



Sustainability Report

EXEMED PHARMACEUTICALS SUSTAINABILITY REPORT 2025

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Message from Our Director

We are pleased to share with you our first sustainability report, which showcases our commitment to environmental, social and governance (ESG) excellence. This report reflects our vision of being a responsible and innovative leader in the pharmaceutical industry, as well as our values of integrity, quality, collaboration and accountability.

As a global company, we recognize the impact of our operations on the planet and the people. We are dedicated to minimizing our environmental footprint, ensuring the highest standards of ethical conduct, fostering a diverse and inclusive culture, and contributing to the well-being of our communities. We have set ambitious goals and targets to measure our progress and performance in these areas, and we are proud of the achievements we have made so far.

We have adopted a strategic framework for ESG performance management and identified material sustainability issues for our business. This Report outlines our medium term goals around environmental protection, social performance, and governance. Some of the highlights of our sustainability report include:

- Reducing our greenhouse gas emissions moving slowly to electricity from renewable sources.
- Implementing a comprehensive waste

management program and increase in our recycling rate.

- Launching a new code of conduct and a whistleblower framework to ensure compliance with laws, regulations and ethical principles.
- Enhancing our diversity, equity and inclusion strategy.
- Investing in research and development of innovative therapies for unmet medical needs.
- Partnering with non-governmental organizations, academic institutions and health authorities to improve access to medicines, health education and disease prevention in underserved regions.

We believe that sustainability is not only the right thing to do, but also a strategic imperative for our long-term success. By integrating ESG factors into our business decisions and operations, we create value for our stakeholders, as well as for ourselves. We are confident that our sustainability report will enhance our transparency and accountability, and strengthen our trust and reputation among our customers, partners, regulators and investors.

This report includes appendices where the actual data on our ESG goals and our achievements are highlighted.

We invite you to read our sustainability report and share your feedback with us. This Report comprehensively reviews our achievements and includes plans to drive long-term value for our stakeholders. We appreciate your continued support and collaboration as we strive to make a positive difference in the world.

Sincerely,

Director, EXEMED PHARMACEUTICALS

Message from Our Director

About Company

Who we are

Exemed is a venture being initiated by a business group involved in manufacturing of Drug-intermediates & speciality chemicals, for more than three decades, having a reputation for high quality & reliability. Exemed offers end to end solutions starting from Intermediates, APIs to Finished formulations with a strong R&D team and world class manufacturing infrastructure.

Exemed Pharmaceuticals is one of the leading pharmaceutical companies in India. We are motivated by our vision and mission to make the world a healthier and happier place.

World class manufacturing facilities

Our manufacturing facilities located at Vadodara and Vapi in Gujarat, India, are approved by stringent regulatory bodies like USFDA, EU GMP & FMA JAPAN to name a few.

The manufacturing unit at Vadodara is into manufacturing Pharmaceutical APIs, and the other unit at Vapi, Gujarat is into APIs and Pharmaceutical formulations.

We have a strong and Dedicated R&D team to build strong product pipeline

We are one of the leading pharmaceutical producers and with our years of experience in this field, we continue to leverage our core competencies to deliver unique and best in class products designed for diverse end-users. Our focus on clean processes and a continual commitment towards sustainable operations drive us to align our aspirations with the motto of delivering value through green operations.

Further, our forward and backward integrated operations make us one of the most cost-competitive producers of Pharmaceuticals globally. We have successfully created a niche for ourselves in the Pharmaceuticals business and are set for more achievements.

Our focus on Health, Safety and Environment is reflected in the wellbeing and safety of our people. Multiple efforts towards sustainability across all areas of our operations make us a long-term partner for our customers across geographies. Our goal is to create value for all our stakeholders while being a responsible corporate citizen. Focus on clean processes, continuous development of new customer

solutions and partnerships make us a reliable strategic partner for our global customers.

Products

There is a full range of Pharmaceutical APIs and formulations produced by the company. They are manufactured to exacting standards to ensure that they surpass the end customer test requirements, giving confidence that the products are of the best quality, fit for purpose and can be relied on. The range of products conform with international quality standards, and they are put through rigorous testing to ensure reliability of the products.

Product range includes APIs like Metformin HCL – IP/BP/USP, Allopurinol IP/ BP/ USP, Dextromethorphan HBr IP/BP/USP/JP, Leviteracetam etc. For a full list of the API products and formulations please visit the company website or contact the marketing department.

Quality and excellence

Exemed Pharmaceuticals is focused on delivering quality products and services through sustainable processes led by patient, customer, and consumer-centricity. A quality strategy that is defined and reviewed regularly allows for continuous improvement aligned with evolving

business needs and regulatory changes. A high-level policy document governs our quality procedures, fostering a quality culture and ensuring data integrity and scalable compliance. Our exceptional quality track record aligns with the Company's business and ESG purpose. Our plants have infrastructure, processes and people compliant with GMP. We are certified to various quality and GMP standards.

Economic performance

The company is focused on good financial performance and as such all employees are entrusted with the responsibility of value generation. Our economic performance is monitored and reported periodically in compliance with prevailing rules and regulations. We believe in achieving economic resilience and good financial performance to benefit our stakeholders through responsible and ethical business conduct. We have adopted a scientific and systematic approach to inculcate sustainability into our financial decision making. This has helped us to rationalise our business choices, and optimise our performance.

Introduction:

Our sustainability ethos is firmly embedded in

everything we do, and our sustainability goals are interwoven all across our operations and along our value chain.

EXEMED PHARMACEUTICALS has a clear Code of Conduct with respect to Social Accountability, Corporate Governance and Sustainability. We communicate about sustainable business practices to our employees and other stakeholders. We put great efforts into making sure that our employees are fully aware of the importance of sustainability, for us as a company, and for us as individuals.

Our employees receive integrity training and we have initiated a scheme to sensitise our suppliers about our principles and Code of Conduct. We understand that training our employees is not enough. We also have to reach out to our suppliers to ensure that they also have a similar commitment to sustainability excellence as we do, so as to make this planet a better place for our future generations.

Our objective is to regularly organize sustainability awareness training sessions for our employees as well as to provide our suppliers with information to help them live up to their commitment. This manual is an integral part of these training efforts, helping our stakeholders and partners to transform awareness into action and commitment into performance.

To help our suppliers demonstrate compliance with these principles, we would be conducting

on-site sustainability assessments, particularly with our more strategic suppliers of direct materials and contracted services.

Sustainability Principles:

For EXEMED PHARMACEUTICALS' sustainability includes all aspects of the business. It is about ensuring that our business survives long into the future – and this translates into being financially sustainable, producing sustainable products and services, having a sustainable workforce and behaving in a sustainable manner towards all our stakeholders and the environment.

For us sustainability is about keeping our stakeholders and interested parties, company employees and our community safe and happy. Our sustainability basics help us achieve this goal. We are always looking out for innovative ways to implement our Social Accountability, Corporate Social Responsibility and Sustainability principles in our day-to-day business.

We make sure that all categories of workers, including permanent, contract/lease, casual, trainee, apprentice, etc. are covered by the sustainability implementation measures. Also, when communicating our requirements and implementation measures, we ensure that this communication is effective, i.e. that the target audience (e.g. managers, supervisors, workers, contractors, etc.) clearly understand the message

and the implications in their area of responsibility.

Our Sustainability, Social Accountability and Corporate Social Responsibility principles or our Supplier Code of Conduct does not set new requirements on our business, it only requires us to ensure that we comply with all relevant standards, locally applicable legislation, international conventions and our contractual obligations towards our customers and other stakeholders in the areas of business ethics, labour, environment, health and safety.

We have established procedures to identify the various requirements and monitor compliance. As part of our compliance management strategy we have appointed a manager with the responsibility of ensuring compliance in the areas of labour, environment, health and safety. This management representative is a senior, trained and competent person, capable of understanding the various requirements and engaging the right people in order to ensure full implementation of our company's policies, systems and procedures relating to sustainability compliance.

The responsibilities of this role have been clearly documented and communicated to all managers and supervisors. Key responsibilities include establishing an appropriate organization for compliance management

establishing appropriate systems and procedures for identifying, analyzing and controlling compliance risks, ensuring sufficient competence of responsible managers and providing leadership and advice on compliance issues

We have established appropriate procedures to capture all applicable requirements and monitor if our operations and performance are in compliance with these requirements. Our procedures consist of formal documents listing all relevant labour, environment, health and safety requirements (legal and other) that are applicable to our business. We make sure that this list is periodically updated and that all required certificates and permits are valid, understood and maintained at site.

We also, continuously check and document whether our performance meets the conditions defined by the various requirements, licenses and permits by having appropriate monitoring procedures.

We ensure effective communication of legal requirements on labour, environment, health and safety to all workers. This is achieved by embedding the requirements in training material, employment contracts or workers handbook, and by displaying the requirements on a board at the entrance to our premises.

Our Internal Audit teams verify compliance by conducting periodic sustainability assessments, where they check relevant documents (e.g. appointment letters, minutes of meeting, etc.), records, permits, licenses and consents to verify our compliance with all relevant standards, locally applicable legislation, international conventions and our contractual obligations towards stakeholders and interested parties. The internal or external audits that will be commissioned will also assess the competence and interview the compliance management representative, management team members, site managers, supervisors and workers, and assess the awareness of the applicable legal requirements and their implications on their respective areas of responsibility, as well as of their own legal rights and responsibilities at their work place.

Corporate Social Responsibility:

Corporate Social Responsibility is a management concept whereby companies integrate social and environmental concerns in their business operations and interactions with their stakeholders. CSR is generally understood as being the way through which a company achieves a balance of economic, environmental and social imperatives ("Triple-Bottom-Line-Approach"), while at the same time addressing the expectations of shareholders and stakeholders.

The concepts of sustainability, responsibility and social welfare have intrinsically been woven into the corporate ethos of the organization since the company's inception. EXEMED PHARMACEUTICALS has constantly been engaged in activities that create a sustainable impact. Through the development of products and solutions, which are directed towards improvement of life, conservation of resources, and upliftment of the less privileged, the organisation works ceaselessly towards creating a lasting effect on our communities.

The CSR approach adopted envisages that the group evolves and executes strategies to support communities in partnership with governments, civil society and relevant stakeholders. Our employees are also encouraged to contribute their time towards the upliftment of the communities in the neighbourhood of our manufacturing units.

Some of the activities being undertaken are in the areas of Skill Development of young people to make them employable. Future projects would involve working with school children to make their education more meaningful and working with women in the neighbouring communities to make them self dependent economically.

