

ESG Overview

FY 2024-25

Serving Life
through **Sustainable Actions**



CHAIRMAN AND VICE CHAIRMAN'S MESSAGE

Mankind Pharma, founded with the vision of creating a progressive healthcare ecosystem. As we continue to expand our reach to strengthen our position as global pharmaceutical leader, our vision for providing cost effective, affordable and accessible healthcare, remains aligned with the principles of sustainability. Our focus is on improving patients' lives, generating long-term value for stakeholders, and driving measurable positive impact on people and the planet through sustainable practices.

We firmly believe that sustainability is no longer a choice — it's a responsibility toward environment and people, and an integral part of the business continuity. Our commitments to sustainability are reflected in our ESG goals, strategy and planning, and we proactively work towards achieving them.

As we advance on our sustainability journey, our strategy emphasizes transparency and accountability, aligning our disclosures with global standards and frameworks, actively engaging in ESG rating systems, and strengthening trust with our stakeholders.

Climate Change and Environment

At Mankind Pharma, we understand that addressing climate-related risks is not only an environmental responsibility but also a business imperative to ensure long-term resilience and sustainability. As a response to climate change and achieve our ESG commitment we have invested in Zero Liquid discharge facilities, Solvent recovery plants for Hazardous waste reduction, Technology advancement to support energy mix optimization and transition towards a low- carbon, massive afforestation and plantation activities.

In FY 25, 63% of our total energy mix accounts from renewable energy, 38% and 55% of total

waste generated is sent for coprocessing and recycling respectively —reflecting our contribution to circular economy, renewable energy transition and waste water management.

Inclusive development and Well being

Our approach to workplace health and safety goes beyond statutory requirements. We strive to minimize occupational risk across our operations through implementation of operating procedures, administrative and engineering controls, conducting risk assessments, training programmes and continuous monitoring. Our commitment to provide safe working environment is reinforced through ISO 45001 certification across all manufacturing operations. We are committed to fostering a diverse, equitable, safe and inclusive workplace where every individual feel valued and empowered. Our focus extends beyond occupational safety to encompass physical, mental, and emotional wellbeing of our workforce. Regular health check-ups, wellness programs, and awareness campaigns are conducted to build a healthier workforce. Alongside, continuous learning and skill development programs empower our employees to grow professionally and personally.

Responsible Value Chain partnership

Responsible partnerships with our suppliers, distributors, and stakeholders are central to our ESG strategy. Our vision for procurement embeds sustainability as one of the core pillars allowing us to work closely with our partners for promoting ethical business practices, environmental stewardship, and social responsibility at every stage of company's value chain. Guided by our vision, we conducted engagement programmes including trainings for Third party code of conduct, onsite ESG assessments, regulatory compliances and capacity building. These initiatives ensured that

in FY 25, around 25% of our total procurement by value was sustainably sourced, reflecting our commitment to responsible value chain partnership, resource efficiency inclusivity and safety across our extended operations while strengthening resilience, and trust with our stakeholders.

Community

Mankind Pharma continues to invest in the community development with the focus on improving health and hygiene education, environment and livelihood development. Our impact programs are designed to address the emerging needs of society and creating a lasting wellbeing of people and communities reaching to more than 5 Lakhs beneficiaries.

Sustainability Corporate Governance

We have a Corporate Sustainability Council, a steering group under the Board-level Risk Management Committee, which oversees all sustainability-related matters—shaping the Company’s sustainable future and continued

growth while aligning the business practices with emerging market requirements of sustainability and meeting stakeholder expectations.

Looking Forward

I am proud to share the company’s achievements and performance over ESG, through this report, and we look forward to building on this progress. We are confident that our continued efforts will enable us to achieve our goals and drive sustainable growth and positive impact on people and planet. I sincerely thank our employees, customers, value chain partners, regulators, and shareholders for their unwavering support and trust, which empower us to continue advancing our sustainability journey.

With warm regards,

Ramesh Juneja

Chairman and Whole-Time Director

Rajeev Juneja

Vice Chairman and Managing Director

CEO MESSAGE

At Mankind Pharma, we firmly believe that sustainability is not just a responsibility, but a fundamental driver of long-term value creation—for our people, our planet, and our business. With great pride I present our Sustainability Report for FY25, reflecting our commitments to embedding Environmental, Social, and Governance (ESG) principles in every aspect of our operations.

As we are structuring our sustainability growth, we uphold the highest ethical standards by embedding strong governance and ethical business conduct throughout our organization. Our robust governance framework enables us to identify key material issues, risks, and opportunities, and formulate clear strategies for addressing them.

We are committed to ensuring that our business growth does not come at the cost of adverse impact on environment. Recognizing the urgent need for a transition to a low-carbon economy, we strive to build resilience against the challenges posed by climate change. Our continuous efforts focus on minimizing environmental impact by investing in energy-efficient technologies, renewable energy utilization, packing optimization, and resource conservation.

Aligned with our commitment, Waste management remain key priority aspect in our environment management strategy and always emphasize to minimize waste generation at source and reducing waste disposal to landfill. We are also actively engaged in recycling of our Post-consumer plastic waste as a part of our Extended Producer Responsibility commitment.

Alongside environmental initiatives adopted across its operations, the Company remains

cognizant of the needs of the wider community and strives to create healthy ecosystems. We have established robust systems which ensure a safe and healthy workplace and to protect the human rights. Our efforts towards Occupational Health & Safety are also recognized through the International Safety Award from British Safety Council.

The Company is actively engaged with its communities to address pressing societal challenges and aim to create a positive impact on society, the environment and stakeholders.

We are contributing to the communities where we operate through healthcare, education, livelihood and other initiatives. In FY25, we continued to support the Tata Memorial Cancer Institute, deployed mobile surgical units for the Indian Army in Ladakh – bringing hope and care to those who deserve it most in critical times.

Driven by the passion and dedication of our people we incorporated a WOS “Kind Care” to further enhance focus on building a healthier, more inclusive Bharat following ethical business practices, and extending care to underserved communities.

We remain committed to our pursuit of sustainability, driven by our purpose to respond to unmet patient needs and make a positive impact on their lives. We extend our heartfelt gratitude to our stakeholders for their unwavering support as we continue our journey towards a better and sustainable future for all.

With warm regards,

Sheetal Arora

Chief Executive Officer & Whole-time
Director

COO MESSAGE

At Mankind Pharma, we firmly believe that operational excellence and sustainability go hand in hand. As a leading pharmaceutical company, our responsibility extends beyond delivering high-quality medicines—we are equally committed to ensuring that our operations create long-term value for our stakeholders while minimizing environmental and social impacts. As Chief Operating Officer, I take pride in the progress we have made in recent years in embedding sustainability into the core of our operations and value chain.

Our operational excellence strategies are dedicated to provide safe and healthy working environment across operations, upholding the EHS objectives as a top priority for the organization. We foster a strong safety culture built on accountability, continuous process improvement, and adherence to well-established policies, procedures, and risk mitigation measures. We are proud to maintained a record of Zero Lost time Accidents over several years, reflecting our commitments to safeguard our people and environment.

We recognize that responsible management of natural resources is vital in sustaining our business and the communities we serve. Our efforts not only reduce our environmental footprint but strengthen our manufacturing processes, enhances supply chain resilience and reinforce compliance frameworks.

As we advance on our sustainability journey, and building resilience against climate change, we are focused on decarbonizing our manufacturing operations through energy efficiency

improvement and transition to renewable energy source i.e. Agro briquettes in our utilities, Renewable Power purchase and Roof top solar plants. These initiatives have contributed to reduce our Scope 1 and 2 emissions across the operations.

Moving beyond our manufacturing sites, we have also focused planned to address Scope 3 emissions across our upstream and downstream value chain. Recognizing employees, suppliers, and partners plays a pivotal role in this decarbonization journey. we are actively working with our stakeholders to drive meaningful reductions across value chain.

As part of our commitment to drive operations through transformation, we continue to invest in digital automation — ensuring that operations are not only effective but also aligned with long-term strategic goals such as cost efficiency, safety, compliance, innovation, and sustainability.

As we move forward, our operational strategy will remain guided by the dual priorities of delivering affordable and quality healthcare solutions yet building a resilient business enriched with sustainable practices. We are confident that our ongoing efforts of prioritizing sustainability in our daily operations, not only mitigate risk, enhance efficiency, innovation but strengthen our position as a responsible healthcare leader prepared for challenges and opportunities of tomorrow.

With warm regards,
Arjun Juneja
Chief Operating Officer

Our Contribution to Sustainable Development Goals (SDGs)

4 QUALITY EDUCATION



4.1 Community Education & Learning
4.5 Skill Employment
4.A Educational Facilities

4.1.1 & 4. A
 Implemented Free of cost educational program for tribal communities & Seed via School Net K Yan smart class system, delivering primary and secondary education along with School Kits across several states of India. 15,564 Children Benefited in FY 24-25.

4.5.1 Developing skills and infrastructure- solar powered pumps for irrigation, dairy development, support for proving animal husbandry rearing.

8 DECENT WORK AND ECONOMIC GROWTH



8.5 Employment and Decent Work
8.7 Child and Forced Labor
8.8 Labor rights, Promote Safe Working Environment

8.5.1 Commitment to Equal employment and respect dignity and rights of diverse individuals enshrined in Code of conduct. 49% of employment aged between 18< 30 years.

8.7.1 We Prohibit child labor in our operations and ensure the same in our supply chain through annual assessment and audit. Zero operations Possess significant risks of child or forced labor.

8.8.1 Maintained Zero LTIFR in FY 24-25, No compliant reported on health and safety working conditions. Worker's rights for Freedom of association, ensured through labor commissioner certified orders.

5 GENDER EQUALITY



5.1 Framework on gender equality
5.2 Violence against women
5.5 Women in leadership
5.6 Access to health rights
5.B Technology for women empowerment

5.1.1 POSH Policy & Code of conduct in place ensuring no discrimination based on gender and equal employment opportunities.

5.2.1 No complaints reported in FY 24-25 for discrimination and harassment at workplace.

5.5.1 117 Women's in Managerial positions in FY 24-25, 2% increase in women diversity compared to FY 23-24.

5.6.2 Offering women centric health programs and Free health consultation to women for employees and community in FY 24-25.

5.B.1 100% of women employees and workers have access to digital assets (mobile Phones).

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



9.5 R&D Expenditure

9.5.1 100 % R&D investment focused on Environment and Social impacts of our products and processes. 12 % increase in capital expenditure in FY 24-25 towards Environment and social impacts.

6 CLEAN WATER AND SANITATION



6.1 Safe Drinking Water
6.2 Adequate Sanitation and Hygiene
6.3 Water Quality
6.4 Water use efficiency
6.6 Water related ecosystem

6.1.1. 100 % coverage of employee and workers with safe drinking water service.

6.2.1 Washroom facilities in compliance with the toilet ratio as per Factories Act. Including Availability of Washrooms to contract workers.

6.3.1 ZLD ETP Operations

6.4.1 & 6.4.2 - 20% fresh water withdrawal from Water Stress Areas. 66% of waste water recycled in FY 24-25 to use in toilet flushing, gardening and cooling tower.

