

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L00305MH1973PLC174201
2	Name of the Listed Entity	Alkem Laboratories Limited (the 'Company' or 'Alkem')
3	Year of incorporation	1973
4	Registered Office Address	Alkem House, Senapati Bapat Marg, Lower Parel, Mumbai - 400 013, Maharashtra, India
5	Corporate Address	Alkem House, Senapati Bapat Marg, Lower Parel, Mumbai - 400 013, Maharashtra, India
6	E-mail	investors@alkem.com
7	Telephone	+91 22 3982 9999
8	Website	www.alkemlabs.com
9	Financial year for which reporting is being done	1 st April, 2023 to 31 st March, 2024
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange Limited (NSE) and Bombay Stock Exchange Limited (BSE)
11	Paid-up Capital	239.1 million INR
12	Contact Person	
	Name of the Person	Mr. Manish Narang (President – Legal, Company Secretary & Compliance Officer)
	Telephone	+91 22 3982 9999
	Email address	investors@alkem.com
13	Reporting Boundary	Disclosures under this report are done on standalone-Basis for Alkem Laboratories Limited
14	Name of Assurance provider	DNV Business Assurance India Pvt. Ltd.
15	Type of Assurance obtained	Reasonable Assurance of BRSR Core Indicators

II. Product/Services

	Sr.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
16	1.	Manufacturing of pharmaceutical products	Manufacturing and marketing of pharmaceutical and nutraceutical products	76%
	2.	Trade	Wholesale trading	24%

	Sr.	Product/Service	NIC Code	% of Total Turnover contributed
17	1.	Manufacturing and marketing of pharmaceutical and nutraceutical products	210	100%

III. Operations

18	Number of locations where plants and/or operations/offices of the entity are situated:	Location	Number of plants	No. of Offices	Total	
		National	13*	79**	92	
		International	-	-	-	
19	Market served by the entity	Locations	Numbers			
		a. No. of Locations	National (No. of States)	28 states and 8 Union Territories		
			International (No. of Countries)	More than 40 countries		
	b. What is the contribution of exports as a percentage of the total turnover of the entity?	19.80%				
	c. A brief on types of customers	Alkem serves a variety of patients and customers in more than 40 countries around the globe. The customers served by the company include various pharmaceutical companies, distributors, wholesalers, pharmacy chains, and hospitals.				

*Inclusive of two Research and Development (R&D) facilities of the Company

**Includes 76 depots (7 owned) and 3 Corporate offices

IV. Employees

20. Details as at the end of Financial Year:

Sr.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a. Employees and workers (including differently abled)						
Employees						
1	Permanent Employees (A)	15,611	15,190	97%	421	3%
2	Other than Permanent Employees (B)*	232	206	89%	26	11%
3	Total Employees (A+B)	15,843	15,396	97%	447	3%
Workers						
4	Permanent Workers (C)	1,821	1,796	99%	25	1%
5	Other than Permanent Workers (D)*	3,393	3,271	96%	122	4%
6	Total Workers (C+D)	5,214	5,067	97%	147	3%
b. Differently abled employees and workers						
Employees						
7	Permanent Employees (E)	3	3	100%	-	-
8	Other than Permanent Employees (F)	0	-	-	-	-
9	Total Employees (E+F)	3	3	100%	-	-
Workers						
10	Permanent Workers (G)	3	3	100%	-	-
11	Other than Permanent Workers (H)	3	3	100%	-	-
12	Total Differently abled Workers (G+H)	6	6	100%	-	-

21. Participation/Inclusion/Representation of women

Sr.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1.	Board of Directors	12	3	25%
2.	Key Management Personnel	3	0	0%

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

Category	FY 2023-2024 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the FY prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	27.7%	25.9%	27.6%	28.2%	30.6%	28.3%	19.7%	29.9%
Permanent Workers	10.2%	7.5%	10.1%	10.5%	0.0%	10.4%	8.7%	0.0%	8.6%

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

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

Sr.	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether it is a 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	Ascend Laboratories (Pty) Ltd	Subsidiary	100%	No
2	Ascend GmbH	Subsidiary	100%	No
3	Alkem Laboratories Corporation	Subsidiary	100%	No
4	S&B Holdings S.a.r.l. (Previously known as S&B Holdings B.V with principle place of business based at Netherlands redomiciled to Luxembourg w.e.f 16 Oct 2023).	Subsidiary	100%	No
5	Pharmacor Pty Limited	Subsidiary	100%	No
6	ThePharmaNetwork, LLC (Subsidiary of S&B Holdings S.a.r.l.)	Step Down Subsidiary	100%	No
7	Ascend Laboratories SDN BHD.	Subsidiary	100%	No
8	Ascend Laboratories SpA	Subsidiary	100%	No

Sr.	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether it is a 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)
9	Enzene Biosciences Limited	Subsidiary	99.76%	No
10	Alkem Laboratories Korea Inc.	Subsidiary	100%	No
11	Pharmacor Limited	Subsidiary	100%	No
12	The Pharmanetwork, LLP	Subsidiary	100%	No
13	Ascend Laboratories, LLC (Wholly owned subsidiary of The PharmaNetwork, LLC)	Step Down Subsidiary	100%	No
14	Ascend Laboratories SAS	Subsidiary	100%	No
15	Ascend Laboratories (UK) Limited	Subsidiary	100%	No
16	Cachet Pharmaceuticals Private Limited	Subsidiary	60.63%	No
17	Indchemie Health Specialities Private Limited	Subsidiary	51%	No
18	Ascend Laboratories Limited	Subsidiary	100%	No
19	Pharma Network SpA (Wholly owned subsidiary of Ascend Laboratories SpA)	Step Down Subsidiary	100%	No
20	Alkem Foundation	Subsidiary	100%	No
21	Connect 2 Clinic Private Limited	Subsidiary	100%	No
22	Ascend Laboratories S.A. DE. CV (Wholly owned subsidiary of Ascend Laboratories SpA)	Step Down Subsidiary	100%	No
23	Enzene Inc (Wholly owned subsidiary of Enzene Biosciences Limited) (w.e.f 26 May 2022)	Step Down Subsidiary	100%	No
24	Pharmacor Limited (Wholly owned subsidiary of Pharmacor Pty Limited) (w.e.f 1 June 2022)	Step Down Subsidiary	100%	No
25	S & B Pharma LLC (Wholly owned subsidiary of The PharmaNetwork, LLC)	Step Down Subsidiary	100%	No
26	Alkem Medtech Private Limited (incorporated on 27 th March 2024)	Subsidiary	100%	No

VI. CSR Details

24	i. Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes, CSR is applicable as per the section 135 of Companies Act, 2013 to the Company.
	ii. Turnover (in Million INR)	97,477
	iii. Net worth (in Million INR)	1,05,546

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 redressal policy	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	Yes	• Whistle Blower Policy https://www.alkemlabs.com/pdf/policies/Whistle_Blower_Policy_new.pdf	0	0	-	0	0	-
Customers	Yes		489	12	-	486	0	-
Communities	Yes		-	0	-	15	0	-
Investors (other than shareholders)	Yes		-	-	-	-	-	-
Value Chain Partners	Yes		-	-	-	-	-	-
Employees and workers	Yes	• Whistle Blower Policy https://www.alkemlabs.com/pdf/policies/Whistle_Blower_Policy_new.pdf	13	0	-	13	0	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	If yes, then provide web-link for grievance redressal policy	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
			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
		<ul style="list-style-type: none"> Code of Ethics https://www.alkemlabs.com/pdf/Alkem_Labs_Code_of_Ethics.pdf Grievance Redressal Policy - Intranet Prevention of Sexual Harassment Policy - Intranet 						
Others (Anonymous)		<ul style="list-style-type: none"> Whistle Blower Policy https://www.alkemlabs.com/pdf/policies/Whistle_Blower_Policy_new.pdf 				2	0	

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

#	Material Issue Identified	ESG Classification	Indicate whether risk or opportunity	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	Climate Change & GHG Emissions	Environment	Risk/ Opportunity	<p>Risk: The company's assets are prone to climate induced physical and transition risks which are anticipated to increase in frequency and/or intensity over the years. Adverse weather events can cause various form of business disruptions. Alkem understands the global urgency of addressing climate change i.e., limit the increase in average global temperatures.</p> <p>Opportunity: Climate change impacts may lead to various health implications on individuals, thereby, necessitating the demand for responsive health care services in future.</p>	<p>The Company's initiatives and actions are guided by its ESG policy that serves as an enabling framework to fulfil its business responsibilities towards addressing climate change and GHG emissions related risks. Alkem has taken the targets for reducing its scope 1 and 2 emissions by 42% by FY'33. Additionally, this risk has been included in the company's Enterprise Risk Management system and appropriate mitigation strategies (at entity level) have been identified to address the risk.</p> <p>The company has also undertaken to quantify its Scope-3 emissions and intends to undertake measures to reduce them by engaging with the relevant stakeholders.</p>	Negative implications due to adverse impact on company's assets

#	Material Issue Identified	ESG Classification	Indicate whether risk or opportunity	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)
2	Biodiversity	Environment	Risk	Biodiversity loss can pose a significant risk to the company given the reliance of the pharmaceutical industry on a variety of natural resources and biological compounds. A reduction in biodiversity can lead to a scarcity of medicinal plants and other raw materials critical for drug development (especially in Biosimilars and Nutraceuticals segments), potentially increasing costs and impacting supply chains. Environmental degradation resulting from operations and new projects undertaken could also heighten regulatory scrutiny, leading to stricter compliance requirements.	The company is committed to protecting and preserving the natural resources and ecosystem as a part of Environmental Protection in its ESG Policy. As a part of its CSR initiatives, the company participates in mass plantation drives to restore green cover.	Negative implications due to cost incurred for the protection of biodiversity
3	Energy Management	Environment	Risk / Opportunity	Risk: The Company's operations are energy-intensive and consume a high amount of fuel and electricity. If not managed well, the company might have to bear high operational costs due to energy inefficiencies in operations. Opportunities: Improving the existing processes for increased efficiency, upgrading to new technologies, and switching to greener energy sources will immensely benefit the company's operations in terms of improved yield, increased profitability and reducing the GHG emissions.	The company targets to reduce its energy consumption by 1% Y-O-Y through energy efficiency measures from baseline of FY'23. Multiple initiatives have been adopted for improved energy management, some of these include: <ul style="list-style-type: none"> • Use of PNG Gas in boilers instead of furnace oil at select sites. • Biomass Briquette Boilers installed at sites to minimize the use of traditional fossil fuels. • Installation of Variable Frequency Drive (VFD) • Replacement of non-efficient Air Handling Unit (AHU) with new efficient AHU Additionally, by FY'26, Alkem strives to obtain ISO 50001 for all its operating sites.	Negative impact due to cost incurred for the capex of energy efficient equipment; however, positive financial impact projected in long-run due to lower cost of energy

#	Material Issue Identified	ESG Classification	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Waste Management	Environment	Risk	Being in the pharma sector, the company generates significant quantities of hazardous waste along with other non-hazardous waste categories, which if not managed properly might lead to regulatory non-compliances, fines & penalties, work restrictions and environmental degradation.	The company's emphasis on waste minimization is reflected in their adoption of 3R principle: Reduce, Reuse, Recycle. The company has also tied up with government authorized waste management firms to support in the waste management practices in line with 3R principles.	Negative impact due to cost incurred in handling and management of waste
5	Water Management	Environment	Risk	Shortage of water resource at the key locations of company's business operations, including manufacturing and R&D sites, can disrupt operations and, hence, business continuity. Availability of poor-quality water is also a concern considering pharma manufacturing demands good quality water to meet product quality standards.	The Company focuses on reducing freshwater intake by monitoring its water consumption, auditing the raw effluent and treated water discharge, and educating workforce on water saving practices. Rainwater harvesting and effluent treatment plants are set up at all manufacturing sites. Currently, 42% of the manufacturing plants are following Zero Liquid Discharge (ZLD). Furthermore, the company strives to become water neutral by FY'30.	Negative impact due to cost incurred in meeting water demand during shortages or availability of poor quality water
6	Product Quality and Patient Safety	Social	Risk	Unintended characteristics of the product may cause health and safety risks for end users i.e. patients, thereby, leading to reputational damage, fines, or penalties along with loss of customers' trust	Alkem has a pharmacovigilance system in place to safeguard patient health through efficient and timely identification, collection, assessment, and communication of medicine-related adverse events. The Company also strictly adheres to cGMP guidelines which are enforced by regulatory agencies for quality assurance in manufacturing processes. Quality control checks are conducted periodically across facilities for all machinery and equipment to identify and address any non-compliances.	Positive implications due to customer acceptance and loyalty

