%
Total	515	0	0.00%	515	100.00%	55	100%	0	0.00%	0	0.00%

	% 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)
Other than permanent Employees											
Male	554	554	100.00%	554	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	2	2	100.00%	2	100.00%	2	100%	0	0.00%	0	0.00%
Total	556	556	100.00%	556	100.00%	2	100%	0	0.00%	0	0.00%

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

	% 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)
Permanent Workers											
Male	0	0		0		0		0		0	
Female	0	0		0		0		0		0	
Total	0	0		0		0		0		0	
Other than permanent Workers											
Male	0	0		0		0		0		0	
Female	0	0		0		0		0		0	
Total	0	0		0		0		0		0	

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

Particulars	Current Financial Year	Previous Financial Year
Cost incurred on wellbeing measures as a % of total revenue of the company	0.29%	0.21%

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

Benefits	FY2024-25			FY2023-24		
	No. of employees covered as a % of total employees. (CY)	No. of workers covered as a % of total workers. (CY)	Deducted and deposited with the authority (Y/N/N.A.). (CY)	No. of employees covered as a % of total employees. (PY)	No. of workers covered as a % of total workers. (PY)	Deducted and deposited with the authority (Y/N/N.A.). (PY)
PF	8.96%		Y	9.79%		Y
Gratuity	9.34%		Y	10.64%		Y
ESI	4.01%		Y	4.57%		Y

**3 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, our premises are currently not accessible to differently abled employees and workers. We have facilities available at our office for easy access through Lifts for differently abled employees

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

Yes.

[https://supriyalifescience.com/assets/pdfs/corporate-governance/policies/SLL\\_Equal%20Opportunity%20Policy.pdf](https://supriyalifescience.com/assets/pdfs/corporate-governance/policies/SLL_Equal%20Opportunity%20Policy.pdf)

**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	-	-	-	-
Female	-	-	-	-
Total	-	-	-	-

**Remark:** None of the employees took parental leave in the year of reporting

**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.**

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	All employees are covered under the Grievance Redressal Policy, in which the HR department assists the employees to fill out a grievance form, post which mediation processes are organized. The services of an investigator may be called upon when necessary. Employees are kept informed throughout the process, and once a resolution is reached, they have the ability to appeal the decision if required.
Other than Permanent Workers	All employees are covered under the Grievance Redressal Policy, in which the HR department assists the employees to fill out a grievance form, post which mediation processes are organized. The services of an investigator may be called upon when necessary. Employees are kept informed throughout the process, and once a resolution is reached, they have the ability to appeal the decision if required.
Permanent Employees	All employees are covered under the Grievance Redressal Policy, in which the HR department assists the employees to fill out a grievance form, post which mediation processes are organized. The services of an investigator may be called upon when necessary. Employees are kept informed throughout the process, and once a resolution is reached, they have the ability to appeal the decision if required.
Other than Permanent Employees	All employees are covered under the Grievance Redressal Policy, in which the HR department assists the employees to fill out a grievance form, post which mediation processes are organized. The services of an investigator may be called upon when necessary. Employees are kept informed throughout the process, and once a resolution is reached, they have the ability to appeal the decision if required.



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

Category	FY2024-25			FY2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (B / A)
Total Permanent Employees	515	515	100.00%	420	0	0.00%
Male	460	460	100.00%	380	0	0.00%
Female	55	55	100.00%	40	0	0.00%
Total Permanent Workers	0			0		
Male	0	0		0	0	
Female	0	0		0	0	

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

	FY2024-25					FY2023-24				
Category	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1014	1014	100.00%	1014	100.00%	895	871	97.32%	895	100.00%
Female	57	57	100.00%	57	100.00%	45	41	91.11%	45	100.00%
Total	1071	1071	100.00%	1071	100.00%	940	912	97.02%	940	100.00%
Workers										
Male	0	0	NA	0	NA	0	0	NA	0	NA
Female	0	0	NA	0	NA	0	0	NA	0	NA
Total	0	0	NA	0	NA	0	0	NA	0	NA