6.6.1 Office & plants with Rain water harvesting structures for recharging aquifers.

7 AFFORDABLE AND CLEAN ENERGY



7.1 Access to energy services
7.2 Renewable energy Share
7.3 Energy Efficiency

7.1.1 520 No of Solar street light installation, Biogas plant of 3 KL capacity & clean smokeless chullah developing community with clean energy services.

7.2.1 In FY 24-25, 63 % of renewable energy share in total energy mix and 52 % is renewable power.

7.3.1 3.8 Cr Capital Investment for improving energy efficiency and maintained Energy Intensity (GJ/ Mn tablet) in FY 25.

Our Contribution to Sustainable Development Goals (SDGs)

10 REDUCED INEQUALITIES



10.3 Policy for Equal Opportunity and reduced Inequalities

10.3.1. Fair recruitment and payments to encourage equal employment opportunities.

13 CLIMATE ACTION



13.2 Climate Change Policy & Strategic Planning
13.3 Climate Change Awareness

13.2.1 Recognizing the importance of climate change and its impact on operation, Climate risk assessment study is underway.

13.2.2 Total Green House gas emission for FY 24-25 is 35,743 T CO₂eq, 73 % carbon reduction from base year FY 21.

13.3.3 100 % coverage of corporate employee through self-placed learning session on Sustainability & Climate change, in person trainings across manufacturing plants for awareness.

11 SUSTAINABLE CITIES AND COMMUNITIES



11.6 Urban Air Quality and Waste Management
11.7 Safe, Inclusive access, green spaces
11.B Disaster risk Management

11.6.1 Biodegradable waste from gardening is systemically collected, composted or used at low lying areas for filling and green belt development purpose. Other waste generated from operations are managed in compliance to consent to operate and all waste related regulatory rules and regulation.

11.6.2- 6% lower air emission load than previous year.

11.7 LEED Certified Corporate Office.

11.B Site Specific emergency controls in place.

15 LIFE ON LAND



15.2 Sustainable Forest Management
15.5 Protection of Biodiversity Loss

15.2.1 Afforestation on 3.75 Acres. on Abundant Land with 9000 Trees plantation, monitoring and tracking is in process.

15.5.1 Conservation plan of Two Schedule- 1 Species identified near to Rajasthan Manufacturing plant is underway.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



12.4 Managing chemicals and waste
12.5 Reduction in waste generation
12.7 Procurement practices
12.8 Sustainability Development awareness
12.A R&D Capacity for Sustainable development

12.4.1 Manufacturing plants are ISO 45001 and ISO 14001, GMP, FDA Certified, including USFDA at 1 site.

12.4.2(a), (b) During FY 24-25, Hazardous and Non-Hazardous waste generation is 14,955 MT, 93% of waste generated is sent for recycled, reuse and coprocessing.

12.5.1 100% Pre-consumer and Post consumer product plastic packaging is collected and recycled in FY 24-25.

12.7.1 & 12.8.1 Developed robust Sustainable procurement guidance framework inclusive of third-party code of conduct outlining expectation from Third parties, Supplier Risk Assessment and Audits, Training and capacity building, R&R and climate change engagement.

12.A.1 2,512 kWh Roof top Solar Installed Capacity and 89% in Himachal Pradesh and 100% in Sikkim GRID Purchased electricity is Renewable sourced.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



16.3 Justice for all
16.5 Corruption and Bribery
16.b Non-Discriminatory laws

16.3 Zero cases reported with regards to conflict of interest in FY 24-25.

16.5.1 Zero cases reported on Bribery and Corruption in FY 24-25.

16.B Employees can report their concerns through POSH Policy, Grievance Redressal policy. Zero Complaints reported in FY 24-25 regards to any form of Discrimination at workplace.

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About the Report

Reporting period

The report has been prepared for the period of April 1, 2024–March 31, 2025 on annual frequency following company’s standard reporting practice for annual report.

Reporting Standard

The report has been prepared is aligned with the United Nations Sustainable Development Goals (SDGs).

Scope of report

This ESG Report for Mankind Pharma Limited, which include 7 manufacturing locations at different states in India including MRC, Manesar and Corporate Offices, Delhi and Mumbai.

Reporting Approach

At Mankind Pharma, Our ESG Report stands as a comprehensive and independent document, delivering both qualitative and quantitative insights into the Company’s performance across critical areas such as risk management, business strategy, corporate governance, and environmental sustainability.

External assurance

This is Company’s annual ESG report for FY 24-25. There is no separate assurance on ESG report but the information pulled from BRSR core indicators, are third party assured. BRSR Report Page 195-199. Report can be accessed through [annual report 07.pdf](#).

About the Company

Incorporated in 1991, Mankind Pharma is one of India’s largest pharmaceutical companies. The Company is engaged in developing, manufacturing, and marketing a diverse range of pharmaceutical formulations across various acute and chronic therapeutic areas, as well as several consumer healthcare products backed by strong in-house R&D capabilities with an established and deeply penetrated presence across India.



Our Journey for Excellence

Mankind Pharma was founded in 1991, years of effort and dedication to delivering nothing but the best, have enabled Mankind Pharma to develop a rich legacy across the India with expanding global coverage.

1995

- Commenced operation in 1995 (Founded in 1991)

2004

- Entered chronic pharmaceutical Segment

2007-10

- Entered consumer healthcare by launching Manforce and Prega News brands

2012

- Set up first R&D center at IMT Manesar, Haryana.

2015

- Incorporated our subsidiaries in the US and Singapore

2018

- Paonta Sahib facility inspected by the USFDA for the first time.
- First Indian Company to launch "Dydrogesterone"

2021

- Launched dedicated specialty divisions for cardiovascular, respiratory, Central Nervous System and Diabetes segments

2022

- Acquired brands of Panacea Biotec Pharma Limited enabling entry into transplant and oncology
- Acquired 'Daffy' and 'Combihale' from Dr. Reddy's Laboratories

2023

- Successfully listed on NSE and BSE
- Launch of International Quality API- Products
- Commercialised India's First fully integrated facility for Dydrogesterone at Udaipur

2024

- Acquired 100% stake in BSV Limited
- Entered into in-licensing agreements with Astra Zeneca - Symbicort, Novartis - Crenzlo (Inclisiran), Takeda – Vonalong and Vonatime (Vonoprazan)



Growth Milestone

Growth milestones are further detailed in our annual report Financial Year 24-25, Page 4-5. [annual_report_07.pdf](#)

Awards & Recognition

During the reporting period, the company has strived to excel and has been honored with several awards and recognition, further detailed in our annual report, Page 22-23. [annual_report_07.pdf](#)



Our Vision and Mission

To be a global pharmaceutical company most admired for its affordable, quality and accessibility of products



Global

We provide pharmaceutical products across different geographic regions



Affordability

We provide cost-effective and innovative healthcare solutions



Pharmaceutical company

We strive to continuously innovate and deliver medications that meet the growing needs of society



Quality

We Believe in providing superior quality products to our customers



Accessibility

Our products are available across the length and breadth of the market we operate



Widely recognized

We are respected and recognized by our patients, employees and even our competitors for delivering world class products while maintaining patient centricity, values and ethics

To be able to provide cost effective, innovation based superior quality pharmaceutical products across the globe, to improves lives of the patients



Purpose

We aim to provide high quality pharmaceutical products at affordable prices which help our patient in leading healthier life



Value

We believe in innovation and maintaining the superior quality of products is our top priority



Reach

Our global presence makes pharmaceutical products available to all



Business

We function at a global level and deliver best quality pharmaceutical products to all sections of society



Customer

Our customer centric approach makes us deliver top quality medicines at affordable prices to people who need them the most.

Product Portfolio

Our portfolio comprises of pharmaceuticals, consumer healthcare and specialty therapies having high-entry barriers catering to diverse medical needs driven by our four pillars of growth.

More detail: Annual report FY 25, Page 10-13 [annual_report_07.pdf](#)

Our Presence

Mankind Pharma's manufacturing foundation continues to power Mankind's expansive operations across pharmaceuticals, biologics, and consumer healthcare.

S. No	Corporate Office	Manufacturing Location	Category
1	262, Okhla Industrial Estate Phase-III New Delhi 110 020, Delhi, India	Unit – I, Paonta Sahib, Himachal Pradesh, India	Ampoules and Vials
2		Unit – II, Paonta Sahib, Himachal Pradesh, India	Tablet, Hard gelatin Capsule, Sachet, Soft gel Capsule, Syrup Bottles
3		Unit – III, Paonta Sahib, Himachal Pradesh, India	Vials, Tablet, Hard gelatin Capsule, Blow Fill Seal, Eye/Ear Drop
4		South Sikkim, Sikkim, India	Tablet, Hard gelatin Capsule
5		Udaipur, Rajasthan, India	Active Pharmaceutical Ingredients, Tablet
6		Behror, Rajasthan, India	Active Pharmaceutical Ingredients
7		Vishakhapatnam, Andhra Pradesh, India	Active Pharmaceutical Ingredients

Mankind Pharma's manufacturing facilities have obtained approvals or certifications from, and are subject to, inspections and audits by a range of regulatory bodies, including the Central Drugs Standard Control Organization (CDSCO) and the US Food and Drug Administration (USFDA).

Additionally, some of the Company's facilities have obtained certificates under World Health Organization (WHO) and Pharmaceutical Inspection Co-operation Scheme (PIC/S) Good Manufacturing Practice (GMP) guidelines. As per the approvals and certifications issued by these regulatory bodies, the Company is required to comply with the laws and regulations governing the development, testing, manufacturing, labelling, marketing, and distribution of its products in the respective regions. These regulatory approvals and accreditations enable the supply of Mankind Pharma's products in regulated markets. The Company regularly invests in improvements to its manufacturing facilities to ensure adherence to relevant regulations.

Research and Development

Mankind Pharma's R&D strategy is focused on expanding our innovation pipeline by developing niche complex molecules, investing in specialty research, and scaling our capabilities to meet global standards.

The Company has dedicated R&D centers with three* units located in IMT Manesar, Gurugram Haryana, One at Thane Maharashtra. Two



additional R&D centers that are operated through its non-wholly owned subsidiaries—the COPMED Research Center in Dehradun, Uttarakhand, and the Mediforce Research Center at Paonta Sahib, Himachal Pradesh.

Mankind Pharma's R&D operations comprise several divisions, including drug discovery, generic APIs, formulations, and biotechnology, which are supported by dedicated intellectual property, global regulatory compliance, clinical research, and biopharmaceutical teams. One of the Company's R&D centers has a USFDA-approved commercial testing laboratory that is also Good Laboratory Practice-certified and accredited by the National Accreditation Board for Testing and Calibration Laboratories. These accreditations help to ensure an additional quality check of all the Company's products throughout their life cycles.

Sustainability is embedded in our research practices through environmental stewardship and Green R&D efforts which includes,

- Greater use of enzymatic synthesis for API development
- Recycling of exit streams to reduce energy consumption and minimize waste
- Development of biodegradable and eco-conscious packaging materials

All R&D and manufacturing sites adhered to CPCB guidelines, while hazard identification and risk assessment protocols such as HAZOP and HAZAN were followed rigorously across new programs.

** One R&D center is being upgraded.*

Corporate Governance and Business Ethics

The company is committed to maintaining transparency, accountability and integrity in all our operations. It is a critical aspect that ensures our business is conducted in a manner that protects and enhances stakeholder value, promotes ethical conduct and complies with legal and regulatory requirements.

