

Business Responsibility and Sustainability Report

Section A: General Disclosures

I. Details of Listed Entity

1.	Corporate Identity Number (CIN) of the Company	U74899DL1991PLC044843
2.	Name of the Company	Mankind Pharma Limited
3.	Year of incorporation	1991
4.	Registered office address	208, Okhla Industrial Estate, Phase-III, New Delhi 110020, India
5.	Corporate address	262, Okhla Industrial Estate, Phase-III, New Delhi 110020, India
6.	E-mail id	investors@mankindpharma.com
7.	Telephone	+91 11 4684 6700
8.	Website	https://www.mankindpharma.com/
9.	Financial year reported	1 st April 2022 to 31 st March 2023
10.	Name of the Stock Exchanges where shares are listed	As on 31 st March 2023 the Company was unlisted. The equity shares of the Company get listed on BSE Limited and National Stock Exchange of India Limited on 9 th May 2023
11.	Paid-up Capital	₹ 400,588,440
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Suresh Raju Penmetsa Vice President - Corporate EHS & Sustainability Board Number-011-46546700 Ext.: 3308 Email: suresh.raju@mankindpharma.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosure under this Business Responsibility and Sustainability Report is on standalone basis

II. Products/Services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1	Trade	Wholesale Trading	63.90%
2	Manufacturing*	Chemicals and chemical products, pharmaceuticals, medicinal and botanical products	35.55%

*Manufacturing includes Paonta Unit-1, Unit-2 & Unit-3, Sikkim & Udaipur.

15. Products/Services sold by the Company (accounting for 90% of the turnover)

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacturing pharmaceuticals, medicinal chemical and botanical products	210	35.55%
2	Wholesale of pharmaceutical and medical goods	46497	63.90%

III. Operations

16. Number of locations where plants and/or operations/offices of the Company are situated:

Location	Number of plants	Number of offices	Total
National	4	7	11
International	-	1	1

17. Markets served by the Company

a. Number of locations

Locations	Number
National (No. of States)	21 (Pan India)
International (No. of Countries)	19

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

2.21%

c. A brief on types of Customers

Customers include drug distributors, suppliers, retail pharmacies and patients who purchase goods from the Company based on a doctor's prescription. The Company also caters to the institutional market, which mostly consists of government and semi-government organisations as well as hospitals, nursing homes, clinics, and dispensing physicians.

IV. Employees

18. Details as at the end of Financial Year, i.e., March 31, 2023

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	No. (B/A)	No. (C)	No. (C/A)
Employees						
1.	Permanent (D)	17491	17113	97.8	378	2.2
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D+E)	17491	17113	97.8	378	2.2
Workers						
4.	Permanent (F)	977	923	94.5	54	5.5
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total workers (F+G)	977	923	94.5	54	5.5

b. Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently Abled Employees						
1.	Permanent (D)	2	2	100%	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D+E)	2	2	100%	0	0
Total differently abled workers						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F+G)	0	0	0	0	0

19. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	10*	1	10 %
Key Management Personnel	7	-	0.00%

* The number of board of directors is exclusive of one alternate director and the position is as on 31st March 2023.

20. Turnover rate for permanent employees and workers (disclose trends for the past 3 years)

Particulars	FY2023			FY2022			FY2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22.62	23.28	22.63	19.48	19.74	19.49	14.48	21.33	14.59
Permanent Workers	9.20	1.85	8.8	11.06	0	10.48	17.91	2.70	17.17

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

21. Name of holding/subsidiary/associate companies/joint ventures

Sl. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Mankind Prime labs Private Limited	Subsidiary	100.00%	No
2	Shree Jee Laboratory Private Limited	Subsidiary	100.00%	No
3	Lifestar Pharma LLC	Subsidiary	90.00%	No
4	Mankind Pharma Pte Limited	Subsidiary	100.00%	No
5	Medipack Innovations Private Limited	Subsidiary	51.00%	No
6	Broadway Hospitality Services Private Limited	Subsidiary	100.00%	No

Sl. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
7	Pavi Buildwell Private Limited	Subsidiary	100.00%	No
8	Prolijune Lifesciences Private Limited	Subsidiary	100.00%	No
9	Jaspack Industries Private Limited	Subsidiary	100.00%	No
10	Packtime Innovations Private Limited	Subsidiary	90.00%	No
11	Mahananda Spa and Resorts Private Limited	Subsidiary	100.00%	No
12	Relax Pharmaceuticals Private Limited	Subsidiary	63.00%	No
13	Copmed Pharmaceuticals Private Limited	Subsidiary	63.00%	No
14	Vetbesta Labs	Subsidiary	60.48%	No
15	Mediforce Healthcare Private Limited	Subsidiary	62.98%	No
16	JPR Labs Private Limited	Subsidiary	100.00%	No
17	Appian Properties Private Limited	Subsidiary	100.00%	No
18	Penta-Latex	Subsidiary	68.00%	No
19	Pharma Force Labs	Subsidiary	63.00%	No
20	Qualitek Starch Private Limited	Subsidiary	60.46%	No
21	North East Pharma Pack	Subsidiary	57.50%	No
22	Mankind Specialties	Subsidiary	98.00%	No
23	Mediforce Research Private Limited	Subsidiary	61.74%	No
24	Pharmaforce Excipients Private Limited	Subsidiary	63.00%	No
25	Superba Warehousing LLP	Subsidiary	51.00%	No
26	Lifestar Pharmaceuticals Private Limited	Subsidiary	85.00%	No
27	Mankind Life Sciences Private Limited	Subsidiary	100.00%	No
28	Mankind Pharma FZ LLC	Subsidiary	100.00%	No
29	Appify Infotech LLP	Subsidiary	100.00%	No
30	Mankind Consumer Healthcare Private Limited	Subsidiary	100.00%	No
31	Mankind Agritech Private Limited	Subsidiary	100.00%	No
32	Upakarma Ayurveda Private Limited	Subsidiary	90.00%	No
33	N S Industries	Associate	48.00%	No
34	A S Packers	Associate	50.00%	No
35	Sirmour Remedies Private Limited	Associate	40.00%	No
36	ANM Pharma Private Limited	Associate	34.00%	No
37	J K Print Packs	Associate	33.00%	No
38	Superba Buildwell	JV	60.00%	No
39	Superba Developers	JV	70.00%	No
40	Superba Buildwell (South)	JV	70.00%	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

Yes

(ii) Turnover (in INR) :- INR 8127.15 Cr (Standalone)

(iii) Net worth (in INR) :- INR 7783.91 Cr (Standalone)

