

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	cs@supriyalifescience.com
7. Telephone	022-40332727
8. Website	www.supriyalifescience.com
9. Financial year for which reporting is being done	April 1, 2025, to March 31, 2026
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: supriya@supriyalifescience.com
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**

Location	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?

82%

c. A brief on types of customers

Our diversified customer base comprises innovator companies, generic formulation manufacturers, and traders across a wide range of geographies.

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

No	Particulars	Total(A)	Male		Female	
			No(B)	%(B/A)	No(C)	%(C/A)
Employees						
1	Permanent (D)	607	546	89.95%	61	10.05%
2	Other than Permanent (E)	703	697	99.15%	6	0.85%
3	Total employees (D + E)	1310	1243	94.89%	67	5.11%
Workers						
1	Permanent (F)	0	0	NA	0	NA
2	Other than Permanent (G)	0	0	NA	0	NA
3	Total Workers (F + G)	0	0	NA	0	NA

b. Differently abled Employees and workers:

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

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 2025-2026 (Turnover rate in current FY)			FY 2024-2025 (Turnover rate in previous FY)			FY 2023-2024 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13.78%	9.60%	13.37%	19.1%	14.9%	18.67%	23.99%	14.46%	21.00%
Permanent Workers	-	-	-	-	-	-	-	-	-

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 Rs.) – 8278.75 million
- Net worth (in Rs.) – 11977.33 million

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 2025-2026			FY 2024-2025		
		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: https://supriyalifescience.com/assets/pdfs/corporategovernance/policies/Grievance%20policy.pdf	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes, weblink for policy can be accessed at: https://supriyalifescience.com/assets/pdfs/corporategovernance/policies/Grievance%20policy.pdf	0	0	NA	0	0	NA
Shareholders	Yes, weblink for policy can be accessed at: https://supriyalifescience.com/assets/pdfs/corporategovernance/policies/Grievance%20policy.pdf	3	0	NA	0	0	NA
Employees and workers	Yes, weblink for policy can be accessed at: https://supriyalifescience.com/assets/pdfs/corporategovernance/policies/Grievance%20policy.pdf	0	0	NA	0	0	NA
Customers	Yes, weblink for policy can be accessed at: https://supriyalifescience.com/assets/pdfs/corporategovernance/policies/Grievance%20policy.pdf	0	0	NA	0	0	NA
Value Chain partners	Yes, weblink for policy can be accessed at: https://supriyalifescience.com/assets/pdfs/corporategovernance/policies/Grievance%20policy.pdf	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:

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	Risk	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	Negative
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
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

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)
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
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://supriya-lifescience.com/assets/pdfs/corporategovernance/policies/corporategovernance/policies/Code-of-Conductfor-Directorsand-Senior-Management.pdf	https://supriya-lifescience.com/assets/pdfs/corporategovernance/policies/Sustainable%20procurement%20policy.pdf	https://supriya-lifescience.com/assets/pdfs/corporategovernance/policies/SLL_Equal%20Opportunity%20Policy.pdf	https://supriya-lifescience.com/assets/pdfs/corporategovernance/policies/Business-Responsibility-Policy.pdf	https://supriya-lifescience.com/assets/pdfs/corporategovernance/policies/Preventionof-Sexual-Harassment-Policy.pdf	https://supriya-lifescience.com/assets/pdfs/corporategovernance/policies/EHS%20Policy.pdf	https://supriya-lifescience.com/assets/pdfs/corporategovernance/policies/Code%20of%20Business%20Conduct.pdf	https://supriya-lifescience.com/assets/pdfs/corporategovernance/policies/CSRPolicy.pdf	https://supriya-lifescience.com/assets/pdfs/corporategovernance/policies/Information%20Security%20Policy.pdf
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, NMMPA	-	-	-	-	-	-	-	ISO 9001:2015, CDSCO, USFDA, EDQM, NMMPA
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	We are currently in the process of assessing our ESG performance, and accordingly we will be developing commitments, goals and targets with defined timelines								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Dear Stakeholders, I am pleased to present Supriya Lifescience Ltd.'s fourth Business Responsibility and Sustainability Report. With a global presence spanning 128 countries, our mission of "Caring for Life" guides our operations and underpins the value we create for all stakeholders. Over the past year, we have embedded ESG principles into our business practices, enabling us to enhance operational efficiency while remaining mindful of our impact on society, the environment, our partners, and our employees. Environment: Within our operations, a solar project has been implemented, helping reduce our carbon footprint. We remain committed to adopting sustainable fuels, including renewable sources such as solar, biofuel, and bagasse briquettes. On the value chain front, we have further expanded our coverage of sustainable practices. Social: Our strong health and safety systems ensured zero incidents of injuries this year. A majority of our workforce has been trained on health and safety measures, with 100% of our operations assessed for safety practices, extending to 60% of our value chain. We are also working continuously to improve access to and affordability of the products we manufacture. Governance: Ethics, integrity, and robust corporate governance remain the foundation of our ESG journey. We continue to maintain stringent IT protocols and are proud to report zero incidents of data breaches during the year.
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8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). Dr. Saloni Satish Wagh, Managing Director DIN: 08491410
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. Yes, Dr. Saloni Satish Wagh, Managing Director, oversees the Business Responsibility and Sustainability initiatives of the Company