Zero Cases Reported

on Corruption and Bribery
Anti-Competitive Conduct, Money
Laundering and Conflict of Interest

The company adhere Business ethics policy and a stringent [Code of Conduct](#) that guides the actions of all our employees, directors, and partners. We have institutionalized several policies and procedures, such as Code for Prevention of Insider Trading, Whistle Blower Policy, Prevention of Sexual Harassment Policy, Business Ethics Policy etc. These policies

and framework are formulated to prevent conflicts of interest, promote fair and ethical business practices, and ensure compliance with all applicable laws and regulations, including industry-specific ethical guidelines for pharmaceuticals. Our business ethics policy comprehensively upholds ethical practices such as approval of business expenditure, political and charitable contributions, fines and penalties. Procedures are established for third party due diligence against corruption and bribery, employee due diligence, Anti bribery and Anticorruption risk assessments, training and certification, reporting and investigation mechanisms and document retention (period till 5 years) including disciplinary action against non-compliances.

A robust [whistle blower mechanism](#) is in place to encourage reporting of any unethical behavior without fear of retaliation. The Company has mandated all employees to undergo mandatory training on the Code of Conduct to ensure that all employees practice ethical, transparent, and honest behavior in the interest of Mankind Pharma and its stakeholders. Our code of conduct is signed and acknowledged by every employee at the time of joining.

To reinforce our commitment towards transparency, accountability and ethical business conduct, we have an Ethics committee under the Audit committee and have a designated compliance officer for implementation of policy, programs, procedures and reporting of suspected and actual breaches to Chief Executive Officer (CEO) and Board of Directors (BOD).

Our ethics related key performing indicators (KPIs) on Anti-bribery and corruption risk assessments, ethics policy upgradation, procedures, compliances, training and workshops, incident reporting of any actual and suspected violation/resolution, are periodically reviewed by our ethics committee and updated to the audit committee. These updates are subsequently reported to the Board of Directors (BOD) on a six-monthly basis. We have appointed a designated ombudsman for our company. In the event of any complaint made against an employee for any potential violation of the procedures, commitments. It is the responsibility of the ombudsman to investigate the complaint and report their findings to the Ethics Committee for a reasonable conclusion.

Sustainability Approach and Governance

Sustainability is one of key enabler at Mankind Pharma, ensuring a long-term Sustainable development and add value to the society and other stakeholders.

Mankind Pharma contributes to society through a desire to improve patients’ lives and is dedicated to addressing unmet patient needs despite the complexity and difficulty of creating and launching sophisticated generics. The Company’s definition of sustainability also includes protecting the environment, emphasizing resource conservation, working with employees to create a culture of openness, integrity, and empowerment, and giving back to local communities.

Mankind Pharma's ESG commitments and responsibility to stakeholders and the Company’s activities are embodied in the sustainability framework, and supported by strategically defined sustainability roadmap which is aligned with company’s sustainability goals. The company is committed for achieving excellence across the operations and its value chain, and in process to establish sustainability governance mechanism at senior management or Board level.

Materiality Assessment

At Mankind Pharma, materiality evaluations have been based on economic, environmental, and social parameters. The Company has categorized its stakeholders into internal and external groups—internal stakeholders consist of employees, senior management, and the steering committee, while external stakeholders include suppliers, healthcare professionals, investors, and NGO partners.

The Company had conducted a materiality assessment in FY22 based on the GRI framework to meticulously assess stakeholder priorities. Critical focus areas, as viewed through the lens of the stakeholders, were determined based on the results of the assessment. The engagement process captured stakeholder feedback and expectations of Mankind Pharma.

Stakeholder responses were collated and plotted against two factors—the impact on the Company’s business and the stakeholders’ ability to influence or be influenced by the issues. This approach allowed us to determine Mankind Pharma's overall materiality.



1	Economic performance	11	Emissions	21	Child labor
2	Market presence	12	Waste management	22	Forced or compulsory labor
3	Indirect economic impacts	13	Supplier environmental assessment	23	Security practices
4	Procurement practices	14	Employment	24	Rights of indigenous peoples
5	Anti-corruption	15	Labor/management relations	25	Local communities
6	Anti-competitive behavior	16	Occupational health and safety	26	Supplier social assessment
7	Taxes	17	Training and education	27	Public policy
8	Materials	18	Diversity and equal opportunity	28	Customer health and safety
9	Energy	19	Non-discrimination	29	Customer privacy
10	Water and effluents	20	Freedom of association and collective bargaining		

Sustainability Goals

Environment:

Key Topic	Goal [#]	FY25 Progress
Carbon Neutral (Scope 1 & Scope 2 emissions)	Carbon neutral operations by 2030 (Base year FY'21)	73% reduction in carbon emissions
Renewable Energy	100% Renewable power by 2030	92% electricity from renewable sources
Waste management	Hazardous Waste Disposal of 70% for co-processing and 30% for landfilling by 2027 (Base year FY'21).	55% disposal for co processing (energy recovery)
100% Plastic Neutral	100% Plastic Neutral by FY2024*	Achieved as per Extended Producer Responsibility requirements
Water Stewardship	50% reduction in ground water intensity by 2030 (Base Year FY'20)	31% reduction in groundwater intensity
Biodiversity management	Implementation of Wild Life Conservation plan for 2 No. s of Schedule-1 species in Sotanala (Behror) area	Approval awaited from state Wildlife Board, Rajasthan

Mankind Standalone Boundary of FY21 (Unit 1,2,3, and Sikkim)

Social:

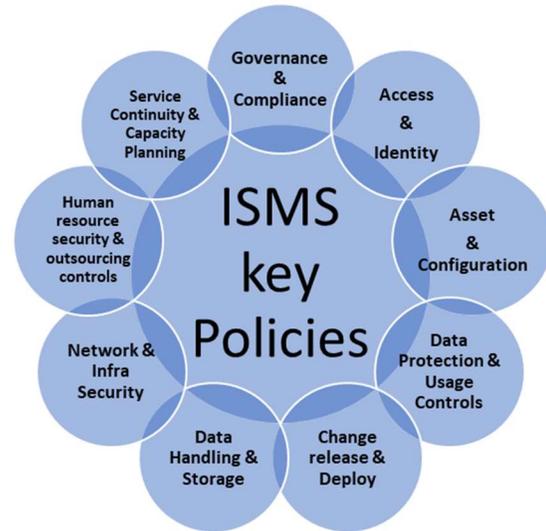
Key Topic	Key Ambitions	FY25 Progress
Employee Health & Safety	Maintain zero LTA and expand mental wellness	Zero Lost Time Accidents (LTA) across all sites
Supplier ESG Assessment	Implement ESG risk screening for all critical suppliers by FY2027	25% procurement (by Value) through Sustainable sourcing in FY25.
Community Health Access	Expand digital health and telemedicine access	2,00,000+ rural beneficiaries

Governance:

Key Topic	Key Ambitions	FY25 Progress
ESG Governance & Oversight	Establish a sustainability steering committee under Board-level committee to embed ESG with Board Governance by FY 2026	ESG overseen by cross-functional council
Governance framework	Alignment of Governance system with global framework / standard by FY2030	Effective Governance system implementation
Data Credibility	Independent assurance on material ESG disclosures by FY2027	Reasonable third-party assurance on BRSR Core Indicators

Information Security Management System (ISMS)

At Mankind Pharma Limited, we recognize that information security is vital to our long-term business sustainability, regulatory compliance, and stakeholder confidence. To uphold this commitment, the company has implemented a comprehensive Information Security Management System (ISMS) program across corporate offices, major manufacturing units and R&D centers, and got them certified with ISO 27001:2022 standard.



Comprehensive ISMS Manual

At Mankind Pharma, safeguarding information assets is fundamental to our sustainability vision and organizational resilience. Our Information Security Management System (ISMS) upholds the confidentiality, integrity, and availability of all business-critical information across our corporate offices, manufacturing units, and R&D centers.

To strengthen our information governance ecosystem, Mankind Pharma has implemented a structured ISMS aligned with the ISO 27001 framework. This system is guided by a comprehensive ISMS Manual encompassing well-defined policies and procedures that ensure effective implementation and continual improvement.

Our Corporate Office (Delhi), Unit I, Unit II, Unit III Paonta Sahib, Sikkim, API-1 Rajasthan, and MRC1 are certified under ISO 27001. Remaining sites Mumbai Office, Udaipur site, API-2, Vizag and MRC 3 Manesar are aligned with ISMS requirements and scheduled for certification in the upcoming audit cycle. This demonstrates our commitment to global best practices in information security.

The policies outline clear objectives, scope, and control intent, while accompanying procedures define implementation methods, compliance checks, and reporting mechanisms. This dual-layer governance approach fosters accountability, operational excellence, and proactive risk management in information security.

Chief Information Security Officer (CISO) is appointed as the overall custodian of the ISMS, the CISO oversees implementation, continuous monitoring, and improvement of information security practices.

And, Risk Management Committee periodically reviews cybersecurity posture and recommends improvements to strengthen resilience against emerging threats. Audits are conducted as per IT and Security Review and Audit Policy and internal audits and management reviews assess effectiveness of ISMS effectiveness.

Information Security Awareness and Training

ISMS fundamentals are integrated into the employee induction program, ensuring every new hire understands their role in maintaining data security from day one.

Regular e-learning and in-person sessions, workshops, and bulletins on cybersecurity, Awareness campaigns on topics like phishing, spoofing, digital safety, and incident reporting via mailers, posters, and digital learning modules. Posters, flyers, and internal communication drives across offices and plants. Simulations to test incident response readiness. Through continuous learning, we empower employees to act as the first line of defense against cyber threats.

This proactive approach ensures that every employee contributes to maintaining a secure digital ecosystem and reinforces the company's commitment to a safe and sustainable workplace environment.

Data Privacy and Protection

Mankind Pharma is deeply committed to protecting the personal and confidential information of its employees, clients, contractors, and stakeholders. This commitment extends to all personnel and third parties who handle corporate or personal data.

Through a robust Information Security Management System (ISMS) framework, the company ensures the confidentiality, integrity, and availability of its information assets. The ISMS align with our corporate sustainability goals by safeguarding digital infrastructure, promoting responsible data governance, and fostering cybersecurity awareness across all levels of the organization. Information is retained and deleted in accordance with our Data Retention and Deletion Policy.

Our commitment to information security and data privacy reinforces Mankind Pharma's reputation as a responsible and resilient organization, ensuring that security and sustainability progress together in our pursuit of operational excellence.

Cyber Security Trainings

80% Employees Covered in Person Training

100 % New Hires undergo induction program

Environmental Stewardship

Nurturing Nature for Securing Future

The organization environmental governance structure comprises various instrumental mechanisms that integrate environmental consideration into corporate decision-making, strategy, and reporting, while aligning with all applicable regulatory requirements and fulfilling stakeholder expectations. These instrumental governing mechanisms include policies, management systems and standards, Board level Risk management committee and dedicated corporate EHS management team including qualified EHS personnel at each manufacturing site. This structured EHS management system guide the organization in fulfilling its commitments towards environmental protection and prevention of pollution.