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web link for grievance redressal policy)	FY2023			FY2022		Remarks
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	
Communities	The Company has measures in place for receiving external complaints as required following the ISO 14001 and ISO 45001 standards. Additionally, a register is placed near the factory gate for noting the complaints received from the nearby community. No complaints received.						
Investors (other than shareholders)	Yes, a mechanism is in place wherein Company's representatives and advisors have been identified to understand and address their concerns, if any.-No complaints received						
Shareholders	Yes, the Company has a grievance redressal mechanism in place. The Company has appointed Kfin Technologies Limited as the Share Transfer Registrars who are responsible for resolving investors'/ shareholders' queries, concerns, enquiries or complaints. No complaints received. The Shareholders can also send their grievances at email ID investors@mankindpharma.com or at einward.ris@kfintech.com.						
Employees and workers	The employees and workers have access to Whistle-Blower mechanism, wherein they can reach out to the designated ombudsman via an email address mentioned in the said policy Link of the policy - https://www.mankindpharma.com/assets/pdf/corporate-governance/vigil-mechanism-policy.pdf . They can also reach out to the Human resource team over mail/Phone/ Personal Approach to get their grievances resolved. No complaints received.						
Customers	Complaints can be raised by complainant via various methods such as telephone calls received on Mankind's toll-free no., emails at mailbox (contact@mankindpharma.com), fax, any postal mails received at Mankind's offices etc. Complaints can be received in any form i.e., written, electronic or oral communication reported by customers, hospitals, regulatory agencies, government laboratories, retailers, distributors, etc., that alleges deficiencies related to the identity, quality, reliability, safety and/ or efficacy of a product after it is distributed beyond the control area of the Mankind quality systems. No complaints received.						
Value Chain Partners	The contractors and vendors have access to the whistle and blower mechanism, wherein they can reach out to the designated ombudsman via an email address mentioned in the said policy. Link of the policy - https://www.mankindpharma.com/assets/pdf/corporate-governance/vigil-mechanism-policy.pdf . No complaints received.						

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web link for grievance redressal policy)	FY2023			FY2022		Remarks
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	
Other (please specify)	Not applicable						

24. Overview of the company's material responsible business conduct issues

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

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy Management	Opportunity <ul style="list-style-type: none"> Reduce dependence on conventional energy sources Cost reduction, brand image (carbon neutral positive) 	Opportunity <ul style="list-style-type: none"> Due to the shift from conventional energy sources to more renewable energy sources, the Company looks at this as an opportunity to explore more areas that help in the overall cost reduction and move the Company towards green energy, which is more eco-friendly. 		Positive

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Water management	Opportunity <ul style="list-style-type: none"> Reducing dependence on freshwater withdrawal through rainwater harvesting and cost reductions Brand image (water neutral/ positive); water offset programmes 	Opportunity <ul style="list-style-type: none"> Focusing on deploying more water conservation initiatives within the Company. This also helps the Company in becoming a water positive company. 		Positive
3	Waste management and sustainable packaging	Opportunity <ul style="list-style-type: none"> Sustainable packaging initiatives Establish waste traceability Achieve zero waste-to landfill 	Opportunity <ul style="list-style-type: none"> The Company is looking forward towards using more sustainable raw materials to reduce overall waste generation. 		Positive
4	Emission	Opportunity <ul style="list-style-type: none"> Achieve carbon neutrality 	Opportunity <ul style="list-style-type: none"> Investments in new technologies that help in reducing emissions Moving towards eco -friendly processes 		Positive
5	Access to healthcare	Opportunity <ul style="list-style-type: none"> Opportunity to develop a robust pipeline of products for unmet medical needs Brand image 	Opportunity <ul style="list-style-type: none"> Building an advanced supply chain management system. 		Positive
6	Health, safety and the well-being of employees	Opportunity <ul style="list-style-type: none"> Safe workplaces Brand reputation 	Opportunity <ul style="list-style-type: none"> Implementation of world class health care system. Improvement of overall health management system of the Company 		Positive

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	CSR	Opportunity <ul style="list-style-type: none"> Enhanced brand image Social licence to operate 	Opportunity <ul style="list-style-type: none"> Working towards the betterment of the communities. Improving healthcare. Providing access to education. 		Positive
8	Regulatory Compliances	Opportunity <ul style="list-style-type: none"> Greater integration of ESG into business functions 	Opportunity <ul style="list-style-type: none"> Implementation of good governance structure and integrating ESG in the governance structure. 		Positive .
9	Promotion of diversity and inclusiveness	Opportunity <ul style="list-style-type: none"> Enhanced brand image Talent retention 	Opportunity <ul style="list-style-type: none"> Developing new policies to improve diversity and inclusion inside the Company. 		Positive
10	Sustainable supply chain management	Risk <ul style="list-style-type: none"> Multi player in market increase the competition for us Streamlining operations and cost optimisation 	Risk <ul style="list-style-type: none"> Growing expenditures for sourcing raw materials Stable supply chain is necessary in pharmaceutical industry Anticipate, prevent, and mitigate any potential concerns that could lead to disruptions in supply chain 	<ul style="list-style-type: none"> Establish a comprehensive supplier code of conduct and ensure strict adherence by engaging with partners and suppliers and conducting regular audits. Shift toward Cost effective and low-carbon logistics Establishing an integrated supply chain, seamless availability of medicine is ensured for customers, patients, partners, and healthcare organizations worldwide 	Negative

Section B: Management and Process Disclosures

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7#	P8	P9	
Policy and management processes										
1. a. Whether the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes, the policies have been approved either by the Board , responsible Internal Committee or respective department, wherever applicable.									
c. Weblink of the policies, if available	The policies are available on (1) website of the Company - www.mankindpharma.com and (2) Intranet portal of the Company - accessible to the employees of the Company.									
2. Whether the Company has translated the policy into procedures. (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Company and mapped to each principle.	<ul style="list-style-type: none"> - Environmental Management System-(ISO 14001) - Occupational Health and Safety Management System-(ISO 45001) - EPR- Plastic Waste Management IS-14489-3rd Party Safety Audit, including NBC 2016 and other applicable IS standards are being followed - Good Manufacturing Practice (cGMP) compliance certification for facilities at Paonta Sahib Unit-3 									
5. Specific commitments, goals and targets set by the Company with defined timelines, if any.	None	None	None	None	None	None	Refer below*	None	None	None
6. Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	None	None	None	None	None	None	None	None	None	None

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7#	P8	P9
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Governance, leadership and oversight

7	Below is the statement by Mr. Satish Kumar Sharma, Whole-Time Director, responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements. Mankind Pharma Limited emphasizes the importance of creating value for stakeholders and ensuring a sustainable future for generations to come. As part of its environmental management plan, the company has taken significant steps to address challenges related to waste and water management. Continuous monitoring and measurement of key parameters have enabled substantial improvements in energy and water efficiency. Mankind Pharma Limited demonstrates its commitment to transparent communication by actively engaging with stakeholders and keeping them informed about sustainability initiatives. The company recognizes the need to monitor progress towards sustainability goals and actively seeks to excel in Environment, Health, and Safety (EHS) as part of its growth strategy. The increasing focus on ESG considerations and sustainability has driven Mankind Pharma Limited to expand its corporate philosophy and integrate ESG considerations throughout its operations.									
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Corporate HR Head	Corporate Purchase Head	Corporate HR Head	Corporate HR, Secretarial & Investor relation Department	CHR Head	President Operations & Corporate EHS Head	CHR Head	Corporate HR & Corporate EHS	Corporate HR & Corporate IT
9	Does the Company have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p>Yes, the Company's Risk Management Committee oversees sustainability-related matters, particularly those related to ESG. The Committee reports to and updates the Board regarding the actions to be taken, if any, to mitigate any relevant concerns.</p> <p>The details of the Risk management committee are as follows:</p> <ol style="list-style-type: none"> 1. Sheetal Arora - CEO and Whole-Time Director Designation -Chairperson 2. Surendra Lunia - Independent Director Designation- Member 3. Ashutosh Dhawan- CFO Designation- Member 4. Bharat Anand – Independent Director Designation – Member 5. Mrs. Vijaya Sampath – Independent Director Designation - Member <p>Note: Mr. Surendra Lunia ceased as a member of Risk Management Committee w.e.f. 2nd August, 2023. Mr. Bharat Anand and Mrs. Vijaya Sampath became members of the Risk Management Committee w.e.f. 2nd August, 2023.</p>								