Social Accountability:

EXEMED PHARMACEUTICALS supports the United Nations' Universal Declaration of Human Rights. Our company policies and procedures adhere to all applicable domestic laws and are consistent with core labour principles of the International Labour Organization (ILO) concerning freedom of association and collective bargaining, non-discrimination, forced labour, and underage workers in the workplace. Promoting human rights and adhering to ILO core labour standards internally and throughout all our business operations is in line with the Group's values and principles. Our commitment to foster the implementation of human rights and core labour standards is supported through our Human Resources function, the programme for Legal Compliance and Social & Environmental Affairs.

We have also established policies and procedures in line with the requirements of International Social Accountability Standards. Our Top Management team mandates that our organization becomes more socially responsible by engaging with stakeholders, complying with applicable national laws, and respecting the principles of internationally recognized conventions and other authoritative inter-governmental instruments.

This report tries to integrate socially responsible behaviour into existing organizational strategies, systems, practices and processes, and emphasizes results and improvements in performance.

Our Sustainability Strategy

Our sustainability strategy is driven by our passion to do things in a sustainable manner so as to help contribute in our own small way to help solve some of the world's biggest challenges around:

- Raw Materials
- Water
- Energy and Climate
- Health and Safety
- Education and Development

These issues are interlinked and it is very important for us and our stakeholders and our community to come together and collaborate and commit to overcoming global challenges. We try and embed sustainability in our thinking and our processes and we invest in our people and our processes to make them more sustainable.

Our people are a valuable asset and so we focus on training so as to create an organisational culture as well as to create leaders which will sustain our passion to contribute to having a

sustainable world.

We also work with our stakeholders including our customers and suppliers so as to contribute towards a more sustainable planet.

We try and work with our customers to understand their Sustainability goals and challenges and try to work with them to overcome them.

We understand that we on our own cannot change this world, but we believe that by having systems and processes that result in sustainable outputs, by training our employees and collaborating with our stakeholders, our customers, our suppliers and communities we can make a difference. We will pursue this strategy with passion and try to achieve our sustainability goals.

Our Strategic Approach and Goals

Our vision 2030 and the related sustainability goals guide us and our partners and employees towards a more sustainable planet where every person is safe healthy and happy and our natural resources are used judiciously and conserved sustainably for our future generations.

We believe in collaboration and partnership with stakeholders and other partners and we will also work with our customers, suppliers and

communities to achieve their sustainability goals.

We want to become a socially responsible organisations and so we have set goals for ourselves on quality, safety, environment, sustainability and corporate social responsibility. We track and measure these goals and the performance on these goals and try to continually improve on our performance.



Delivering on our Sustainability Goals

Organization's values, principles, standards and norms of behavior, codes of conduct and codes of ethics

Our Principles of Business Conduct is based on our code of conduct for the entire organisation.

The principles include:

- Compliance with the Law
- Conflicts of Interest
- Bribes, Gifts and Entertainment (including corruption and bribery)
- Fair Treatment of Employees (including discrimination)

- Working Environment and Child Labour Environmental Compliance
- Competition Law (including anti-trust and anticompetitive practices)
- Application and Creation
- Implementation (including whistleblowing).

Our principles are laid down in our policies and procedures and is available for review to our employees, customers, suppliers, other stakeholders and external third party auditors etc.. Employees and Top Management is trained and sensitised about the importance about adherence to our policies and principles and compliance to laws.

Business ethics and compliance

Ethical conduct, coupled with honest and transparent disclosures, lies at the core of our sustainable growth strategy. These attributes are critical to running our business without disruptions, protecting our reputation, and building trusted relationships with stakeholders. Code of Conduct that applies to our Top Managements, senior management, employees, and contractors (including suppliers and sub-suppliers). We promote an ethical culture that encourages stakeholders to express themselves

without any fear of retribution, while maintaining mutual respect and transparency. Under the Whistleblower Policy, we have a vigilance system that allows all stakeholders to report unethical behaviour or non-compliance with our code of conduct, fairly and securely.



EXEMED PHARMACEUTICALS has systems conforming to Quality, Environment, Health and Safety and Corporate Social Responsibility requirements.

We have been setting goals to drive Sustainability. We have continually improved on our set goals and have been setting tougher goals for ourselves. We have achieved growth and success due to working on these areas.

The 2025 Sustainability Goals

Details of our Sustainability, Corporate Social Responsibility, Environmental, Health and Safety, Human Resource, Quality, Customer, Suppliers related Goals and the performance in the past periods ,etc is detailed in the attached annexure.

Some of our 2030 Sustainability Goals are based on the below mentioned areas.

Environmental Stewardship

- Reduce volatile air emissions
- Reduce waste
- Improve energy efficiency
- Reduce greenhouse gas emissions
- Develop water use, recycling and conservation plans in EXEMED PHARMACEUTICALS locations.

Social Responsibility

- Develop community stakeholder engagement plans at EXEMED PHARMACEUTICALS facilities
- Promote a road to Environmental, Health and Safety (EHS) Excellence at EXEMED PHARMACEUTICALS Sites

Economic Success

- Review supplier performance to drive conformance with EXEMED PHARMACEUTICALS EHS, Transportation & Labor/Human Relations Standards
- Enhance the environmental sustainability attributes of new products
- Achieve growth, enhance profitability and satisfy stakeholder requirements

Our Sustainability and Corporate Social Responsibility Strategy

We look at sustainability in terms of shared Global Goals and our own business goals and needs and the future of our business.

As the population grows, particularly in emerging economies, challenges like energy availability and security,

raw material scarcity, human health and safety, education, and employment must be addressed to ensure people across the globe can lead healthy, fulfilling lives. We assess, measure and report on our Sustainability and Corporate Social Responsibility performance and try and highlight and motivate our other partners to follow similar strategies.

We understand our responsibilities to our planet, our communities and our stakeholders and employees and as such we list out our responsibilities and try and fulfill them to make this earth a better place for our future generations. We believe that this strategy is useful for our success as well as the success of our partners.

We understand our stakeholder and partner's requirements and as such our sustainability and corporate social responsibility work is also stakeholder-driven. We understand our organisational context internal and external perspectives and our limitations and this is reflected in our sustainability strategy, goal setting, initiatives and reporting.

Our Sustainability reporting includes data that are important to us and our stakeholders and the future of our planet. Data provided in our Sustainability Report includes information on Corporate Social Responsibility, Quality, environmental-related topics and key performance indicators related to safety and sustainability.

We have identified and evaluated relevant aspects of EXEMED PHARMACEUTICALS's sustainability performance as defined by our internal and external stakeholders. Our sustainability reporting, is as per the requirements and definitions as defined by the Global Reporting Initiative (GRI) guidelines, includes topics and indicators that reflect the organization's significant economic, environmental, and social impacts or would substantively influence the assessments and decisions of stakeholders.

- Occupational Health and Safety
- Training and Education
- Freedom of Association and Collective Bargaining
- Child Labor
- Forced or Compulsory Labor
- Local Communities
- Anti-Corruption
- Customer Health and Safety
- Product Service and Labeling
- Product Responsibility Compliance

Material aspects include:

- Economic Performance
- Raw Material
- Energy
- Water
- Emissions
- Effluent and Waste
- Corporate Social Responsibility
- Environmental Compliance
- Employment

Stakeholders and customers are increasingly concerned about sustainability and corporate social responsibilities of companies they deal with, and as such expect companies to do things that benefit society and the earth instead of solely focussing on creating profit for the organisation. In response to this requirement we have our sustainability strategy and we have established wide-ranging goals that do just that.

Our goals focus around Energy and Climate,

Raw Materials, Health and Safety, Water and Education and Development. We are committed to partnering with customers to identify and collaborate on solutions to address their goals.

Successful companies come into being only due to strong and effective corporate governance practices. Our corporate governance philosophy guides our business strategies and ensures fiscal accountability, ethical corporate behavior, and fairness to all stakeholders – regulators, employees, customers, vendors, investors, and society at large. Strong leadership and effective corporate governance practices – inherited from our work culture, value system and ethos guide us in our journey towards excellence.

We have a strong legacy of fair, transparent, and ethical governance practices. We have adopted a Code of Conduct for our employees, including our Top Management team and our governance practices are in line with the Indian Companies Act, 2013.

Ethics and compliance

EXEMED PHARMACEUTICALS has Integrity and Ethics as the core base values on which our business model is based. Our organization has a reputation for trustworthiness and we have been able to build a strong, highly successful global business by adhering to the high standards of principled conduct and our value system.

Our Employee Code of Conduct, which every employee has to adhere to outlines our commitment to each of our stakeholders. It serves as a guide and governing framework for responsible corporate governance and ethical behavior.

Policies and Procedures have been established to deploy the code of conduct across the organization and employees are trained to understand and follow the code. The Top Management has communicated the importance of following the ethics code to the employees and HR department advises and guides employees on ethics concerns if needed.

Customers and suppliers are made aware of the ethics principles in contract discussions, and through inclusion of specific clauses in proposals and contracts. The Supplier Code of Conduct is shared with suppliers as part of the procurement process and is published in policies and suppliers are audited on requirements when needed. We have a policy on the prevention of sexual harassment at the workplace which has been implemented to prevent instances of harassment and to provide avenues to employees to log complaints.

Corporate governance

Our Company has a strong legacy of fair,

transparent, and ethical governance. A robust corporate governance structure is a key part of sustainable business operations and reflects the intent and actions of the leadership to protect and enhance the longterm interests of stakeholders. We aspire to go beyond regulatory compliance to be a leader in setting and following ESG standards and establishing new benchmarks for the sector. The governance practices at our organisation are defined with a focus on integrity, accountability, professionalism, transparency, and customer satisfaction to achieve sustainable growth.. The Company's Top Management team is in charge of safeguarding stakeholder interests through oversight and strategic decision-making, as well as promoting innovation, integrity, performance, and resilience.

Top Management oversight of the sustainability agenda

To ensure governance focus in business sustainability, our Top Management team meets at the Office with the executive management of various functions, for the review and approval of financial results and for more detailed oversight of business, strategy, and sustainability matters.

This ensures that the Top Management's focus goes beyond financial performance and covers

various operational and strategic issues, including sustainability aspects. We have in place a Health, Safety, and Sustainability Committee of senior executives, which undertakes the framing and implementation of broad guidelines and policies with regard to the health, safety, and sustainability activities. There are dedicated teams for Corporate Social Responsibility and Health, Safety, and Environment, each headed by specialists in the respective domains. Their goals are determined by the senior management in line with our overall sustainability objectives, and performance on these areas and their performance is assessed and reported to the Top Management team.

Disclosure and transparency

Top Management Audit Committee consisting of senior executives, oversees EXEMED PHARMACEUTICALS disclosure process to ensure that sufficient and credible information is disclosed, and that the published financial statements , Corporate Social Responsibility and Sustainability reporting reflect a true and fair position of the company's performance.