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

Category	FY2024-25			FY2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	1014	1014	100.00%	895	742	82.91%
Female	57	57	100.00%	45	30	66.67%
Total	1071	1071	100.00%	940	772	82.13%
<b>Workers</b>						
Male	0	0	NA	0	0	NA
Female	0	0	NA	0	0	NA
Total	0	0	NA	0	0	NA

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

Yes. Workplace hazards and sources of potential harm or damage in any work environment are identified, investigated, removed and incidents taking place in the workplace are stopped. The policy is designed and implemented to prevent workplace-related injuries and ill-health for workers and to provide a safe and healthy workplace. Our health and safety management system covers all locations, and all staff.

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

We are using Hazard Identification and Risk Assessment (HIRA) which is systematic process used to identify potential hazards in the workplace, assess the associated risks, and implement controls to mitigate or eliminate those risks.

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

Yes, Risk assessment and HAZOP conducting and identifying hazards and evaluating any associated risks within a workplace, then implementing reasonable control measures to remove or reduce them.

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

Yes, the employees and workers have access to non-occupational medical and healthcare services. provided group medical insurance in case of accidents, premedical checkup, preventive medical, OHC etc.

**11. Details of safety related incidents:**

Safety Incident/Number	Category	FY2024-25	FY2023-24
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
Number of Permanent Disabilities	Employees	0	0
	Workers	0	0

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

We make every effort to integrate safety into all business processes. Our safety and health management system is based on the principle of plan, do, check and act. Credible risks are evaluated, and adequate actions are taken to mitigate this risk. Safety incidents are reported, investigated and lessons learnt are communicated widely within the organization. This is underpinned by continuous improvement objectives and periodic reviews through the Safety and Health Committees, each headed by a Management Committee Member to ensure that we achieve our targets. A robust audit mechanism is in place to verify compliance to internal standards as well statutory requirements. A safety culture is promoted by undertaking behavioural interventions at all levels and disseminating the importance of safety as a personal value. Positive safety behaviours are promoted, while unsafe behaviours are corrected through established procedures. A comprehensive emergency response plan and related facilities are maintained at all sites and employees are trained to respond accordingly.

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

	FY2024-25			FY2023-24		
	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	2	0	NA	4	1	NA
Health & Safety	0	0	NA	1	0	NA

**14. Assessments for the year:**

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100.00%
Working Conditions	100.00%

**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.**

We are investigating all recordable incidents to identify the root causes and implement actions to avoid repeat incidents. We ensure closure of all gaps identified during internal and external audits/assessments in a timely manner.

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

Yes

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

PF, ESIC, PT, & MLWF statutory dues deducted and deposited governing authority on monthly basis.

**3. Provide the number of employees or workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in EI-11 above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment.**

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY2024-25	FY2023-24	FY2024-25	FY2023-24
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes

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

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

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

No corrective actions were required to be undertaken.

**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 stakeholder groups are identified as part of the stakeholder engagement mechanism, built on the principles of inclusivity, accountability, and responsibility. Presently, the given stakeholders group have the immediate impact on the operations and working of the Company. The primary stakeholders in Company include investors, board members, workers, clients, suppliers, the community, and regulators.

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

S. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	Frequency of engagement	Purpose and scope of engagement
1	Investors/ Shareholders	No	Investor and analyst meetings, Annual General Meeting, Stock Exchange Intimations, Annual Report, Email, Company Website	Annually/ Half yearly/ Quarterly/ Need-based	Keeping communication channels open with analysts and investor community helps to connect them with the Company
2	Employees	No	Email & Website, In person meetings	Regular and need-based	Innovation, Operational efficiency, improvement area, Long-term strategy plans, training and awareness, responsible marketing, brand communication, health, safety and engagement initiatives.
3	Customers	No	Emails, brochures, website and meetings (physical and virtual).	Based on business needs	To keep the customers informed about our products and services and to understand the business needs
4	Value chain Partner	No	Email & Website, In person meetings, con-call meetings, Vendor meets	Based on business needs	To ensure timely supply of goods and services in order to maintain business continuity sustainably
5	Government and Regulators	No	E-mails and letters, Conferences, Industry forums, Regulatory filings, Meetings with officials, and Representations	On a need basis	To maintain regular engagement, communications and advocacy with Regulatory Authorities, to understand and brief on matters pertaining to regulatory changes from time to time

S. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	Frequency of engagement	Purpose and scope of engagement
6	Communities	Yes	Through CSR projects initiatives and meetings and through e-mail communications	On a need basis	Livelihood support, disaster relief, CSR activities with a focus on health, education, sanitation and infrastructure development.

### 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 management regularly interacts with key stakeholders i.e. investors, customers, suppliers, employees, etc. and has constantly prioritized the engagement with stakeholders as demonstrated by its corporate philosophy in conducting business with morality and responsibility towards society as a good citizen, implementing the code of conduct as a basis of work for all employees, employing the good corporate governance as a principle of management and exercising the sustainable development.

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.

Not Applicable

### 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:

Category	FY2024-25			FY2023-24		
	Total (A)	No. of employees / workers covered (B)	%(B / A)	Total(C)	No. of employees / workers covered (D)	%(D / C)
<b>Employees</b>						
Permanent	515	515	100.00%	420	420	100.00%
Other than permanent	556	556	100.00%	520	520	100.00%
Total Employees	1071	1071	100.00%	940	940	100.00%

Category	FY2024-25			FY2023-24		
	Total (A)	No. of employees / workers covered (B)	%(B / A)	Total(C)	No. of employees / workers covered (D)	%(D / C)
<b>Workers</b>						
Permanent	0	0		0	0	
Other than permanent	0	0		0	0	
Total Workers	0	0		0	0	

## 2. Details of minimum wages paid to employees:

Category	FY2024-25					FY2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B /A)	No. ( C)	%(C / A)		No.(E)	% (E /D)	No.(F)	%( F /D)
Employees										
Permanent	515	101	19.61%	414	80.39%	420	0	0.00%	420	100.00%
Male	460	81	17.61%	379	82.39%	380	0	0.00%	380	100.00%
Female	55	20	36.36%	35	63.64%	40	0	0.00%	40	100.00%
Other than Permanent	556	556	100.00%	0	0.00%	520	492	94.62%	28	5.38%
Male	554	554	100.00%	0	0.00%	515	491	95.34%	24	4.66%
Female	2	2	100.00%	0	0.00%	5	1	20.00%	4	80.00%
Workers										
Permanent	0	0	NA	0	NA	0	0	NA	0	NA
Male	0	0	NA	0	NA	0	0	NA	0	NA
Female	0	0	NA	0	NA	0	0	NA	0	NA
Other than Permanent	0	0	NA	0	NA	0	0	NA	0	NA
Male	0	0	NA	0	NA	0	0	NA	0	NA
Female	0	0	NA	0	NA	0	0	NA	0	NA

## 3. a. Details of remuneration/salary/wages: Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	2	63.57	3	30.00
Key Managerial Personnel	2	26.69	1	1.51
Employees other than BoD and KMP	488	0.38	53	4
Workers	0	0	0	0

**b. Provide information on Gross wages paid to females by the entity:**

Particulars	Current Financial Year	Previous Financial Year
Gross wages paid to females as % of total wages	0.14%	0.15%

**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)**

No

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

At Supriya Lifescience Ltd., periodic visits are done by the Management to all of the facilities to ensure that all policies and procedures are being adhered to. We provide human rights training to our staff, and in addition, the premises are constantly monitored using CCTV cameras to ensure that there are no human rights violations occurring. Lastly, in case of any grievance, the staff approaches the management with respect to any grievances, and the management is responsible for redressal of the same.