#The Company plays an important role in public policy advocacy through regular engagement with specific external stakeholders including industry associations, government bodies and regulatory departments.

* FY'23-24; Targets

1. Reduction of Carbon footprints by 10%
2. Increase in Recycling of Treated Waste Water by 5% Base year FY'22-23
3. Mankind Supplier Assessment of 70% supplier on ESG parameters as per BRSR
4. Scope-3 emission mapping for upstream/ downstream activities
5. Reach target of ZERO LTA
6. 100% statutory compliance
7. External EHS audit with no Major NC
8. 100% implementation of ISO14001 and ISO 45001 by FY 2024
9. 100% plastic neutral for mankind pharma as per CPCB EPR Target & circulars.

10 Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review provided below taken by Director/Committee of the Board/any other Committee									Frequency (Annually/Half yearly/ Quarterly/Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes									The Policies are reviewed periodically or on a need basis by the Board/ responsible Internal Committee/ respective department, as the case may be.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	All regulatory and statutory compliances are being reviewed. If any non-compliance are observed, they are addressed in a time-bound programme.									Applicable Statutory compliances are reviewed once in a month at site level at each manufacturing site and once in 6 months at Corporate level by Management review Meeting (MRM).								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11 Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.									
	Certification bodies conduct annual audits for evaluating compliance against the requirement of quality, health and safety, environment, and energy conservation policy and Compliance certificate is given to all manufacturing sites covering all departments, Once in Six month by Corp Legal. Third-party audits for EHS management, energy, finance, quality, engineering, HR are conducted for factories along with financial and regulatory audits. (M/s SGS etc.)								

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

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

Section C: Principle Wise Performance Disclosure

Principle 1:

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	P1 to P9	40%
Key Managerial Personnel	1	P1 to P9	100%
Employees other than Board of Directors and KMPs	553	Habits, Managerial Development program, Higher Education, MDP, SCM Enhancement	77%
Workers	656	Kaizen, 5 S, SOP, Good Practice, Shop floor training	87%

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:

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website)

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

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

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

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

4. Does the Company 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 an anti-corruption or anti-bribery policy in place.

Web-link of the policy: <https://www.mankindpharma.com/code-of-conduct>

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

	FY2023	FY2022
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

6. Details of complaints with regard to conflict of interest

	FY2023		FY2022	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	NIL	NIL

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 conflict of interest.

Not applicable

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
26	Kaizen, Leadership Development, DMAIC, VSM	85%

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

Yes, the Company has in place a 'Code of Conduct' which is applicable to the board members as well. The Code of Conduct outlines guiding principles which assist in performing the duties in an ethical manner. Further, the board members periodically disclose to the Board the details of their interest in other entities pursuant to the requirement of the Companies Act, 2013. Transaction with the board members or any entity in which such board members are concerned or interested have to be approved by the Audit Committee/ the Board of Directors, as applicable. In such cases, the interested directors abstain themselves from the discussions at the meetings.

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

Essential Indicators

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

Segment	FY2023	FY2022	FY2022
R&D	0	0	Projects for Pollution Control, both in terms of waste water, Air, Hazardous waste, Safety for employee & Community around
Capex	100%	100%	

The Company has carried out detailed study on reduction of CO2 emissions in area like steam generating boilers, Renewable energy Solar Power Plants, reduction in high energy consuming motors with required capacity of motors.

All R&D investments are focused on sustainable developments, Green Chemistries development like Substitution of Highly hazardous chemicals with less hazardous chemicals, increasing the %age of Yield, Green Energy Fuels usage, Human health & Well being in terms of most reliable & Safe operations etc.

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

Yes, the company has developed Supplier code of conduct which is being rolled out for priority suppliers like critical and strategic suppliers. This includes various principles and guidelines such as EHS, Legal compliance etc.

The Company is starting carrying out a sustainability assessments with critical suppliers and communicates areas of improvement to make it more.

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

92%

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.

(a) Plastics (including packaging)	Mankind Pharma Limited operates in more than two states, and in compliance with the Plastic Waste Management Rules, 2016, it registered with the Central Pollution Control Board (CPCB) in FY21. Which got renewed until 2024. The Company collects the plastic waste from all the states as per the defined SOP released by the CPCB. In FY'22 and FY'23 the company collected 562.52 MT & 5385.52 MT (whole Mankind) of post consumer plastic waste that was dispatched to a third party for recycling. The Company introduced a waste management agency alongside working with local organisations for collection and recycling. In FY23, as per EPR approved by CPCB, the Company's plastic waste is collected based on a state-wise model rather than a zone-wise model, and this is a continuous process that will be enhanced in the subsequent years. The Company is also exploring new technologies to reduce plastic usage in its existing processes, with the aim of becoming plastic neutral in the upcoming years.
(b) E-waste	E-waste is sent to authorized 3rd Party recyclers as per the E-waste rules.
(c) Hazardous waste	Used oil being a hazardous waste as per HW rules is given to authorised recycler. Other categories of hazardous waste is disposed off in an authorised treatment facilities as per state specific regulations.
(d) other waste(Battery Waste/ Biomedical Waste)	Battery Waste is sent to the authorized dealers/ recyclers & Bio-Medical Waste is incinerated at 3rd party site as per the state regulations

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 Company has formulated various waste disposal strategies for each category of waste in order to minimise harm to the environment. The Company is registered with CPCB under Plastic Waste Management Rules, 2016. Further, the Company's plastic waste collection is based on a state-wise model and some hazardous and non-hazardous waste is sent to co-processing plants of the cement industry.

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, the Company has not conducted any LCA for specific products, however LCA was conducted as activities, based on which both API and Formulations operations were covered. The boundary of which is 'Cradle to Gate'.

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link
None					

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.

LCA for individual product is not done, however, Environmental Impact Assessment (EIA) and Health Impact Risk Assessment (HIRA) is done for each and every activity including utility.

Significant risk, for both EIA and HIRA, if found, is addressed by initiating EHS Management Programme (EMP) with action plans and target dates for its completion. Monthly review is done at site level for its effectiveness.