#	Material Issue Identified	ESG Classification	Indicate whether risk or opportunity	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)
7	Occupational Health & Safety	Social	Risk	Due to the nature of pharmaceutical industry, the company's employees and workforce are exposed to hazardous chemicals and substances during the manufacturing and R&D processes.	<p>The Company is focused on its 'Zero Harm' approach – Zero Harm to People, Assets, and Environment. The Environment, Health & Safety (EHS) policy is applicable across the all the sites. Baddi (Unit 1 & 2), Daman (Unit 1), Sikkim (Unit 1, 2, 3, & 5), Ankleshwar, and Mandwa manufacturing sites are ISO 45001 certified.</p> <p>The Company carries periodic EHS audits on the sites to identify the gaps and address them. The culture of health & safety is promoted through extensive health and safety trainings for both employees and workers. Multiple initiatives are deployed to ensure Process safety and Control of chemical exposure.</p>	Positive implications due to increased work productivity and reduced LTIFR.
8	Human Resource Development	Social	Opportunity	The industry demands human capital which is knowledge and skills driven. The productivity and efficiency of employees associated with the company, provides better asset integrity and business growth along all functions of the business.	<p>The Company has adopted appropriate enforcement mechanisms in form of dynamic Human Resource policy framework, Environment Health & Safety (EHS) Policy, ESG Policy, and other relevant guidelines. The HR team provides strategic and skill development trainings to foster a balance of personal and professional growth of every employee. Alkem offers its employees with an inclusive and supportive environment with suitable employment benefits such as insurance, medical support, maternity leaves, paternity leave, sick leave, support from benevolent funds during emergencies, and access to counselling in case of need. The Company fosters diversity and encourages equal opportunities among its employees, hereby striving to attract and retain the best talent across all functions and levels.</p>	Positive implications due to increased productivity of workforce.

#	Material Issue Identified	ESG Classification	Indicate whether risk or opportunity	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)
9	Availability and affordability of medicines	Social	Risk	As a part of its social and moral responsibilities, it is important for the company to provide and place products in the markets where they are accessible and affordable for the patients. The company may otherwise lose market share to competitors who offer more accessible and affordable alternatives, resulting in significant decline in revenue and profitability for the company. In a longer run, it may become difficult to regain customer trust and market position in future.	The Company's R&D facilities are working towards innovative solutions to ensure affordability and accessibility of products without compromising the quality.	Positive implications in longer run due to increased market share.
10	Sustainable Supply Chain	Social	Risk	Gaps in pharmaceutical supply chain may likely disrupt the production and distribution of medications, leading to shortages or delays in getting essential drugs to patients. The consequences can affect both company's reputation and public health.	Alkem has obtained an Associate Membership with Pharmaceutical Supply Chain Initiative (PSCI) to attain safety, environmental, and social outcomes, across its value chain and promote responsible value chain practices. In addition, the company has shown its commitment towards sustainability in supply chain by taking targets around screening and evaluating its critical suppliers against ESG practices, while also initiating accounting of its Scope-3 emissions.	Negative implications are observed due to cost incurred in suppliers' assessment.
11	Human Rights	Social, Governance	Risk	Violation of human rights principles can harm the reputational image of the Company and trust within its stakeholders.	The Company has a well-structured Human Rights policy which is applicable for all employees across all grades and locations. The Company also has a specific Code of Ethics for all its stakeholders including suppliers, vendors, and contractors to guide ethical practices in the value chain.	Negative implications in short term due to cost incurred to ensure strict inclusivity of human rights principles in systems and processes through regular audits, trainings, and compliance measures.

#	Material Issue Identified	ESG Classification	Indicate whether risk or opportunity	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)
12	Community Engagement	Social	Opportunity	For a Company to thrive with community entrustment, it is important to grow with the community priorities and align the business goals with them. Any violating practices can damage Company's reputation and give rise to conflicts. Establishing relationships of trust with communities and ensuring their frequent participation will help the company contribute to social development and minimize potential objections from the communities.	The Company addresses and supports the immediate and long-term needs of the community and focuses on creating a positive impact to uplift the community in multiple ways. Some of these initiatives are focussed on improved healthcare, education, rural development, environmental care, and sports culture.	Positive implication due to good will and reputation among the communities, thereby, avoiding chances of legal disputes.
13	R&D and Innovation	Governance	Opportunity	An evolving healthcare landscape demands for innovative solutions and products to address society's unmet medical needs and simultaneously provides opportunity to the company to expand into newer markets.	The Company has a strong team of scientists that steers the R&D operations at Alkem. The R&D infrastructure includes four technologically advanced and internationally accredited R&D centres spread across India and the US. The Company invests significant percentage of their revenue into R&D to drive innovation.	Positive implications with development of new patents that can generate revenue streams
14	Data Privacy and cybersecurity	Social, Governance	Risk	With increasing instances of data breaches, it is important for a Company to safeguard the sensitive customer data or its proprietary information and prevent any potential breaches that could harm its reputation and may lead to both financial and non-financial losses.	The Company has enforced Information Security Policy in accordance with Microsoft Active Directory. It is investing adequately in IT tools for data protection. Any data loss or leakage is closely monitored through VAPT and IT audits. The Company has also set a goal to obtain ISO 27001 certification by FY'26, demonstrating its commitment to develop robust Information Security Management Systems (ISMS) within the company.	Negative implications due to cost incurred in implementing and maintaining cybersecurity technologies.

#	Material Issue Identified	ESG Classification	Indicate whether risk or opportunity	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)
15	Clinical Trial Conduct	Social, Governance	Risk	The conduct of clinical trials is significant for any pharmaceutical Company to ensure safety and efficacy of their products. Violation of regulatory norms and unethical practices in clinical trial may cause delays in drug approvals, inhibit the delivery of commercially viable products, and pose legal consequences.	The Company adheres to all protocols and regulatory constraints to incorporate ethical conduct in clinical trials. The Company is dedicated to conducting scientifically robust and ethical clinical trials to address unmet healthcare needs and generate quality data for the development of effective and safe novel molecules. The Company has significant experience in conducting clinical trials from phase 1 through phase 4 clinical studies across multiple therapies in accordance with ICH GCP and several other international guidelines and regulations. The R&D team has gained extensive experience and expertise in conducting clinical studies on small and large molecules, including monoclonal antibodies and biosimilars, as well as stem cell-based products for domestic and global regulatory submissions like CDSCO, USFDA, and EMEA.	Positive implications due to increased likelihood of regulatory approval of new drugs, potentially speeding up the time to market and increasing revenue streams
16	Pharmacovigilance	Social, Governance	Risk	It is important for a pharmaceutical Company to track the effects of their products upon administration and monitor any side effects elicited through them.	The Company has a well-established pharmacovigilance system to monitor and review the safety of medicines throughout clinical development and post-approval phases. The Company continuously evaluates the benefit/risk profile of the marketed products and is committed to transparency in communicating these benefits and risks to patients, healthcare professionals, and regulators.	Negative implications due to additional cost incurred in implementing monitoring and tracking systems.

#	Material Issue Identified	ESG Classification	Indicate whether risk or opportunity	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)
17	Environmental Compliance	Environment, Governance	Risk / Opportunity	<p>Non-compliances with environmental regulations, such as, the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Hazardous Waste Management Rules, Plastic Waste Management Rules, Extended Producer Responsibility, etc., may result in fines, penalties, legal liabilities, and operational disruptions.</p> <p>Ensuring compliance with all applicable regulatory requirements ensures continuity of business operations while avoiding any significant disruptions and adverse events.</p>	The Company complies with all applicable local laws and regulations of pollution control board. The company also proactively engages in strategies and systems to reduce the overall adverse impact due to its operations in the environment by implementing ISO standards across its operating sites.	Negative implication due to cost incurred on systems and processes to ensure strict compliance.
18	Corporate Governance & Business ethics	Governance	Risk / Opportunity	<p>Any type of unethical behaviour or corporate misconduct in the form of fraud, bribery, corruption, conflicts of interest, or violation of laws and regulations governing the industry may lead to major reputational damages, loss of stakeholder trust, and litigation.</p> <p>Poor corporate governance practices, such as, lack of transparency, ineffective oversight, lack of accountability, etc., can impact investor confidence and shareholder value.</p> <p>On the contrary, a commitment towards ethical conduct and robust corporate governance can increase company's market competitiveness and enhance stakeholder relationships.</p>	<p>The Company places great emphasis on principles such as empowerment and integrity of its employees, safety of the employees & communities surrounding its manufacturing facilities, transparency in decision making process, fair & ethical dealings with all stakeholders and society in general.</p> <p>Guided by its 9 core values at Alkem: Quality, Adaptability, Responsibility, Respect, Gratitude, Fairness, Honesty, Safety and Compassion enables the company to make informed decisions. The business relies on various policies and codes such as Code of Business Conduct, Code of Ethics, Whistle-blower Policy, Code of practices and procedures for fair disclosures, etc., that function as guiding forces to steer Company's business conduct and shape behavioural norms.</p>	Positive implication as good governance improves access to capital.

#	Material Issue Identified	ESG Classification	Indicate whether risk or opportunity	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)
19	Business Continuity	Governance	Risk	It is important for a pharmaceutical Company to thrive through uncertain times that may cause disruption to normal operations of the business. A well-structured business continuity plan ensures resilient operations.	The Company has adopted various business continuity measures along with emergency response plans for all its sites to deal with situations of business disruption. An enterprise-level business continuity policy and a plan are under development which are intended to ensure the continuity of Alkem's business during various scenarios of disruptions.	Negative implications due to expenditure on preparedness measures.
20	Resilient Business Performance	Governance	Risk / Opportunity	For a pharmaceutical company, it is important to always serve the market without being impacted by uncertainties. The strategy of the Company is to generate long-term economic growth with a focus on sustainability and value creation for all stakeholders. Prudent capital allocation is key to profitable growth.	The Company is focused on operating with stable generation of revenue through multiple streams by benefitting from sustainable supply chain, technology adoption, and business continuity plan. For future risk proofing and business resilience, the Company has also integrated the ESG risks into the Enterprise Risk Management system of the company.	Positive implications due to smooth operations
21	Sales and marketing practices	Social, Governance	Opportunity	Alkem caters to a large customer base. For the Company to positively impact consumer behavior while building brand loyalty and sustained market growth, it is important to create influence on consumers through ethical sales and marketing practices.	The Company is working towards building skilled marketing workforce through multiple trainings and workshops. It is investing resources in effective digital marketing campaigns as well. The information disclosed on labels of the products are designed according to the regulatory norms while maintaining patient centricity.	Positive implications due to increased customer acquisition and retention.
22	Combatting counterfeit medicines	Governance	Risk	Presence of counterfeit products in market may seriously harm Company in multiple aspects. The prevalence of spurious product impacts revenue generation and customer loyalty as well.	The Company is deploying technology interventions with Anti-counterfeiting Security features.	Negative implications are due to cost incurred in mitigation plan.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	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	Policies are available on the website of the Company at https://www.alkemlabs.com/investors/policies . The policies which are internal to the Company are available on the intranet of the Company.								
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)	Yes								
4	Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	All our facilities adhere to the cGMP standards in addition to the accreditations from international regulatory authorities such as US FDA, WHO, MHRA (UK), TGA (Australia), ANVISA (Brazil), and MCC (South Arica) and regulatory agencies from other countries. Additionally, the manufacturing facilities at Baddi, Daman, Sikkim, Ankleshwar, and Mandwa are ISO 14001 and ISO 45001 certified. Four operational plants at Sikkim have also been certified for ISO 50001.								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.									
6	Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.									
	Focus Areas	Commitments/ Goals/ Targets	Timelines	Performance						
P1	-	-	-	-						
P2, P4, P5	Product Safety & Patient Centricity	More than 75% domestic products (by sales value) to have QR Codes on primary packaging	FY'26	22% of the domestic products have been provided with QR Codes on primary packaging.						
	Supply Chain Management	Sign-up for PSCI membership	FY'24	Alkem has obtained a 'Associate Membership' with PSCI						
		Screening of 90% new suppliers on ESG screening criteria	w.e.f. FY'25	>90% of new vendors are being screened on ESG criteria in addition to other key business parameters. The assessment criteria cover ESG policies, Sustainable Procurement practices, EHS (Environment, Health, and Safety) measures and performance, and Employee Diversity and inclusivity.						
		Evaluation of identified critical suppliers in following manners:		Top 40 critical vendors (categorized based on 10% of total spend) are being assessed on their ESG performance. Some of the broad ESG aspects considered as a part of vendor evaluation include Environment, Health, and Safety (EHS), Corporate Social Responsibility, Human Rights Protection, Whistle-Blower Protection, etc.						
		10%	FY'25							
		35%	FY'26							
		70%	FY'27							
		90%	FY'28	Monthly reviews are conducted to monitor the progress of suppliers' basis their ESG performance along with direct follow-ups, site visits & inspections to ensure a comprehensive engagement.						
P3, P5	Human Capital & Safety	Increase overall gender diversity to 5%	FY'27	Alkem is focusing on hiring more female candidates, specifically in Sales Team, and provide equal opportunity in various roles.						