Independent Third Party Audit firms carry out audits of the Quality, Environment, Health and Safety, Sustainability systems in place at the organization.

In line with international practices, the planning and execution of internal audits is oriented

towards the review of controls in the management of risks and opportunities in the company's activities. Our external auditors carry out audits as per statutory requirements, and are independent.

Benchmarked against global peers, EXEMED PHARMACEUTICALS discloses operational and financial metrics on an annual basis. The reports and results are disclosed to interested parties and regulatory bodies and some reports are posted on our website.

Sustainable Packaging

EXEMED PHARMACEUTICALS has a commitment to efficient and sustainable packing to satisfy customer and regulatory requirements. Currently we are working to reduce packing weight, use of recyclable or recycled packing solutions

Responsible Sourcing

EXEMED PHARMACEUTICALS believe that the entire supply chain of an organisation needs to be sustainable. Sustainability and Corporate Social Responsibility is part of our Value system. We partner with all our stakeholders and partners to drive sustainability values down our supply chains. We work with our suppliers to understand their concerns about adopting sustainability solutions and based on their concerns and constraints, we work with them to

make them understand sustainability in a better way.

We believe that our suppliers are our partners and together we try and understand our collective supply chains, through research, review and engagement in a transparent way. We encourage our suppliers to become more sustainable in their operations just as we try and bring sustainability solutions to our own operations and thus we try together to transform our supply chains to be more sustainable and successful.

We have a supplier code of practice and encourage them to be more sustainable by auditing their systems on a periodic basis and if required in training them on sustainability issues. We set Sustainability Goals for ourselves in terms of supplier assessments and ratings as well as selection of new suppliers. We try and drive supply chain sustainability through targeted raw material traceability and supplier performance assurance. We expect our suppliers to be sustainable and as such we try and communicate our expectations to them through assessment programs and trainings.

Our EXEMED PHARMACEUTICALS' Supplier Code of Conduct details supplier responsibility in terms of the environmental, health, safety, labor, quality, packaging and transportation expectations that we have from our suppliers.

Our Supplier Policies, re-states and provides more detail on our expectations in the area of human rights, and includes additional requirements, such as expectations for business ethics and management systems. Fundamentally, the Code is based on EXEMED PHARMACEUTICALS corporate values for sustainability and corporate social responsibility, and is also aligned with the UNGC's 10 Principles, which are clearly represented in this supplier code.

We believe that as an organisation we must operate in full compliance with the laws, rules and regulations of the locations in which we operate. We understand and mitigate related risks. We also expect our suppliers to have operations that are based on compliance systems and also have the ability to demonstrate compliance with laws and regulations in the conduct of their business.

Our suppliers are expected to comply with all applicable laws and our terms of purchase contract, which are clearly indicated in our purchase orders and contracts. These requirements include expectations that our suppliers will do the following:

- Maintenance of fair and reasonable labor
- Good human resource practices, including
- The prohibition of child labor, slavery and human trafficking
- Safe and healthy workplaces
- Management of manufacturing and



distribution operations to minimize adverse Environmental impact

- Business ethics and anti-corruption
-

Supplier Selection and Appraisal Mechanisms

EXEMED PHARMACEUTICALS understands that our Supply chains are very important and that our Suppliers are our partners. We select and appraise our suppliers so that the inherent risks in the supply chain are clearly highlighted and mitigated. Due diligence is an important part of EXEMED

PHARMACEUTICALS's sustainability initiatives.

We ensure that we do not source any commodities that can have particular human rights and environmental risks associated with them, especially chemicals or minerals that have the potential to be sourced from conflict areas. We ensure that if we source timber-based products and other plant materials which are harvested responsibly and legally in accordance with international laws.

Our Internal policies are supportive of our commitments to sustainability. These policies ensure that we have a framework in place to ensure that we comply with all responsible and legal and sustainability requirements related to sourcing of certain sensitive commodities but we

also have a system in place to assess our suppliers and also a system to report on lapses if any committed inadvertently.

In order to comply with supply chain requirements like those described above, and to mitigate supply chain risks and drive sustainability and corporate responsibility within our supply chains, EXEMED PHARMACEUTICALS engages in many initiatives:

- For existing relevant suppliers, we have implemented a supplier assessment and verification process.
- Requirements are embedded in our Policies, our Supplier Code.
- We establish compliance requirements in Supplier contracts, purchase orders and material specifications as appropriate.
- We train our employees responsible for sourcing and managing suppliers on issues like supply chain sustainability, including slavery and human trafficking concerns.



Employee Engagement

Overview

At EXEMED PHARMACEUTICALS we believe that employees are our partners in our progress. Without a good work environment and culture and without fully satisfied and engaged employees we could not have achieved the growth that we have seen till date. Engaged employees are more Satisfied with their work, tend to stay longer, and are more productive and committed.

Employees are encouraged and trained to achieve their goals while working in teams. We collaborate with our employees to understand their feedback and concerns and work to mitigate concerns and facilitate achievement of shared goals.

A learning environment is encouraged and employees are periodically assessed for their performance on individual goals and appropriate training programs are designed and delivered and their effectiveness is evaluated.

EXEMED PHARMACEUTICALS also requires its leaders to actively engage with employees as part of their day-to-day coaching and interactions with others. This expectation is embedded in our leadership behaviors, which apply to all EXEMED PHARMACEUTICALS leaders.

Hard work and extra effort are rewarded and recognized at EXEMED PHARMACEUTICALS and employees are incentivised for acceptable behaviours and achievement of goals.

EXEMED PHARMACEUTICALS engages with employees to develop a "sustainable thinking" at work and at home. This includes training programs, setting of employees and department sustainability goals and communication and feedback on performance. Sustainable thinking and behaviours are recognised and rewarded.

Good Businesses are sustained by good human resources and so we are extremely people-centric, and we try and attract, develop, motivate, and retain talent which is critical to our sustainability.

Our employee-friendly workplace and HR policies have resulted in consistently high retention levels and a strong employer brand.

The details of employees on the rolls over various periods, their diverse backgrounds, female to male employees ratio etc are detailed in the attached annexure. A break-up of the workforce by region, ethnic background, and gender, permanent and temporary etc. is



presented in the attached annexure to this report.

Employment is at will, with a predetermined contractual notice period from either side is required for termination. Our workforce is currently not unionized in India, but employee representatives elected by employees are appointed to interact with the Top Management team for employee issues.

Most of the organization's activities are carried out by full time employees, and in addition to that we also use contractors, especially for assignments that are of a short-term nature, or which require skills not readily available internally.

Our HR department has well developed policies and procedures which are in line with all statutory and regulatory requirements as well as the organization's requirements for talent acquisition, talent development, and engagement functions. We have a culture and philosophy of empowering individuals and helping them realize their potential.

Our talent acquisition strategy is to hire the right competencies required by the business at the right time. We provide opportunities for industrial and management trainings for students.

We recognize that a diverse and inclusive workforce is necessary to drive innovation, foster

creativity, and guide business strategies. EXEMED PHARMACEUTICALS is an equal opportunity employer and subscribes to the principle and practice of embracing diversity in race, nationality, religion, ancestry, marital status, gender, age, ethnic origin, physical ability, and sexual orientation. We have a policy on Diversity and Inclusion. We have fair and transparent policies that promote diversity and equality.

Compensation levels are merit-based and are determined by qualification, experience levels, special skills, if any, and performance. Gender and any of the other diversity parameters do not play a part in determining compensation levels. Our talent acquisition strategy has resulted in greater diversity of gender, geographic locations, and academic discipline. Our aim is to increase the number of women at every level through focused interventions. We focus on improving gender diversity by trying to hire a higher number of women, and also to develop, motivate, and retain them. We try to retain employees and we have low attrition rates of employees in our industry segment.

Our employee development strategy in response to future business needs and projections involves the process of talent/skill gaps assessment and training and development. We try and build capabilities internally through reskilling, upskilling and right skilling.



Stakeholder Engagement

EXEMED PHARMACEUTICALS has a robust stakeholder engagement model. We consider our stakeholders as our partners responsible for the success of our organisation. EXEMED PHARMACEUTICALS' sustainability oriented stakeholder engagement mechanism helps our organisation to have a sustainability oriented vision for the organisation and helps us to responsibly act on our sustainability strategies, have mature sustainability goals and report on our performance. Our stakeholders expect us to to operate and develop corporate strategy, goals, targets, programs, initiatives and a stakeholder engagement strategy to advance sustainability globally.

Our stakeholders include our employees, our customers and suppliers, investors, government agencies, industry organizations, subject-matter experts and academia, non-government organizations, our communities etc. We ensure that we have a framework to interact and work with them to further our sustainability goals.

Our interactions and policies with important Stakeholder groups



Employees

- Respecting human rights and diversity
- Supporting, optimizing and promoting development and growth
- Ensuring a safe and healthy work environment
- Ensuring equal opportunity
- Providing competitive compensation and benefits
- Attracting and retaining the highest talent by being a company for which employees are proud to work

Suppliers, Contractors and Partners

- Partnering with suppliers, and contractors in a way that meet or exceed expectations of all concerned partners
- Supporting collective efforts to deliver business results
- Collaborating to identify, resource and amplify sustainability initiatives
- Respecting human rights for workers across our value chain

Customers

- Providing diverse innovative product Solutions that help our customers deliver on their promises
- Offering a diversified portfolio of products increasingly demonstrating sustainability attributes
- Providing sustainable products to address and help solve global environmental challenges

Government/Regulators

- Complying with laws, regulations and policies
- Supporting and engaging on development Issues where applicable

Local Communities



The interdependence between business and community is critical for us as an organization. We take responsibility for communities both within and outside the company, in areas around where we operate as also within society at large.

The goal is to have impact through empowerment. Empowerment is seen as the

ability of communities to take a lead in their own lives and enhance the quality of their lives. We use programs that use our core competency and volunteers to enable this empowerment.

Programs are conducted by the company in partnership with other group Companies, Trusts, NGOs, State and Central Governments. We try and address the needs of communities in an organic manner, thereby designing programs that are relevant to local issues like:

- Supporting and engaging in communities development activities across our value chain
- Providing economic, employment related, educational and social value to communities, while minimizing environmental impact
- Supporting safe and healthy communities

General management

EXEMED PHARMACEUTICALS as part of its sustainability initiatives ensures that we comply with all relevant standards, locally applicable legislation, international conventions and our contractual obligations towards our customers and stakeholders. We have implemented policies approved by the Top Management in the areas of business ethics, labor, environment, health and safety. We have systems in place to identify current and changed requirements and have established procedures to identify the various

requirements and to monitor compliance.