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY2023	FY2022
	-	-
	-	-

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:

	FY2023			FY2022		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	NIL	3584 MT	1801.3 MT	NIL	306.7 MT	255.8 MT
E-waste	None, however, e-waste is sent to authorised recycler	671.02 MT	NA	NIL	873	NA
Other waste- Bio-Medical Waste	N.A	NA	26.2 MT	NIL	NA	26.9 MT
Hazardous Waste	Not applicable	3.93 MT	283.21 MT	NA	3.81 MT	282.41 MT

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

Since the company is engaged in Pharmaceutical products that are for human consumptions, we do not reclaim products for reusing, recycling & disposing them till end of their life.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	None

Principle 3:

Business should respect and promote the wellbeing of all employees, including those in their value chains

Essential Indicators:

1. a. Details of measures for the wellbeing of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number* (F)	% (F/A)
Permanent employees											
Male	17113	16805	98	17113	100	0	0%	-	-	-	-
Female	378	359	95	378	100	15	4%	-	-	-	-
Total	17491	17164	98	17491	100	15	4%	-	-	-	-
Other than Permanent employees#											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

b. Details of measures for the wellbeing of workers:

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number* (F)	% (F/A)
Permanent Workers											
Male	923	578	62.6	923	100	-	-	-	-	-	-
Female	54	24	44.4	54	100	-	-	-	-	-	-
Total	977	602	61.6	977	100	-	-	-	-	-	-
Other than Permanent Workers#											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Benefits	FY2023			FY2022		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Yes/No/Not applicable)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Yes/No/Not applicable)
PF	99.45	95.19	Yes	100	94	Yes
Gratuity	99.45	95.19	Yes	100	94	Yes
ESI	10.19	38	Yes	26	41	Yes
Others- please specify	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable

3. Accessibility of workplaces Are the premises / offices of the Company 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 Company in this regard.

The Company is taking the requisite steps to create a better and more accessible work space for its people. The manufacturing facilities of the Company, its administration offices and the corporate headquarters offices have ramps, elevators and other infrastructure, that provide easy access to differently abled individuals.

4. Does the Company 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 offers a workplace free from discrimination based on age, colour, origin, nationality, disability, religion, race, caste, gender, sex, and sexual orientation. The Company believes in workplace diversity and inclusivity (D&I) to be a tool for economic growth and the creation of a long-lasting competitive advantage.

The Company's code of conduct clearly prohibits discrimination on the basis of any factor.

Web-link of the policy- <https://www.mankindpharma.com/code-of-conduct#f>

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

	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	0	0	0	0
Female	100%	93%	100%	100%
Total	100%	93%	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.

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	Yes
Other than permanent workers	Yes
Permanent employees	Yes
Other than permanent employees	Yes

Yes, the employees and workers have access to a whistle blower mechanism, wherein they can reach out to the designated ombudsman via an email address mentioned the said policy. The redressal mechanism involves three tier of Grievances redressal system as mention in the below link.

Link of the policy - <https://www.mankindpharma.com/assets/pdf/corporate-governance/vigil-mechanism-policy.pdf>. They can also reach out to the human resource team over mail/Phone/Personal approach to get their grievances resolved.

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

No, the Company does not have employees who are members of or workers in association(s) or Unions.

Category	FY2023			FY2022		
	Total employees/workers in respective category (A)	No. of employees /workers in respective category, who are part of association(s) or Union (B)	%(B/A)	Total employees/workers in respective category (C)	No. of employees /workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Total Permanent Employees	17491	0	0%	16811	0	0%
-Male	17113	0	0%	16497	0	0%
-Female	378	0	0%	314	0	0%
Total Permanent Workers	977	0	0%	1001	0	0%
-Male	923	0	0%	949	0	0%
-Female	54	0	0%	52	0	0%

8. Details of training given to employees and workers:

Category	FY2023					FY2022				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	17113	1,708	10	13849	81	16497	1,887	11.44	6679	40.5
Female	378	97	25.6	231	61	314	38	12.1	280	89
Total	17491	1,805	10.32	14080	80.5	16811	1925	11.45	6959	41.4
Workers										
Male	923	324	35.10	923	100	949	279	29.4	504	53
Female	54	24	44.44	54	100	52	34	65.4	45	86.54
Total	977	348	35.62	977	100	1001	313	31.2	549	55

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

Category	FY2023			FY2022		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	2493	1831	73.45	2456	1657	67.47
Female	233	194	83	192	144	75
Total	2726	2025	74	2648	1801	68
Workers						
Male	949	750	79	720	472	65.5
Female	52	40	77	37	25	68
Total	1001	790	79	757	497	66

*Only non-sales employee. PMS cycle of Mankind is from July to June every year. Hence data mentioned under FY'2022 is of FY'2021 & FY2023 data is of FY'2022.

10. Health and safety management system:

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

Through the implementation of various initiatives and the promotion of a safety culture, the EHS department strives to have 'zero' impact on people, processes and the environment. This is accomplished by creating a 360-degree EHS operating system across all the business operations. The EHS team ensures compliance with applicable legal and regulatory obligations with regard to pollution control, worker and plant safety, as well as employee and contractor health. Additionally, it offers the Company strategic help for waste reduction, reuse and recycling. All 3 manufacturing facilities at Paonta are ISO 14001/45001 certified. Sikkim manufacturing facility is in process of in rolling out ISO 14001/45001 management system. of the production facilities are ISO 14001/45001 certified. The system has 100% coverage. All internal and external stakeholders of the manufacturing sites, including personnel suppliers, contractors are covered as part of the Company's health and safety system.

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

For all workplace hazards, the Company conducts routine process safety risk assessments. It has the requisite permits in place for undertaking both routine & Non-routine work-related hazards. Integrated process safety management systems ensure all existing processes and new developments are assessed for risks. Process safety studies such as Process Hazard Analysis,

Equipment Safety Study through techniques including HAZOP, What-if and Risk Matrix are conducted by cross functional teams. Detailed risk-based assessments are conducted regularly along with extensive audits to evaluate the Company's health and safety performance at the site level.

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

Yes, near miss reporting, unsafe act & condition and its closure tracking is in place, the same has been reviewed by the management in the management review meeting.

Several channels are in place for the Company's workers to report concerns related to health and safety at the workplace. These include:

- Raising concerns during the periodic departmental level safety meetings. Based on the concern/s raised an action plan, with a strict timeline and a dedicated responsible person, is identified to ensure timely resolution.
- Following the Standard Operating Procedure on 'Incident reporting and investigation'
- In the event of an incident at the site, the workers are required to immediately make a report to the respective section Incharge/ Supervisor. The event is analysed by the Investigating team, consisting of cross functional departments and which is responsible for taking appropriate action. The Manufacturing plant has also implemented the Hazard Identification and Risk Assessment (HIRA) system to identify work-related hazards followed by routine risk assessment.

The Company organises regular safety committee meetings to provide a forum for management; employees and contract workmen come together to identify and resolve health and safety problems. The committee meets as per applicable regulations of the factories and consists of members who represent employees, workers and contractors from all the units and departments.