				<p>As a part of promoting equal opportunity, videos showcasing the journey of Alkem's woman employees are released on social media to inspire more women to join the workforce.</p> <p>The company has also launched 'SHINE- Women Excellence Program' to groom its female employees from junior to mid-level to prepare them for future roles.</p>
		More than 75% sites certified with ISO 45001	FY'26	75% of Alkem's manufacturing sites have obtained ISO 45001 certification (occupational health and safety management systems). The company further plans to extend this coverage to the remaining sites in the coming years.
P4	R&D and Business Resilience	ESG risk integration in the Enterprise Risk Management (ERM) framework	FY'24	Alkem's ESG risks, identified as a part of its Materiality Assessment, have been integrated in its Enterprise Risk Management System. Climate and water-related risks are the two newly identified risk categories.
P6	Climate Action	To reduce Scope-1 and Scope-2 GHG emissions by 42% by the FY'33 from the baseline of FY'23	FY'33	Alkem is developing its decarbonization strategy in line with the targets. This strategy shall enter into implementation phase from FY'25 onwards.
	Energy Management	Y-o-Y 1% of reduction in energy consumption achieved through energy efficient measures from base line of FY'23	Till FY'33	As a part of the decarbonization strategy, energy efficiency measures are being identified, which shall come into implementation starting FY'25.
		More than 70% of operating sites certified with ISO 50001	FY'26	Currently, around 33% of Alkem's manufacturing sites have obtained ISO 50001 certification. The company plans to further extend this coverage to other sites as well in the subsequent years.
	Water & Waste Stewardship	Zero waste to landfill at the operating sites	FY'26	100% of waste has been diverted from landfill across 75% of its manufacturing sites. The company is in process to obtain required approvals and formalize systems at its remaining facilities to achieve the target fully.
		Ensure more than 90% reuse/ recycling of non-hazardous waste	FY'25	100% of the non-hazardous waste generated by the company including glass, paper, metal, and food waste, is either getting recycled or recovered.
	Achieve water neutrality	FY'30	Alkem is developing a Water Neutrality Strategy, which shall enter into its implementation phase in FY'25. As a part of this strategy, both supply-side and demand-side water management measures are being identified.	
P7	-	-	-	-
P8, P4	Community Welfare	Quarterly engagement with local community	w.e.f. FY'24	The company has begun to hold monthly meetings/ engagements 'Vaarta' with the local communities at the plant locations and where Alkem Foundation is actively undertaking CSR initiatives. These engagements are intended to address any issues or concerns faced by local communities and raise awareness about company's initiatives towards welfare of the community.
P9, P4	Data Security and Technology Innovation	Obtain ISO 27001 certification	FY'26	Alkem is on track with its ISO 27001 certification goal, having aligned most policies and procedures to the standard. Initial assessments are scheduled for Q2 FY'25, with any identified gaps to be addressed in time for certification by FY'26.

	<p>P1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable</p> <p>P2: Businesses should provide goods and services in a manner that is sustainable and safe</p> <p>P3: Businesses should respect and promote the well-being of all employees, including those in their value chains</p> <p>P4: Businesses should respect the interests of and be responsive to all its stakeholders</p> <p>P5: Businesses should respect and promote human rights</p> <p>P6: Businesses should respect and make efforts to protect and restore the environment</p> <p>P7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent</p> <p>P8: Businesses should promote inclusive growth and equitable development</p> <p>P9: Businesses should engage with and provide value to their consumers in a responsible manner</p>
7	<p>Statement by director responsible for the BRSR report, highlighting ESG related challenges, targets and achievement:</p> <p>Alkem has made significant strides over the last 50 years and is committed to improve the well-being of its customers and patients through provision of affordable, high-quality products across a wide range of therapeutic areas. We are committed to a sustainable and responsible growth, as we strive to fulfil the expectations of our valued stakeholders. Aligned with our overarching purpose of 'Enduring Quality, Care, and Innovation', Alkem has formulated its business sustainability strategy based anchored by three strategic pillars:</p> <p>Striving for Environmental Stewardship: At Alkem, we are committed to a greener tomorrow through our strategic steps towards addressing climate change, optimizing energy use, and ensuring sustainable water and waste management. Our efforts include:</p> <ul style="list-style-type: none"> Proactively addressing climate change by reducing our Scope-1 and Scope-2 GHG emissions by 42% by FY'33, alongside reducing energy consumption by 1% year on year through energy efficiency measures, based on FY'23 baselines. Initiatives underway include transitioning to cleaner fuels, increasing the share of renewable energy in our portfolio, and pursuing ISO 50001 certification for key manufacturing sites, such as all four units at our Sikkim facility. Our focus extends to water and waste management, with goals to achieve water neutrality by FY'30, ensure recycle or reuse of non-hazardous wastes to over 90% by FY'25, and reach zero waste to landfill at our operating sites by FY'26. Some of the current key initiatives include repurposing treated water for domestic use, ISO 14001 certification for five manufacturing sites, 100% recycling or recovery of non-hazardous waste generated (such as glass, paper, metal, and food waste), and reclaiming the domestic product plastic packaging waste to be recycled in collaboration with authorized plastic recycling vendors, etc. <p>Ensuring Care for All: Our employees, communities and stakeholders are integral to our success. Some of the key interventions worth mentioning for engaging various stakeholders are as follows:</p> <ul style="list-style-type: none"> Uplifting communities through our CSR initiatives focusing on healthcare, education, rural development, and environment. Some of the key CSR interventions undertaken this year include establishing Advanced Radiotherapy Centre, providing home-based palliative care, conducting campaigns on hygiene and sanitation in schools, and empowering women. Enhancing gender diversity within our workforce, aiming for a 5% increase by FY'27. Strategies include actively recruiting women in our Sales Team and nurturing junior female employees for mid-level roles through initiatives like the 'SHINE-Women Excellence Program'. Creating a conducive work environment where the workforce can thrive. With five of our manufacturing locations certified under ISO 45001 (Occupational Health & Safety Management Systems) and remarkably low Lost Time Injuries records, we are committed to our 'Zero harm' approach, ensuring the safety and well-being of our employees. Driving organizational cultural transformation to mainstream sustainability through an extensive capacity and capability building campaign. Close to 5000 workforce and 30 Senior leadership Team members have been trained on Sustainability principles as of FY'24. <p>Upholding Trustworthy Stewardship: Our Board of Directors, with their rich and diverse experience, provide strategic oversight to our business operations. Under their aegis, we have fortified our commitment to stakeholder interests and long-term value creation through the implementation of robust systems, procedures, and policies. Some of our key initiatives undertaken in FY'24 include:</p> <ul style="list-style-type: none"> Integrating ESG Risks into our Enterprise Risk Management system, recognizing climate change as an integral aspect in our core business strategy. Training 100% of our employees on the 'Code of Conduct', covering essential topics like anti-corruption, anti-bribery, whistleblowing, etc.

	<ul style="list-style-type: none"> Enhancing sustainable supply chain practices with targets to screen 90% our new suppliers for ESG compliance by FY'25 and continue evaluating our critical value chain partners on ESG criteria over the next 4 years. To further drive sustainability efforts in our value chain, we joined the Pharmaceutical Supply Chain Initiative (PSCI) as their Associate Members in FY'24. Reinforcing our resilience towards adverse events through comprehensive Business Continuity Policy and Plan, thereby ensuring uninterrupted operations. <p>- Ms. Madhurima Singh (Executive Director)</p> <p>For a more in-depth understanding of our sustainability endeavours, please refer our company website: Alkem - Sustainability (alkemlabs.com) and our Sustainability Report for FY'24.</p>																																																																																															
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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.



Company’s Culture and Values: Over the years, Alkem has cultivated a culture of excellence founded on the principles of integrity, ethics, inclusivity, innovation, and collaboration. The company ensures that its workforce operates effectively and ethically at all levels, maintaining accountability and transparency.

Alkem’s core values, which the company upholds and continually strives to reinforce, are fairness, honesty, compassion, responsibility, quality, respect, safety, adaptability, and gratitude.

Corporate Governance and Code of Conduct: Alkem is committed to governance that is trusted, transparent and ethical, underpinning professionalism and ethical behaviour. The Board of Directors has formulated a Code of Business Conduct for all employees and Board members of the company. The Code acts as a continuation of the company’s values, mirroring its commitment to maintaining ethical standards in all business operations.

Whistle Blower Policy: Alkem has implemented a Whistle Blower Policy to safeguard and enhance value for all stakeholders while upholding its core values. This policy empowers stakeholders to report any unethical conduct, suspected fraud, or breaches of the Code of Business Conduct that might impact the company’s operational effectiveness, business performance, and reputation.

ESSENTIAL INDICATORS

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

Segment	Total number of training & awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Environment, Social, and Governance (ESG) related Trainings	100%
Key Management Personnel	4	ESG, POSH, Cybersecurity, Pharmacovigilance	100%
Employees other than BODs and KMPs	1793	BTP, FTM, MDP, Foundation for career success, Being an Effective People Manager, Communication Training, POSH, Cybersecurity, Pharmacovigilance, Road Safety training, Culture change workshop, Behaviours to drive Change workshop, Women Excellence Program, Selling Skills, Sales Process, UCPMP training, Values, Code of ethics, Compliance and Technical training in manufacturing through Technical Training Academy	100%
Workers	65	Compliance Training, Safety Training, ESG, Technical and Behavioural Training	100%

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

During the financial year, no penalty / fine, settlement, compounding fee, imprisonment, or any kind of punishment has been imposed on the Company or its KMPs.

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.

Not Applicable

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, the company has a ‘Code of Conduct for Employees’ and ‘Code of Business Conduct and Ethics for Directors and Senior Management’, referred as “Code”, in place to outline the guidance regarding ethical business conduct within the company. The Code defines ethical behaviour expected by all employees and management ensuring no instances of corruption and bribery. Additionally, the Company has a ‘Code of Ethics for suppliers, vendors, and other stakeholders’ to ensure ethical practices throughout its value chain.

The policies are accessible at Company’s website, at <https://www.alkemlabs.com/investors/policies>

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

During FY 2023-24 and FY 2022-23, no disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption against the Company's Directors, KMPs, Employees, or Workers.

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

No complaints were received in relation to Conflict of Interest of the Directors or KMPs during FY 2023-24 and FY 2022-23.