The Top Management has appointed a senior manager with the responsibility of ensuring compliance in the areas of labor, environment, health and safety. This management representative is a senior, trained and competent person, capable of understanding the various requirements and engaging the right people in order to ensure full implementation of our company's policies, systems and procedures relating to sustainability compliance. The responsibilities of this role have been clearly documented and communicated to all managers and supervisors, other employees and workers.

Key responsibilities include establishing an appropriate organization for compliance management establishing appropriate systems and procedures for identifying, analyzing and controlling compliance risks ensuring sufficient competence of responsible managers and providing leadership and advice on compliance issues.

We have established policies and procedures to capture all applicable requirements and monitor if our operations and performance are in compliance with these requirements.

Appropriate records are maintained and kept updated, detailing out the relevant labor, environment, health and safety requirements (legal and other) that are applicable to our business. Responsible managers ensure that this

list is periodically updated and that all required certificates and permits are valid, understood and maintained at site. Also, there are internal audit and assessment processes in place to continuously check and document whether our performance meets the conditions defined by the various requirements, licenses and permits.

Concerned employees ensure that compliance to legal and regulatory requirements and they effectively communicate legal requirements on labor, environment, health and safety to all workers through training material and programs, employment contracts or workers handbook, and by displaying the requirements on notice boards located at vantage locations in our premises.

Responsible employees ensure that all relevant documents and records related to compliance like communication records, appointment letters, minutes of meeting, records, permits, licenses and consents are kept to demonstrate compliance with all relevant standards, locally applicable legislation, international conventions and our contractual obligations towards our customers and stakeholders.

Responsible Stakeholder Engagement and Materiality Assessment

Based on the stakeholder engagement exercise, a final materiality matrix was developed after analysis and discussion with our core sustainability team. In this matrix, the response received from senior management is represented on the X-axis and response from the other stakeholders is represented on the Y-axis. This approach conveys the prioritization of material topics for the organisation from the business perspective v/s the stakeholder perspective.

The top right quadrant of the matrix contains topics which are of high priority from both the business and stakeholder perspectives. These priority topics are presented below:

- 1 Anti-corruption
- 2 Climate Change
- 3 Economic Performance
- 4 Energy
- 5 Environmental Compliance
- 6 Local Communities
- 7 Occupational Health & Safety
- 8 Process Safety & Emergency Preparedness
- 9 Product Safety & Stewardship
- 10 Water, Land, Air

The below Materiality Matrix forms the basis of our strategy for Responsible Sustainable Growth. Our Sustainability Report describes our approach,

performance and commitments on these material topics.



Sustainability and risk management

EXEMED PHARMACEUTICALS has an organisation wide compliance management framework and process that has been deployed across the company. Internal audits and reporting provides an organisation-wide view of compliance across locations. Major risks are regularly identified and systematically addressed through mitigating actions.

We ensure compliance to all applicable laws locally and globally, including those relating to employment and immigration; taxation; forex and export controls; health, safety, and environment; company laws; establishment; tax regulations; data privacy; anti-bribery and anti-corruption regulations; and IT security. A senior management team at the corporate level oversees and monitors the deployment of the compliance function.

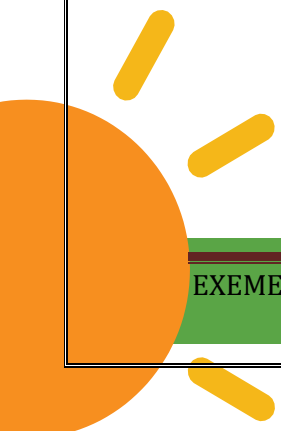
The world is marked by uncertainty and volatility and as a result a robust and effective risk management framework is necessary for businesses to grow and thrive. Our success not only depends on our ability to minimise impact but also on our aptitude to transform challenges and uncertainties into opportunities to expand and establish our presence. To this end, we have an enterprise wide function backed by a qualified team of experts with deep domain knowledge and extensive industry experience. We have developed a framework and

methodology for assessing and mitigating risks.

To achieve our long-term goals and targets, with continuous growth, resulting in increased profitability, compliance with applicable rules, regulations, codes, guidelines, and policies, is an essential feature of our corporate culture. Fair, transparent, and ethical business conduct lies at the core of our sustainability commitment and empowers us to create long-term tangible value for our stakeholders. Our code of conduct specifies and helps continued implementation of the Company's values by establishing non-negotiable minimum standards of behaviour. It guides us on compliance, labour practices and standards, environment, health and safety, diversity and Independence, disciplinary actions, and compliance with the code.

Respect for Human Rights

EXEMED PHARMACEUTICALS respects international human rights principles, including the United Nations Declaration of Human Rights, the European Human Rights Convention, the United Nations Guiding Principles for Business and Human Rights (UNGP), the International Labor Organizations' Declaration on Fundamental Principles and Rights at Work, the OECD, Agenda 21, and the UN Convention Against Corruption.



We believe in the above principles and we have tried our best to build our brand and reputation based on the principles of ethics, integrity and doing business the right way. We expect all employees to act ethically, honor human rights and sustain and advance EXEMED PHARMACEUTICALS' global reputation.

We have an employee Code of Conduct that Employees are obligated to follow. This helps our employees to work ethically, and help them to apply ethical and moral decision making techniques.

Based on the UNGC principles on human rights we have established appropriate policies for the employees and the organisation as a whole to have a Safe, Healthy and Respectful Workplace, Workplace Security, Work hours and Wages, Freedom of Association, Child Labor, and Forced Labor etc.

Our policies are aligned with our employee code of conduct and is based on best practices all over the world and our approach for managing these systems for ensuring human rights, along with the right of employees to have a respectful workplace, is implemented through our policy statements, a management system utilizing self-assessments, audits, training, and goals and metrics tracking.

Our Policies and Code of Conduct are based on internationally accepted principles and are comprehensive, clear, consistent, well-

communicated and available to all employees. The Code helps employees and others acting on EXEMED PHARMACEUTICALS's behalf take a consistent, approach to understanding and following fundamental compliances.

EXEMED PHARMACEUTICALS' employees and Top Management, are responsible for understanding the legal and policy requirements that apply to their jobs and, unless prohibited by local law, for reporting any suspected violations of law or policies.

Suppliers are supposed to follow the Supplier Code of Conduct and are periodically audited for ensuring compliance with the code. Every stakeholder of EXEMED PHARMACEUTICALS must follow the Code of Conduct and values and policies and report violations. A whistleblower policy and related mechanism encourages all employees and stakeholders to report violations and potential misconduct related to policies to the Top Management directly without any fear.

EXEMED PHARMACEUTICALS' Supplier Management System details all policies and procedures related to new supplier selection and appraisal of existing suppliers on their performance on the Supplier Code which sets standards and expectations in the areas of environmental, health and safety, packaging, transportation, labor, and human resources and supplied

materials.

We have a management framework to look at the policy environment and its implementation across the organisation and our internal audit process ensures that all systems are assessed and working as planned.

Internal Audit reports are submitted to the Top Management team of EXEMED PHARMACEUTICALS, who will ensure that all adverse findings are closed and appropriate Corrective and Preventive actions are taken and assessed for their effectiveness.

We support the UN Global Compact, ILO framework and the U N Guiding Principles (UNGP) on Business and Human Rights. Our human Rights engagement system helps us implement the "protect, respect, remedy" framework.

We also support the principles of due diligence outlined in the UNGP. Our Policies and Code of Conduct requires compliance with all applicable laws of the places in which we operate from and respect for internationally recognized human rights in all of our operations.

We also respect the ILO Declaration on Fundamental Principles and Rights at Work.

As per the ILO requirement we respect and promote principles and rights in four categories: freedom of association and the effective

recognition of the right to collective bargaining, the elimination of forced or compulsory labor, the abolition of child labor and the elimination of discrimination in respect of employment and occupation. We have procedures and systems to assess our internal practices and assess human rights violations and to report on them.

Safe and Healthy Workplace

We believe that our employees are our partners and empowered employees bring growth to our organisation. It's our primary responsibility to ensure that all employees are provided a safe and healthy workplace.

EXEMED PHARMACEUTICALS has implemented a Quality, Environment and Safety Management system in the organisation and has implemented appropriate environmental, health and safety policies and practices that comply with or, in many cases, exceed applicable laws and regulations.

Our human resource management philosophy is centred around attracting and retaining a diverse and empowered workforce by creating an ideal, inclusive, diverse and inclusive work environment.

EXEMED PHARMACEUTICALS employee policies promote Equal Employment Opportunity for all kinds of employees from diverse backgrounds

and prohibit all forms of discrimination or harassment against applicants, employees, vendors, contractors or customers on the basis of race, color, creed, religion, sex, national origin, age, disability, pregnancy, genetic information, sexual orientation, marital status, citizenship status, gender identity/ expression or any other reason prohibited by law.

Our HR policies and practices are designed to ensure equal opportunities for all minorities, women, individuals with disabilities, etc.

Employee access to the Top Management

Employees are empowered with a culture that encourages open communication and offers various channels for communicating concerns and grievances. Larger concerns are presented to the Top Management by the senior executives. In addition, individual senior-level employees are also invited to present to the Top Management on specific topics under discussion from time to time.

The company has a Whistle Blower Policy, with the necessary mechanism in place for employees to directly report concerns about unethical behavior to the Top Management without fear of reprisal or victimization.

Working Hours and Compensation

EXEMED PHARMACEUTICALS complies with minimum wage legislation of the places in which we operate in. Employees are not paid compensation below the legal minimum wage requirements.

Our compensation packages are in line with the legal requirements and benchmarked with organisations in the similar industry segment. EXEMED PHARMACEUTICALS also complies with all applicable laws relating to overtime, leaves and breaks.

Freedom of Association and Collective Bargaining

EXEMED PHARMACEUTICALS has a culture that affords all employees the freedom from intimidation, reprisal or harassment. We have an environment where employees are able to get their questions addressed in a fair and timely manner. There is a freedom to associate and air their concerns with the Top Management of the organisation. Where there are no unions, employee representatives are selected by the employees to represent issues with the Management. Records of the minutes of meeting of such interactions are maintained and all concerns are addressed to the satisfaction of the employees.

The Human resources department work with all employees to maintain positive employee relations. EXEMED PHARMACEUTICALS recognizes and respects the ability of employees to choose whether or not to join unions and engage in collective bargaining, as permitted by applicable laws in the countries where EXEMED PHARMACEUTICALS does business.

We follow all applicable local laws and Regulations regarding dealings with employees. We have a professional relationship with our employees and their representatives and treat every employee with respect and honesty and ethics. Our organisation ensures freedom from unlawful discrimination and harassment, for employees of all kinds and based on compliance with all laws.

It is a work environment that is free of inappropriate or unprofessional behavior and consistent with EXEMED PHARMACEUTICALS's ethics and values - a place where employees can all do their best, and where employees are free to report workplace concerns without fear of retaliation or reprisal.