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

Yes, the Company provides access to non-occupational medical and healthcare services to its employees and workers. It provides free health check-ups for its employees.

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

Safety Incident /Number	Category	FY2023	FY2022
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	NIL	NIL
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	NIL	NIL
No. of fatalities	Employees	NIL	NIL
	Workers	NIL	NIL
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	NIL	NIL

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

The EHS team 'ensures compliance with applicable' legal and regulatory obligations with regard to pollution control, workers and plant safety, as well as employee and contractor health. Additionally, it offers the Company strategic help for waste reduction, reuse and recycling. Some of the production facilities are ISO 14001/45001 certified. The system has 100% coverage. All internal and external stakeholders of the manufacturing sites, including personnel suppliers, contractors are covered as part of the Company health and safety system. The Company has also been conferred with the Golden Peacock Award for Occupational Health and Safety in FY'20-21.

All manufacturing plants have fire protection and prevention system in place. All 3 Paonta Manufacturing Units have a dedicated fire tender and operating crew in place to handle the emergencies.

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

Benefits	FY2023			FY2022		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	NIL	NIL	NIL	NIL	NIL	NIL
Health and Safety	NIL	NIL	NIL	NIL	NIL	NIL

The factory's HR department conducts training sessions on working conditions as part of their induction trainings. As per applicable factory rules mandating the display of working conditions, the working conditions are displayed at the security area of each factory. Employees and contractors are encouraged to know the conditions better to understand them.

14. Assessments for the year:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of the Company's all 4 manufacturing plants
Working Conditions	

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 and safety practices and working conditions.

Hazard identification and risk assessment (HIRA) is employed to identify work-related hazards and assess risks on a routine and non-routine basis. These processes are periodically subject to internal and external audits as part of the EHS Management systems.

As part of the audit, competency of people is also checked to see if he/she is aware of the standard operating procedures and trained in HIRA. As an outcome of HIRA, for unacceptable risks, remediation actions are defined by proposing implementation of controls as per hierarchy of controls.

Leadership Indicators

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

Yes, for both Employees & Workers

2. Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.

The company has adequate mechanism in place to ensure that requisite statutory dues, as applicable to the transactions of the company with its value chain partners, are deducted and deposited in accordance to the applicable regulations and reviewed as per regular audit processes. The Company also collects necessary certificates & proofs from its contractors w.r.t statutory dues like PF, ESIC etc. relating to contractual employee & Workers.

The company expects its value chain partners to behave ethically and with integrity in all business transactions, they are having with the company.

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

No employee or worker has suffered high consequence work related injury/ill-health or fatality during the reporting period.

	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	
	FY2023	FY2022	FY2023	FY2022
Employees	0	0	0	0
Workers	0	0	0	0

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

No.

The company periodically provides skill up gradation program during employment. The training programs cater to the specific requirements of the cadre and relevant function areas which further enable employees to pursue employment post-retirement, based on the acquired skill set.

5. Details on assessment of value chain partners:

The company conducts assessment of Critical & Strategic value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	30%
Working Conditions	30%

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: Business should respect the interests of and be responsive to all its stakeholders

1. Describe the processes for identifying key stakeholder groups of the Company.

A structured method was developed for stakeholder consultation across the business using questionnaires and interviews. Internal stakeholders, in particular senior management and function heads, who stated the sustainability priorities of the Company. Consultations were conducted with external stakeholders to understand the performance of Mankind Pharma Limited's sustainability measures. The Company examined its peers' sustainability reports as well as the essential government regulations and regulatory papers to consider the perspectives of customers and regulators. The data obtained was thus combined based on the relative importance of each stakeholder. Stakeholders were prioritised based on how each stakeholder could impact the Company's performance vis-à-vis how the Company's performance could impact the stakeholder.

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

Stakeholder Group	Whether identified as vulnerable and marginalised group (Yes/ No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Healthcare Professionals	No	<ul style="list-style-type: none"> One-on-one meetings Sharing specific scientific updates and practices regarding newer therapies 	<ul style="list-style-type: none"> Half yearly and need-based 	<p>The Company engages with healthcare professionals to update them regarding its products and innovations.</p> <p>Key topics of concern</p> <ul style="list-style-type: none"> Product quality Product availability
Customers	No	<ul style="list-style-type: none"> Conducting regular customer surveys Receiving feedback to monitor trends through review meetings and calls 	<ul style="list-style-type: none"> Half yearly and need-based 	<p>The Company interacts with its customers to keep them updated about its offerings and resolve any grievances.</p> <p>Key topics of concern</p> <ul style="list-style-type: none"> Access to affordable products Availability of the products Customer care Quality of products

Stakeholder Group	Whether identified as vulnerable and marginalised group (Yes/ No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers	No	<ul style="list-style-type: none"> Engagement with suppliers on a continuous basis through scheduled meetings, weekly email briefings, and regular phone calls 	<ul style="list-style-type: none"> Half yearly and need-based 	<p>Regular interaction with suppliers is necessary to continuously keep track of the quality of raw materials and understand any supply chain issues that might occur.</p> <p>Key topics of concern</p> <ul style="list-style-type: none"> - Long term contracts - Pricing
Regulators	No	<ul style="list-style-type: none"> One-on-one meetings Mandatory submissions Periodic audits 	<ul style="list-style-type: none"> Periodic and need-based 	<p>The Company engages with regulators for compliance, guidelines and technical guidance.</p> <p>Key topics of concern</p> <ul style="list-style-type: none"> - Change in laws and regulations - Regulatory compliance. - Timely disclosures
NGO's/ Communities	Yes	<ul style="list-style-type: none"> Direct engagement at facility and project sites Dedicated CSR-team-led engagement Visits and camps 	<ul style="list-style-type: none"> Continuous and need-based 	<p>The Company engages with communities through different CSR initiatives undertaken by the Company to improve the overall living conditions of the communities.</p> <p>Key topics of concern</p> <ul style="list-style-type: none"> - CSR activities - Livelihood development - Access to education and healthcare.
Investors and leadership	No	<ul style="list-style-type: none"> Annual reports and quarterly results general meetings Media releases Performance and Business update calls Investor meetings 	<ul style="list-style-type: none"> Annual and need-based 	<p>The Company engages with investors and leaderships as they help in maintaining the business performance and discuss future growth plans with them.</p> <p>Key topics of concern</p>

Stakeholder Group	Whether identified as vulnerable and marginalised group (Yes/ No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> Quarterly reviews to address employee queries at corporate and manufacturing locations New Year and other festive events, sporting events Blood donation camps Outbound training programmes 	<ul style="list-style-type: none"> Ongoing and need-based 	<ul style="list-style-type: none"> Business profitability Stable business growth Company's reputation Corporate governance <p>The Company continuously engages with employees through various training programmes and career development activities. Key topics of concern</p> <ul style="list-style-type: none"> Well-being Work environment Health and safety Career growth Capacity building

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.**

Consultation with respective stakeholders is performed by the relevant business and functional heads. Feedback received from such consultations are provided to the senior management and/or the Board, wherever necessary.