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

Not Applicable

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

Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	151	103

9. Open-ness of business

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

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases*	a. Purchases from trading houses as % of total purchases	7.0%	7.6%
	b. Number of trading houses where purchases are made from	342	341
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	47.1%	52.9%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	99.98%	99.98%
	b. Number of dealers / distributors to whom sales are made	8,972	8,814
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	3.70%	3.81%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	7.07%	5.39%
	b. Sales (Sales to related parties / Total Sales)	18.91%	17.32%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.00%	3.79%
	d. Investments (Investments in related parties / Total Investments made)	90.15%	84.85%

*Note: Includes both purchases and services

LEADERSHIP INDICATORS

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

Suppliers play a crucial role in Alkem's Sustainability journey. The company has integrated sustainability parameters into the overall supply chain through various measures, including a comprehensive code of conduct policy applicable to all the suppliers. The company evaluates and qualifies vendors based on various ESG parameters and engages with its suppliers to create basic awareness on the subject while also assessing with the supporting documents and certification of management systems required. Alkem is further planning to engage with its suppliers by creating training and awareness session/workshops on topics related to ESG in the near future.

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 a Code of Business Conduct and Ethics for Directors and Senior Management to ensure that they exercise utmost care when engaging in any transaction that may conflict with the interest of the Company, either directly or indirectly. The Code covers issues on Conflict of Interest like Outside Employment, Outside directorship, Gifts/Payments, Corporate Opportunities, etc. The Code adopted by the Company has been posted on the website of the Company.

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



Alkem's Vision is to provide quality that is infinite and service that cares. We have invested in projects which to improve water management at various sites in Alkem. We have adopted practices to sustainably procure our raw material. We are working towards recycling of our waste and are committed to reduce the waste to landfills to zero by FY'26. This reflects our commitment towards providing products and services in a 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.

Type	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Details of improvement in social and environmental aspects
Research & Development (R&D)	INR 47 Million	0	<ul style="list-style-type: none"> • Projects to improve product packaging: <ul style="list-style-type: none"> o The Packaging development team is engaging on improving the primary packaging of domestic products through development of QR Codes in place of information leaflets to enhance product tracking.
Capital Expenditure (CAPEX)	INR 28.8 Million	INR 2.2 Million	<ul style="list-style-type: none"> • Projects to improve Water management at Alkem's sites: <ul style="list-style-type: none"> o Ankleshwar site: <ul style="list-style-type: none"> - Magnetic flow meter to measure & record the inlet effluent flow - pH meter for monitoring of effluent pH - DO meter for measuring the oxygen level of ETP aeration tank - Jet aspirators for better mixing and improving Oxygen concentration in aeration tank o Daman site: <ul style="list-style-type: none"> - 2 nos. of Cyclone Aerators to improve Oxygen and mixing of effluent streams o Taloja site: <ul style="list-style-type: none"> - Filter Press for filtration - Flow Meter for monitoring o Sikkim: <ul style="list-style-type: none"> - Installation of Screw Press Filter for Sludge dewatering Unit - Capacity Enhancement of RO system at Alkem Health Science Unit-1&2 - Installation of RO Plant at Unit -3 • Other projects: <ul style="list-style-type: none"> o MPCB (Maharashtra Pollution Control Board) Digital Display board for ensuring compliance at Taloja site

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?

We have sourced 20% of our inputs sustainably.

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

Product	Process to safely reclaim the product
a. Plastics (including packaging)	The company is committed to responsibly manage its waste by working with government approved third-party agencies for reclaiming and recycling the plastic packaging waste at its end of life in adherence to the Plastic Waste Management Rules 2016. The waste is recycled/ processed by the agency, thereby, preventing the plastic waste generated by the company from reaching landfills.
b. E-Waste	E-waste generated is directly sent to the authorized vendors/ recyclers
c. Hazardous Waste	No hazardous waste generated by the company is reclaimed at the end of its life. The waste that is directly generated from company's operations is disposed in three ways: Co-processing (53%), Incineration (39%), or sent to landfills (8%). As a responsible company, Alkem is committed to reduce the waste generated at its operating site sent to landfills to zero by FY'26.
d. Other Waste	-

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

Yes, the Extended Producer Responsibility (EPR) is applicable to the Company, and it is registered with Central Pollution Control Board (CPCB) under EPR for collection & recycle/ disposal of plastic waste generated through sale of medicines. The waste management and collection plan are in adherence with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards.

LEADERSHIP INDICATORS

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

No

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Not Applicable

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).

Alkem, by the nature of its industry, is not engaged in the recycling or reuse of input materials for their use in production activities.

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

The company has partnered with a third-party certified agency to reclaim the post-consumer plastic packaging waste from its sold products and recycle (or safety dispose) the reclaimed plastic waste as per the government norms.

	FY 2023-24 (Current FY)			FY 2022-23 (Previous FY)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (packaging)	NA	2,955 MT	NA	NA	-	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
All product plastic packaging	100% of Domestic Sales*

*For international sales, plastic packaging is safely disposed after its end of life as per the local norms & regulations applicable

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



Alkem Laboratories actively participates in employee welfare programs. The company offers its employees with an inclusive and supportive environment with suitable employment benefits such as insurance, medical support, maternity leaves, paternity leave, sick leave, support from benevolent funds during emergencies, and access to counselling in case of need. Safety is one of its core values, and our Occupational Health and Safety (OHS) system is focused on the prevention of workplace injuries, illnesses, and fatalities. It involves identifying and managing workplace hazards to ensure the health and safety of our employees and workers.

ESSENTIAL INDICATORS

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

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	%(B/A)	No.(C)	%(C/A)	No. (D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent Employees											
Male	15,190	15,190	100%	15,190	100%	-	0%	15,190	100%	2,128	14%
Female	421	421	100%	421	100%	421	100%	-	0%	185	44%
Total	15,611	15,611	100%	15,611	100%	421	3%	15,190	97%	2,313	15%
Other than Permanent Employees											
Male	206	206	100%	206	100%	-	0%	206	100%	4	2%
Female	26	26	100%	26	100%	26	100%	-	0%	-	0%
Total	232	232	100%	232	100%	26	11%	206	89%	4	2%

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

Category	Total (A)	% of workers covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	%(B/A)	No. (E)	%(C/A)	No. (D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent Workers											
Male	1,796	1,796	100%	1,796	100%	-	0%	1,796	100%	1,699	95%
Female	25	25	100%	25	100%	25	100%	-	0%	24	96%
Total	1,821	1,821	100%	1,821	100%	25	1%	1,796	99%	1,723	95%
Other than Permanent Workers											
Male	3,271	3,271	100%	3,271	100%	-	0%	745	23%	804	25%
Female	122	122	100%	122	100%	122	100%	-	0%	11	9%
Total	3,393	3,393	100%	3,393	100%	122	4%	745	22%	815	24%

<Core Indicator>

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

Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.3%	0.2%

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

Sr. Benefits	FY 2023-24 (Current FY)			FY 2022-23 (Previous FY)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)
1 PF	100%	100%	Yes	100%	100%	Yes
2 Gratuity	100%	100%	Yes	100%	100%	Yes
3 ESI	3%	12%	Yes	2.59%	7.94%	Yes
4 NPS	1%	0%	Yes	1.11%	0%	Yes

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

Company's offices are accessible for differently abled employees and visitors, in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016. As the Company is committed to the well-being of people, it has incorporated various measures to ensure inclusive premises, including, ramps at entry/exit gates and parking areas, spacious lifts available to accommodate wheelchairs, and specially abled restrooms.

Company's manufacturing facilities are partially accessible for differently abled personnel, with accessibility to office & administration spaces within the factory premises.

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.

The company have a 'Code of Ethics', applicable to all the employees of the Company. As a part of this code, Alkem fosters diversity and encourages equal opportunities among its employees as per the Rights of Persons with Disabilities Act, 2016. This policy is available on the intranet of the Company.

The policy is also accessible at Company's website, at https://www.alkemlabs.com/pdf/Alkem_Labs_Code_of_Ethics.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	100%	100%	100%	100%
Female	82%	82%	100%	100%
Total	99%	99%	100%	100%

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	Details of the mechanism in brief
Permanent Workers	Yes	Alkem is committed to provide safe and healthy work environment to its employees and workers and has implemented a 3-tier approach to receive and redress grievances of employees including contractual workers. We also have:
Other than Permanent Workers	Yes	<ul style="list-style-type: none"> Open Door Policy: The Company believes in open communication between the employees and their line manager/ respective HR manager.
Permanent Employees	Yes	<ul style="list-style-type: none"> Internal Complaints Committee (ICC): ICC is focused on redressing complaints related to sexual harassment. An ICC member has been designated at each location of the company to record and address site-level grievances. The ICC details are provided on company's internal portal accessible to all employees. These details are communicated to new joiners during HR induction sessions and included in online refresher trainings for the existing employees.
Other than Permanent Employees	Yes	<ul style="list-style-type: none"> Digital Complaints: The Company have a whistle-blower policy which encourages its employees to voluntarily report any actions or suspected actions taken within the Company that are illegal, fraudulent, or in violation of any adopted policy by sending an email to whistleblower@alkem.co.in.

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

No

8. Details of training given to employees and workers:

Category	FY 2023-24 (Current FY)					FY 2022-23 (Previous FY)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (A)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees										
Male	15,396	15,396	100%	12,870	83%	14,698	14,698	100%	9,890	67%
Female	447	447	100%	375	84%	376	376	100%	280	74%
Total	15,843	15,843	100%	13,155	83%	15,074	15,074	100%	10,170	67%
Workers										
Male	5,067	5,067	100%	5,067	100%	1,769	1,769	100%	1,743	99%
Female	147	147	100%	147	100%	28	28	100%	28	100%
Total	5,214	5,214	100%	5,214	100%	1,797	1,797	100%	1,771	99%

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

Category	FY 2023-24 (Current FY)			FY 2022-23 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	% (D/C)
Employees						
Male	15,396	15,396	100%	14,698	14,698	100%
Female	447	447	100%	376	376	100%
Total	15,843	15,843	100%	15,074	15,074	100%
Workers						
Male	5,067	5,067	100%	1,769	1,769	100%
Female	147	147	100%	28	28	100%
Total	5,214	5,214	100%	1,797	1,797	100%

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)	Yes, Alkem prioritises the safety of its employees and all other stakeholders. Safety is one of its core values, and the Company's Environmental, Health and Safety Policy articulates its philosophy and commitment towards the management of key health and safety aspects. Alkem proactively maintains high standards of health and safety across all its sites, including manufacturing, R&D and offices.
What is the coverage of such system?	75% of Alkem's manufacturing sites at Baddi, Daman, Sikkim, Ankleshwar, and Mandwa locations are ISO 45001 (Occupational health and safety management systems) certified. The company further plans to extend the coverage with a target of covering more than 75% of its sites certified with ISO 45001 by FY'26. Risk assessments are carried out using OH&S management systems which covers the control measures required to manage the risk. The existing OH&S management system implemented across sites covers the involvement, participation, and consultation of workers engaged on the site. The Company also conducts EHS cultural events and technical programs, including trainings, in which workers actively participate.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	With the ideology of 'Every incident is avoidable', Alkem has adopted proactive practices to identify work-related hazards and control associated risks. Under the purview of its all-encompassing risk control program, the conduct systematic risk assessments, inspections and audits coupled with proactive hazard controlling and risk mitigation measures. Alkem's EHS objectives are also linked with targets and measured with key performance indicators across sites and functions. We also have in place a system of ensuring EHS-related statutory compliances and tracking upcoming compliance requirements.
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)	Across all sites, SOPs are in place that cover risk controlling measures and norms. Workers are trained on SOPs, and a system for conducting training and retraining on various EHS topics is in place through which workers are educated about the norms to be followed, dos and don'ts, as well as how to remove themselves from such risks. A safety committee is in place where workers and employees are also its members, enabling them to participate in decision-making processes and risk assessments. The Company provides training to all its employees and workers on occupational health and safety modules, which are relevant to their respective line of work. During the safety and emergency evacuation drills, employees are trained to deal with emergency equipment such as fire hydrant, firefighting system, leak and spill control procedures, safety alarms, etc. In addition, the proficiency of employees in dealing with the emergency situations is periodically tested. The practical trainings and online safety modules equip the employees with procedures of reporting any work-related hazards and the steps to remove and/or protect themselves from such situations.
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes, the Company provides non-occupational medical and healthcare services to its employees and workers. Across all manufacturing sites, Occupational Health and Safety centres have been established, and a medical practitioner is available to guide employees and workers on various health-related issues. Apart from this, a medical insurance scheme is in place to cover the financial expenses (as applicable under policy) of medical treatment. As part of Alkem's Environment, Health, Safety and Security drive, the Company educates employees on various health-related topics and conducts programs to make them aware of good health and hygiene practices to be observed in the normal course of life. The Company also conducts awareness programs indirectly linked to the well-being of employees.