10. Details of Review of NGRBCs by the Company: Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee

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					Director													
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances					Annually					Annually		Quarterly			Annually			Quarterly

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

S. no	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	No	No	No	No	No	No	No	No	No

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

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



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	Percentage of persons in respective category covered by the awareness programmes
Board of directors	4	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	4	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, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
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	-	-

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	-	-	-	-

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	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Category	Current Financial Year		Previous Financial Year	
	Number - 2025-2026	Remarks - 2025-2026	Number - 2024-2025	Remarks - 2024-2025
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) in the following format:

Particulars	Current Financial Year	Previous Financial Year
Number of days of accounts payables	139	111

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	FY2025-2026	FY2024-2025
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0	0
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0	0
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0	0
	b. Sales (Sales to related parties / Total Sales)	0	0
	c. Loans & advances (to related parties / total loans & advances)	0	0
	d. Investments (in related parties / total investments)	0	0

In FY 24-25, there have not been any transactions with trading houses or any related party transactions

**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	NA	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**

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.

Particulars	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-	-	NA
Capex	-	9.08%	Solar power plants installed at Nanded in the previous reporting period (FY 24-25)

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?
60%
3. 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.

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.

Not Applicable

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

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	NA	NA	NA

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	
		FY2025-2026	FY2024-2025
1	NA	NA	NA

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

	FY2025-2026			FY2024-2025		
	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
		NA



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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Employees											
Male	546	0	0.00%	546	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	61	0	0.00%	61	100.00%	61	100.00%	0	0.00%	0	0.00%
Total	607	0	0.00%	607	100.00%	61	100.00%	0	0.00%	0	0.00%
Other than permanent Employees											
Male	697	697	100.00%	697	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	6	6	100.00%	6	100.00%	6	100%	0	0.00%	0	0.00%
Total	703	703	100.00%	703	100.00%	6	100%	0	0.00%	0	0.00%

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

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

Particulars	Current Financial Year	Previous Financial Year
Cost incurred on wellbeing measures as a % of total revenue of the company	0.25%	0.29%

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

Benefits	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	9.6%	0	Y	8.96%	0	Y
Gratuity	9.34%	0	Y	9.34%	0	Y
ESI	4.01%	0	Y	4.01%	0	Y
Others – please specify	0.00%	0	NA	0.00%	0	NA

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

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	-	-	-	-

Note: 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 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.
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 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 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.

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

Category	FY2025-2026			FY2024-2025		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	607	0	0.00%	515	0	0.00%
Male	546	0	0.00%	460	0	0.00%
Female	61	0	0.00%	55	0	0.00%
Total Permanent Workers	0	0	0.00%	0	0	0.00%
Male	0	0	0.00%	0	0	0.00%
Female	0	0	0.00%	0	0	0.00%



8. Details of training given to employees and workers:

Category	FY2025-2026					FY2024-2025				
	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	1243	1243	100.00%	1243	100.00%	1014	1014	100.00%	1014	100.00%
Female	67	67	100.00%	67	100.00%	57	57	100.00%	57	100.00%
Total	1310	1310	100.00%	1310	100.00%	1071	1071	100.00%	1071	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	FY2025-2026			FY2024-2025		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	%(D / C)
Employees						
Male	1243	546	43.93%	1014	460	45.36%
Female	67	61	91.04%	57	55	96.49%
Total	1310	607	46.34%	1071	515	48.09%
Workers						
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) process 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. They are provided with a Group Medical Insurance in case of accidents, premedical checkup, preventive medical, OHC etc.