- 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, Mankind conducted a detailed materiality assessments based on the data and insights gathered from relevant stakeholders. It assessed the environmental, Social, governance & economic issues critical for long term viability and sustainability of the organisation. This evaluation helped us in identifying & prioritizing the issues that were most important to the sustainability of company business. and value creation basis which company has taken goals to achieve sustainability targets.

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

The nearby community identified as vulnerable/ Marginalized stockholder group. Looking into the needs and requirement of the community, Company provided healthcare facilities, education related funds, Temples developments etc.

Principle 5: Business should respect and promote human rights

Essential Indicators

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

Category	FY2023			FY2022		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Employees						
Permanent	17491	17491	100%	16811	16811	100%
Other than Permanent	0	0		0	0	0%
Total Employees	17491	17491	100%	16811	16811	100%
Workers						
Permanent	977	977	100%	1001	1001	100%
Other than Permanent	0	0	0	0	0	0%
Total Workers	977	977	100%	1001	1001	100%

The Company is dedicated to maintaining the highest ethical standards and policies, and it operates in a fair and transparent environment.

The whistle blower policy is in place to expose unethical behaviour and foster professionalism and ethical behaviour among its employees.

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

Category	FY2023					FY2022				
	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	17491	7552	43	9939	57	16811	2581	15	14230	85
Male	17113	7427	43.4	9686	57	16497	2548	15	13949	85
Female	378	125	33	253	67	314	11	3.5	281	90
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	977	423	43	554	57	1001	77	8	924	92
Male	923	377	41	546	59	949	73	8	876	92
Female	54	46	85	8	15	52	4	8	48	92
Other than Permanent	-	-	-	-	-	-	-	-	-	-
1Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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

	Male		Female	
	Number	Median remuneration/salary/wages of respective category(INR)	Number	Median remuneration/salary/wages of respective category (INR)
Board of Directors (BoD)	9*	40,00,000	1	32,40,000
Key Managerial Personnel (KMP)	3	2,42,28,816**	0	0
Employees other than BoD and KMP	17,106	4,33,296	378	6,02,412
Workers	923	3,66,804	54	3,29,994

* The number of board of directors is exclusive of one alternate director and the position is as on 31st March 2023.

** The median remuneration of Key Managerial Personnel ("KMP") is exclusive of remuneration paid to Executive Directors since it is covered under median remuneration of Board of Directors.

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)

The Company acknowledges the significance of human rights violations. The Company has a POSH, grievances redressal and a whistle blower policy in place to ensure a positive and safe work environment. The employees and contractors are free to discuss human rights concerns in safety and canteen committee meetings. Both the site HR and site EHS teams are responsible for addressing the concerns in consultation with the Site Head. Whenever necessary, those issues are escalated to the corporate level, including the Corporate HR Head and the Operation Head. Consolidated details are further discussed with the respective governance committees.

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

The Company's POSH and whistle blower policies help the employees in reporting any grievances. The grievances can also be reported directly through mails to the human resource team.

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

	FY2023			FY2022		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	NIL	NIL	NIL	NIL	NIL	NIL
Discrimination at workplace	NIL	NIL	NIL	NIL	NIL	NIL
Child Labour	NIL	NIL	NIL	NIL	NIL	NIL
Forced Labour/ Involuntary Labour	NIL	NIL	NIL	NIL	NIL	NIL
Wages	NIL	NIL	NIL	NIL	NIL	NIL
Other Human rights related issues	NIL	NIL	NIL	NIL	NIL	NIL

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

Refer Grievances redressal Policy

Information on Employees reporting violations or potential violations of this Policy shall remain confidential. The Company's culture does not encourage any semblance of retaliatory behaviour against the Complainant.

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

Yes

9. Assessment for the year:

	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Other- please specify	100%

The Company has a strong monitoring mechanism, including different policies and procedures that are in compliance with the applicable laws. The Company strictly enforces laws prohibiting child labour, minimum wages, forced or involuntary labour, sexual harassment and discrimination at the workplace. These issues are a prerequisite for the ethical functioning of the Company. The Company never tolerates any violations of basic human rights by any of its stakeholders. No cases of violations have been found in the reporting period.

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

Not Applicable

Leadership Indicators

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

Not applicable

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

None

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?

The Company is taking the requisite steps to create a better and more accessible work space for its people. The manufacturing facilities of the Company, its administration offices and the corporate headquarters offices have ramps, elevators and other infrastructure, that provide easy access to differently abled individuals.

4. Details on assessment of value chain partners:

Case Details	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	No
Discrimination at workplace	No
Child Labour	No

Case Details	% of value chain partners (by value of business done with such partners) that were assessed
Forced Labour/Involuntary Labour	No
Wages	No
Others – please specify	No

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: Business should respect and make efforts to protect and restore the environment

Essential Indicators

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

Parameter	FY2023	FY2022
Total electricity consumption (A)	1,47,432 GJ	1,42,345 GJ
Total fuel consumption (B)	90,914 GJ	109,193 GJ
Energy consumption through other sources (C)	1,40,205 GJ	1,44,464 GJ
Total energy consumption (A+B+C)	3,78,551 GJ	3,96,002 GJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	46.6	54.56
Energy intensity (optional-Production) – the relevant metric may be selected by the Company	60.76	59.91

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

No

2. Does the Company 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, it is not applicable as the Company does not fall under the Energy Intensive industry. However, some of the manufacturing units have already installed renewable energy (Solar Power) panels to reduce the energy consumption from the non-renewable sources.

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

Parameter	FY2023	FY2022
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	292684	381804
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others (RWH collection and Reuse)	3101	5514
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	295785	387318

Parameter	FY2023	FY2022
Total volume of water consumption (in kilolitres)	295785	387318
Water intensity per rupee of turnover (Water consumed / turnover)	36.4	53.37
Water intensity (optional-Production) – the relevant metric may be selected by the entity	47.5	58.6

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

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

Wastewater (industrial effluent) comes mainly from washes, utility blowdown, toilets and canteens. The effluent generated from all the Company's plants is treated in state-of-the-art wastewater recycling facilities and recycled for further use.

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

Parameter	Unit	FY2023	FY2022
NOx	Metric tons	13.324	12.857
SOx	Metric tons	2.622	0.690
Particulate matter (PM)	Metric tons	17.253	11.50
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others – please specify		-	-

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

6. Provide details of greenhouse gas emissions (Scope1 and Scope 2 emissions) and its intensity, in the following format:

Parameter	Unit	FY2023	FY2022
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	14519	15753
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	29077	28074
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ e/Cr	5.4	6.03
Total Scope 1 and Scope 2 emission intensity (optional-Production) – the relevant metric may be selected by the entity	tCO ₂ E/MILLION TABLETS	6.99	6.63

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

7. Does the Company have any project related to reducing Green House Gas emission? If yes, then provide details.

Greenhouse gas emitting fuels used in boilers, such as diesel, etc. replaced with bio-briquettes in all 3 manufacturing plants. All 3 manufacturing plants in Paonta Sahib are having solar energy panels to minimise the GHG emissions. Sikkim Manufacturing plant is in process of establishing the solar energy generating panels.