<Core Indicator>

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

Safety Incident/Number	Category	FY 2023-24 (Current FY)	FY 2022-23 (Previous FY)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.06
	Workers	0.10	0
Total recordable work-related injuries	Employees	0	1
	Workers	1	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

To ensure a safe and healthy workplace, the company has taken measures like, conducting safety trainings for the employees and workers to enhance EHS performance, proactively communicating with employees and encouraging them to participate in identifying safety issues and upholding safety in the workplace.

Additionally, to control exposure to chemicals, the Company has adopted proactive steps such as engineering controls, close operations, and administrative controls, along with providing necessary protective equipment. The Company also conducts regular emergency mock drills for workers and employees to address risks which can arise from handling chemicals and other hazardous & day-to-day operations.

The Company have a safety program which ensures the risk mitigation through proactive approaches such as expert engineering design and good manufacturing practices. Implementing and updating safety systems for controlling process hazards is a continuing program at Alkem. It ensures safety in various processes that involve the use of hazardous materials. Furthermore, the Company carries out periodic audits to assess the conformity of operations with its EHS management system and address any health and safety gaps.

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

Topic	FY 2023-24 (Current FY)			FY 2022-2023 (Previous FY)		
	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	Nil	Nil	-	Nil	Nil	-
Health & Safety	Nil	Nil	-	Nil	Nil	-

14. Assessments for the year:

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

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

No major non-conformances were observed during the inspections. Appropriate mitigation strategies have been adopted at individual site-level to overcome the minor concerns identified.

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).

a. Employees (Yes/No): Yes

b. Workers (Yes/No): 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 company ensures that statutory dues, as applicable to the transactions with its diversified value chain partners are deducted and deposited in accordance with mutually agreed terms. This activity is also reviewed on a regular basis as part of the internal and statutory audits. The company encourages its value chain partners to act with integrity and ethically in all its business transactions and abide by required compliances.

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

Category	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	
	FY 2023-24 (Current FY)	FY 2022-2023 (Previous FY)	FY 2023-24 (Current FY)	FY 2022-2023 (Previous FY)
Employees	0	0	Not applicable	Not applicable
Workers	0	0	Not applicable	Not applicable

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. The Company provides assistance for continued employability resulting from termination of employment.

5. Details on assessment of value chain partners:

Topic	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	20%
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.

Not applicable

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders



We respect our stakeholders for their inputs and integrate them within our functions. Effective engagement with our internal and external stakeholders enable us to build relationship with them and providing them a transparent view of the Organisation's activities and approach to business.

ESSENTIAL INDICATORS

1. Describe the processes for identifying key stakeholder groups of the entity:

Stakeholder interaction and influence directly impacts any business and Alkem believes that having a synergic relationship with all stakeholders is important. Alkem follows a dynamic and holistic procedure to identify stakeholder group that either have a significant impact on the business or are significantly impacted by Company's business and categorize them as 'key stakeholders'. The Company regularly interacts with these stakeholders to identify material topics and develop strategies to prioritise their expectations and generate equitable value for all.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	Frequency of engagement (Annually/ Half yearly/ Quarterly /others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	<ul style="list-style-type: none"> Annual General Meeting (AGM) Annual reports Investor Meets Email Quarterly Results Company Website Reports to Stock Exchange Press Release Public Notice in newspapers 	Need Based & Quarterly	Alkem is committed to financial transparency with our shareholders. We share our business operations and performance along with the economic value generated & distributed through our quarterly financial results, published on our website. Furthermore, we connect with our shareholders periodically to understand their expectations & grievances and perform consultations on ESG topics amongst other topics.
Regulatory Bodies & Government Agencies	No	<ul style="list-style-type: none"> Media releases Emails In-person meetings Conferences Membership and Associations 	Need Based	Alkem is fully committed to complying with all applicable regulations. We actively engage with government bodies and regulators, to understand the specific requirements affecting the company and pharmaceutical sector at large.
Financial Institutions, Bankers & Lenders	No	<ul style="list-style-type: none"> Annual reports Investor Meets Need basis during financial discussion meeting Emails 	Need Based	Alkem is committed to financial transparency with the financial institutions, Bankers, and Lenders. We interact with our bankers and lenders to deep dive into company's good return on investment.
Employees	No	<ul style="list-style-type: none"> Direct communication in form of emails, newsletters, one-to-one discussion, and intranet 	Continuous	We engage with our Employees on regular basis to discuss on diversity & inclusion, work life balance, fair wages & remuneration benefits, training & development, career growth and health & safety
Customers	No	<ul style="list-style-type: none"> Video Conferencing Emails Customer Meets Website and Brochures 	Continuous	We engage with our customers on regular basis to discuss on issues related to product quality, timely delivery, updating company's latest product portfolio, competitive pricing, availability etc. This helps us in building relationship with our customers and maintain transparency in disclosure.
Suppliers & Contractors	No	<ul style="list-style-type: none"> Supplier meets Supplier assessment Contract discussion meetings Performance review Emails 	Need Basis	We regularly contact our suppliers to ensure the quality, safety, and timely delivery of materials, among other essential services, to maintain business continuity. Additionally, we engage with our suppliers for training purposes and conduct supplier assessments
Local Communities	Yes	<ul style="list-style-type: none"> Regular engagement in person to understand concerns & requirement Community engagement during CSR initiatives Site visit Project specific meetings 	Carried out continually throughout the year	We contribute to the community through our CSR programs which focuses 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 consultation with stakeholders on various economic, environmental, and social aspects have been delegated to respective business / function heads, who gathers feedback and addresses concerns. The Company strives to continue engagement with key stakeholders which helps to set expectations, thereby establishing trust and fostering open communication.

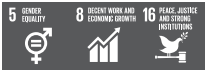
2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, the Company considers comprehensive stakeholder consultation, as a part of its materiality assessment to identify key material environmental, social and governance topics and develop effective strategies for effective management of identified material topics. Furthermore, the critical material topics identified and prioritized based on the materiality assessment, the Company has developed its ESG Policy which clearly highlights the policy commitments with regards to the management of identified material topics.

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

The Company's CSR program aims to address the immediate and long-term needs of the community and focus on where the Company can make the major impact on vulnerable/marginalized sections of the society. During the financial year, the Company has engaged and addressed the requirements of local communities in the vicinity of its manufacturing facilities and R&D centres through focused projects in the areas of education, health and hygiene, environment, and community development. For further details, refer the Company's Annual CSR report, which is forming a part of the Annual Report.

PRINCIPLE 5: Businesses should respect and promote human rights



Alkem has well-structured Human Rights policy which is applicable for all employees across all grades and locations and stakeholders. We also have a specific code of ethics for all suppliers, vendors, and contractors to guide ethical practices. We provide fair opportunity to all our employees and workers without fear of prejudice, retaliation, or harassment, regardless of caste, creed, religion, or gender. Alkem has policies in place which includes whistle blower policy and proper protection for women's safety at work from sexual harassment to ensure proper conduct of business.

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	FY 2023-24 Current FY			FY 2022-23 Previous FY		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	15,396	15,396	100%	15,074	15,074	100%
Other than permanent	447	447	100%	306	306	100%
Total Employees	15,843	15,843	100%	15,380	15,380	100%
Workers						
Permanent	5,067	5,067	100%	1,797	1,797	100%
Other than permanent	147	147	100%	3,229	3,229	100%
Total Workers	5,214	5,214	100%	5,026	5,026	100%

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

Category	FY 2023-24 Current FY					FY 2022-23 Previous FY				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	15,190	832	5%	14,385	95%	14,698	783	5.3%	13,915	94.7%
Female	421	30	7%	391	93%	376	31	8.2%	345	91.8%
Other than Permanent										
Male	206	206	100%	0	0%	277	277	100%	0	0%
Female	26	26	100%	0	0%	29	29	100%	0	0%
Workers										
Permanent										
Male	1,796	0	0%	1796	100%	1,769	0	0%	1,769	100%
Female	25	0	0%	25	100%	28	0	0%	28	100%
Other than Permanent										
Male	3,271	3,271	100%	0	0%	3,085	3,085	100%	0	0%
Female	122	122	100%	0	0%	144	144	100%	0	0%

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

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration	Number	Median remuneration
Board of Directors (BoD)	9	35,443,644	3	3,060,000
Key Managerial Personnel	3	20,625,000	0	0
Employees other than BoD and KMP	15,180	2,58,018	420	3,96,348
Workers	1,796	1,89,546	25	1,29,540

<Core Indicator>

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

Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	4%	4%

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

Yes. Alkem is committed to protect and promote Human Rights and ensures adherence with Universal Declaration on Human Rights, UN Guiding Principles of Human Rights and Businesses, Constitution of India, and other applicable local and global norms, regulations, and statutes. The Ethics Committee appointed by the company holds responsibility for addressing any human rights related issues in the company.

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

The Company ensures and practice ethical business conduct throughout their operations and entire value chain. The robust human rights policy depicts the mechanism of identifying, managing, and assessing the risks associated with human rights impacts.

The Company undertakes regular evaluation of the human rights related risks through feedback and grievances received. The complainant gets notified about actions that would be taken, to the extent reasonably possible and consistent with any privacy or confidentiality limitations. If no further investigation is proceeded, an explanation for the decision will be given to the complainant.

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

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	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	1	0	-	NIL	NIL	-
Discrimination at workplace	NIL	NIL	-	NIL	NIL	-
Child Labor	NIL	NIL	-	NIL	NIL	-
Forced Labor/ Involuntary Labor	NIL	NIL	-	NIL	NIL	-
Wages	NIL	NIL	-	NIL	NIL	-
Other human rights related issues	NIL	NIL	-	NIL	NIL	-

<Core Indicator>

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

Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	0
Complaints on POSH as a % of female employees / workers	0.2%	0%
Complaints on POSH upheld	NIL	NIL

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

The Company adheres to the highest standards of ethical, moral and legal conduct of business operations. The Whistle Blower Policy ensures the protection of the concerned individual/s and safeguard them at work against any retaliation or reprisal. Furthermore, the Company is committed to creating a healthy working environment that enables employees to work without fear of prejudice, gender bias and sexual harassment. With regards to this, Alkem has adopted Policy on Prevention of Sexual Harassment of Employees in accordance with the provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules made thereunder. An Internal Complaints Committee (ICC) has been set up at the head office of the Company, i.e., Central Committee (HO) has been constituted by the Management to consider and redress complaints of sexual harassment. Additionally, the Company has established committees at every location of its business operations.

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

Yes, the human rights requirements form a part of business agreements. The Company has a 'Code of Ethics for Suppliers, Vendors and Other Stakeholders' outlining the Company's commitment towards Human Rights and is applicable to all suppliers, contractors, vendors, business partners and other stakeholders.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labor	100% (The Company's plants are inspected by the regulatory bodies on a periodic basis)
Forced/Involuntary Labor	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

No significant concerns have been observed during the assessments.

LEADERSHIP INDICATORS

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

The Company has received single complaint related to Sexual Harassment during the reporting year, which has been appropriately addressed and resolved as per company's policies and procedures related to POSH. No other business processes were updated during the reporting period.

2. Details of the scope and coverage of any Human Rights Due Diligence conducted.

The Company has not conducted any Human Rights due diligence during the reporting period. As a part of the policy statement, the Company outlines that it will undertake human rights due diligence to identify adverse human rights impact of the business on all relevant stakeholders and correspondingly address, prevent, and mitigate through corrective actions.

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?

Company's offices are accessible to differently abled employees and visitors, in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016. As the Company is committed to ensuring the well-being of people, it has incorporated various measures to ensure inclusive premises, including, ramps at entry/exit gates and parking areas, spacious lifts available to accommodate wheelchairs, and specially abled restrooms.