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

	FY2024-25			FY2023-24		
	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	0	0
Discrimination at workplace	0	0	0	0	0	0
Child Labour	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 rights 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:**

Particulars	Current Financial Year	Previous Financial Year
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.**

We are committed to ensuring a workplace that is safe for all of our staff and free from discrimination. Should there be any complaint filed with respect to discrimination or harassment, an Internal Complaints Committee oversees the process, in a way that ensures that the confidentiality of the Complainant is maintained throughout. Stringent protocols are followed to ensure that the complainant does not face any adverse consequences during the process or after.

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

Yes

**10. Assessments for the year:**

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100.00%
Forced/involuntary labour	100.00%
Sexual harassment	100.00%
Discrimination at workplace	100.00%
Wages	100.00%

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

No corrective actions were required to be undertaken as no significant risks/concerns arose from the assessments

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

NA

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

Not applicable

**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:**

Category	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	NA
Discrimination at workplace	
Child labour	
Forced/involuntary labour	
Wages	

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

Not applicable



**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**
**Essential Indicators**
**1. Details of total energy consumption in GigaJoules (GJ):**

Parameter	FY 2024-25	FY 2023-24
<b>From renewable sources</b>		
Total electricity consumption (A)	22,516.124	3,287.95
Total fuel consumption (B)	75,517.72	73,534.35
Energy consumption through other sources ( C )		
Total energy consumed from renewable sources (A+B+C)	98,033.84	76,822.30
<b>From non-renewable sources</b>		
Total electricity consumption (D)	67,002.13	55,750.88
Total fuel consumption (E)	3287.88	2,969.14
Energy consumption through other sources (F)		
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	70,290.01	58,720.03
<b>Total energy consumed (A+B+C+D+E+F)</b>	1,68,323.85	1,35,542.32
<b>Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)</b>	24.167 GJ / Million	23.33 GJ / Million
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)</b>	499.30 GJ / Million	522.57 GJ/Million
<b>Energy intensity in terms of physical output</b>	0.16 GJ / Production in Kgs	0.12 GJ / Production in Kgs

1. Indicate if any independent assessment/evaluation/assurance for energy has been conducted by an external agency. If Yes, provide the name of the 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) 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:**

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0.00	0.00
(ii) Groundwater	0.00	0.00
(iii) Third party water	124289.00	119009.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	124289.00	119009.00
<b>Total volume of water consumption (in kilolitres)</b>	42842.00	44484.00
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	6.15 KL / Million	7.80 KL / Million

Parameter	FY 2024-25	FY 2023-24
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	Infinity KL / Million	Infinity KL / Million
Water intensity in terms of physical output	0.04 KL / Production in Kgs	0.05 KL / Production in Kgs
Water intensity (optional) – the relevant metric may be selected by the entity. KL / of	Infinity	Infinity

3. 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.

4. Provide the following details related to water discharged: Water discharge by destination and level of treatment (in kilolitres)

Parameter	FY 2024-25	FY 2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(ii) To Groundwater		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iii) To Seawater		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iv) Sent to third-parties		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	81447.00	74525.00
	In-House Effluent treatment Plant	In-House Effluent treatment Plant
(v) Others		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
<b>Total water discharged (in kilolitres)</b>	<b>81447.00</b>	<b>74525.00</b>

4. 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 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:

Parameter	Please specify unit	Current Financial Year	Previous Financial Year
NOx	Mg/NM3	42.5	124.3
SOx	Mg/NM3	19.13	148.2
Particulate matter (PM)	Mg/NM3	65.6	255.5
Persistent organic pollutants (POP)	Mg/NM3	0.00	0.00
Volatile organic compounds (VOC)	Mg/NM3	0.00	0.00
Hazardous air pollutants (HAP)	Mg/NM3	0.00	0.00
Others – please specify in the remark section	Mg/NM3	0.00	0.00