Air emissions are treated using scrubbers and dust collectors, bag filters, cyclone separators, and wet scrubbers, and then released in the atmosphere after bringing down the emission composition within required limits.

Ambient air monitoring is carried out to check the efficacy of the pollution mitigation measures.

8. Provide details related to waste management by the Company, in the following format:

Parameter	FY2023	FY2022
Total Waste generated (in Kg)		
Plastic waste (A)	4,26,294	2,52,573
E-waste (B)	671.02	873
Bio-medical waste (C)	26224.3	26959
Construction and demolition waste (D)	-	-
Battery waste (E)	12488	7582
Radioactive waste (F)	-	-
Other Hazardous Waste. Please specify, if any. (G)	2,83,216	282416.5
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	16,52,201	1456429
Total (A+B + C + D + E + F + G + H)	24,01,094	20,26,832
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-spent oil	3.93	3.81
(ii) Re-used	-	-
(iii) Other recovery operations (N.A)	N.A.	N.A.
Total	3.93	3.81
For each category of waste generated, total waste disposed of through disposal method (in kg)		
Category of waste		
(i) Incineration (kg)	28400.36	25308
(ii) landfilling (kg)	78817.32	47424.5
iii) Other disposal operations (kg)	176886	208969
Total (kg)	284103.68	281701.5

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

9. Briefly describe the waste management practices adopted in your establishment. 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.

At each of the Company's locations, it has waste management systems in place. Plastic waste was collected by the Company and sent to a third party for recycling. In addition to collaborating with regional businesses for collection and recycling, the Company has tied up with a waste management agency. The Company is also looking into new technologies to cut down on the use of plastic in its current processes. Each Manufacturing Plant has established its own waste management system. Hazardous waste, Bio-medical Waste, E-waste etc are stored in dedicated areas, with impervious floorings to avoid soil contamination, as per the respective waste management rules. Each category of waste is labelled properly and stored. Form-3 is maintained by the generator and is acknowledged by the EHS Department as and when the waste is coming for its storage at the storage area.

All the hazardous waste is disposed at PCB authorized common treatment, storage, disposal facility (CTSDf). Based on the fingerprint analysis of the waste, it is disposed either for landfilling or for incineration. One of our plants in Sikkim is disposing the hazardous waste for its co-processing 100% in the cement plant for energy recovery, as per the statutory permissions.

Biomedical Waste is sent for incineration at PCB approved incinerators from all the 3 Poanta Plants. At Sikkim Site, The Bio-Medical Waste is land filled (Deep Burial) within the premises as per the BMW rules, As the there is no incineration facility available in the state of Sikkim.

E-waste Waste is Sent for its recycling at an approved recyclers and Battery Waste is disposed to Authorized dealers/ Recyclers.

Some of our Formulated products have substituted hazardous solvents with aqueous based while making the products, resulting usage of less quantities of hazardous chemicals in the process, which also helps to avoid safety & Environmental incidents

10. 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:

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

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

None

12. 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).

Yes, all 4 manufacturing plants of the Company are fully compliant to the applicable EHS rules and regulations

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
None				

Leadership Indicators -

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY2023	FY2022
From renewable sources		
Total electricity consumption (A)	1810 GJ	2170 GJ
Total fuel consumption (B)	0	0
Energy consumption through other sources (C) – Agro based Briquettes	1,38,395 GJ	1,42,294 GJ
Total energy consumed from renewable sources (A+B+C)	1,40,205 GJ	1,44,464 GJ
From non-renewable sources		

Parameter	FY2023	FY2022
Total electricity consumption (D)	1,47,432 GJ	1,42,345 GJ
Total fuel consumption (E)	90,914 GJ	109,193 GJ
Energy consumption through other sources (F)		
Total energy consumed from non-renewable sources (D+E+F)	2,38,346 GJ	2,51,539 GJ

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

No

2. Provide the following details related to water discharged:

Parameter	FY2023	FY2022
Water discharge by destination and level of treatment (in kilolitres)		
i) To Surface water	None	None
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	None	None
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	None	None
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	None	None
- No treatment	-	-
- With treatment – please specify level of treatment	None	None
(v) Others	None	None
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kiloliters)	None	None

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, however regulatory agencies like State Pollution Control Board and Central Pollution Control Board visit manufacturing sites and there is no financial penalty imposed, as there are zero non-conformities. Certificate agency like SGS conducts yearly inspections as a part of ISO surveillance audit and there is no non-conformity found during their inspections.

3. 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:

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

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.

Not applicable

Parameter	FY2023	FY2022
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

4. Please provide details of total Scope 3 emissions and its intensity, in the following format:

Parameter	Unit	FY2023	FY2022
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	The details of Scope-3 emission are not available with the company, However, Company has initiated mapping for scope-3 emission of both Upstream & Downstream.	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission 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

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

Not Applicable

6. 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:

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Incorporating a sustainable organisational culture	Invested in employee development and recognition by developing over 200 problem-solving experts in Lean Six Sigma methodology and conducting training of 6420 man hours	Resulted in 6.1% increase in STN@ PTS + Direct Sale and 0.13% increase in yield percentage. Additionally, 615 MT reduction in CO2 emissions and approximately 27 crore INR savings. Also National awards for manufacturing competitiveness, environmental health and safety, and green manufacturing.

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

The Company's Disaster Management system covers both natural disasters such as earthquakes and floods as well as man-made disasters such as bomb attacks, among others with key mitigation measures in place. The authority to implement mitigation measures lies with the Site Controller, Incident Controller, Central Utility In Charge, and Shift Engineer in a structured manner. In case of a bomb threat, control measures as per the on-site Emergency Plan will be initiated by the Site Controller. The Company's Information Technology (IT) team has implemented a Disaster Recovery capability that helps the organisation regain use of critical systems and IT infrastructure instantly in emergency situations and minimise the impact on the business.

8. 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?

There were no significant adverse impact incidents happened to the environment, arising from the supply chain, during the reporting periods. However, we have the below mitigation plans in place.

Through aspect impact assessment, which is part of the Company's EHS Management Systems, it identifies and evaluates the actual or potential aspects of its activities, services, and facilities that may have an impact on the environment and climate change, whether adverse or beneficial. During the evaluation process, significant impacts on the environment are determined, which in turn address climate change impacts as well. The Company is constantly monitoring existing and proposed regulations, including those pertaining to climate change and other issues, such as, emission trading schemes, energy efficiency requirements, reporting requirements, climate-related taxes, etc. Based on this, the businesses are informed of new developments and possible risks.

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

The Company strongly emphasises all vendors adhering to socially responsible standards such as contract labour, non-discrimination, equal rights, working hours, and environmental factors.

Additionally, the Company assesses and chooses vendors who use reliable, environmentally friendly procedures, ethical manufacturing methods, and sustainable production techniques to help suppliers improve their performance on these measures, the company emphasises the E&S parts of the supply chain.