Company's manufacturing facilities are partially accessible, with the accessibility limited only to certain spaces within the premises.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child Labor	150 suppliers were assessed
Forced/involuntary Labor	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others - please specify	

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

Not Applicable

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



At Alkem, environment protection has always been a top priority. We have incorporated best practices related to waste management, energy efficiency, water management solutions in our day-to-day operations. Some of the sites are also certified with ISO 9001, ISO 14001, ISO 45001 and ISO 50001 in addition to rigorous compliance applicable as per regional regulations, cGMP etc.

ESSENTIAL INDICATORS

<Core Indicator>

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23** (Previous Financial Year)
From renewable sources		
Total Electricity Consumption (A) (GJ) - (Solar rooftop)	4,791	4,034
Total Fuel Consumption (B) (GJ) - (Bio-briquettes)	1,11,860	1,26,923
Energy Consumption through other sources (C) (GJ)	-	-
Total Energy Consumption from renewable sources (A+B+C) (GJ)	1,16,651	1,30,957
From non-renewable sources		
Total Electricity Consumption (D) (GJ) - (Grid)	3,45,509	3,90,238
Total Fuel Consumption (E) (GJ) - (HSD, LDO, FO, Coal, Petrol, CNG, Refrigerants)	2,06,328	1,80,294

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23** (Previous Financial Year)
Energy Consumption through other sources – Steam, Liquid Nitrogen (F) (GJ) – (Steam, Liquid Nitrogen)	1,41,657	93,815
Total Energy Consumption from non-renewable sources (D+E+F) (GJ)	6,93,494	6,64,347
Total Energy Consumption (A+B+C+D+E+F) (GJ)	8,10,145	7,95,304
Energy Intensity per million INR of turnover (Total energy consumption / Revenue from operations in rupees) (GJ per million INR)	8.31	8.78
Energy Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumption / Revenue from operations adjusted for PPP) (GJ per million INR)	186.18*	196.76*
Energy Intensity in terms of physical output	17.08	17.07

*Formula for calculating Intensity per rupee of turnover adjusted for PPP = (Energy Consumption/ Revenue) x 22.401. The conversion factor (22.401) is sourced from International Monetary Fund (IMF).

**FY'23 emission figures do not include some of the energy sources (Liquid Nitrogen, Vehicle fuel, and Ozone Depleting Substances) due to limited availability of data.

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

Yes. Independent reasonable assurance has been conducted by DNV Business Assurance India Pvt. Ltd.

2. **Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (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

<Core Indicator>

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial FY)
Water withdrawal by source (in kilolitres)		
(i) Surface water	1,70,032	2,00,194
(ii) Groundwater	3,96,672	5,16,460
(iii) Third party water	1,16,664	52,102
(iv) Seawater / desalinated water	0	0
(v) Others (Rainwater harvesting)	317	0
Total volume of Water Withdrawal (in kilolitres) (i + ii + iii + iv + v)	6,83,686	7,68,756
Total volume of Water Consumption (in kilolitres)	6,36,784	7,08,953*
Water Intensity per rupee of turnover (Water consumed/ Revenue from operations) (kl per million INR)	6.53	7.83
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (GJ per million INR)	146.34**	175.40**
Water Intensity in terms of physical output	13.42	15.21

*Number revised as per this formula: Total water consumption = Total water withdrawal – Total water discharge

**Formula for calculating Intensity per rupee of turnover adjusted for PPP = (Water Consumption/ Revenue) x 22.401. The conversion factor (22.401) is sourced from International Monetary Fund (IMF).

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

Yes. Independent reasonable assurance has been conducted by DNV Advisory Services.

<Core Indicator>

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
i. To Surface water		
- No treatment	-	
- With treatment – please specify level of treatment	-	
ii. To Groundwater		
- No treatment	-	
- With treatment – please specify level of treatment	-	
iii. To Seawater		
- No treatment	-	
- With treatment – please specify level of treatment	-	
iv. Sent to third-parties		
- No treatment	21,860	Not Accounted
- With treatment (Primary – Transfer to CETPs after primary treatment)	25,042	59,803
v. Others- Please specify: Land		
- No treatment	-	
- With treatment – (Primary, Secondary, and Tertiary treatment at all ZLD sites; Treated effluent sent to CETP at remaining locations)	-	
Total water discharged (in kilolitres)	46,902	59,803

*Includes discharge from offices and depots only, which is directly sent to municipal sewer system.

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

Yes. Independent reasonable assurance has been conducted by DNV Business Assurance India Pvt. Ltd.

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

Yes, the Company has implemented a Zero Liquid Discharge (ZLD) System at some of its key manufacturing locations. Currently, 42% of Alkem's manufacturing units including sites at Daman (Unit 1), Ankleshwar, Mandva, and Sikkim (Units 1 and 2) have implemented ZLD. In addition to this, all the manufacturing sites have Effluent Treatment Plant (ETP) for primary treatment of wastewater generated. During the reporting period, approximately 31% of the total treated wastewater at Alkem's manufacturing facilities was recycled and used for utilities and landscaping. The Company follows standard protocols for water recycling and strives to reduce its freshwater intake. As a testament to this, the company has been able to reduce about 11% of its total freshwater withdrawal in FY'24 compared to last year.

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

Parameter	Please specify unit	FY 2023-24 (Current FY) (MT)	FY 2022-23* (Previous FY) (T/YR)
NOx	MT	40	86
SOx	MT	57	85
Particulate matter (PM)	MT	82	117
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	-	NA	NA
Hazardous air pollutants (HAP)	-	NA	NA
Others	-	-	-

* FY'23 values are updated

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

Yes. Independent reasonable assurance has been conducted by DNV Business Assurance India Pvt. Ltd.

<Core Indicator>

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

Parameter	Unit	FY 2023-24 (Current FY)	FY 2022-23** (Previous FY)
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) - (HSD, LDO, FO, Coal, Petrol, CNG, Refrigerants)	tCO ₂ e	19,249	15,773
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) – (Grid electricity, Purchased Liquid Nitrogen, Purchased steam)	tCO ₂ e	82,319	78,502
Total Scope 1 and Scope 2 Emissions	tCO ₂ e	1,01,568	94,274
Total Scope 1 and Scope 2 Emissions Intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG Emissions / Revenue from operations)	tCO ₂ e / million INR	1.04	1.04
Total Scope 1 and Scope 2 Emissions Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG Emissions / Revenue from operations adjusted for PPP)	tCO ₂ e / million INR	23.34*	23.32*
Total Scope 1 and Scope 2 Emissions Intensity in terms of physical output	tCO ₂ e/MT	2.14	2.02
Total Scope 1 and Scope 2 Emissions Intensity (optional) – the relevant metric may be selected by the entity	-	-	-

**Formula for calculating Intensity per rupee of turnover adjusted for PPP = (Emissions/ Revenue) x 22.401. The conversion factor (22.401) is sourced from International Monetary Fund (IMF).

**FY'23 emission figures do not include some of the energy sources (Liquid Nitrogen, Vehicle fuel, and Ozone Depleting Substances) due to limited availability of data.

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

Yes. Independent reasonable assurance has been conducted by DNV Business Assurance India Pvt. Ltd.

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

Alkem has adopted Energy Conservation measures at its Sikkim, Taloja, Mandva and Ankleshwar sites along with installation of Renewable Energy at Taloja and Sikkim sites.

Location	Energy saving measures
Mandva Plant	• Cooling tower fan automation and VFD installation in cooling tower of central utility.
Ankleshwar Plant	• Traditional lights are replaced with LED lights • High efficiency and minimum purge loss air dryer.
Sikkim Plant	• Installed variable frequency drive (VFD) for power saving. • Installed LED Lights for power saving. • Automated timer-based Streetlights & Air Curtains. • Optimized usage of Chillers & Boiler Steam by stopping them 30 Minutes prior to end of production shift, resulting in 30 Minutes of Energy Savings, while ensuring no impacts on GMP compliance. • New energy efficient Screw Air Compressor installed to replace inefficient reciprocation air compressor. • 2 Nos. multi-chiller of 20 TR each purchased and installed to save energy by avoiding the running of 250 TR Chiller during low load requirements. • Condensate Recovery System Installed in Unit-5 for increasing the efficiency of boiler and thus, saving of fuel. • Solar Water Heater is used in the company guest house to minimize the use of power for water heating. • Biomass fuel is used for steam generation, thus, avoiding use of non-renewable fuels.
Taloja R&D Centre	• Installation of Rooftop solar power generation. • Installation of motion sensors for lighting control in washrooms. • Setting optimum frequency of AHU's and installing timer for AHU in canteen. • Optimization and monitoring of Chiller set point on daily basis to reduce the energy consumption.

<Core Indicator>

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

Parameter	FY 2023-24 (Current Financial Year)*	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1,335	1,669
E-waste (B)	3	1
Bio-medical waste (C)	15	17
Construction and demolition waste (D)	0	0
Battery waste (E)	5	0
Radioactive waste (F)	0	0
Total other Hazardous waste (G)	7,33 ¹	648
Total other Non-hazardous waste generated (H)	28,92 ²	2,271
Total (A+B + C + D + E + F + G+ H)	4,983	4,607
Waste Intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT per million INR)	0.05	0.05
Waste Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT per million INR)	1.15**	1.14**
Waste Intensity in terms of physical output	0.11	0.10
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	41,89 ³	3,881
(ii) Re-used	-	0
(iii) Other recovery operations	5,23 ⁴	0
Total	4,712	3,881
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	3,66 ⁵	232
(ii) Landfilling	77 ⁶	201
(iii) Other disposal operations	8 ⁷	249
Total	451	682

* FY'24 waste quantities provided include Alkem's offices and depots (which were not accounted in FY'23) in addition to its manufacturing and R&D sites.

**Formula for calculating Intensity per rupee of turnover adjusted for PPP = (Emissions/ Revenue) x 22.401. The conversion factor (22.401) is sourced from International Monetary Fund (IMF).

¹Includes Hazardous waste (solid and Liquid), other than e-waste, battery waste, and bio-medical waste

²Includes Paper, Glass, Metal, and Food Wastes

³Includes Plastic, Paper, Glass, and Metal Wastes.

⁴Includes Hazardous waste sent for co-processing and Food waste sent to hatcheries

⁵Includes Hazardous waste (solid & liquid) and Bio-medical waste

⁶Includes Hazardous waste (solid) sent to landfill

⁷Includes Battery Waste and E-waste disposed through authorized channels

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

Yes. Independent reasonable assurance has been conducted by DNV Business Assurance India Pvt. Ltd.

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

The Company has adopted waste management practices to reduce the amount of waste generated and recycle the remaining waste. As a part of its sustainability commitments, the company aims to achieve zero waste to landfill at its operating sites by FY'26 and ensure more than 90% of reuse/recycling of non-hazardous waste by FY'25. As of FY'24, 100% of waste has been diverted from landfill across 75% of its manufacturing sites. The company is in process to obtain required approvals and formalize systems at its remaining facilities to achieve the target fully. 100% of the non-hazardous waste generated by the company including glass, paper, metal, and food waste, is either getting recycled or recovered. Furthermore, Alkem has partnered with a government authorized agency responsible for collecting and recycling/co-processing plastic waste. This partnership helps the Company prevent its

waste from ending up in landfills. The company is also actively managing and recycling its post-consumer packaging waste in the domestic market through collaboration with external agencies. As a Brand Owner under the Plastic Waste Management Rules 2016, Alkem adheres to the EPR liabilities set forth by the Indian government for Brand Owners or Producers. The other waste, categorized as hazardous waste, biomedical waste, electronic waste, etc., is disposed of, recycled, or co-processed in an environmentally responsible manner that complies with all relevant regulations. The Company also emphasizes the 3R principle: Reduce, Reuse, Recycle across its business operations.

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

None of the company's operations/ offices are situated in ecologically sensitive areas.

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

There were no environmental impact assessments conducted for projects in the financial year 2023-24.

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:

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
No non-compliances have been observed in the reporting year.			