**6. Indicate if any independent assessment/evaluation/assurance for Air emissions has been conducted by an external agency. If Yes, provide the name of the agency:**

Yes. Padmaja Aero biological pvt ltd

**7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2) in MTCO<sub>2</sub>e:**

Parameter	Unit	Current Financial Year	Previous Financial Year
Total Scope 1 emissions (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	480.49	451.01
Total Scope 2 emissions (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	13,425.26	10,995.31
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b>	TCO <sub>2</sub> e / rupee of turnover	0.0000 TCO <sub>2</sub> e / Million	0.0000 TCO <sub>2</sub> e / Million
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b>	TCO <sub>2</sub> e / rupee of turnover	NaN TCO <sub>2</sub> e / Million	NaN TCO <sub>2</sub> e / Million
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	TCO <sub>2</sub> e / rupee of turnover	0.0000 TCO <sub>2</sub> e / Production in Kgs	0.0000 TCO <sub>2</sub> e / Production in Kgs
<b>Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity</b>	TCO <sub>2</sub> e / of	NaN	NaN

**7. Indicate if any independent assessment/evaluation/assurance for GHG Emissions (Scope 1 and 2) has been conducted by an external agency. If Yes, provide the name of the agency: -**

No.

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

Yes

**9 Provide details related to waste management by the entity for the Current Financial Year:**

Parameter	FY2024-25	FY2023-24
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	12.0000	12.0000
E-waste(B)	0.1060	0.0000
Bio-medical waste (C)	0.0008	0.0001
Construction and demolition waste (D)	0.0000	15.00
Battery waste (E)	0.0000	0.31
Radioactive waste (F)	0.0000	0.0000
Other Hazardous waste.Please specify, if any. (G)	75.6000	13.00
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0.0000	320.00
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>87.7068</b>	<b>360.31</b>
<b>Waste intensity per rupee of turnover (Total Waste Generated / Revenue from operations)</b>	<b>0.0125 MT / Million</b>	<b>0.0620 MT / Million INR</b>
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste Generated / Revenue from operations adjusted for PPP)</b>	<b>0.260 MT / Million</b>	<b>1.3891 MT / Million USD</b>
<b>Waste intensity in terms of physical output (Total Waste Generated / Physical Output)</b>	<b>0.0001 MT / Production in Kgs</b>	<b>0.0003 MT / Production in Kgs</b>
<b>Waste intensity (optional) the relevant metric may be selected by the entity</b>	<b>-</b>	<b>-</b>