Environment Health Safety & Sustainability Policy



86% Manufacturing Plants are ISO 14001 Certified

Our Corporate Sustainability function works under Board level Risk Management Committee, responsible for decision-making on all sustainability-related matters. The scope covers key environmental thematic areas such as energy and emissions management, sustainable water consumption and waste management practices, including community-based water projects. The committee critically analyzes sustainability related

Risk & Opportunities and provides strategic guidance to help the organization achieve its ESG goals. At the operational level, site-specific respective teams/Working groups are responsible for implementing initiatives and tracking project performance, ensuring alignment with the company’s overall sustainability vision.

We ensure strict adherence to all regulatory requirements through a digital compliance tool that centralizes tracking, automates reporting, and minimizes risks of non-compliance. In addition, our in-

house software enables real-time monitoring of key Environmental KPIs, strengthening compliance, transparency, and sustainability reporting.

Environment Penalties and Violations

In the current reporting period, none of our facility has received any fines/penalties by the regulatory agencies/ board w.r.t to applicable environmental law/ regulations/ guidelines in India. In case of any Show cause notice issued due to any reason, corrective measures taken Immediately including appropriate remedial measures to prevent any future risks.

Environmental Training and Awareness

We provide comprehensive environmental training and awareness programs covering all workers to ensure they understand their roles and responsibilities in protecting the environment. The program covers topics such as waste handling storage and management and its regulatory compliance, energy conservation and waste water treatment. Environmental awareness sessions are conducted as per environmental management system requirements.

Environmental Audits and Inspection

The environmental management system is assessed biannually by the internal team and the site also undergo periodic surveillance audit to ensure effectively implementation in accordance with the requirements of ISO 14001:2015. Sites also undergo GMP Audit and inspection by our customers and inspection rounds by the concerned pollution control board. During the year we demonstrate our continued compliance with all applicable legal and other environmental requirements, and evidence of ongoing monitoring, operational controls, and effectively implemented corrective actions for all the observation observed.

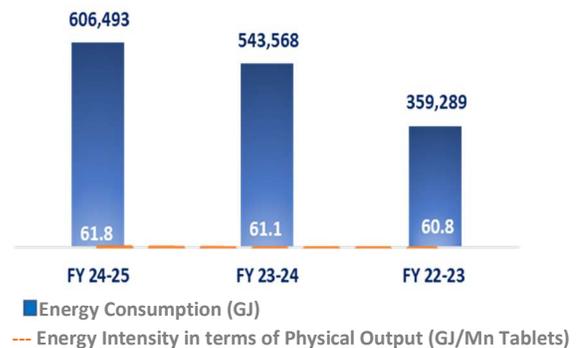
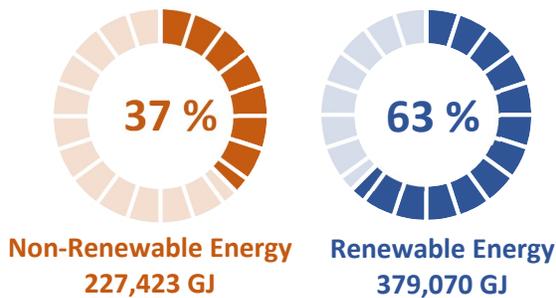
Environmental Audits and Inspection in FY 24-25 <i>100 % coverage of Plants and Offices</i>	38 Nos
<i>* Audits include Inspection by customers which are across National and International Health regulatory bodies, ISO Internal Audit and Inspection round by Pollution Control Board.</i>	

Energy Management and Emissions

At Mankind Pharma, we recognize effective energy management is essential to minimize our environmental footprints, improve operational efficiency, and support our long-term climate and sustainability Goals and Targets.

As a foundational step, we promote a culture of energy responsibility by empowering our leaders and teams to integrate efficiency considerations into daily decision-making and procurement practices. At Mankind Pharma, we are committed to achieve energy excellence in accordance with our [Energy policy and ESG commitments](#). In manufacturing operations, Energy management responsibilities are clearly defined and integrated into senior leadership accountability, reinforcing strategic alignment, and long-term value creation while reducing climate-related financial and operational risks. Accordingly, the company has assigned energy-efficiency-linked KPIs into management goals and encourages teams to prioritize energy performance in operations.

Energy and Emission Performance



Type of Energy	S. No	Source	UOM	FY24-25	FY23-24
Direct Energy	1	Coal	GJ	15,539	11,179
	2	Agro briquettes		224,934	196,979
	3	Solar		9,248	5,317
	4	HSD		40,706	63,344
	5	LDO		24,133	30,053
	6	PNG		2,013	0
	7	LPG		409	721
	8	Gasoline		3	0
	Total Direct Energy (A)			316,985	307,593
Indirect Energy	1	GRID Electricity (Non-Ren.)		144,620	100,750
	2	GRID Electricity (Ren.)		144,888	135,226
	Total Indirect Energy (B)			289,508	235,976
Total Energy Consumption (A+B)				606,493	543,568
Energy Intensity per rupee of turnover			GJ/CR INR	63.86	62.99
Renewable Power			%	52	58

Mankind Pharma is improving energy efficiency across its business by streamlining operations and processes and increasing its use of renewable energy. Dedicated teams monitor energy consumption and identify opportunities to reduce energy footprints. Moreover, operations excellence team tracks technological advancements to enhance operational efficiencies and reduce resource consumption. The Company majorly uses diesel, coal, biomass briquettes, grid electricity, and electricity from solar photo-voltaic plants to meet its energy requirements.

In line with the management strong commitment to energy management, and sustainable operations, the company invested 3.8 Cr. during the reporting period in energy conservation equipment. The strategic allocation of capital to implement such measures is an integral part of our annual budgeting process, ensuring that energy efficiency initiatives are systematically planned, funded and executed to achieve our long-term sustainability Goals.



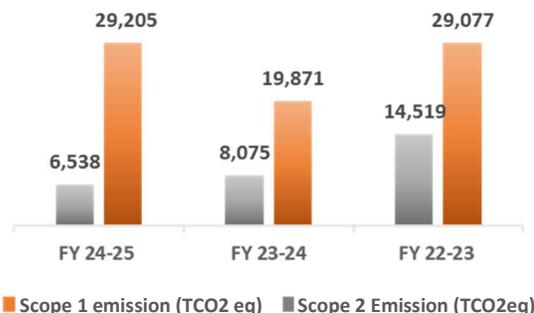
Energy efficiency measures during FY 25

- ✚ Revamping of HVAC System with new duct installation energy efficient motors at Unit 1, Unit 2 at Paonta Location, resulted in 15 % reduction in power consumption, and annual power saving of 49,284 kWh respectively.
- ✚ High-efficiency metal silica beds implemented in DHUs, reducing area recovery time by 30 min, leads to reduced reactivation time at 95°C, compared to 140°C, resulted in a monthly power saving of 600 kWh.
- ✚ VFD installation at High capacity Motors at Sikkim, Udaipur and API 1 plants.
- ✚ Installation of Automatic tube cleaning system in Chillers at Sikkim Location.

Greenhouse Gas emissions

Mankind Pharma is consistently monitoring its Scope 1 and Scope 2 carbon emissions and has adopted various mitigation and elimination measures as part of its decarbonization journey.

S.NO	Parameter	FY 24-25
A.	Direct GHG emission	TCO ₂ eq
	Scope 1 emissions	6,538
B.	Indirect GHG emission	TCO ₂ eq
	Scope 2 (Location based)	29,205
	Total GHG emission (A+B)	35,743
C.	GHG Intensity (TCO₂eq/CRINR)	3.76
D.	GHG Intensity (TCO₂eq/Mn Tablet)	3.22



As part of our commitment to carbon neutrality by 2030, we closely monitor energy consumption, carbon emission and improvement opportunities at our Paonta Sahib Units 1,2,3 and Sikkim. Site level progress is monthly tracked and reviewed quarterly by departmental teams. About Carbon Neutral Goals, during the current reporting period, we achieved a 73% reduction in carbon emission from the base year FY 2021.

Response to Decarbonization

- **Alternate Source of Energy**
Boilers in the manufacturing plants located at Paonta Locations and Rajasthan are 100 % Agro based plants.
- The company is further exploring opportunities to shift to renewable source of energy such as use of biodiesel in DGs and generation of green hydrogen power at utilities of Paonta & Sikkim location for which trials are underway.
- Exploring opportunity to expand Roof top solar power generation at API 1 plant and Solar power purchase at Udaipur plant.

Scope 3 GHG Emission

Category	Scope 3 Emissions (T CO ₂ eq)	FY 24-25
Category 5	Waste Generated in operations	2,446
Category 6	Business Travel *	6,819
Category 7	Employee Commute	22,156
Category 3	Fuel and Energy	45,596
	Grand Total	77,017

* Emissions include only Air and Rail travels.

The company has broadened its focus to develop a comprehensive GHG inventory and understand its complete carbon footprint including impacts across value chain. During the reporting year, we enhanced our capabilities to engage our suppliers and internal stakeholders, improving activity level data collection and evaluating all relevant emission categories.

We have prioritized 12 categories, out of 15 categories as per GHG Protocol, and emissions were completed for 4 categories

in FY24-25.

We are internally monitoring scope 3 emissions and further strengthening our systems to cover all applicable categories. We are relooking our actions to decarbonize our activities in value chain such as

more focus on Local sourcing, business travel policy change, promoting low carbon employee commuting options, waste transitioning toward circular and safe disposal mechanism.

Other Air Emissions

In addition to GHG emissions, the Company also monitors other air emissions at its facilities, including ozone-depleting substances (ODS) and nitrogen & sulfur oxides (NOx and SOx).

Air emissions are treated (through dust collectors, bag filters, cyclone separators, and wet scrubbers) and then released to the atmosphere after bringing the emission composition within required limits as per pollution control board prescribed limits. Ambient air monitoring systems is in place to check the efficacy of the pollution mitigation measures at each plant. All pollutants are quarterly analyzed by NABL Accredited third party agency to ensure regulatory compliance and continuous monitoring. Additionally, manufacturing locations are equipped with an online continuous emission monitoring system (OCEMS), which continuously measures key emission parameters. The data is digitally displayed at the plant boundary, ensuring transparency and compliance with environmental regulations.

6% Reduction

Other Air Emission Load in FY 24-25, compared FY 23-24

Control Actions

During FY 24-25, RECD and CNG Kits installation in DG Sets at API-1 Plant, Rajasthan to reduce emission and improve fuel efficiency.

Advancement of air pollution control devices in Boiler for reducing other air emissions at Unit 3, Paonta Sahib.

Parameters	FY24-25	FY23-24	
SOx	68.37	69.12	▼
NOx	37.28	20.04	▲
Particulate Matter (PM)	98.98	129.15	▼

Ozone Depleting Substances (ODS)

As a responsible pharmaceutical company, we are aligned with the Montreal protocol and its Kigali Amendment, focused on progressive elimination of ozone-depleting substances (ODS) and high-GWP refrigerants across our operations. We strategically limit the usage of Ozone depleting substances in line with national phase-out schedules, discourage the procurement of equipment's with high ODP and GWP substances and promote alternatives such as HFOs, CO₂, ammonia, and other low-GWP options wherever feasible. In FY 2024–25, our Ozone-Depleting Substance (ODS) consumption from chillers, air conditioners, and refrigeration equipment accounted for 686 kg. We ensure full compliance with applicable national regulations governing ODS use and maintain strict controls across our manufacturing facilities. Through periodic inspections, preventive maintenance, and responsible refrigerant handling practices, we aim to minimize leakage, transition toward low-GWP alternatives, and continually reduce our environmental impact.