LEADERSHIP INDICATORS

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

For each facility / plant located in areas of water stress, provide the following information:

- Name of the area: Daman, Ahmedabad, Dera Bassi, Jaipur, Patna
- Nature of operations: Manufacturing Plant (Daman); Depots (Ahmedabad, Dera Bassi, Jaipur, Patna)
- Water withdrawal, consumption and discharge in the following format:

Water Withdrawal by source (in Kilolitres)	FY 2023-24 (Q3) (Current Financial Year)	FY 2022-23** (Previous Financial Year)
Source (i) Surface water	-	-
Source (ii) Groundwater	2,14,646	1,74,208
Source (iii) Third party water	34,392	15,216
Source (iv) Seawater / desalinated water	-	-
Source (v) Others- Please specify	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2,49,038	1,89,424
Total volume of water consumption (in kilolitres)	2,43,722	Not Available
Water intensity per rupee of turnover (Water consumed / turnover)	2.5	Not Available
Water intensity (optional)	-	-
Water discharge by destination and level of treatment (in kilolitres)		
i. To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
ii. To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
iii. To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
iv. Sent to third-parties	-	-
- No treatment	5,173	-
- With treatment – (Primary – Transfer to CETPs after primary treatment)	142	Not Available

Water Withdrawal by source (in Kilolitres)	FY 2023-24 (Q3) (Current Financial Year)	FY 2022-23** (Previous Financial Year)
v. Others- Please specify:	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	5,316	-

* As per CGWA Report on 'Dynamic Ground Water Resources of India, 2023'

** FY'23 water quantities provided for Daman plant only.

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

Yes. Independent reasonable assurance has been conducted by DNV Advisory Services.

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

Parameter	Unit	FY 2023-24 (Current FY)	FY 2022-23 (Previous FY)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO ₂ e	Scope-3 accounting is in process. Scope-3 emissions data shall be disclosed in Alkem's Annual Sustainability Report FY'24	-
Total Scope 3 Emissions per rupee of turnover (Total Scope 3 GHG Emissions / Revenue from operations)	tCO ₂ e / million INR		-
Total Scope 3 Emissions Intensity (optional) – the relevant metric may be selected by the entity			-

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

No

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

Not applicable

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, 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	Initiatives for water management at plants and R&D centre	<ul style="list-style-type: none"> • Ankleshwar site: <ul style="list-style-type: none"> o Magnetic flow meter to measure & record the inlet effluent flow o pH meter for monitoring of effluent pH o DO meter for measuring the oxygen level of ETP aeration tank o Jet aspirators for better mixing and improving Oxygen concentration in aeration tank • Daman site: <ul style="list-style-type: none"> o 2 nos. of Cyclone Aerators to improve Oxygen and mixing of effluent streams • Talaja site: <ul style="list-style-type: none"> o Filter Press for filtration o Flow Meter for monitoring 	<ul style="list-style-type: none"> • Advanced monitoring and treatment technologies, such as flow meters, pH meters, DO meters, and various aeration systems, help in better control over effluent quality, reduce its ecological footprint, and optimize water usage and recycling processes. • Additionally, the capacity enhancements and installations of new filtration and reverse osmosis systems contribute towards more effective waste minimization and water purification efforts. • Overall, these measures are contributing towards company's goal of Water Neutrality by FY'30.

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
		<ul style="list-style-type: none"> • Sikkim: <ul style="list-style-type: none"> o Installation of Screw Press Filter for Sludge dewatering Unit o Capacity Enhancement of RO system at Alkem Health Science Unit-1&2 o Installation of RO Plant at Unit -3 	

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

The Company has implemented an entity-level Business Continuity Plan (BCP) that is designed to minimize the impact of both planned and unplanned interruptions. Broadly, the BCP addresses the operational risks due to extreme weather events, leadership vacuum, supply chain disruptions, and systems failures. Business continuity strategies have also been identified to timely recover from any disruptions caused due to these risks while minimizing any significant financial losses to the company. The BCP has been included in the terms of reference (TOR) of the risk committee.

To manage disaster resilience, Alkem has ensured that all their manufacturing facilities have a disaster management plan in place and are adequately equipped to handle disasters, helping the Company to be well-prepared for a quick recovery from any potential disasters.

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 impact.

150 Suppliers were assessed on ESG parameters including Environmental Impact.

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



Alkem actively participates and engage with various Industry Chambers and associations to help to facilitate the Government in developing regulations that are aligned with the needs of the industry.

ESSENTIAL INDICATORS

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

The Company is an active member of five (5) trade and industry chambers/associations.

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers / associations (State/National)
1	Indian Drugs Manufacturer's Association (IDMA)	National
2	Indian Pharmaceutical Alliance (IPA)	National
3	Bombay Chamber of Commerce & Industry	National
4	Pharmaceutical Export Promotion Council of India	National
5	Federation of Pharma Entrepreneurs (FOPE)	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.

During the Financial Year 2023-24, the Company has not received any cases related to anti-competitive practices.

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?	Frequency of review by the board	Web link, if available
	None	-	-	-	-

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.



We contribute to the well-being of society by supporting local communities, promoting diversity and inclusion, and investing in social programs that benefit the public. We focus on thrust areas of education, health and hygiene, environment, and community 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.

During the financial year 2023-24, no social impact assessment was performed for the projects undertaken by the Company.

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

Not Applicable

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

At each plant location, the Site Admin takes charge of addressing community grievances directly. Alternatively, communication channels are established with Local Panchayats or Government Bodies for community engagement. In both scenarios, the company prioritizes resolving any concerns regarding its operations within the surrounding communities, ensuring transparency and responsiveness.

Stakeholder	Frequency	Mode of Dialogues	
		Formal	Informal
Local Communities	Monthly/Day to Day	Organize monthly meeting (Vaarta) with communities	On a day-to-day basis during the visit of the Company's personnel to stakeholder's place or when the stakeholder visits the Company's office

<Core Indicator>

4. Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:

	FY 2023-24 Current FY	FY 2022-2023 Previous FY
Directly sourced from MSMEs/ Small producers	13.3%	22.1%
Directly from within India	90.54%	90.82%

<Core Indicator>

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

Location	FY 2023-24 Current FY*	FY 2022-2023 Previous FY*
Rural	4%	2%
Semi-urban	11%	15%
Urban	33%	33%
Metropolitan	52%	50%

*Methodology Followed for classification of Location: RBI classification of all locations within reporting boundary based on size of population (Rural: <10K, Semi-urban: 10K to 1 lakh, Urban: 1 lakh to 10 lakhs, and Metropolitan: >10 lakhs). Population data for Corporate Office, Depots, R&D sites, and Plants is sourced from the Census 2011.

LEADERSHIP INDICATORS

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

Not Applicable

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

Sr.	State	Aspirational District	Amount Spent in INR
1.	Bihar	Muzaffarpur	a) Construction of Advance Radiotherapy Center in Muzaffarpur – 57.30 Crore (Fund utilized from current year commitment as well fund carry forward from implementing agency and unspent amount) b) Home based Palliative Care – 48.53 Lacs
2.	Sikkim	Soreng	₹ 10.86 Lacs in Sanitation Project, focusing on campaign on sanitation and hygiene in the Government Schools.

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?

Not Applicable

- (c) What percentage of total procurement (by value) does it constitute?

Not Applicable

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

Not Applicable

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Not Applicable

6. Details of beneficiaries of CSR Projects.

Sr.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	Healthcare	32,22,252	100%
2	Education	90,198	100%
3	Rural Development	6,41,664	100%
4	Environment	27,039	100%
5	Sports	286	NA

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in responsible manner



Alkem is committed in to providing good quality products to its customers. We have developed robust cyber security policy, controls, tools, and services to protect our data and the data of our customers against any attacks or breaches.

ESSENTIAL INDICATORS

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

The Company has a robust mechanism in place to handle and redress customer grievances. Standard operating procedures have been developed which include detailed procedure to welcome customer concerns/ feedback and address them promptly. To work coherently with the consumers’ concerns, the company has updated their website to submit an incident of adverse event reporting elicited by the company’s product.

Weblink for consumer redressal for adverse event - <https://www.alkemlabs.com/adverse-event-reporting.php>

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

Type	As a percentage to total turnover
Environment and Social parameters relevant to product	-
Safe and responsible usage	100%
Recycling and/or safe disposal	-

3. Number of consumer complaints

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	Nil	Nil		Nil	Nil	
Advertising	Nil	Nil		Nil	Nil	
Cyber-security	Nil	Nil		Nil	Nil	
Delivery of essential services	Nil	Nil		Nil	Nil	
Restrictive Trade Practices	Nil	Nil		Nil	Nil	
Unfair Trade Practices	Nil	Nil		Nil	Nil	
Others (Product Specifications, Labelling, and Packaging)	489	12		486	0	

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

	Number	Reason for recall
Voluntary recalls	20	Out of a commitment to ensuring patient safety and as a proactive measure, the company has voluntarily initiated a recall of the products in question. Each recall incident is being thoroughly investigated, and appropriate corrective measures are being taken. This is done to guarantee that only products meeting the highest standards of quality are available in the market.
Forced recalls	0	Not applicable

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

Yes, Alkem has developed a robust Corporate Information Technology Policy, controls, tools, and services to protect its data against any attacks or breaches. Alkem has implemented a security strategy that involves multiple layers of protection wherein each address a specific vulnerable area or weakness to enhance overall security. This strategy ensures that data remains secure even in the event of a failure or breach within the system. If one layer fails to prevent a threat, another layer will intervene to prevent or eliminate the threat. Moreover, Alkem adheres to the ISO 27001 Information Security standard to manage its information security.

The policy is available on Company’s Intranet and is accessible to all the employees.

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

Not applicable

<Core Indicator>

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**

Nil

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

Nil

LEADERSHIP INDICATORS

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

The information on products and services of the Company is available on Company's website and the same can be assessed at the following web-link www.alkemlabs.com.

The same information is also included in Company's Annual Reports which are available for public access. The link to Annual Reports and Sustainability Reports can be accessed at <https://www.alkemlabs.com/investors/annual-reports> and <https://www.alkemlabs.com/sustainability/esg> respectively.

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

The Company strongly holds the view that it is their obligation to guarantee the safety and welfare of their consumers by offering products that promote a healthy lifestyle. The Company adheres to relevant regulatory requirements by disclosing detailed information to its consumers on safe storage, usage, adverse impacts, mitigation measures and disposal. Such information is made available through appropriate channels such as website, product information leaflets, product labels, etc. Alkem is committed to consistently providing high-quality products at affordable rates to all their consumers.

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

As a responsible organization, the Company is committed towards ensuring transparency in its communications by keeping its consumers and stakeholders informed of any disruptions/discontinuation of its products. In case of discontinuation of Scheduled Formulations, a public notice is released in the newspaper and due approval is obtained from the concerned government authorities to discontinue any product. The public notice is addressed to all customers and consumers of the company and information such as (i) Details of the product to be discontinued, (ii) time period post which product may not be available in the market, and (iii) the consequences of the discontinuation are clearly stated.

4. a) **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.**

No. The Company publishes all information on the products, as required under the law.

- b) **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)**

No



Independent Assurance Statement

Introduction

DNV Business Assurance India Private Limited ('DNV'), has been commissioned by ALKEM LABORATORIES LIMITED, Corporate Identity Number L00305MH1973PLC174201, hereafter referred to as 'ALKEM' or 'the Company') to undertake an independent assurance of the Company's 9 core attribute (as per Annexure I of SEBI circular dated 12 July 2023) disclosures in its Business Responsibility and Sustainability Report (hereafter referred to as 'BRSR').

Reporting standard/framework

The disclosures have been prepared by ALKEM in reference to:

- BRSR Core – Framework for assurance and ESG disclosures for value chain as per SEBI (Securities and Exchange Board of India) Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023.
- BRSR reporting guidelines (Annexure II) as per SEBI Circular No. SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated May 10, 2021, and incorporated Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/2023/120 dated July 11, 2023.
- Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.
- ISO 14064-1:2018 - Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals.