Parameter	FY2024-25	FY2023-24
<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 - Plastic</b>		
(i) Recycled	0.0000	0.0000
(ii) Re-used	0.0000	0.0000
(iii) Other recovery operations	0.0000	0.0000
<b>Total Plastic Waste Recycled, Re-used and other recovery operations</b>	<b>0.0000</b>	<b>0.0000</b>
<b>Category of waste - E-Waste</b>		
(i) eRecycled	0.0000	0.0000
(ii) Re-used	0.0000	0.0000
(iii) Other recovery operations	0.0000	0.0000
<b>Total E-Waste Recycled, Re-used and other recovery operations</b>	<b>0.0000</b>	<b>0.0000</b>
<b>Category of waste - Bio-medical waste</b>		
(i) eRecycled	0.0000	0.0000
(ii) Re-used	0.0000	0.0000
(iii) Other recovery operations	0.0000	0.0000
<b>Total Bio-medical Waste Recycled, Re-used and other recovery operations</b>	<b>0.0000</b>	<b>0.0000</b>
<b>Category of waste - Construction and demolition waste</b>		
(i) Recycled	0.0000	0.0000
(ii) Re-used	0.0000	0.0000
(iii) Other recovery operations	0.0000	0.0000
<b>Total Construction Waste Recycled, Re-used and other recovery operations</b>	<b>0.0000</b>	<b>0.0000</b>
<b>Category of waste - Battery waste</b>		
(i) Recycled	0.0000	0.0000
(ii) Re-used	0.0000	0.0000
(iii) Other recovery operations	0.0000	0.0000
<b>Total Battery Waste Recycled, Re-used and other recovery operations</b>	<b>0.0000</b>	<b>0.3100</b>
<b>Category of waste - Radioactive waste</b>		
(i) Recycled	0.0000	0.0000
(ii) Re-used	0.0000	0.0000
(iii) Other recovery operations	0.0000	0.0000
<b>Total Radioactive Waste Recycled, Re-used and other recovery operations</b>	<b>0.0000</b>	<b>0.0000</b>
<b>Category of waste - Other Hazardous waste</b>		
(i) Recycled	0.0000	0.0000
(ii) Re-used	0.0000	0.0000
(iii) Other recovery operations	38.2000	0.0000
<b>Total Other Hazardous Waste Recycled, Re-used and other recovery operations</b>	<b>38.2000</b>	<b>0.0000</b>
<b>Category of waste - Other Non-Hazardous waste</b>		
(i) Recycled	0.0000	0.0000
(ii) Re-used	0.0000	0.0000
(iii) Other recovery operations	0.0000	0.0000
<b>Total Other Non-hazardous Waste Recycled, Re-used and other recovery operations</b>	<b>0.0000</b>	<b>0.0000</b>
<b>Total</b>	<b>38.2000</b>	<b>0.0000</b>

Parameter	FY2024-25	FY2023-24
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste - Plastic</b>		
(i) Incineration	0.0000	0.0000
(ii) Landfilling	0.0000	0.0000
(iii) Other disposal operations	12.0000	12.0000
<b>Total Plastic Waste Incineration, Landfilling and other disposal operations</b>	<b>12.0000</b>	<b>12.0000</b>
<b>Category of waste - E-Waste</b>		
(i) Incineration	0.0000	0.0000
(ii) Landfilling	0.0000	0.0000
(iii) Other disposal operations	0.1060	0.8000
<b>Total E-waste Waste Incineration, Landfilling and other disposal operations</b>	<b>0.1060</b>	<b>0.8000</b>
<b>Category of waste - Bio-medical Waste</b>		
(i) Incineration	0.8400	0.0001
(ii) Landfilling	0.0000	0.0000
(iii) Other disposal operations	0.0008	0.0014
<b>Total Bio-medical Waste Incineration, Landfilling and other disposal operations</b>	<b>0.8408</b>	<b>0.0015</b>
<b>Category of waste - Construction and demolition waste</b>		
(i) Incineration	0.0000	0.0000
(ii) Landfilling	0.0000	0.0000
(iii) Other disposal operations	0.0000	0.0000
<b>Total Construction Waste Incineration, Landfilling and other disposal operations</b>	<b>0.0000</b>	<b>0.0000</b>
<b>Category of waste - Battery</b>		
(i) Incineration	0.0000	0.0000
(ii) Landfilling	0.0000	0.0000
(iii) Other disposal operations	0.0000	0.0000
<b>Total Battery Waste Incineration, Landfilling and Other disposal operations</b>	<b>0.0000</b>	<b>0.0000</b>
<b>Category of waste - Radioactive</b>		
(i) Incineration	0.0000	0.0000
(ii) Landfilling	0.0000	0.0000
(iii) Other disposal operations	0.0000	0.0000
<b>Total Radioactive Waste Incineration, Landfilling and Other disposal operations</b>	<b>0.0000</b>	<b>0.0000</b>
<b>Category of waste - Other Hazardous waste. Please specify, if any</b>		
(i) Incineration	7.8300	0.000
(ii) Landfilling	29.5700	0.000
(iii) Other disposal operations	0.0000	13.000
<b>Total Other Hazardous Waste Incineration, Landfilling and Other disposal operations</b>	<b>37.4000</b>	<b>13.000</b>
<b>Category of waste - Other Non-hazardous waste generated</b>		
(i) Incineration	0.0000	0.0000
(ii) Landfilling	0.0000	320.00
(iii) Other disposal operations	0.0000	0.0000
<b>Total Other Non-hazardous Waste Incineration, Landfilling and Other disposal operations</b>	<b>0.0000</b>	<b>0.0000</b>
<b>Total</b>	<b>38.3468</b>	<b>320.00</b>