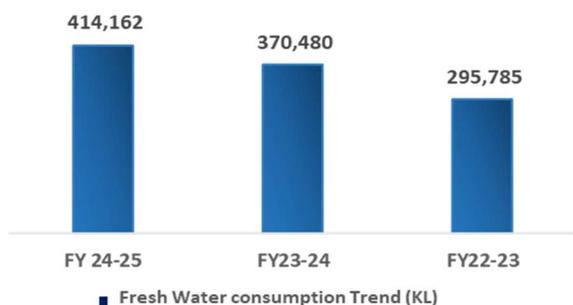
Water and waste water management

At Mankind Pharma, we recognize water as a critical and material topic for our operation and we prioritize to integrate responsible water consumption and sustainable wastewater management practices into our planning.

Our approach focuses on minimizing freshwater withdrawal, promote reduce reuse and recycling, and ensuring effective treatment of wastewater prior to discharge. Each unit, offices and R&D ensure its compliance with all regulatory requirements and through continuous improvement initiatives, we aim to achieve water stewardship thereby ensuring operational resilience and long-term water resource sustainability.



Water Performance



Particular (KL)	FY 24-25	FY 23-24
a. Total Water Withdrawn	4,14,162	3,70,480
b. Total Water Discharge	10,739	7,077
c. Net Fresh Water Consumption (A-B)	403,423	363,403

Consumption by Source and discharge by destination

The primary source of water is groundwater while Other sources include Third Party (Municipal). Our manufacturing facilities (Unit 1,2,3, Sikkim, Udaipur and API -1 are equipped with Effluent treatment plants followed by UF/RO systems that treat wastewater for safe on-site reuse, such as for maintaining green areas, flushing in Toilets and cooling tower as a makeup water, except anakapalli, Andhra Pradesh



Promoting waste water recycling

Mankind Pharma acknowledges that water is a scarce resource and is committed to using this resource judiciously.

With increasing demand of consumption at operations, we re-analyzed all wastewater streams and segregated potential streams to prevent mixing with process effluents and cooling wastewater streams, thereby enabling effective reuse, treatment and recycling.

Sikkim Unit, and two API units located at Rajasthan are Zero Liquid discharge effluent treatment plants.

Other effluent treatment plants in manufacturing & R&D units located at Paonta, Vizag, Manesar are equipped with MBR, MEE, and UF/RO Systems.

Efforts to enhance waste water recycling potential resulted in 168,784 KL treated waste water in FY 24-25

API-2 and R&D Centers, Manesar. At R&D centers, Manesar, tertiary level treated waste water is discharged into HSIIDC (Haryana State industrial and Infrastructure development corporation) and at Anakapalli, Andhra Pradesh (API-2) waste water is sent to the CETP (Common Effluent Treatment plant) for its treatment, in conformance with the norms stipulated and specific conditions as mentioned in CTO (Consent to operate).

Rain Water Harvesting

Towards our water stewardship approach, we have adopted measures for rainwater harvesting and groundwater recharge at manufacturing locations Paonta Sahib- Unit 2, Unit 3, Sikkim and Udaipur. The buildings are designed to capture surface runoff and enhance groundwater recharge through underground storage tanks, recharge pits, and recharge shafts, as permitted by regulatory authority. The Company plans to extend similar initiatives to Paonta Location Unit 1, subject to regulatory approvals, and the work is currently in progress. During the reporting period, 95 KL of rainwater was collected and reused in utility operations, in line with applicable permission available at Sikkim Unit.

Water management at Water Stress Regions

During the reporting period FY 24-25, 80% of the Company’s freshwater requirement was sourced from regions classified under the Safe Category, as per the Central Ground Water Authority (CGWA) block-wise assessment and remaining 20% is sourced from the category. This proactive identification and assessment of water risk across operational locations strengthens organizational resilience and supports business

Water Saving Action

Optimization of Cooling towers at API-1 Unit through improved monitoring, operational control, enhances performance, minimizes blow down and reduces water consumption.

Reject water during the water purification process reutilized in the cooling tower, result in fresh water saving at Unit 1 and 2, Paonta Unit.

Potential Annual Saving - 4,080 KL

continuity, particularly in water-stressed areas. The Company’s API manufacturing units in Rajasthan, the R&D facility at Manesar, and corporate offices in Delhi are located in water-stressed regions. To mitigate associated water risks, manufacturing units in water stressed areas operate on a Zero Liquid Discharge (ZLD) basis, with no wastewater discharge from units.

Waste Water Quality and Anti-microbial resistance

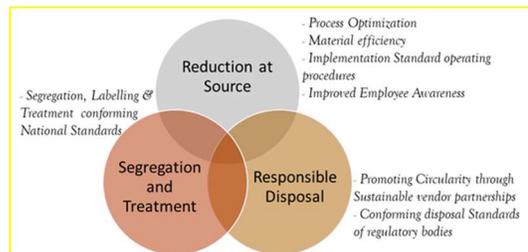
Periodic monitoring of waste water is carried out by NABL accredited laboratories along with regular monitoring at in-house laboratory to ensure that water quality parameters remain within the stipulated limits

across operations. We are committed to the responsible manufacturing of antibiotics and our approach includes compliance to good manufacturing practices (GMP) and other applicable regulatory requirements related to environment and responsible waste management. None of our API manufacturing sites produced any anti-infective APIs which are listed in AMR India/ WHO guidelines but the Anti-infectives APIs used in our formulation facilities, the company monitor the wastewater streams at outlet after treatment, where respective APIs PNEC values are observed well within acceptable limit. Awareness training sessions conducted across manufacturing sites also cover AMR issues to educate respective teams about its risk, and controlling measures.

Waste Management

Mankind Pharma is fully committed to achieve the excellence in solid and liquid waste management, responsible hazardous material handling, management and consumption, and minimizing environmental impact through our sustainable practices.

Our three-point strategy in waste management is applicable across our operations which focuses on reduction at source, segregation and safe treatment and responsible disposal.



Waste performance

Waste (MT)	FY24-25	FY 23-24
Hazardous	1,909	1,035
Non - Hazardous	13,046	9,723
Total Generation	14,955	10,758
Total Disposal	14,898	9,973
Waste Intensity in terms of Physical Output (MT/Mn Tablets)	1.58	1.24

Responsible Disposal

We follow structured, compliant approach to the responsible disposal of waste generated from our operations in accordance with applicable regulatory requirements.

All Waste streams are segregated and stored based on its characteristics and disposed to the authorized TSDF (Transport, Storage and Disposal Facility) in

accordance with applicable regulatory requirements. Transportation and disposal activities of all waste are carried out only within approved inter-state or inter-district transit routes, in strict conformance with the permissions and authorizations granted by the respective Pollution Control Boards (PCBs). No unit is involved in the transboundary movement of waste.

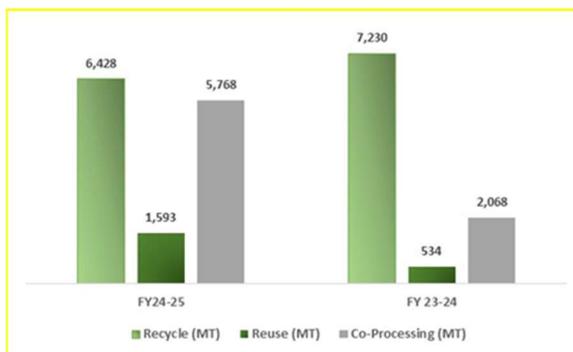
Furthermore, comprehensive internal procedures and guidelines as defined in our EHS manual covering responsible consumption of hazardous substance, clearly defined roles and responsibilities for safe handling and management, and approved waste disposal mechanisms

Method	Qty FY 24-25 (MT)	% of total disposal
Recycle	6,428	43%
Co-Processing	5,768	39%
Reuse	1,593	11%
Landfilling	1,009	7%
Incineration	100	1%
Total Disposal	14,898	100%

for each category of waste. These measures are supported by robust monitoring system, proper documentation, regular employee training and safety protocols, ensuring minimized environmental impact and safety.

Waste Diverted from disposal

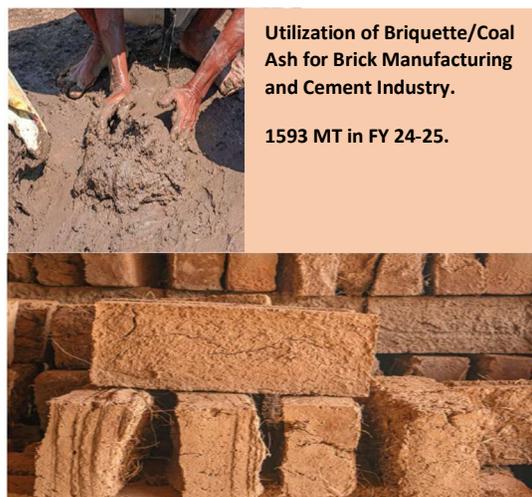
During FY 24-25, 93% of total waste disposal, diverted from disposal to recycle, reuse and coprocessing. This was achieved through effective segregation at source, proper treatment, and streamlining proper disposal facilities ensured minimal waste sent to landfill. These measures not only align with applicable national waste management regulations but also demonstrate our continual improvement in ensuring environmental sustainability.



Waste to Resource

Extended Producer Responsibility

The Company is committed to recycling 100% of plastic waste generated in its operation including plastic packaging of its products. Complying with Extended Producer Responsibility (EPR) requirements by ensuring environmentally sound management of waste through authorized recyclers and registered EPR partners. In FY 24-25, the Company received the EPR target from CPCB (Central Pollution Control Board) for collection and recycling of 7,890 MT of plastic waste. In compliance to regulation, Mankind Pharma has collected 8,996 MT of plastic waste across the nation, surpassing the Extended Producer Responsibility (EPR) target. These initiatives strengthen circular economy practices while ensuring compliance with applicable environmental regulations.



Focus on Responsible Consumption of Hazardous chemicals

Solvent Recovery at API-1 Plant, Rajasthan

The company operates a state-of-the-art Solvent Recovery Plant (SRP) to recover and recycle solvents used in manufacturing processes. During FY 2024–25, the Solvent Recovery Plant successfully recovered 202 KL of solvents, accounting for ~84% of total solvent feed in SRP. This reduces release of hazardous waste, lowers dependency on virgin solvents, and minimizes hazardous emissions. The recovered solvents are reused in production, contributing to resource efficiency, cost savings, and promote towards circular economy practices.

Product Stewardship

Mankind Pharma incorporates environmental considerations such as energy efficiency, waste management, and responsible sourcing as part of its broader environmental management practices. Formal LCA studies yet to be undertaken for products, as we are evaluating the feasibility of implementing LCA methodologies in alignment with sustainability goals. Our internal quality teams ensure thorough checks and testing of products before market release, confirming compliance with all regulatory standards and safeguarding customer health and safety.