Principle 7:

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

Essential indicators

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

The Company has five affiliations with trade and industry chambers/associations as mentioned in the table below.

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

Sl. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/ National)
1	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
2	Indian Pharmaceutical Alliance	National
3	Indian Drug Manufacturers Association	National
4	QCFI (Quality Circle forum of India)	National
5	Confederation of Indian Industries	National

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

Not Applicable

Name of the authority	Brief of the case	Corrective action taken
N.A		

Leadership Indicators

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

The Company proactively engage with the industry chambers/associations and encourages them to adopt best practices while developing any policy. The Company engages with the authorities ethically and transparently and believes in developing frameworks and procedures for the betterment of society.

S. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/ No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly/ Others- please specify)	Web Link, if available
None					

Principle 8: Businesses should promote inclusive growth and equitable development**Essential Indicators**

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

In the reporting year, the Company did not undertake any Social Impact Assessment.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
None					

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

R&R is not applicable.

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (In INR)
None						

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

The Code of Conduct of the Company provides mechanism to raise concerns against misconduct. The Code of Conduct is available on the website of the Company which provides mechanism for redressal of grievances.

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

The Company sources raw materials for its manufacturing plants from local suppliers. For the Sikkim unit 9.37 % is sourced from local vendor and for Unit 1/2/3 19.41 % is sourced from local supplier.

	FY2023	FY 2022
Directly sourced from MSMEs/small producers	-	-
Sourced directly from within the district and neighbouring districts	15.84	15.8

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):

In the reporting year, the Company did not undertake any Social Impact Assessment.

Details of negative social impact identified	Corrective action taken
N.A	

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

In the reporting year, the Company did not undertake any CSR projects in the designated aspirational districts.

S. No.	State	Aspirational District	Amount spent (In INR)
N.A			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised /vulnerable groups? (Yes/No)
- (b) From which marginalised /vulnerable groups do you procure?
- (c) What percentage of total procurement (by value) does it constitute?

The Company provide equal opportunities for all vendors and suppliers. The Company encourages and try to procure more of its raw materials locally. The company is impartial in its procurement and selection of its suppliers, which is driven by the supplier code of conduct. The company doesn't consider the criteria and selection of Vulnerable/ Marginalized group during selection of suppliers. During the company procured some quantity of material from MSME suppliers.

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:

The Company derives no direct benefit from intellectual property because it has not licenced any intellectual property to third parties as of now. To avoid immediate competition, the Company has intellectual property that protects its product from being copied.

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
None				

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

Name of authority	Brief of the Case	Corrective action taken
N.A		

6. Details of beneficiaries of CSR Projects:

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Policemen Martyr Programme (Covid 19)	103	The Company's CSR initiatives are undertaken with a view to provide aid to vulnerable and marginalised sections of the society, who were excluded from social, economic and educational opportunities.
2	Support towards healthcare activities through Tata Memorial Hospital and other charitable organizations	306	
3	Support to JC Juneja Foundation Hospital	39,908	
4	Support to migrant workers through Nadaan Parindey Foundation	1,865	
5	Promotion of Education through various foundations and charitable organizations	43*	
6	Livelihood Enhancement and employment enhancement programmes through various foundations and charitable organizations	1,060	

*In some cases the funds have been utilized for construction of building and acquisition of fixed assets therefore the exact details of beneficiaries cannot be derived

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner
Essential indicators
1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company has a comprehensive Product Quality Management System to facilitate timely resolution of consumer complaints received in terms of product quality. Complaints can be received in any form i.e., written, electronic or oral communication reported by customers, hospitals, regulatory agencies, government laboratories, retailers, distributors, etc., that alleges deficiencies related to the identity, quality, reliability, safety and/or efficacy of a product after it is distributed beyond the control area of Mankind quality systems.

Complaints can be raised by complainant via various methods such as telephone calls received on Mankind's toll-free no., emails at mailbox (contact@mankindpharma.com), fax, any postal mails received at Mankind's offices etc.

The Company has a policy in place meeting all the health authority guidelines for addressing complaints in a timely manner to satisfy the complainant and adhere to the compliance requirements, as well as to implement adequate preventive measures to prevent future occurrences.

Also, the Company has an established global pharmacovigilance policy, which is supported by a Product Safety committee. The pharmacovigilance policy highlights the Company's commitment and efforts towards patient safety.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	10%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%*

*100% of the company product carry information about its responsible and safe usage. Due to the criticality associated with the safe & responsible consumption of the medicines, the company labelled the relevant information on the product label as per the requirement of the national & International drug regulatory bodies.

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

	FY2023			FY2022		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Advertising		None			None	
Cyber- security		None			None	
Delivery of essential services		None			None	
Data Privacy		None			None	
Restrictive Trade Practices		None			None	
Unfair Trade Practices		None			None	

	FY2023			FY2022		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Other-Quality related complaints	3	0	The complaints include packaging defects along with complaints caused due to improper storage and handling of products	1	0	The complaint include packaging defect caused due to inappropriate inspection.

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

	Number	Reasons for recall
Voluntary recalls	4	Products were recalled to ensure our compliance to the quality standards and patient safety
Forced recalls	None	

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

Yes.

<https://www.mankindpharma.com/privacy-policy>

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.

Any IT related issue has not been reported yet. Throughout the year, only quality-related complaints were received. All necessary steps were also taken to avoid similar incidents from occurring again.

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

Each product has a label that informs consumers about its composition, contents, recommended storage conditions, date of manufacture, and expiration date. It also tells them how to use the product safely.

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

As the Company is in the pharmaceutical business, there are numerous generic pharmaceutical companies that provide similar products. Hence, the discontinuation of any product does not impact the community at large.

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

In India, the labelling of drugs is meticulously regulated by the Drugs and Cosmetics Act, which mandates the inclusion of vital information on product labels. This information encompasses the product name, manufacturer and marketer details, active ingredients,

Leadership Indicators

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

The information regarding the product and services can be accessed on the Company's website.

LINK - <https://www.mankindpharma.com/company/our-brand>

and more. Mankind diligently complies with all applicable laws and regulations. It is an industry-wide practice in the Indian pharmaceutical sector to adhere strictly to the required information on product labels as per local laws. Ethical, legal, and compliance considerations guide this approach, ensuring transparency and accountability. However, in cases where a product possesses a specific scientific attribute, such as being a DMF grade API, we may appropriately highlight this attribute on the label, while strictly adhering to the provisions of applicable laws and regulations.

Furthermore, a 'Pack Insert' is an indispensable document containing comprehensive information regarding therapeutic indications and pharmaceutical details. This document serves as a valuable resource for healthcare professionals and patients, equipping them with essential information about the safe and effective use of the drug. By providing pertinent details, the Pack Insert empowers users to make well-informed decisions concerning the administration of the drug, thereby prioritizing patient safety. No, consumer satisfaction survey was carried out.

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches, along with impact

Any such type of incident has not been reported yet.

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

Not applicable.