EXEMED PHARMACEUTICALS supports and respects the protection of internationally proclaimed human rights, ensure equality of

opportunity and respects the rights of our workers with respect to collective bargaining.

We are a fair employer and we do not make use of harassment or disciplinary practices, nor discriminate against ethnicity, caste, nationality, religion, indigenous peoples, migrants, minorities, people with disabilities, women, sexual orientation and gender identity, political affiliation, and union membership. We provide equal opportunities to all employees (e.g. with regard to remuneration, access to training, promotion and termination of employment etc. which are all governed by the HR policies. Since currently we do not have a formal workers union, we give all workers the possibility of collective bargaining with respect to working conditions, health and safety conditions, working hours, remuneration, etc. as per the locally applicable legal requirements through their duly elected representatives.

We have clear and documented policy statements with regard to disciplinary practices, discrimination and equal opportunities, which are communicated to employees and workers through formal communication channels like emails, letters, notice boards, notices, training, attachment to contracts, employee/ workers handbook etc..

Records of collective bargaining meeting minutes are kept on file with all standing orders.

Labor and human rights

EXEMED PHARMACEUTICALS has a zero tolerance policy with regard to child labor, forced labor and poor working conditions for young workers and pregnant or nursing female workers. We ensure that we comply with international standards and local legislation.

We do not employ children below 18 years or the legal limit set by our government. By using a formal age verification procedure for all new workers and including the verified date of birth in their personal files, we ensure compliance with this requirement. Young workers (18 -20 years, or as legally defined) as well as pregnant or nursing women are not engaged in heavy and/or dangerous work, and are granted their respective legal benefits (e.g. with respect to maximum working hours, regular breaks, etc.).

We do not make use of forced labor and ensure that we comply with all applicable laws that regulate the withholding of deposits or identification papers by employers or outside recruiters (all workers are able to access and retrieve their identification papers at any point of time); wage deductions, advances, and loans to workers do not exceed legal limits and are not used as a means to bind workers to employment. Further, the terms and conditions surrounding the granting and repayment of advances and loans are clearly communicated through our HR policies and are understood by the concerned workers; all overtime is on a

voluntary basis.

Labor and human rights compliance

We comply with all these requirements and also maintain appropriate policies, documentation and records of the respective legal requirements. We have formal policy statements with regard to child labor, young workers, pregnant and nursing female workers, and forced labor. It is communicated to employees and workers through formal communication channels, training programs etc. Training records and employee contracts and personal files are maintained by the HR department. Employee personal records/ files contain details like employee contracts, date of birth verification procedure and records and records of young, pregnant and nursing workers, training records, leaves, loans, performance evaluation etc.

Working hours and days off

EXEMED PHARMACEUTICALS ensures conformance to all applicable laws and industry standards relating to working hours, overtime working hours and leave policy. Our HR policies detail the procedures and methodologies and rules which apply to all classes of employees and workers (i.e. permanent, contract, temporary, etc.) and which are in compliance with all applicable laws.

The HR department maintains employee wise records of working hours and overtime working at site for all workers, including eligibility details. Records are transparently kept updated by the HR department and details shared with the concerned employees and it also covers details like working hours, overtime and /or details like hourly rate for such workers. Working hours and overtime are strictly in line with established policies and the legal requirements.

It is ensured to the extent possible that the normal working hours for all workers including overtime shall not exceed 60 hours per week and that Overtime working hours shall not be on a regular basis. Records are maintained as per the local laws. Overtime work is strictly on a voluntary basis and only consenting employees are considered for overtime as per rules and laws. No worker is forced to work overtime and it is ensured that all workers are offered one day off following 6 consecutive working days.

Our HR department maintains all relevant records as per policies and laws and also files appropriate records with the local government labour department. These records capture employee wise details like working hours and overtime policy, attendance and in-out timing records, relevant permits from local authorities or agreements with worker representatives (e.g. for temporary exceptions in peak production periods), payroll and payslips, leave procedures and records, production plans and productivity records etc.

Remuneration

EXEMED PHARMACEUTICALS complies with all applicable laws and industry standards with regard to remuneration and offer adequate wages to all workers.

The company follows a compensation mix of fixed pay, benefits, and performance-linked variable pay. Individual performance pay is determined by business unit performance as well as individual performance (measured through the annual appraisal process) and mapped to business performance across quarters.

It is our policy to pay on time to all workers wages, overtime payment and benefits at least according to the legal minimum standards. We make sure that all our workers are aware of their rights with regard to remuneration. We communicate to our employees through various means and we also display the minimum wages regulations on notice board at the factory so that the workers can remain updated. We also include this information in the employment contracts or workers handbook. If workers are paid on an hourly basis as per legal requirements, we ensure that wage calculations are clear, adequate and transparent and workers are able to trace how hourly work wages are calculated. Hourly rate shall meet the minimum wages for normal working hours. As per policy

and local laws we remunerate all overtime working for all workers at a premium rate at least to the amount defined by law. Wage deductions other than the legally permitted social and tax deductions are made only as per laws and no additional deductions are made.

We provide written employment contracts or offer letters to all employees as required by law. We ensure that the contracts comply with relevant legal requirements and that the workers understand the terms and conditions of their employment in their local language. Salary payslips are provided to all employees which details all wages and deductions for every wage period. The payslips are clear and transparent, detailing all deductions.

The HR department keeps records of all employees, employee payroll and payslips, records indicating hourly rate wages, methodology of hourly rate wage calculation, disciplinary and termination records, formal agreements or announcements regarding wage deductions, employment contracts and appointment letters, personnel files, etc.. They also maintain records of details/ returns filed with the local labour authorities and other compliance records.

Social Benefits



Social benefits

EXEMED PHARMACEUTICALS conforms to all applicable laws and industry standards with regard to personal social benefits.

We ensure compliance with Indian laws regarding providing social security, medical insurance etc. We ensure compliance with all applicable legal requirements on social security insurance for all workers which include provident fund, pension fund contribution, health and accident insurances and any other social insurance as required by law.

We offer paid leave to all workers as per the local laws which include paid annual leave, sick leave, casual leave, national and festival holidays,

maternity leave, etc.

We provide appropriate medical benefits to employees and canteens and/or lunch and dining areas to all workers as legally required. These legal requirements include provisions for kitchen, lunch and dining areas, space for food and personal storage, easy access to potable water, warm water bathing and sanitary facilities, space requirements per worker etc. Our sanitary facilities provided to each employee including female employees meet legal requirements. Men and women have separated facilities and that the facilities are maintained in good condition which includes legal requirements including provisions for the type, number and availability of sanitary facilities (e.g. toilets, washing and cleaning rooms, etc.).

The HR department maintains all records related to employee deductions and contributions to pension funds, provident funds. The returns filed with the various government authorities are also maintained by the HR department and all details of such benefits and deductions are also transparently shared with the employees.





Environment, Health and safety management system



EHS Vision, Values, Mission, and Policy

This policy applies to EXEMED PHARMACEUTICALS, and all directors, officers and employees of the Company.

EXEMED PHARMACEUTICALS, recognizes the critical importance of a healthy environment to our global society, our economy, our business and our people. Given our position as one of the world's leading Company producing Spinning Cans and other accessories etc. and our commitment to good corporate citizenship, we endeavour to manage and leverage our resources in a way that promotes a healthy and sustainable environment. As such, we support the transition to a low-carbon economy through policies, activities, products and services that seek to mitigate climate risks and capitalize on environmental opportunities.

We believe that a meaningful commitment to protecting the environment must begin with our internal operations. To this end, EXEMED PHARMACEUTICALS is committed to enhancing our conduct and carrying out policies and programs that minimize our direct impact on the environment. We aspire to have best practices in management of our physical business operations and product procurement, and we seek to develop effective relationships with contractors and suppliers to encourage environmental awareness and support for our environmental objectives.

Environmental considerations for our business activities and operations are outlined in our Environmental and Social Policy Statement

EHS Vision

Building a sustainable EHS culture - A culture is a collective way of being and as EXEMED PHARMACEUTICALS our EHS culture continues to define us and our operations. We have a culture where employees and contractors are engaged in EHS and care for each other.

EHS Values

We work safely, promote wellness and protect the environment. These values are embedded within EXEMED PHARMACEUTICALS' core values.

EHS Mission

EXEMED PHARMACEUTICALS will operate globally in a safe, responsible manner respecting the environment and the health of our employees, our customers, suppliers, contractors, and the communities in which we operate. We will not compromise environmental, health or safety values for profit or production.

EHS Policy

EXEMED PHARMACEUTICALS has an Environment, Health and Safety policy, appropriate to the nature and scale of activities being managed, that incorporates the following principles and

objectives:

- We value human life above all else and manage risks accordingly,
- We comply with all laws and set higher standards for ourselves and our suppliers where unacceptable risks are identified,
- We seek to continually improve EHS systems and processes in an effort to achieve zero Near fatal/ fatal Accidents (life altering/life ending) injuries and zero major environmental (impacting environment or communities) incidents,
- We establish measurable objectives to track our progress,
- We facilitate transparent assessment and reporting of EHS incidents,
- We are a learning organization,
- We incorporate stakeholder impacts into our decision-making processes, and
- We encourage employee participation and promote employee awareness of EHS threats and opportunities.

Each policy is documented, approved by senior management of the company and communicated to all relevant internal and external stakeholders and it is periodically reviewed to ensure it meets the needs and priorities of the business and this Policy

Energy management

Being a pharmaceutical company, we are highly committed to conserving the environment through efficient energy and water management, emission reduction, and sustainable waste and effluents management. At Exemed Pharmaceuticals, we have a proven system to ensure regulatory and environmental compliances. Energy management is one of our primary focus areas because of its direct influence on emissions and costs associated with our operations. We have implemented several measures for improving the energy efficiencies of our operations through improved processes, increasing the share of renewables, technology, absorption and optimising energy consumption from traditional sources. These interventions will help us reduce emissions and carbon footprint in the coming years. Purchased electricity is the largest source of energy consumption at our manufacturing plants at present, We are exploring alternative sources of clean energy, including solar, biomass, etc.

Climate change management

At our manufacturing facilities, GHG emissions are mainly from the usage of fossil fuels and consumption of grid electricity. Our direct emissions include emissions from diesel, briquettes, natural gas, and furnace oil within

the boundaries of the organisation, while our indirect emissions include emissions from purchased grid electricity.