Responsible demand and planning

Our digitally implemented O9 software provides up-to-date product demand across territories, helping to prevent overproduction and the accumulation of expired products. In addition, mobile first analytics platform, Pulse, delivers real-time sales insights to support data-driven decision-making.

Safe destruction of unsold Medicines

All unused and unsold medicines at our warehouse and Primary depots are segregated, labelled and safely collected for its disposal through incineration.

During the FY 24-25, 668.16 MT of Unused and Unsold products were collected and safely incinerated in compliance with hazardous waste management rules 2016 and Biomedical waste management rules, 2016.

Product Recalls and reclaim

As a pharmaceutical company, we do not reclaim products at the end of their life. During the reporting period, we faced 2 forced recalls. The recalls were made due to product being out of specification and in accordance to statutory recommendation. Internal investigation carried out and corrective measures were implemented to prevent its recurrence.

Pharmacovigilance

At Mankind Pharma, patient safety is of the utmost importance. We are strongly committed to ensure continued safety, efficacy and quality of products through reporting and monitoring of adverse events (AEs) and product quality related complaints (PQCs). We maintain a dedicated

Pharmacovigilance (PV) function responsible for ensuring product safety throughout the entire product lifecycle. The function operates in compliance with stringent internal pharmacovigilance policies and applicable global regulatory requirements for compliant address and resolution. As our core business operates through B2B partnership, we actively encourage direct reporting of ADR, and Product safety related complaints from distributors, drug manufacturers, patients, doctors and other healthcare professionals. Our complaints mechanism involves submission of ADR reporting forms through email within one business day at: pvunit@mankindpharma.com, or through report through telephonic calls. All complaints received are processed within one business day and dedicated team ensures resolution in alignment with global regulatory reporting and resolution timelines. Mandatory Pharma vigilance trainings are provided to employees, and marketing representatives to ensure awareness of product safety reporting obligations across the consumer chain.

Biodiversity

As a pharmaceutical company, we understand the role of biodiversity and its valued products in life saving drugs discovery and clinical trials. Our commitments to biodiversity protection, conservation and restoration across our operations and value chain partners is enshrined in our [Biodiversity policy](#).

Zero Operations

Near to ecological sensitive areas as per National regulations

We have conducted an assessment in which Two Schedule-I Species as per (IWPA) Indian Wildlife (Protection) Amendment Act, 2022, found within 10 km radius of API manufacturing unit located at Rajasthan. Accordingly, biodiversity management plan is developed for species conservation and protection and submitted to the State Forest and Wildlife department for approval.

As ESG initiatives, the company launched 9,000 nos. of massive plantation in 3.8 acres of land in Sotanala during FY24-25. This aim to restore natural habitats, enhance water retention, improve faunal diversity and to support resilience towards local drought conditions.

CR	EN	VU	NT	2 Species
IUCN				

Social

Human Capital Management

Human capital focus at Mankind Pharma, remains central to long-term sustainability and performance. We foresee human capital development as a strategic investment for strengthening our workforce, enhancing capabilities, and driving organizational success. By fostering continuous learning, employee well-being, and an inclusive work culture, we aim to build a resilient and future-ready organization aligned with our long-term growth objectives.



Growing Talent Pool



Learning and Skill development



Fair Employment



Occupational Health and Safety



Employee Engagement and Wellbeing



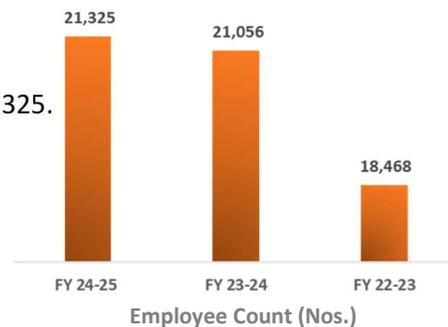
Performance Management and Development

Growing Talent Pool

Workforce Count and Distribution

On March 31st 2025, the total employee count stood up to 21,325.

Particular	FY24-25	FY 23-24
Permanent Employees	87%	88%
Permanent Workers	8%	7%
Other than Permanent Workers	5%	5%



The Company is committed to providing equal opportunities and respect every individual and do not discriminate on the basis of their race, caste, religion, color, ancestry, marital status, gender, sexual

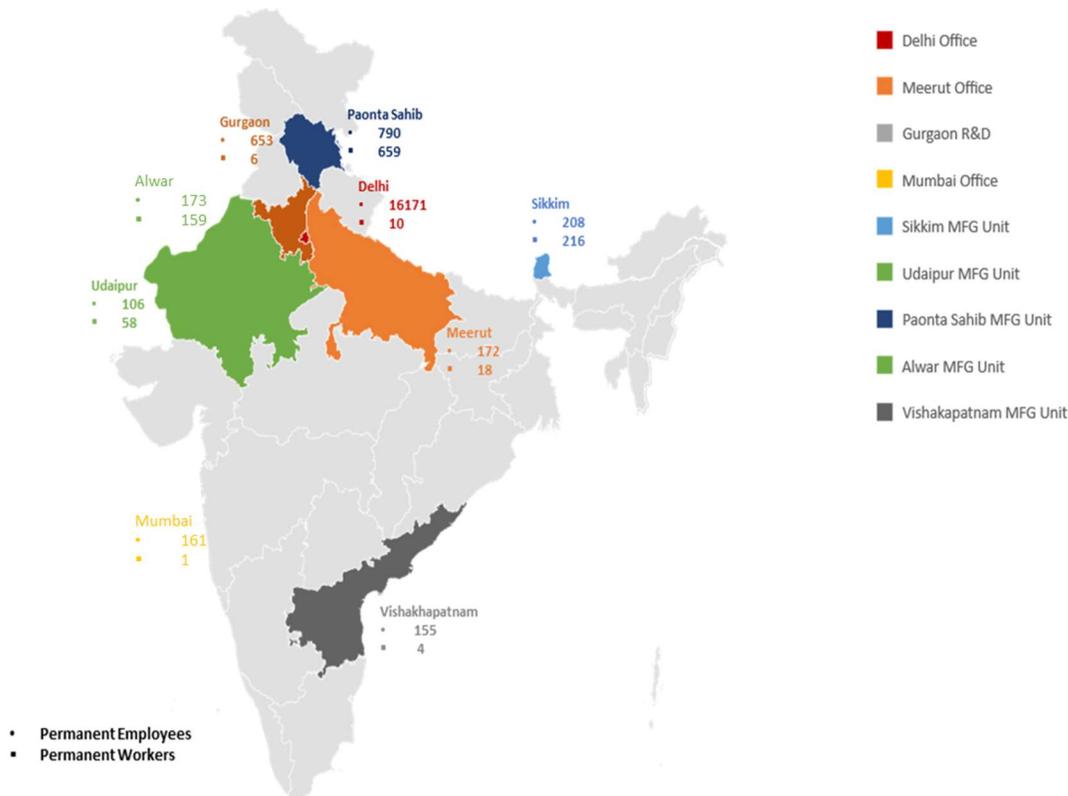
orientation, age, nationality, ethnic origin or disability. These commitments are reflected in our [human right policy](#) and [code of conduct](#).

Workforce force distribution by Age, Gender and Job Roles

Permanent Employees

Category	UOM	< 30 years		30-50 years		> 50 years		Total
		M	F	M	F	M	F	
Top Management	No.	0	0	2	0	3	0	5
Senior Management	No.	0	0	231	21	68	3	323
Middle Management	No.	34	17	964	97	59	0	1,171
Junior Management	No.	746	130	3,199	73	32	0	4,180
Non-Management	No.	8,073	93	4,664	51	26	3	12,910
Total	No.	8,853	240	9,060	242	188	6	18,589

Geographical employment of Workforce in FY 24-25



Hiring and Retention

Our on-boarding process for new employees delivers a smooth joining experience by leveraging advanced technology and digital infrastructure. New joiners are provided with an overview of company history, policies, and unit-specific information as part of their induction programmes. Additionally, mandatory plant visit is organized for senior hires to obtain an insight into manufacturing operations.

Our Hiring and retention strategy primarily focus on:

- ✚ Recruiting competent talent through campus and lateral hiring
- ✚ Promote Internal Job Posting and cross functional talent movement
- ✚ Provide leadership learning, upskilling and development
- ✚ Career Development Plan for Critical Resources
- ✚ Reward and Recognition High Performers Quarterly

New Hires in FY 24-25

Particular	UOM	Males	Females	Total
Employees	No.	4,673	130	4,803
Workers		283	23	306
Breakdown of New Hired Employees				
Senior Management	No.	57	4	61
Middle Management		168	23	191
Junior Management		685	64	749
Non-Management		4046	62	4,108

Turnover rate

We monitor employee turnover rate as our key capital indicator, assessing our workforce stability, effectiveness of our talent management practices and strategy. During FY 24-25, turnover rate for employees and workers is 28% and 33 % respectively.



Performance Management System

The company follows systematic process encompasses of self-appraisal, manager review, skip level reviews, HOD reviews for monitoring, reviewing and rewarding the employees. We believe in conducting collaborative discussions, mid-year reviews and 360-degree constructive feedback, providing comprehensive insights into individual's performance and areas for

Digital Performance Management System

Our Digitally enabled three staged performance management system, align employee objectives towards broader organization goals, emphasis on personal development and promote transparency in employee Feedback.

71.64 % eligible employees and 65.47% eligible workers undergoes performance and career development review in FY 24-25.

improvement while tailoring various skill development plans. Automated routine triggers made to all eligible employees at each step of mid-year review, Annual cycle and goal setting.

Payment and Wages

The company is committed to ensuring fair, transparent and timely payment of wages to all employees and contract workers, in compliance with applicable labor laws and regulation, and in accordance with statutory minimum wage requirements, applicable industry standards and internal compensation policies. For contract and third- party workers, we ensure that contractors adhere to all statutory obligations related to wages, social security benefits and working hours. Compliance is monitored through contractual clauses and review as part of our contractor engagement process. We strive to ensure equal remuneration for equal work, irrespective of gender and other attributes.

Minimum Wages: During FY 24-25, 99.92 % of our permanent employees received wages above the statutory minimum wage while 0.08% were paid equal to minimum wages. Similarly, 90.11 % of permanent workers employees received wages above the minimum wages and 9.98% were paid equal to minimum wages.

Learning & Development (L&D)

Mankind Pharma aims to grow as a learning organization and improve its processes through rigorous trainings and skill development Programs. Training helps the organization meet compliance, consumer safety, and product quality requirements, and improves employee engagement. Mankind Pharma's L&D team is focused on improving the efficiency and accessibility of training opportunities.

We effort to improve the current and future performance of its employees by delivering a wide range of training programs, including orientation, in-house sessions, external training, mentorship, coaching, and on-the-job learning. The Company has adopted a blended approach to learning, incorporating both classroom and online virtual training. Training and skills development at Mankind Pharma are integral to employee growth and are provided through one or more mandatory learning initiatives for all employees. By continuously enhancing employee capabilities, we enable our workforce to adapt quickly and effectively to evolving business needs and changes.

49,176 Hrs.

of Training in FY 24-25

S. No	Average Training hr. per category	FY 24-25
1.	Employee	2.6
2.	Male	2.5
3.	Female	9.1

Learning and development team conduct trainings need identification at the beginning of the year and assign appropriate training and e-learning courses based on the results. Regular surveys are also conducted and gather feedback to understand the pulse of the employees and the climate in the

organization. Training need analysis, based on the 'Kirk Patrick Model', enables employees to complete training through their employee portal.