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

Safety Incident/Number	Category	FY2025-2026	FY2024-2025
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 as statutory requirements. A safety culture is promoted by undertaking behavioral interventions at all levels and disseminating the importance of safety as a personal value. Positive safety behaviors are promoted, while unsafe behaviors 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:

	FY2025-2026			FY2024-2025		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	2	0	NA
Health & Safety	0	0	NA	0	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.

The PF, ESIC, PT, & MLWF statutory dues are 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	
	FY2025-2026	FY2024-2025	FY2025-2026	FY2024-2025
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	NA

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 provide goods and services in a manner that is sustainable and safe

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 (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
1	Investors/ Shareholders	No	Investor and analyst meetings, Annual General Meeting, Stock Exchange Intimations, Annual Report, Email, Company Website, In-person Meeting	Annually/ Half yearly/ Quarterly/ Need-based	Keeping communication channels open with analysts and investor community helps to connect them with the Company

S. No.	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
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	Need Based	To maintain regular engagement, communications and advocacy with Regulatory Authorities, to understand and brief on matters pertaining to regulatory changes from time to time
6	Communities	Yes	Through CSR projects initiatives and meetings and through e-mail communications	Need Based	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, in the following format:

Category	FY2025-2026			FY2024-2025		
	Total (A)	No. of employees / workers covered (B)	%(B / A)	Total(C)	No. of employees / workers covered (D)	%(D / C)
Employees						
Permanent	607	607	100.00%	515	515	100.00%
Other than permanent	703	703	100.00%	556	556	100.00%
Total Employees	1310	1310	100.00%	1071	1071	100.00%
Workers						
Permanent	0	0	NA	0	0	NA
Other than permanent	0	0	NA	0	0	NA
Total Workers	0	0	NA	0	0	NA

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

Category	FY25-26					FY24-25				
	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	607	0	0.00%	607	100.00%	515	0	0.00%	515	100.00%
Male	546	0	0.00%	546	100.00%	460	0	0.00%	460	100.00%
Female	61	0	0.00%	61	100.00%	55	0	0.00%	55	100.00%
Other than Permanent	703	703	100.00%	0	0.00%	556	556	100.00%	0	0.00%
Male	697	697	100.00%	0	0.00%	554	554	100.00%	0	0.00%
Female	6	6	100.00%	0	0.00%	2	2	100.00%	0	0.00%
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, in the following format: 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
Key Managerial Personnel	2	63.69	1	0.98
Employees other than BoD and KMP	544	0.38	57	4
Workers	0	0	0	0

- b. Provide information on Gross wages paid to females by the entity, in the following format:

Particulars	Current Financial Year	Previous Financial Year
Gross wages paid to females as % of total wages	4.15%	0.14%

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:

	FY2025-2026			FY2024-2025		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	0	0	0
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

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.

Not Applicable

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	
Others – please specify	

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), in the following format:

Parameter	FY 2025-2026	FY 2024-2025
From renewable sources		
Total electricity consumption (A)	40952.75	22516.12
Total fuel consumption (B)	101146.29	92034.21
Energy consumption through other sources (C)	0.00	0.00
Total energy consumed from renewable sources (A+B+C)	142099.04	114550.33
From non-renewable sources		
Total electricity consumption (D)	77918.5	67678.92
Total fuel consumption (E)	3772.4	3775.00
Energy consumption through other sources (F)	0.00	0.00
Total energy consumed from non-renewable sources (D+E+F)	81690.90	71453.92
Total energy consumed (A+B+C+D+E+F)	223789.94	186004.25
Energy intensity per rupee of turnover (Total energy consumption / turnover in rupees)	27.03 GJ / Million	26.71 GJ / Million
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	557.94 GJ / Million	551.74 GJ / Million
Energy intensity in terms of physical output	0.24 GJ / Production in Kgs	0.16 GJ / Production in Kgs

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, in the following format:

Parameter	FY 2025-2026	FY 2024-2025
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	0.00	0.00
(iii) Third party water	138739.00	124289.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	138739.00	124289.00
Total volume of water consumption (in kilolitres)	70712.00	42842.00
Water intensity per rupee of turnover (Water consumed / turnover)	8.54 KL / Million	6.15 KL / Million
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	176.30 KL / Million	127.08 KL / Million
Water intensity in terms of physical output	0.08 KL / Production in Kgs	0.04 KL / Production in Kgs