Air emissions

We monitor air emissions at all our facilities and ensure they are within the permissible limit. Air emissions at all our facilities are monitored closely with the help of stack monitoring system and ambient air quality monitoring system. We control our emissions using stringent process controls and technologies. High efficiency particulate absorption (HEPA) filters to control indoor air quality in the pharmaceutical powder handling areas, and the deployment of closed systems also helps reduce emissions. We strive for technology absorption to reduce the air emissions to a practicable minimum

Water stewardship

The pharmaceutical manufacturing uses large volumes of water for production and industrial processes. Due to climate related events, growing population, widespread urbanisation and pollution, water availability is becoming challenging and expensive. We are exploring new technologies and aiming to develop comprehensive water conservation solutions to

reduce our freshwater usage. Our water use and consumption data is detailed in the annexure to this report.

All plants follow standard protocols for wastewater recycling. The wastewater from API sites is treated following local regulations for waste water treatment.

Waste management

Due to the nature of our business, hazardous waste is generated as a result of our operations. A significant portion of the waste generated in the pharma industry is classified as hazardous and requires safe handling. We ensure that the hazardous waste generated by our operations is safely handled, temporarily stored and disposed of in an environmentally responsible manner, in line with relevant regulations. We comply with existing statutory requirements for the handling and disposal of hazardous waste. Solvent recovery systems installed at API/chemical sites enable the recovery of solvents for reuse.

We dispose off waste through authorised waste and recycling vendors. Some amount of our non-hazardous waste was recycled during the reporting year. We exercised due diligence while selecting the authorised vendor for this activity,

in line with regulations. All our sites have adopted the 5R waste hierarchy (reduce, reuse, recycle, recover, and rethink) for waste management to achieve a net reduction of waste. This approach is based on the principle that responsible waste management starts by reducing consumption where practicable, so that lesser waste is generated. Employees and vendors at all sites are encouraged to reuse substances where possible, instead of discarding them.

Biodiversity

It's our policy to take positive steps towards environment, which includes protecting the atmosphere and aquatic environments, conserving resources and managing waste, properly managing chemical substances, protecting biodiversity, and protecting soil environments. Our efforts for ecosystem and biodiversity management contribute towards the achievement of UN's SDG 15 - "Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and reverse land degradation and halt biodiversity loss". Each worksite is striving to enhance its initiatives aimed at achieving these goals. At an organization level all key decisions and initiatives for biodiversity are

taken by the Sustainability committee, which is headed by our Top Management. The Padra plant has green belt developed all around the boundary of the existing manufacturing unit. We regularly monitor the impact of our operations on the surrounding ecosystem by interacting with the communities living near our site.

We constantly take actions to understand and mitigate the environmental impacts on the surrounding environment and ecosystem.

We have always taken extra steps for ensuring no damage is done to biodiversity due to the Company's operations, this is done by various initiatives including continuous monitoring and regulating pollution level within plant and around factory premises. Units have installed continuous pollution monitoring devices running all the time to monitor and control the air pollution outside Company. Ambient Air quality is monitored and the same is always within the permissible limits. Results of tests and evaluations are maintained

Engagement with authorities

The Top Management of EXEMED PHARMACEUTICALS engages with the government on positively influencing

government policies on Industrial Development, Sustainability, Exports, Labour Reforms, Taxation, Legal Reform, Economic and Banking Policies, Energy and Regulatory Environment and Policies etc.

EXEMED PHARMACEUTICALS manages this by working with local, national and international government agencies and through membership organizations. The public policy issues on which the company engages in include promoting international trade, sustainability, respect for intellectual property rights, public health, worker safety, security and international law, and innovation.

In a fast-moving global environment, our public policy values remain consistent even as they address the unique needs of the national, regional and local governments in locations where we operate. We work with government agencies and not for profit organizations to make this world a better sustainable place. To that extent we try and engage with government agencies to make a positive impact on the ease of doing business.

People Engagement

We believe that people are at the centre of

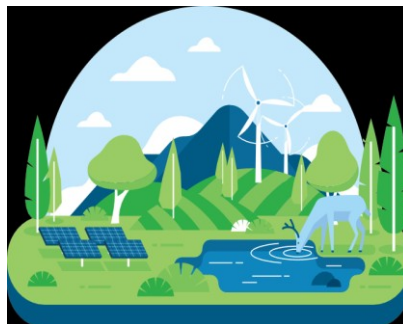
everything sustainable and we need to engage with them across our value system to ensure that we achieve our sustainability goals.

Our engagement programs include various awareness campaigns and communication to sensitize them towards nature and the sustainability of the planet, the need to conserve resources and, in general, be environmentally responsible. We focus on the health and safety aspects of all concerned. We work with our customers to help them achieve their sustainability goals by collaborating with them and we engage with our suppliers to get them on board as far as sustainability and corporate social responsibilities are concerned.

We motivate our suppliers to adhere to 100% regulatory compliance, adopt environmentally responsible practices and safety, and strive for better environmental performance as a part of our Supply Chain Sustainability program.

Compliance to legal requirements is set as the minimum requirement, while additional elements include mandatory sign-offs on our Supplier Code of Conduct and contractor HSE requirements, assessments and audits for high-risk vendors, integration of sustainability metrics in vendor reviews, and training and capacity building. Site or process audits are conducted for high-risk vendors with direct

impact on our operations, while desktop assessments are conducted for those whose impact on our organisation is indirect.



Our Code of Conduct

EXEMED PHARMACEUTICALS has always strived to achieve the highest ethical standards in its conduct of business. The company's reputation and goodwill are recognized and valued as its most important asset, which warrants the faith and trust of its various stakeholders. This Code of Conduct is designed to formally put these corporate values of EXEMED PHARMACEUTICALS into practice. The purpose of this Code of Conduct is to articulate high standards of honesty, integrity, ethical and law abiding behaviour expected of all employees while also meeting the requirements of external stakeholders and applicable laws.

The Code of Conduct is applicable to all employees, leaders, senior management and directors of EXEMED PHARMACEUTICALS and anyone representing EXEMED PHARMACEUTICALS. or working on the Company's behalf is expected to act consistently with the Code.

The Code acts as guiding document while dealing with various stakeholders within and outside the company such as employees, customers, suppliers, consultants, government agencies etc.

It is the responsibility of each employee to be aware of and abide by the code of conduct. Additionally, all employees also have the responsibility of behaving/acting in an ethical manner compliant with the applicable laws of the land. Additionally, all employees, leaders and senior management have an additional responsibility to drive a culture of integrity, honesty, ethical and law-abiding behaviour among other employees in the organization. Towards this end, they are expected to be a role model of the behaviours expected of employees, reinforce the code of conduct as part of regular employee communication, and encourage employees to report violations of the Code and guard against taking retaliatory action against someone for making a good faith report.

1. Equal Opportunities for employment: Company is an equal opportunity provider and does not discriminate against any person because of their gender, caste, religion, age (within statutory limits), marital status, nationality, ancestry, ethnicity, geographical origin, sexual orientation, disability or any other trait protected by law, with respect to any terms of employment such as hiring, promotion, transfer, compensation & benefits, career development opportunities, etc. While the hiring process, employment related decisions are strictly based only on the merit of the person and not discriminate against any person because of their personal characteristics/traits.

2. Diversity and Inclusion: Company's commitment to diversity and inclusion aligns with our corporate values of Trust, Adaptability, Speed and Innovation. Being a global company we have employees, customers, suppliers and other stakeholders from diversified backgrounds and cultures and expect all our employees to support an inclusive workplace by adhering to the following conduct standards:

- a) Treat others with dignity and respect at all times. All employees are expected to demonstrate respect and trustworthy behaviour in their dealings with other employees as well as external stakeholders.
- b) Promote behaviours which are not based on conscious or unconscious biases.
- c) Address and report inappropriate behaviour and comments that are discriminatory, harassing, abusive, offensive or unwelcome.
- d) Avoid slang or idioms that might not translate across cultures.
- e) Promote teamwork and employee participation. All employees are expected to uphold the spirit of team work and ensure that the best interest of the team and Company prevails at all times.
- f) All employees are expected to demonstrate the highest standards of honesty and integrity in their conduct at all time while representing EXEMED PHARMACEUTICALS and conducting business on

behalf of EXEMED PHARMACEUTICALS. Towards this end, every employee is required to be straightforward and honest in their professional and business relationships, be truthful about the services provided, the knowledge possessed and experience gained. We are committed to build an inclusive workplace and in order to ensure that we have adopted following practices:

- a) Provide ongoing education and training to all employees on diversity, equity and inclusion topics
- b) Provide all employees a safe platform to raise their concerns regarding diversity, equality and inclusion in our workplace.
- c) Support flexible work arrangements for co-workers with different abilities.
- d) Conduct periodic employee surveys and focus groups to identify the areas where there is a scope of improvement.

2. Workplace free of harassment: EXEMED PHARMACEUTICALS recognizes and respects the right of every employee to a harassment free workplace. Hence, employees are expected to ensure a healthy, safe and conducive work environment that is free from harassment of any kind or form. Towards this, employees are prohibited from indulging in harassment of any kind or form - whether physical, verbal, psychological, or sexual in nature. This includes all

types of unwelcome, offensive, demeaning and intimidating behaviours, whether explicit or implicit. The Company sets a standard of 'zero tolerance' for harassment. We are all responsible for ensuring that we avoid actions or behaviour that are, or could be, viewed as harassment. The Company views all incidents of 'sexual harassment', very seriously and encourages employees to comply with the Company's 'Prevention of Sexual Harassment at Workplace Policy' at all the times.

3. Workplace free from violence: EXEMED PHARMACEUTICALS will not tolerate workplace violence in any form either within premises or outside where company related activities are carried out. Employees are expected to not indulge in workplace violence. They must not encourage others towards it as well. Employees are also prohibited from possessing weapons or dangerous items at workplace or outside while conducting business activities.

4. Open door communication: EXEMED PHARMACEUTICALS believes that the work environment should be free from any kind of bureaucracy and all employees must have access to other employees regardless of their position or influence in the company. All managers are expected to foster an open door culture at the workplace.

5. Environment, Health & Safety: EXEMED

PHARMACEUTICALS is committed to provide its employees a safe, healthy, and ergonomically sound working environment. The company will take all possible measures to ensure health and safety of its employees.

EXEMED PHARMACEUTICALS Public Safety at workplace is also every employee's responsibility. They should at all times:

- a) comply with Company's prescribed safety norms, policies and standards for 'safety at workplace' and prevailing laws and regulations.
- b) ensure that no unsafe act is committed at workplace.
- c) undertake all possible measures to eliminate any unsafe or hazardous conditions as soon as they become aware of it. They should report the matter to the 'safety officer and/or supervisors' at the earliest.

d) Refrain from consuming, possessing, distributing alcohol or prohibited drugs at workplace or at non Company workplaces while performing duties/ work related to Company. Employees are also prohibited from selling, distributing, possessing or encouraging others to use controlled substances.