Skills Development Trainings Conducted during the reporting Year

Bhagirathi Program

A two-day Supervisory Excellence Program conducted at one of manufacturing units located in Rajasthan. The program focused on strengthening core supervisory competencies, enhancing people-management skills, and fostering a culture of accountability and continuous improvement among frontline leaders.

Utkarsh Program Enhancing People & Process

The **Utkarsh** initiative drives collaborative capability development and targeted SCM technical interventions. It equips employees with essential skills while optimizing supply chain processes, fostering a more skilled, efficient, and sustainable organization.

TPM Facilitators Program (CII)

The **TPM Facilitators Program**, conducted in collaboration with the Confederation of Indian Industry (CII), focused on building internal expertise in **Total Productive Maintenance (TPM)** principles. Participants are trained to facilitate TPM implementation, drive equipment efficiency, reduce downtime, and promote a culture of proactive maintenance across operations. This program strengthened the organization's capability to sustain operational excellence and continuous improvement initiatives.

Mandatory Trainings

- POSH Trainings
- Code of Conduct (CoC)
- Cyber Security & Data Governance
- Environment Health & Safety (EHS)
- Business Ethics Policy
- Human rights
- Corporate Induction for New Hires on Ethics, EHS & IT related topics

Corporate Communication & Behavioral skills

Project Strategy Development

Conflict Resolution

Planning & time management

Stress Management Team Building

AI Powered Skill development



Gurukul @
Success Factor

Digital Learning E Platforms

We increased our training reach and participation by introducing self-paced learning platforms on the employee portal, enabling the transition from traditional classroom-based learning to flexible, digital training formats. This shift not only broadened access to development opportunities but also reduced the environmental impact associated with in-person sessions.

NABH Training Program

Two-day structured NABH aligned training program conducted to strengthen understanding of our healthcare professionals towards medication safety, proper storage and dispensing practices, patient counseling, and regulatory compliance—ensuring that every drug reaching a patient is safe, effective, and responsibly managed. The program upgraded knowledge of participants for reducing medication errors, enhancing pharmacovigilance, and promoting evidence-based practices. The training empowers professionals to uphold trust, protect patient lives, and contribute to a healthier and more resilient society.

Train the Trainer Program (TTT)

As part of our commitment to strengthening organizational capacity and fostering a culture of continuous learning, we

implemented a comprehensive Train the Trainer (TTT) program during the reporting period FY25. The program targets to equip potential staff with advanced facilitation skills, adult learning methodologies, and effective training delivery techniques, enabling them to lead capacity-building programs across departments. Developing internal trainers, not only reduces dependency on external resources but also ensures consistent knowledge transfer, enhanced workforce competency and sustainable skill development within the organization.

Employee Well-being

Mankind Pharma places a strong emphasis on providing essential amenities to its workforce. While many provisions are statutory, the organization treats them with utmost importance, ensuring they are effectively implemented. Committed to fostering a trustworthy and inclusive workplace, we design employee benefits to not only meet regulatory requirements but also to motivate, engage and support our people in securing their personal and professional futures.

An Overview: Support and Other Benefits

We acknowledge that for creating work life balance and enhancing overall wellbeing, transparent and fair leaves, financial and Physical travel support, over time policy, health policy and benefits, inclusive infrastructure plays an important role, to build trust between employee and management, making each individual valued and respected.

Support on Leaves	Paternity Leaves	Health Benefit	Group Medical Policy	
	Maternity Leaves		Accidental Policy	
	Compensatory Off		Life Term Policy	
	Special Leaves on Birthdays and Anniversary		Employee deposit linked insurance	
	Bereavement Leave, in case of death		Health Check up & Consultation Test	
	Medical		Family Support	Medical insurance coverage with dependents
	Paid Leave beyond Parental Leaves- Casual and Earned Leaves		Financial support in case of death	
Flexible Hours	Hourly Grace period in attendance thrice in every month	Retirement Benefits	PF, ESI, Pension and Gratuity	
	Provision of Overtime Policy at manufacturing plants		Recognition ceremony for long term association with company	
Inclusive Development & Infrastructure	Day Care Creche facilities			
	Disabled friendly infrastructures- ramps, lift			
	Occupational Health Centre (OHC)			



Health awareness and consultation program conducted during FY 24-25, as a step to safeguarding health and preventive care, targeting female employees while also being inclusive for other employees.

Well-being Coverage of Employees and Workers in FY 24-25

Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No (E)	% (E / A)
Permanent employees									
Male	18101	18101	100%	18101	100%	0	0.00	18101	100%
Female	488	488	100%	488	100%	488	100%	0	0
Total	18589	18589	100%	18589	100%	488	3%	18101	97%
Other than Permanent employees									
Male	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Permanent workers									
Male	987	987	100%	987	100%	0	0	987	100%
Female	44	44	100%	44	100%	44	100%	0	0
Total	1031	1031	100%	1031	100%	44	4%	987	96%
Other than Permanent Workers									
Male	1199	1199	100%	1199	100%	0	0	0	0
Female	506	506	100%	506	100%	0	0	0	0
Total	1705	1705	100%	1705	100%	0	0	0	0

Retirement Benefits

FY24-25			
Retirement Benefits	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	99.84%	81.18%	Yes
Gratuity	99.87%	81.18%	Yes
ESI	4.35%	43.35%	Yes

Amount Spent on Well Being Measures

Amount Spent on Well Being Measures	
FY 24-25	32.9 Cr

Employee Engagement

Mankind Pharma strives to stay connected with its employees and uses different methods to keep the workforce fully engaged across all levels. The Company considers its employees its most valuable asset, and committed to providing conducive, healthy, and professional work environments that enable each employee to fully utilize their potential.

Our engagement approaches

We promote town hall meetings across organization, where an organization's leadership communicates directly with employees to share updates, discuss changing business environment needs, and address questions or concerns. These platforms build transparency, collaboration, and engagement by giving employees a platform to voice opinions, provide feedback, and stay informed about organizational goals, achievements, and changes.

Open Door Approach

Regular engagement with line managers and skips managers ensuring timely identification of employee needs and expectation from organization and early resolution.

Engagement initiatives of FY 24-25

<p style="text-align: center; font-weight: bold;">Coffee With CHRO</p>  <p style="text-align: center;">Open Platform for employees to connect, Promote Inclusive workplace culture, encourage employees to share ideas, concern & Feedback directly to leadership.</p>	<p style="text-align: center; font-weight: bold;">Leader Talk Session</p>  <p style="text-align: center;">Interactive Platform between employee and Senior Leader for encouraging Open dialogue, fostering culture of transparency and inspiration.</p>
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Awards and Recognition

Our programs are designed to celebrate the achievements, dedication, and contributions of our team members. Recognizing employees and workers for their hard work, innovation, and commitment, alignment of the vision and mission and good policy, support to build culture of excellence and motivation within the organization.

Awards under Udaan Award – Monthly and Quarterly reward programme for building culture of recognition where exceptional performance by employees are valued, their efforts are rewarded and create a culture of appreciation within the organization.

Human Rights

Mankind Pharma is committed to fostering an ecosystem that upholds human rights and encourages inclusive development. The Company’s human rights approach covers all employees, contractors, suppliers, and stakeholders.

The Company respect and uphold high standards to protect work place related human rights and strives to create an environment that is conducive to safeguarding human dignity. Human Rights commitments are reflected in company’s code of conduct and Human rights policy available on company website.

The Company’s risk governance framework supports compliance with human-rights-related aspects and ensures effective implementation through internal audits, compliance management tools, and clearly defined functional responsibilities. Working conditions and disciplinary practices across all operations are governed by Certified Standing Orders issued by the respective government authorities in the areas where the Company operates. Although, The Company recognize that regulatory requirements related to human rights may vary across territories, therefore the Company has taken adequate measures to address such variations.

Mankind Pharma has adopted a zero-tolerance policy towards sexual harassment at the workplace, and regularly organizes internal awareness sessions. The procedure for reporting sexual harassment in the workplace ensures complete anonymity and confidentiality. The internal committee, formed in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, has not received any complaints of sexual harassment in the reporting year.

The company employs only adults as defined by the relevant country’s laws. The Company uses checklists of basic standards and skill sets, and it conducts regular checks to ensure adherence and proper verification.

Grievances and Concerns

The Company’s Code of Conduct outlines clear mechanisms for reporting and addressing concerns related to misconduct. In addition, procedures for reporting cases of sexual harassment in the workplace are



enshrined in the POSH Policy, established in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. These procedures ensure complete anonymity and confidentiality and are designed to protect individuals from any fear of retaliation. To reinforce our commitment to providing a fair and equitable work environment, the Company has established a Grievance Redressal/Vigil mechanism Policy for employees, members of Board and contractors, vendors, and customers associated with the company. Additionally, employees may contact the Human Resource team through email, phone, or personal interaction for the resolution of any grievances.

We forbid violations of any inherent human rights, and there were no incidences of discrimination, child labor, forced or compulsory labor in its operations in the reporting year.

Health and Safety

Mankind Pharma works on building a 360-degree EHS operating system across all business operations. We are committed to maintaining a ‘zero’ impact on people, processes and the environment by implementing a comprehensive EHS management system, integrated across all business operations.

Policy and Management System

Health and Safety across operations are governed by our [Environment Health Safety and Sustainability policy \(EHSS\) policy](#) and our process are closely aligned with applicable factory regulations and ISO 45001 standard. Occupational health and safety across business operation is overseen by EHS function. The function is not only responsible for providing strategic direction but also develops internal procedure and standards for all EHS related activities, and drives a strong safety culture throughout the organization. Manufacturing sites Unit I, Unit II, Unit III located at Paonta Sahib, Sikkim, API-1 Rajasthan and API -2 (Vizag) are ISO 45001 compliant. During FY 24-25, Udaipur manufacturing site is also aligned with ISO 45001 standard and is scheduled for certification in the upcoming audit cycle.

86% Manufacturing Units are ISO 45001 Compliant

Each site follows comprehensive site specific Standing operating procedures (SOPs) that are part of our Environment Health and Safety (EHS) manual, ensuring consistent implementation across all operations. The procedures outlines critical safety requirements, including procedures for the work permit system, hot work management, confined space entry, lockout–tagout (LOTO), fire protection equipment inspection, safety inspections and audits, safety trainings, standards for maintaining health and hygiene, laboratory safety, noise exposure control mechanism, hazardous chemical and drum handling and storage procedure as well as including safety protocol for contractor and subcontractor management.

Safety Performance

Zero	Lost Time Injury Frequency Rate (LTIFR) Fatal Incidents High frequency Work related Injuries
21776	Total Recordable work related injury Near miss/ Unsafe Act /Unsafe Conditions Reported
21548	Near miss/ Unsafe Act /Unsafe Conditions Closed by end of FY 24-25

Incident Reporting and Investigation

Digitally enabled incident reporting and investigation system is in place and accessible through employee’s portal to ensure timely and transparent reporting of all incidents, near misses, and unsafe conditions. The system facilitates structured investigations to identify root causes, implement corrective and preventive actions, and track their closure. Insights and learnings derived from incident

analysis are systematically communicated across functions and locations to strengthen safety awareness, enhance operational controls, and prevent recurrence.