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 2025-2026	FY 2024-2025
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
	0	0
(ii) To Groundwater		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
	0	0
(iii) To Seawater		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
	0	0
(iv) Sent to third-parties		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	68027.00	81447.00
	In house effluent treatment facility	In house effluent treatment facility
(v) Others		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
	0	0
Total water discharged (in kilolitres)	68027.00	81447.00

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, in the following format:

Parameter	Please specify unit	Current Financial Year	Previous Financial Year
NOx	mg/Nm ³	52.9	42.5
SOx	mg/Nm ³	19.24	19.13
Particulate matter (PM)	mg/Nm ³	65.15	65.6
Persistent organic pollutants (POP)	-	0	0
Volatile organic compounds (VOC)	-	0	0
Hazardous air pollutants (HAP)	-	0	0

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:

Y. Padmaja Aero Biological pvt. ltd

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2) in MTCO₂e, in the following format:

Parameter	Unit	FY 2025-2026	FY 2024-2025
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	TCO ₂ e	242.2543	243.0794
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	TCO ₂ e	15367.2585	13667.3811
Total Scope 1 and Scope 2 emission intensity per rupee of turnover	TCO ₂ e / rupee of turnover	1.89 TCO ₂ e / Million	2.00 TCO ₂ e / Million
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	TCO ₂ e / Million USD	38.92 TCO ₂ e / Million USD	41.26 TCO ₂ e / Million USD
Total Scope 1 and Scope 2 emission intensity in terms of physical output	TCO ₂ e / Production in Kgs	0.02 TCO ₂ e / Production in Kgs	0.02 TCO ₂ e / Production in Kgs

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.

Optimized the process

1. Optimized the process from five stages to three stages, resulting in reduced energy consumption and waste.
2. Installation of VFDs for motors
3. LED lights installation

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

Parameter	FY2025-2026	FY2024-2025
Total Waste generated (in metric tonnes)		
Plastic waste (A)	35.0000	12.0000
E-waste(B)	-	0.1060
Bio-medical waste (C)	0.0004	0.0008
Construction and demolition waste (D)	300.0000	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste.Please specify, if any. (G)	524.6866	75.6000
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	25.0000	-
Total (A + B + C + D + E + F + G + H)	884.6870	87.7068
Waste intensity per rupee of turnover (Total Waste Generated / Revenue from operations)	0.1069 MT / Million	0.0125 MT / Million
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste Generated / Revenue from operations adjusted for PPP)	2.2057 MT / Million	0.260 MT / Million
Waste intensity in terms of physical output (Total Waste Generated / Physical Output)	0.0010 MT / Production in Kgs	0.0001 MT / Production in Kgs
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste - Plastic		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	35	-
Total Plastic Waste Recycled, Re-used and other recovery operations	35.0000	0.0000
Category of waste - E-Waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total E-Waste Recycled, Re-used and other recovery operations	0.0000	0.0000
Category of waste - Bio-medical waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total Bio-medical Waste Recycled, Re-used and other recovery operations	0.0000	0.0000
Category of waste - Construction and demolition waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	350.0000	-
Total Construction Waste Recycled, Re-used and other recovery operations	350.0000	0.0000
Category of waste - Battery waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total Battery Waste Recycled, Re-used and other recovery operations	0.0000	0.0000



Parameter	FY2025-2026	FY2024-2025
Category of waste - Radioactive waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total Radioactive Waste Recycled, Re-used and other recovery operations	0.0000	0.0000
Category of waste - Other Hazardous waste		
(i) Recycled	101.6000	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	38.2000
Total Other Hazardous Waste Recycled, Re-used and other recovery operations	101.6000	38.2000
Category of waste - Other Non-Hazardous waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	25	-
Total Other Non-hazardous Waste Recycled, Re-used and other recovery operations	25.0000	0.0000
Total	461.6000	38.2000
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste - Plastic		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total Plastic Waste Incineration, Landfilling and other disposal operations	0.0000	0.0000
Category of waste - E-Waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	0.1060
Total E-waste Waste Incineration, Landfilling and other disposal operations	0.0000	0.1060
Category of waste - Bio-medical Waste		
(i) Incineration	-	0.8408
(ii) Landfilling	-	-
(iii) Other disposal operations	0.0004	-
Total Bio-medical Waste Incineration, Landfilling and other disposal operations	0.0004	0.8408
Category of waste - Construction and demolition waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total Construction Waste Incineration, Landfilling and other disposal operations	-	0.0000
Category of waste - Battery		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total Battery Waste Incineration, Landfilling and Other disposal operations	0.0000	0.0000