6. Data Privacy: EXEMED PHARMACEUTICALS is committed to protecting personal information that is shared by employees during the course of

EXEMED PHARMACEUTICALS Sustainability

employment, consistent with applicable data privacy laws, including the rules surrounding the collection, processing, use, transfer and disclosure of personal information. It is expected that employees whose job responsibilities include the collection, modification, transfer, processing, storage or use of personal employee information will comply with the applicable data privacy laws and other internal controls that protect this personal information.

7. Conflicts of interest and duty: EXEMED PHARMACEUTICALS expects that all employees will conduct themselves in the best interest of the company at all times. Towards this end, they should avoid conflict of interest situations. Below are some of such situations that must be avoided.

a. Outside employment: An employee of EXEMED PHARMACEUTICALS shall not accept concurrent employment outside the company, with or without remuneration. This encompasses undertaking any consulting assignment, freelancing, directorship, or any position of responsibility.

b. Family Members: An employee shall not employ a relative in the same department or in a position of financial influence. Employees are prohibited from conducting company's business with any relative, without prior approval from the Top Management of the organisation.

c. Employees must refrain from:

i. developing or maintaining personal associations with stakeholders (such as suppliers or customers).

ii. any other situation that hampers an employee's ability to take business decisions in the best interest of the company.

Each employee must fully and frankly inform the Company of any personal or external business interest that may lead to an actual or potential conflict of interest or duty.

d. Benefits: Employees must not exploit for their own personal gains the opportunities or benefits that are discovered through the use of company property, information or position. They may not directly or indirectly compete with the Company for business opportunities that the Company is pursuing.

e. Reporting and reimbursement of expense; incurred by employee: Employees are required to act responsibly and follow the twin values of cost consciousness while arranging for travel, and honesty while claiming reimbursements towards travel expenses. Employee travel and other related expenses should be consistent with the Company's policies.

f. Solicitation of gifts and advantages: Offering or receiving gifts and being entertained can easily

create an actual or apparent conflict of interest. No gifts of any kind, that are offered by vendors, suppliers, customers, potential vendors and suppliers, or any other individual or organization, no matter the value, should be accepted nor offered by any employee, at any time, on or off the work premises. Gifts received through courier or the post, at the reception, or through any other means, should be submitted to the Administration Department which shall maintain a record of such gifts received by it and donate them to charity. However, foods, beverages, priced meals upto Rs.1500/-, that are supplied by customers, partners, and vendors or suppliers in the interest of building positive business Relationships may be accepted.

8. Confidential Information: Unless required by law or authorised by their management, employees shall not disclose confidential information or allow such disclosure. The obligation continues beyond the termination of employment agreement. Employees must use their best efforts to avoid unintentional disclosure by applying special care when storing or transmitting confidential information.

9. Protection of Company Assets & Information: Every employee must ensure appropriate use of company assets (tangible / intangible) or company information including company property, computers & communication systems, financial

information, business strategy, technology, intellectual property, brands, trademarks, or any other non-public information. The, misuse or destruction of company assets or company information shall be considered as misconduct and strict disciplinary action shall be initiated in such cases.

10. Social Media Policy: Every employee is expected to use the social media as per the Company's policies. Additionally, every employee must adhere to the following guidelines while using internet and email.

a) Not send offensive emails and messages to any person/group within or outside the company.

b) Not import any non-text files including files received as e-mail attachments onto your system without checking for viruses.

c) Not visit obscene or illegal material or any material that is offensive in any way.

d) Not download any unauthorized software. All software used by employees to conduct Company business must be appropriately licensed.

e) Not share any report, files, data or source code with any unauthorized person/group/organization through the internet.

f) Not use the email system to copy and / or

transmit any documents, software or other information protected by copyright laws.

g) Not create email congestion by sending trivial messages or personal messages or copying emails to those who do not need to receive them.

h) Not transmit EXEMED PHARMACEUTICALS 's propriety information like reports, files, data and source code to any unauthorized person, group or organization through email or any other tool.

CODE OF CONDUCT TOWARDS CUSTOMERS

1. Product stewardship: EXEMED PHARMACEUTICALS recognizes that product integrity, product quality and being safe and environmentally responsible are the founding principles of product stewardship. Therefore, the Company is committed to ensuring that its products and manufacturing processes adhere to prescribed regulatory standards and practices including but not limited to quality, EXEMED PHARMACEUTICALS' labelling, packaging etc. and that technologies used are safe and environmentally responsible across the product life cycle, including its usage by the intended customer.

2. Customer Relationships: EXEMED PHARMACEUTICALS recognizes that customers and other business / channel partners play a crucial role in the success of the Company. Hence all employees must seek to maintain relationships of

mutual respect and trust with these customers at all times. All contracts must be fairly negotiated and free of deception or inaccuracy. Additionally, when selecting customers and business/channel to work on EXEMED PHARMACEUTICALS' behalf, it must be ensured that selections are made fairly based on a proper weighing of all the facts, which include quality & safety records, technical ability, historical experience, reliability, cost, schedule, availability, their commitment towards human rights, and compliance with applicable statutory laws and regulations (inclusive of labour standards) and not in a biased manner or for inappropriate/ illegal reasons.

3. Fair Competition Practices: EXEMED PHARMACEUTICALS. will compete fairly in all its markets, within the framework of applicable laws. Towards this end, employees concerned must ensure that they adopt fair Competition Practices in all dealings. This includes the following:

i. Never resort to fixing prices.

ii. Never resort to rigging bids.

iii. Never boycott specific customers/suppliers.

iv. Do not share any pricing and other sensitive information outside EXEMED PHARMACEUTICALS.

v. Do not receive any pricing and other sensitive information of a competitor through unlawful

manner.

vi. Only use legitimate means to obtain competitive information.

vii. Never comment on competitors' products or services in an inaccurate or untruthful manner.

viii. Never misrepresent or make misleading/untruthful claims about products in the marketplace.

CODE OF CONDUCT TOWARDS SUPPLIERS

1. Suppliers Relationships: EXEMED PHARMACEUTICALS recognizes that suppliers (inclusive of vendors, suppliers, and service providers) and other business partners play a crucial role in the success of the company. Hence all employees must seek to maintain relationships of mutual respect and trust with these suppliers at all times. All contracts must be fairly negotiated and free of deception or inaccuracy. Additionally, when selecting vendors and subcontractors to provide products or services or to work on EXEMED PHARMACEUTICALS' behalf, it must be ensured that selections are made fairly based on a proper weighing of all the facts, which include quality & safety records, technical ability, historical experience, reliability, cost, schedule, availability their commitment towards human rights, and compliance with applicable statutory laws and regulations (inclusive of labour standards) and not

in a biased manner or for inappropriate/ illegal reasons.

Employees must ensure that they adopt fair competition practices in all dealings and avoid any fiduciary relationship with suppliers on personal front. Our suppliers, vendors, service providers shall at all the times comply with the EXEMED PHARMACEUTICALS' Supplier Code of Conduct which is publicly available

CODE OF CONDUCT TOWARDS STAKEHOLDERS

1. Record Keeping. Statutory Disclosures: EXEMED PHARMACEUTICALS is committed to enhancing stakeholder value and complying with laws and regulations that govern stakeholder rights. EXEMED PHARMACEUTICALS shall inform its financial stakeholders about relevant aspects of business in a fair, accurate and timely manner. EXEMED PHARMACEUTICALS is committed to disclose such information in accordance with applicable and prevailing law, regulations and agreements. EXEMED PHARMACEUTICALS shall safely maintain the accurate records of its activities and adhere to disclosure standards in accordance with applicable law and industry standards.

2. Employees must not indulge in nor assist others including immediate family, friends or business associates to derive any benefit from access to and possession of sensitive company information that

is not in the public domain. Such information would include information about our company, our clients, our suppliers and our sales figures etc.

CODE OF CONDUCT TOWARDS COMMUNITY AND ENVIRONMENT

Communities: Company's CSR policy is directed towards inclusive development that creates value for the society, especially communities around our plant. Company is committed to good corporate citizenship and shall actively assist in the improvement of the quality of life of the people in the communities in which we operate.

Environment and sustainability: The company stands committed to its responsibility towards society and our goal is to ensure that our economic growth is socially and environmentally sustainable. Our business efforts would be towards inclusive development and we aim that the "people grow with us and we grow with people". We attract, nurture and help people grow. We are committed to provide total environment safety & industrial hygiene measures, excellent housekeeping, congenial working environment and regulatory compliance. Employees are required to adhere to Company's policy and comply with the prevailing and applicable environmental laws and regulations.

CODE OF CONDUCT TOWARDS STATUTORY BODIES.

Environmental Protection: EXEMED

PHARMACEUTICALS. endeavours to protect the communities they operate in,

1. National Interest: All employees of EXEMED PHARMACEUTICALS, are expected to conduct business in the best national interest and shall not be engaged in any activities that shall put national interest at risk.

2. Compliance with laws, regulations, policies and procedures: Each employee must comply with the letter and spirit of any applicable law, rule or regulation, the Protocols, policies and procedures of the Company and also encourage other officers and employees to do the same.

3. Sanctions:

Employees shall comply with all relevant export controls or trade sanctions in the course of its business.

4. Bribery & Corrupt Practices:

Employees shall not engage in any corrupt Practices including offering/accepting bribes or kickbacks or any other kind of improper payment including facilitation payments, giving false incentives, indulging in the/fraud, embezzling funds, indulging in personal money transactions or personal entertainment with EXEMED PHARMACEUTICALS' Public vendors /suppliers. Employees shall always adhere to Company's Policy

NON-ADHERENCE. REPORTING

Noncompliance with this Code, Company Policy or the law will attract disciplinary action up to and including termination of employment per the appropriate policies. Employees acknowledge that legal and ethical misconduct can also subject the individuals involved and EXEMED

PHARMACEUTICALS. to fines, penalties and civil or criminal prosecutions. Violations also include any false allegations, regardless of whether they are made anonymously. Each employee must report actual or potential violation of this code of conduct or applicable laws to the Sustainability Committee. For further information, please refer to Whistle Blower Policy

INVESTIGATIONS: All protected disclosures under this policy will be recorded and thoroughly investigated.

AMENDMENTS

This Code is reviewed periodically and if revisions are required, same is implemented and duly informed to all the employees.

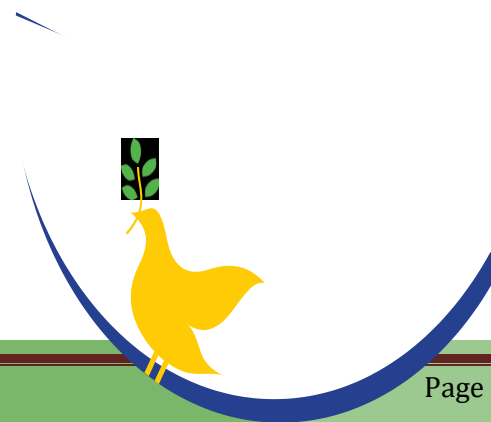
AWARENESS. TRAININGS.