Emergency Preparedness

Ensuring Preparedness and effective response to any unforeseen events including natural calamities, each



manufacturing site is equipped with comprehensive onsite and offsite emergency plans. Bi annually mock drills are conducted to test the effectiveness of these plans, enhance coordination among response teams, and ensure employee readiness for emergency situations. Site-specific risks are identified through detailed HAZOP analyses, based on which appropriate emergency control arrangements, communication systems, and control measures are developed and implemented at each site. During the FY 24-25, total 24 Number of Mock drills are conducted covering all manufacturing sites, offices, R & D.



Assessment and Audit

Each site undergoes regular safety inspections, biannual internal safety audits, and third-party audits every two years to ensure that occupational health and safety standards fully comply with legal requirements and align with the Company’s policies and objectives. These safety inspections and audits cover 100% of all departments within the site, evaluating multiple aspects such as maintenance records, Management of change MOC, employee engagement, safe working practices, adequacy and proper use of personal protective equipment (PPE), health and hygiene standards, disaster and emergency equipment’s, as well as accident reporting and investigation records.

QR Based EHS Checklist Inspection Initiative

During FY 24-25, We successfully implemented QR based EHS Checklist inspection initiative at manufacturing plants located at Paonta Sahib and Sikkim, leveraging QR Code technology to conduct Safety inspections for all routine and non-routine work such as equipment check, maintenance activities, Fire Tender and Ambulance service status etc. The QR accessibility provides quick digital access of checklist to employees and inspectors, enabling recording observation at real time and ensuring safety compliance.

Health and Safety Audit and Inspection 1811 Nos in FY 24-25* 100 % Coverage of Operations

* Audits include Inspection by customers which are across National and International Health regulatory bodies, ISO Internal Audit and Internal Safety Rounds and Third-party surveillance and Audit

Workers Voice

Each site quarterly convenes safety committee meetings, bringing together management, employees, and independent contractors to collaboratively address and resolve the complaints and other health and safety issues. Open communication with workers, daily Gemba walks and regular Tool Box Talk (TBT) conducted, ensuring awareness prevention of accident and work-related injuries, promoting safety culture across operations. During FY 24-25, Zero Complaints were reported related to health safety and working conditions. Total Safety committee meeting conducted in FY 24-25 is 35.



Contractors Safety Management

We place a strong emphasis on contractor safety and ensures that all contractors comply with applicable environment health and safety regulations, site-specific requirements, and the Company’s Environment Health safety & Sustainability policy. Prior to the commencement work with Contractors involves, mandatory medical checkup to ensure worker fitness, safety inductions, Job specific training, and for use of appropriate personal protective equipment (PPE), Permit to work system to ensure proper authorization. Contractor activities are regularly monitored through inspections, audits, and performance reviews. Safety performance indicators, incidents, and near misses are also tracked, and corrective and preventive actions are implemented to drive continual improvement. Our contractor performance review programmes monitor the contractors against predefined criteria such as safety, quality and compliance, and provide reward and contractual incentives to encourage high performance and adherence to company standards.



Process Safety Management

We conduct comprehensive risk assessments, evaluating our existing and new potential risk through Process Hazard Analysis (PHA), Hazard and Operability studies (HAZOP), What-if analysis and Hazard Identification Risk Matrix Assessment (HIRA). Identification of work-related hazards, execution of routine risk assessments and implementation of standard operating procedures/ guidelines facilitates effective management of occupational health and safety at our manufacturing units, R&D centers.

Managing hazardous chemicals and substance

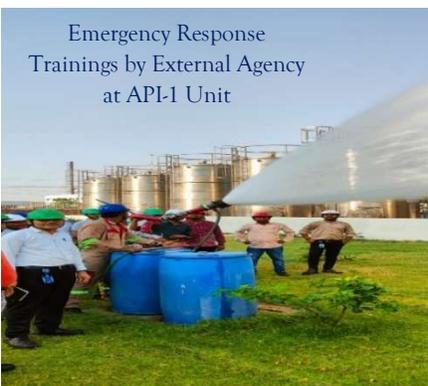
All the hazardous chemicals and substances including solvents, API, intermediate and reagents, excipients and gases stored at plants with systematic Hazard Identification and Risk Assessment (HIRA) and Hazard and operability study (HAZOP) as applicable. Chemicals are categorized based on hazard characteristics using Material safety data sheet (MSDS) and applicable regulatory criteria. Multidisciplinary team conduct HAZOP and HIRA study, and appropriate control measures are implemented. Periodic reviews and revalidation are undertaken, particularly during process change, ensuring continued safety and compliance to statutory requirements.

None of the products contain substances classified as substance of very high concern (SVHC) that require compliance to registration in REACH Regulation. Our all shipping products, undergo thorough quality checks and testing and we ensure that our value chain partner comply with REACH regulation, wherever applicable. This process is also included as part of our mandatory documentation.

Health and Safety Training and Awareness



First Aid Training at Paonta Location by IMS Internal Auditor



Emergency Response Trainings by External Agency at API-I Unit

We prioritize health and safety of our workforce by delivering structured training programs that equips employees, visitors, contractors with the knowledge and skills to operate and work safely. Our training and awareness module include general rules of workplace safety, Fire and electrical safety, Behavior-based safety, Road safety, first aid training and Job Specific trainings including handling and management of hazardous chemicals. Mandatory Health and safety training coverage (100%) of contractors and sub-contractors including Security personnel.

Program for Extending Health and Safety Awareness to Visitors

We extend our commitment to safety of all visitors through an interactive training module, familiarizing visitors with site specific hazards, emergency contact no and procedure, safe conduct and use of PPE's. Training effectiveness and feedback are also part of the program enabling awareness, preparedness and adherence to safety protocols.

Health and Safety FY 24-25	Employees		Workers	
	Male	Female	Male	Female
Training Coverage	13,667	466	987	44
% Coverage/ Category	76%	95%	100%	100%

Responsible Value Chain

Mankind Pharma has developed a robust six-stage Responsible value chain framework to promote ethical, transparent and accountable practices across all stages of its procurement operations, supporting long-term sustainability, building stakeholder trust, and driving overall value creation.

The framework is an integral element of the company’s procurement policy. The core principle of this framework is to align our value chain partners with advanced ESG practices to ensure they conduct their business responsibly and consistently uphold the highest ethical standards within their own operations as well as throughout their extended value chains.



Responsible Sourcing

We also focus to engage with MSME/small producers and local suppliers, enhance the resilience of our supply chain and support the growth of local economy. Our commitment as enshrined in our code of conduct to provide equal opportunities including value chain partners, we aim to further explore opportunities to enhance our supplier diversity performance and support inclusive sourcing,. During FY 25, 90.14 % of sourcing conducted directly within India, and 26.21 % directly source from small producers and MSME. Our operations do not use palm oil in any of the manufacturing products. Additionally, as a pharmaceutical company, none of our products contain traces of conflict minerals such as tin, tantalum, tungsten, or similar materials.

4% Increase

Sourcing from
MSME/Small Producers in
FY 25 from FY 24.

Our Approach to Supplier Engagement

Our approach to supplier engagement is guided by the company’s restructured strategy, anchored in our procurement policy commitments and the expectations outlined in our [Third-Party Code of Conduct](#). Moving forward, we will conduct pre-screening evaluations during vendor onboarding, and perform onsite audits of critical suppliers to assess and manage supply chain risk. Additionally, we engage our value chain partners, in accordance with SEBI directives about disclosure and assurance of BRSR core parameter. Our Supplier ESG Engagement Program also focus on capacity building through collaborative engagement and training initiatives, complemented by an annual rewards and recognition framework to encourage sustainable and responsible supplier practices.

We aim to ensure that 100 % of our significant suppliers are endorsed with third party code of conduct by FY 27. We exploring opportunities to develop a digital platform to ensure long term adherence to same high standards of integrity, transparency, and compliance that we uphold, while fostering sustainable and responsible supplier relationships and mitigating operational, reputational, and compliance risks.

Supplier ESG Assessment

During FY 24-25, we have completed in-depth onsite audit of 18 Subsidiaries and associates covering the top 25% of total purchase value. The onsite audit verifies conformance to ESG related regulatory compliances and industry best practices. Recommendation along with the corrective action plan are issued to subsidiaries and associates for their continual improvement. Monitoring of implementation of corrective action plan is ongoing. In previous FY 23-24, 57% of suppliers representing 75% of the total purchase value as per SEBI-issued directives were assessed through desk-based reviews, ensuring compliance with quality, environmental, health and safety (EHS), and other regulatory requirements.

Aim for FY 26-27- 100 % Coverage of all Significant Suppliers under ESG Screening Assessment along with onsite Audit for top 50 Critical Supplier.



GMP Audit

We conduct audits for APIs, excipients and packaging material vendors to ensure compliance with Good Manufacturing Practices (GMP).

CMU and CNF EHS Review and Audit

21 CMU's were reviewed for EHS regulatory compliances. Observations and recommendations have been provided to ensure compliance and strengthen procurement practices.

Biannual EHS Audits at 5 Primary Depots and annual EHS Audit at 30 CNF were completed in FY 24-25. Based on audit findings, corrective action plan are provided to ensure adherence of best EHS practices..

Supplier Trainings and Awareness

**22% Upstream
Value chain
partners Trained**

in FY 24-25 on Sustainability,
ESG and Expectation of
TCOC

Biannually engagement sessions along with onsite training with our existing critical suppliers is done, to enhance awareness on the expectations outlined in the Third-Party Code of Conduct, enabling them to understand and comply with the organization's requirements related to quality, ethics, safety, sustainability, and regulatory compliance, while strengthening long-term partnerships. We aimed to introduce Self-based learning platforms for our value chain partners to expand our training reach and accessibility ensuring enhanced capability to adopt sustainable ethical and compliant business practices across value chain.

During FY 24-25, We conducted onsite health and safety trainings for downstream partners- Primary distribution centers (Depots) and Carrying and Forwarding (CNFs) to promote awareness of workplace health and safety requirements, hazard identification, risk prevention, emergency preparedness,

Hazardous waste and chemical handling and management. These initiatives aim to strengthen safety culture and ensure compliance with applicable health and safety standards across downstream operations, supporting a safe and compliant value chain. 50 Number of Trainings including mock drills were conducted in FY 24-25, across CNF location and primary depots.



Emergency Preparedness trainings at CNF's- Kolkata



Sustainability Trainings for Subsidiaries located Haridwar and Paonta Location

Corporate Social Responsibility (CSR)

In line with the Mankind Pharma philosophy of Serving life, our CSR vision endeavors to provide the best practices to the society with the commitment 'We Are There to Care'. We aim to promote the sustainable growth for the society where it operates. Our well-thought initiatives include include health and hygiene, educational development, environmental development, entrepreneurship and livelihood development and support to knowledge institutions. During the FY 24-25, we spent 37.75 Cr on implementation of various CSR projects. Details of CSR governance at Mankind Pharma, CSR Activities conducted and Beneficiaries, can be accessed in the [annual report](#) on Page No 122-124, and 188-191 and the [impact assessment report](#).