Parameter	FY2025-2026	FY2024-2025
Category of waste - Radioactive		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total Radioactive Waste Incineration, Landfilling and Other disposal operations	0.0000	0.0000
Category of waste - Other Hazardous waste. Please specify, if any		
(i) Incineration	2.5014	7.8300
(ii) Landfilling	126.1536	29.5700
(iii) Other disposal operations	294.4316	
Total Other Hazardous Waste Incineration, Landfilling and Other disposal operations	423.0866	37.4000
Category of waste - Other Non-hazardous waste generated		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total Other Non-hazardous Waste Incineration, Landfilling and Other disposal operations	0.0000	0.0000
Total	423.0870	38.3468

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.

Our establishment holds a valid authorization under the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016, and full compliance with the stipulated conditions is consistently maintained.

We have adopted comprehensive waste management practices at our facility, including the operation of an Effluent Treatment Plant (ETP) for the treatment of wastewater generated from our processes. All wastes generated are properly identified, labeled, and stored in secured designated areas to prevent any environmental or health risks. Disposal of hazardous and other wastes is carried out safely through authorized agencies approved by the Pollution Control Board, in accordance with applicable regulations.

Our Research and Development team is continuously engaged in process improvement initiatives aimed at enhancing product quality while reducing environmental, health, and safety (EHS) risks. These initiatives include the substitution of hazardous chemicals with less toxic alternatives, optimization of processes to minimize waste generation, and recovery and recycling of solvents back into the production process wherever feasible.

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

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	Our facility is located under Maharashtra industrial development corporation, 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, in the following format:

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 and Control of Pollution) Act 1974, Air (Prevention and Control of Pollution) Act- 1981, Environment protection act and rules thereunder	Nil	No	-

Leadership Indicators

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

(i) Name of the area

Not in water stress area

(ii) Nature of operations

Manufacturing

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.

NA

2. Please provide details of total Scope 3 emissions (MTCO₂E) & its intensity, in the following format:

Parameter	FY 2025-2026	FY 2024-2025
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	0.00 TCO ₂ e / Million	0.00 TCO ₂ e / Million
Total Scope 3 emissions per rupee of turnover	0.00 TCO ₂ e / Million	0.00 TCO ₂ e / Million
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	0.00 TCO ₂ e / Million	0.00 TCO ₂ e / Million

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.

No any impact on biodiversity as we are located under MIDC area.

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	1) We have provided closed operation system, like Powder transfer system. 2) We have solar power generation system 3) We have initiated collection of rain water and reused for utility.	NA	NA

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, we have a Business Continuity and Disaster Management Plan in place which outlines the strategies and procedures adopted by the organization to ensure the continuity of critical business operations during and after unforeseen disruptions such as natural disasters, system failures, cyberattacks, pandemics, or other emergencies.

The plan focuses on minimizing operational downtime, protecting employees and assets, safeguarding data, and ensuring timely recovery of essential functions. It includes risk assessment, emergency response protocols, backup and recovery systems, communication mechanisms, and periodic testing and review to enhance preparedness and resilience..

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.

NA

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

NA

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

a. Generated by the listed entity - Nil

b. Procured by the top ten (in terms of value of purchases and sales, respectively) value chain partners - Nil

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

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.

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	NA	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	NA	NA	NA	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	NA	NA	NA	NA	NA	NA

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

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	NA	NA	NA	NA	NA

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

There is a Point of Contact (POC) 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	38%	40%
Sourced directly from within India	79%	80%

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	26.79%	27.78%
Semi-Urban	10.02%	7.49%
Urban	0.00%	0.00%
Metropolitan	63.19%	64.73%

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	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	NA	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? - No

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

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

	FY 2025-2026			FY 2024-2025		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

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

Category	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

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://www.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 above mentioned criterias

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

0

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

0

c. Impact, if any, of the data breaches

0

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

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)

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. However, this is not applicable for APIs.