Assurance Methodology/Standard

This assurance engagement has been carried out in accordance with DNV's VeriSustain™ protocol, V6.0, which is based on our professional experience and international assurance practice, and the international standard in Assurance Engagements, ISAE 3000 (revised) - Assurance Engagements other than Audits or Reviews of Historical Financial Information. DNV's VeriSustain™ Protocol v6.0 has been developed in accordance with the most widely accepted reporting and assurance standards. Apart from DNV's VeriSustain™ protocol, DNV team has also followed ISO 14046 - Environmental management - Water footprint - Principles, requirements, and guidelines to evaluate indicators wrt Greenhouse gases and water disclosures respectively.

Intended User

The intended user of this assurance statement is the Management of ALKEM ('the Management').

Level of Assurance

- Reasonable Level of assurance for BRSR 9 Core Indicators (Ref: Annexure I of SEBI circular)

Responsibilities of the Management of ALKEM Laboratories Limited and of the Assurance Provider

The Management of ALKEM has the sole responsibility for the preparation of the BRSR Report and is responsible for all information disclosed in this BRSR Report. The company is responsible for maintaining processes and procedures for collecting, analyzing and reporting the information and also, ensuring the quality and consistency of the information presented in the Report. ALKEM is also responsible for ensuring the maintenance and integrity of its website and any referenced BRSR disclosures on their website.

In performing this assurance work, DNV's responsibility is to the Management of the Company; however, this statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of the Company.

Scope, Boundary and Limitations

Scope

The scope of our engagement includes a reasonable level of assurance of the 'BRSR 9 Core indicators' (Ref: Annexure I of SEBI Circular) –for the Financial Year (FY) 2023-24.

Boundary of our assurance work:

- Boundary covers the performance of ALKEM operations that fall under the direct operational control of the Company's Legal structure. Based on the agreed scope with the Company, the boundary for BRSR Core indicators covers the operations of ALKEM across all locations in India Alkem Laboratories Limited, i.e. data covers 13 Sites (including manufacturing plants and R&D spread across seven locations, namely, Ankleshwar, Baddi, Daman, Indore, Mandva, Sikkim and Taloja and Mandva), 3 Offices and 7 fully owned Depots.



Limitation(s):

The assurance scope has the following limitations:

- The assurance engagement considers an uncertainty of $\pm 5\%$ based on materiality threshold for estimation/measurement errors and omissions.
- DNV has not been involved in evaluation or assessment of any financial data/performance of the company. DNV opinion on specific BRSR Core indicators (ref- all sections of core indicators where currency; INR has been applied) relies on the third party audited financial reports of the Company. DNV does not take any responsibility of the financial data reported in the audited financial reports of the Company.
- The assessment is limited to data and information within the defined Reporting Period. Any data outside this period is not considered within the scope of assurance.
- Data outside the operations specified in the assurance boundary is excluded from the assurance, unless explicitly mentioned otherwise in this statement.
- The assurance does not cover the Company's statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance.
- The assessment does not include a review of the Company's strategy, or other related linkages expressed in the Report. These aspects are not within the scope of the assurance engagement.
- The assurance does not extend to mapping the Report with reporting frameworks other than those specifically mentioned. Any assessments or comparisons with frameworks beyond the specified ones are not considered in this engagement.
- Aspects of the Report that fall outside the mentioned scope and boundary are not subject to assurance. The assessment is limited to the defined parameters.
- The assurance engagement does not include a review of legal compliances. Compliance with legal requirements is not within the scope of this assurance, and the Company is responsible for ensuring adherence to relevant laws.
- The assurance engagement is based on the assumption that the data and information provided by the Company are complete, sufficient and authentic.

Assurance process

As part of the assurance process, a multi-disciplinary team of assurance specialists performed assurance work for selected sites of ALKEM. We adopted a risk-based approach, that is, we concentrated our assurance efforts on the issues of high material relevance to the Company's business and its key stakeholders. We carried out the following activities:

1. Reviewed the disclosures under BRSR Core, encompassing the framework for assurance consisting of a set of Key Performance Indicators (KPIs) under 9 ESG attributes. The format of BRSR Core used as basis of reasonable level of assurance.
2. Evaluation of the design and implementation of key systems, processes, and controls for collecting, managing and reporting the BRSR Core indicators
3. Assessment of operational control and reporting boundaries
4. Seek extensive evidence across all relevant areas, ensuring a detailed examination of BRSR Core indicators. Engaged directly with stakeholders to gather insights and corroborative evidence for each disclosed indicator.
5. Interviews with selected senior managers responsible for management of disclosures and review of selected evidence to support environmental KPIs and metrics disclosed in the Report. We were free to choose interviewees and interviewed those with overall responsibility of monitoring, data collation and reporting the selected indicators.
6. DNV audit team conducted on-site and remote audits for data testing and also, to assess the uniformity in reporting processes and also, quality checks at different locations of the Company. Sites for data testing and reporting system checks were selected based on the percentage contribution each site makes to the reported indicator, complexity of operations at each location (high/low/medium) and reporting system within the organization. Sites selected for audits are listed in Annex- II.
7. Conduct a comprehensive examination of key material aspects within the BRSR Core framework supporting adherence to the assurance based on applicable principles plus specified data and information.



8. DNV teams conducted the:

- Verification of the data consolidation of reported performance disclosures in context to the Principle of Completeness.
- Verification of the consolidated reported performance disclosures in context to the Principle of Completeness as per VeriSustain for reasonable level verification for the disclosures.

Conclusion

Based on our review and procedures followed for reasonable level of assurance, DNV is of the opinion that, in all material aspects, the BRSR Core indicators (as listed in Annex I of this statement) for FY 2023-24 are reported in accordance with requirements.

Statement of Competence and Independence

DNV applies its own management standards and compliance policies for quality control, which are based on the principles enclosed within ISO IEC 17029:2019 – Conformity assessment – General principles are requirements for validation and verification bodies, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We have complied with the DNV Code of Conduct¹ during the assurance engagement and maintain independence wherever required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals. During the reporting period i.e FY 2023-24, DNV, to the best of its knowledge, was not involved in any non-audit/non-assurance work with the Company and its Group entities which could lead to any Conflict of Interest. DNV was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement for internal use of ALKEM. DNV maintains complete impartiality toward stakeholders interviewed during the assurance process. We did not provide any services to ALKEM in the scope of assurance for the reporting period that could compromise the independence or impartiality of our work.

Purpose and Restriction on Distribution and Use

This assurance statement, including our conclusion has been prepared solely for the exclusive use and benefit of management of the Company and solely for the purpose for which it is provided. To the fullest extent permitted by law, DNV does not assume responsibility to anyone other than the Company for DNV's work or this assurance statement. The usage of this assurance statement shall be governed by the terms and conditions of the contract between DNV and the ALKEM and DNV does not accept any liability if this assurance statement is used for an alternative purpose from which it is intended, nor to any third party in respect of this assurance statement. No part of this assurance statement shall be reproduced, distributed or communicated to a third party without prior written consent.

For DNV Business Assurance India Private Limited

Digitally signed by Panda, Tapan Kumar Date: 2024.07.02 15:15:09 +05'30'	Digitally signed by Kakaraparthi, Venkata Raman Raman Date: 2024.07.02 15:25:16 +05'30'
Tapan Kumar Panda Lead Verifier, Sustainability Services, DNV Business Assurance India Private Limited, India.	Kakaraparthi Venkata Raman A ssurance Reviewer, Sustainability Services, DNV Business Assurance India Private Limited, India.
Karthik Ramaswamy (Verifier)	

2nd July 2024, Bengaluru, India.

¹DNV Corporate Governance & Code of Conduct - <https://www.dnv.com/about/in-brief/corporate-governance.html>



Annex I

Verified Data

Sr. No.	Attribute	Parameter	Unit of Measures	Assured Values
1	Green-house gas (GHG) footprint Greenhouse gas emissions may be measured in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard*	Total Scope 1 emissions	MT of CO ₂ e	19,249
		Total Scope 2 emissions	MT of CO ₂ e	82,319
		Total Scope 1 and Scope 2 emission intensity per Million rupee of turnover	MT CO ₂ e per Million INR turnover	1.04
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	MT CO ₂ e per Million INR turnover adjusted for PPP	23.34
		Total Scope 1 and Scope 2 emission intensity in terms of physical output		2.14
		Total Scope 1 and Scope 2 emission intensity (optional)		
2	Water footprint	Total water consumption	KL	6,36,784
		Water consumption intensity	Water intensity per Million rupee of turnover. (KL/INR Millions)	6.53
			Water intensity per Million INR of turnover adjusted for PPP. (Total water consumption/ Revenue from operation adjusted for PPP)	146.34
		Water intensity in terms of physical output	Water intensity in terms of physical output.	13.42
		Water Discharge by destination and levels of Treatment (with primary, secondary and tertiary treatment) -sent to CETP	KL	25042
		Water Discharge by destination with no treatment (Domestic discharges from Offices and depots to local Authority- Municipality).	KL	21860
3	Energy footprint	Total energy consumed	Gigajoules (GJ)	8,10,145
		% of energy consumed from renewable sources	In % terms	14.39
		Energy intensity	Energy intensity per Million rupee of turnover. (Total Energy consumed/ Revenue from operations)	8.31
			Energy intensity per Million INR of turnover adjusted for PPP. (GJ/ Revenue from operations in adjusted for PPP)	186.18
			Energy intensity in terms of physical output.	17.08
4		Total Hazardous waste generated	MT	2091

Sr. No.	Attribute	Parameter	Unit of Measures	Assured Values
	Embracing circularity - details related to waste management by the entity	Plastic waste (A)	MT	1335
		E-waste (B)	MT	3
		Bio-medical waste (C)	MT	15
		Construction and demolition waste (D)	MT	0
		Battery waste (E)	MT	5
		Radioactive waste (F)	MT	NA
		Other Hazardous Waste (G) (Includes Hazardous waste (solid and Liquid), other than e-waste, battery waste, and bio-medical waste)	MT	733
		Total Non-Hazardous Waste (H)	MT	2892
		Total (A+B + C + D + E + F + G+ H)	MT	4983
		Waste intensity per Million Rupee of turnover from operations	Total waste generated /Million revenue from operations	0.05
		Waste intensity per Million INR of turnover adjusted for Purchasing Power Parity (PPP)	Total waste generated / Revenue from operations adjusted for PPP	1.15
		Waste intensity in terms of physical output		0.11
		Waste intensity(optional)		NA
		total waste recovered through recycling, re-using or other recovery operations**		
		(i) Recycled	MT	4189
		(ii) Re-used	MT	0
		(iii) Other recovery operations (Includes Hazardous waste sent for co-processing and Food waste sent to hatcheries)	MT	523
		Total	MT	4712
		Total waste disposed by nature of disposal method***		
		(i) Incineration	MT	366
(ii) Landfilling	MT	77		
(iii) Other disposal options				
· Includes Battery Waste and E- waste disposed through authorized channels	MT	8		
Total	MT	451		
5	Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company (Excluding Workers)	In % terms	0.30%
		Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	Total recordable work- related injuries	Employees: Nil Worker: 1
			Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees: Nil Worker: 0.10
			No. of fatalities	Employees: Nil Worker: Nil
			High consequence work-related injury or ill-health (excluding fatalities)	Employees: Nil Worker: Nil



Sr. No.	Attribute	Parameter	Unit of Measures	Assured Values
6	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid	In % terms	4%
		Complaints on POSH	Total Complaints on Sexual Harassment (POSH) reported	1
			Complaints on POSH as a % of female employees / workers	0.20%
			Complaints on POSH upheld	Nil
7	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases –and from within India	Directly sourced from MSMEs/ small producers (In % terms – As % of total purchases by value)	13.30%
			Directly sourced from within India	90.54%
		Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost	Location	
			Rural	4%
			Semi-urban	11%
			Urban	33%
Metropolitan	52%			
8	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events	In % terms	0
		Number of days of accounts payable	(Accounts payable *365) / Cost of goods/services procured	151
9	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	Purchases from trading houses as % of total purchases	7%
			Number of trading houses where purchases are made from	342
			Purchases from top 10 trading houses as % of total purchases from trading houses	47.10%
			Sales to dealers / distributors as % of total sales are made	99.98%
			Number of dealers / distributors to whom sales	8972
			Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	3.70%
			Share of RPTs (as respective %age) in	
			Purchases	7.07%
			Sales	18.91%
			Loans & advances	0
Investments	90.15%			