9. Indicate if any independent assessment/evaluation/assurance for Waste has been conducted by an external agency. If Yes, provide the name of the agency:

Yes. Maharashtra Pollution control Board

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.

Waste management practices adopted in our establishment like reduction, reuse, recycling, and proper disposal methods like incineration and landfilling. strategy adopted by our organization to substitution with less harmful alternatives, process optimization to minimize waste generation, engineering and administrative controls, along with robust safety protocols.

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:

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	Facility located at MIDC Lote Maharashtra	Manufacturing	Yes

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

S. No.	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
1	-	-	-	-	-	-

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1	Water (Prevention & Control of Pollution) Act, 1974, Air (Prevention & Control of Pollution) Act, 1981, Hazardous & Other Wastes (Management & Transboundary Movement) Rules 2016	No	No	-

## Leadership Indicators

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

(i) Name of the area

(ii) Nature of operations

(iii) Water withdrawal, consumption and discharge in areas of water stress (in kilolitres) for the current year:  
Water withdrawal, and discharge:

Parameter	FY2024-25	FY2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) eGroundwater	0	0
(iii) Third party water	0	0
(iv) eSeawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal(in kilolitres)	0	0
Total volume of water consumption (in kilolitres)	0.00	0.00
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000 KL / Million	0.0000 KL / Million
Water intensity (optional) – the relevant metric may be selected by the entity. KL / of	NaN	NaN
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water		
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00 CY:0	0.00 PY:0
(ii) Into Groundwater		
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00 CY:0	0.00 PY:0
(iii) Into Seawater		
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00 CY:0	0.00 PY:0
(iv) Sent to third-parties		
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00 CY:0	0.00 PY:0
(v) Others		
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00 CY:0	0.00 PY:0
Total water discharged (in kilolitres)	0.00	0.00

### 1. 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. Please provide details of total Scope 3 emissions (MTCO2E) & its intensity:**

Parameter	FY2024-25	FY2023-24
Total Scope 3 emissions (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)		
Total Scope 3 emissions per rupee of turnover	0.00 TCO <sub>2</sub> e / Million	0.00 TCO <sub>2</sub> e / Million
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	0.00 TCO <sub>2</sub> e /	0.00 TCO <sub>2</sub> e /

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

**3. With respect to the ecologically sensitive areas reported at EI-11 above, provide details of the significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.**

Not applicable, as none of the manufacturing units is in ecologically sensitive zones

**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:**

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Scrubbers used for gases pollution.	1. Generated gases from process will scrub in scrubbing media	Achieving Standards set in the industry from an internal and external perspective
2	Effluent Treatment Plant	2. Generated effluent treating in own effluent treatment facility and sending towards common effluent treatment plant for further treatment	Achieving Standards set in the industry from an internal and external perspective

**5. Does the entity have a business continuity and disaster management plan? If yes, please give details in 100 words or input web link.**

Yes

**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.**

Not Applicable

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

Not Applicable

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

a. Generated by the listed entity - 0

b. Procured 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. 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.

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/ National/International)
1	Chemicals Export Promotion Council (CHEMEXCIL)	National
2	Pharmaceutical Export Promotion Council of India (PHARMEXCIL)	National
3	Federation of Indian Export Organisations (FIEO)	National
4	Maharashtra Chamber of Commerce, Industry & Agriculture (MACCIA)	State
5	IMC Chamber of Commerce and Industry	National

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

S. No.	Name of authority	Brief of the case	Corrective action taken
1	NA		

**Leadership Indicators**

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board	Web Link, if available
1	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 entity based on applicable laws, in the current financial year.

S. No.	Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
1	-	-	-	-	-	-

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the Financial Year (In INR)
1	NA					

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

There is a Point of Contact from the CSR team whom the community can go to report any grievances. The POC visits the community on a regular basis for monitoring of CSR projects, and also conducts stakeholder engagement with the community members.

4. Input material sourced from suppliers (by value):

Category	Current Financial Year	Previous Financial Year
Directly sourced from MSMEs/ small producers	40%	37%
Sourced directly from within India	80%	58%

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. (Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Location	Current Financial Year	Previous Financial Year
Rural	31.22%	29.80%
Semi-Urban	0.00%	0.00%
Urban	9.06%	3.02%
Metropolitan	40.33%	67.18%

### Leadership Indicators

1. If any Social Impact Assessments have been reported in EI-1, please provide details of actions taken to mitigate any negative social impacts identified:

S. No.	Details of negative social impact identified	Corrective action taken
1	NA	

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

S. No.	State	Aspirational District	Amount spent (In INR)
1	NA		

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) - No  
 b. From which marginalized /vulnerable groups do you procure? - No  
 c. What percentage of total procurement (by value) does it constitute? – Not Applicable

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1	NA			

**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.**

S. No.	Name of authority	Brief of the Case	Corrective action taken
1	NA		

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

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Promoting Education	1300	80
2	Rural Development	2000	90
3	Environmental Sustainability & Animal Welfare	10000	NA
4	Preventive health care and sanitation	1200	90

**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.**

All customer complaints are processed by a cross-functional team comprising QA, R&D, and Marketing departments, in compliance with internal protocols. Complaints are received by the Marketing team and forwarded to QA, which acknowledges receipt and initiates a formal investigation. QA requests all pertinent information, including invoice and batch details, from Marketing and other concerned departments. After a complete investigation, QA prepares a CAPA report, which is relayed to the customer through the Marketing team. Ongoing customer feedback is solicited to assess and improve compliance with quality standards and service performance.

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

Category	As a percentage to total turnover
Environmental and social parameters relevant to the product	70%
Safe and responsible usage	20%
Recycling and/or safe disposal	10%

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

	FY2024-25			FY2023-24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	0	0	0	0
Advertising	0	0	0	0	0	0
Cyber-security	0	0	0	0	0	0
Delivery of essential services	0	0	0	0	0	0
Restrictive Trade Practices	0	0	0	0	0	0
Unfair Trade Practices	0	0	0	0	0	0
Other	0	0	0	0	0	0

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

Category	Number	Reasons for recall
Voluntary recalls	0	-
Forced recalls	2	Requirement deferred by customer

**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. <https://supriyalifescience.com/assets/pdfs/corporate-governance/policies/Information%20Security%20Policy.pdf>

**6. Provide details of any corrective actions taken or underway on issues relating to any of the following: i. Advertising; ii. Delivery of essential services; iii. Cyber security and data privacy of customers; iv. Re-occurrence of instances of product recalls V. penalty / action taken by regulatory authorities on safety of products / services.**

No corrective actions have been taken or underway since no such incidents have been reported in any of the following criteria

**7. Provide the following information relating to data breaches:****a. Number of instances of data breaches**

Nil

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

Not Applicable

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

Not Applicable

### Leadership Indicators

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

Information of various products can be accessed on Company's website [www.supriyalifescience.com](http://www.supriyalifescience.com)

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

Material safety data sheets are shared with the customer for each product.

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

Any product disruptions or change in plan are informed to the customers in advance.

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

Not applicable for APIs.. The Company ensures customer satisfaction by issuing a checklist of key compliance parameters in accordance with the Drugs and Cosmetics Act. The Quality Department is tasked with maintaining and updating the Customer Satisfaction Index in line with applicable laws and client-specific requirements.