This Code and related training is provided to all new employees at the time of joining the Company. In addition, all employees shall affirm compliance with the Code by attending the

mandatory trainings on annual basis and their affirmation will be taken to reinforce the Code and ensure its Company-wide implementation. The Sustainability Committee will address any queries from employees pertaining to this Code. All employees are expected to keep themselves well-informed of the updates, if any, made to this Code.

CONCLUSION

The company is committed to continuously reviewing and updating its policies and procedures. Therefore, the company reserves its right to amend, alter or terminate this code at any time and for any reason, subject to applicable law. This Code of Conduct is not exhaustive and lays down only the general principles to be followed by all employees as covered under the code. The company may have separate codes/policies formulated for regulating various matters that may be required under the specific laws. The parties shall be responsible for adhering to such additional codes/policies as may be applicable to them





Our Code of Conduct



CODE OF CONDUCT TOWARDS SUPPLIERS

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2. Employees must not indulge in nor assist others including immediate family, friends or business associates to derive any benefit from access to and possession of sensitive company information that is not in the public domain. Such information would include information about our company, our clients, our suppliers and our sales figures etc.

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INVESTIGATIONS All protected disclosures under this policy will be recorded and thoroughly investigated.

AMENDMENTS

This Code is reviewed periodically and if revisions are required, same is implemented and duly informed to all the employees.

AWARENESS. TRAININGS.

This Code and related training is provided to all new employees at the time of joining the Company. In addition, all employees shall affirm compliance with the Code by attending the mandatory trainings on annual basis and their affirmation will be taken to reinforce the Code and ensure its Company-wide implementation. The Sustainability Committee will address any queries from employees pertaining to this Code. All employees are expected to keep themselves well-

informed of the updates, if any, made to this Code.

CONCLUSION

The company is committed to continuously reviewing and updating its policies and procedures. Therefore, the company reserves its right to amend, alter or terminate this code at any time and for any reason, subject to applicable law. This Code of Conduct is not exhaustive and lays down only the general principles to be followed by all employees as covered under the code. The company may have separate codes/policies formulated for regulating various matters that may be required under the specific laws. The parties shall be responsible for adhering to such additional codes/policies as may be applicable to them



Supplier Diversity

EXEMED PHARMACEUTICALS pursues diversity in every aspect of our business; the Organisation is committed to efforts which promote diversity through our hiring and in our interactions with our clients and suppliers/subcontractors. We recognize that equal access and equal opportunity, along with diversity in our business processes, is an important part of doing business. As such, our commitment to diversity involves providing diverse-owned businesses including, but not limited to, Minority and Women Business Enterprises, Disadvantaged Business Enterprises, Veteran Business Enterprises and Lesbian, Gay, Bisexual, Transgender (LGBT) owned businesses, with an opportunity to provide goods and services to the Organisation. Our ethical business practices and entrepreneurial spirit help to keep EXEMED PHARMACEUTICALS at the forefront of our industry segment. We also expect our Suppliers also to follow such principles when they select and evaluate their own suppliers.

Supplier Code of Conduct

Our suppliers are selected and evaluated beyond the basis of economic, product quality and delivery criteria. We also look closely at environmental protection, compliance with human rights, labour and social standards as well as anti-discrimination and anti-corruption policies. EXEMED PHARMACEUTICALS has committed to the principles of responsible sourcing and wants to partner with suppliers to further develop their sustainability performance in its supply chain. We expect our suppliers to fully comply with applicable laws and to adhere to internationally recognized environmental, social and corporate governance standards (ESG standards). We also expect our suppliers to use their best efforts to implement these standards with their suppliers and subcontractors.

EXEMED PHARMACEUTICALS is dedicated to making a positive contribution to society through our focus on the environment, our people, responsible business practices, community investment and strengthening the next generation of citizens. The way we do business matters to our clients and shareholders. Our social responsibility is a direct reflection of the organisation's core values and enhances our ability to provide superior service to our clients, our employees and our communities. Our core values span the areas of Integrity, Excellence, Respect for Individuals and Cultures, Entrepreneurial Spirit and Teamwork. We

expect our suppliers, and our suppliers' suppliers, to adhere to these key values and apply them to how they do business with EXEMED PHARMACEUTICALS

Our reputation for integrity and our continued success depends on conducting business honestly and in accordance with our legal and regulatory obligations. Fraud, dishonesty, unethical or criminal conduct on the part of any supplier or anyone doing business with the Organisation will not be tolerated. This Code is not intended to address every potential situation that relates to our standards of conduct. Employees encountering situations with suppliers that are not addressed specifically by this Supplier Code of Conduct should exercise sound judgment, seek advice when appropriate and adhere to the highest ethical standards.

Human Rights

EXEMED PHARMACEUTICALS is committed to supporting the protection and advancement of human rights in our business and throughout our supply chain. We strive to conduct our business operations in ways that seek to respect, protect and promote the full range of human rights, such as those described in the United Nations Universal Declaration of Human Rights.

We expect our suppliers to have appropriate policies and practices in place that apply to their

employees and supply chains. Suppliers must ensure they are not complicit in human rights abuses, including modern slavery and human trafficking.

Diversity & Inclusion

We require our Suppliers to value diversity and inclusion as a high priority for its workforce. We expect our Suppliers (and its Subcontractors) to engage a team that reflects these principles in the supply of goods or execution of the Services through a strategy that is inclusive of diverse groups, including without limitation, Minorities, Women, Veterans, Disabled People, and LGBT (individually and collectively, "Diversity Groups"). If and as requested by EXEMED PHARMACEUTICALS, the Supplier shall, from time to time, provide the organisation with a written summary of its efforts to meet the Organisation's Diversity and Inclusionary Goals.

Employment & Non-Discrimination Practices

Suppliers must conduct all their operations in a socially responsible, non-discriminatory manner and in full compliance with applicable laws including, but not limited to, those associated with Equal Opportunity, Child Labour, Forced or Compulsory Labour, Working Hours, Compensation, Freedom of Association, Collective Bargaining and Harassment Free Work Environment. Suppliers must ensure equal employment opportunity without discrimination or

harassment on the basis of race, colour, religion, creed, age, sex, sex stereotype, gender, gender identity or expression, transgender, sexual orientation, national origin, citizenship, disability, marital and civil partnership/union status, pregnancy, veteran or military service status, genetic information or any other characteristic protected by law.

Health & Safety

EXEMED PHARMACEUTICALS takes health and safety seriously and aims to create an environment that is both pleasant and safe to work in for its employees, customers, suppliers and/ or visitors. We expect our suppliers to prioritize the occupational health and safety of their employees and meet legal, regulatory and contract specific requirements when performing their contractual obligations for EXEMED PHARMACEUTICALS

ENVIRONMENTAL SUSTAINABILITY

EXEMED PHARMACEUTICALS recognizes the critical importance of a healthy environment to our global society, our economy, our business and our people.

We aspire to best practices in management of our physical business operations and product procurement, and we seek to develop effective relationships with contractors and suppliers to encourage environmental awareness and support for our environmental objectives. Environmental considerations for our business activities and

operations are outlined in our Environmental and Social Policy Statement. We expect suppliers to adhere to the Policy Statement as well as all applicable environmental laws, regulations and standards. We also encourage suppliers to implement policies and measures that aim to reduce the environmental impact of their operations.

ETHICAL BUSINESS PRACTICES

Compliance with applicable Laws, Rules and Regulations Suppliers are required to comply with both the letter and spirit of all laws, rules, regulations and regulatory guidance that would be applicable to EXEMED PHARMACEUTICALS., including those laws, rules and regulations addressing corruption, kickbacks, bribery and other prohibited business practices.

Bribery and Anti-Corruption

EXEMED PHARMACEUTICALS does not tolerate bribery or corruption in any form. Suppliers and those acting on their behalf may not offer, promise, authorize, recommend, give or receive, directly or indirectly, anything of value to any person or entity if it is intended, or could reasonably appear as intended, to influence improper action, obtain or retain business, or secure an improper advantage from our organisation

Company Resources

Company resources include assets, intellectual

property and confidential information. Suppliers are required to safeguard EXEMED PHARMACEUTICALS 's resources utilized in the course of performing contracted work. EXEMED PHARMACEUTICALS ' resources must only be used for legitimate business purposes. Personal or other inappropriate use of EXEMED PHARMACEUTICALS ' resources is prohibited. S

Data Protection

In the event that a supplier has access to, acquires or otherwise processes Personal Information, the supplier will comply with applicable laws, regulations and guidance concerning Personal Information. "Personal Information" includes, collectively, "Personally Identifiable Information," "Non-public Personal Information," "Personal Data," and any other similar terms defined by applicable data protection or privacy laws. If a supplier is requested or required to disclose any of the Organisation's Confidential Information under a court order, statute, law, rule, regulation, regulatory request or other similar requirement (a "Legal Requirement"), the supplier must, to the extent not precluded by law, provide prompt notice of such Legal Requirement to the Organisation prior to the disclosure where possible.

Confidential Information

Confidential Information includes all non-public information that may have a significant impact on

EXEMED PHARMACEUTICALS if it is disclosed to third parties without the consent of the organisation.

Disclosure of Confidential Information acquired by suppliers by virtue of the supplier's relationship with EXEMED PHARMACEUTICALS is strictly prohibited, as is the communication of that information to others. All EXEMED PHARMACEUTICALS Personal Information and Confidential Information must be maintained in a secure manner with industry appropriate technical, administrative, and operational controls and safeguards. EXEMED PHARMACEUTICALS reserves the right to monitor, record and disclose all data and communications created, sent, received or stored using EXEMED PHARMACEUTICALS resources as it deems appropriate, subject to applicable laws and regulations. This includes any and all communications created by, sent to, received or stored by the supplier relating to EXEMED PHARMACEUTICALS

Brands and Trademarks

Suppliers may not use the EXEMED PHARMACEUTICALS brand or other Intellectual properties or trademarks without express written permission of the organisation.

Accounting and Business Records

All financial books, records and accounts maintained by suppliers must reflect the

underlying activity and conform to Generally Accepted Good Accounting Principles and Practices. Operational reports and records must adhere to the EXEMED PHARMACEUTICALS requirements, must be accurate and timely, and must be in full accordance with applicable legal and contractual requirements.

Conflicts of Interest

EXEMED PHARMACEUTICALS manages, and where appropriate mitigates or prohibits, business conduct and practices that may pose a conflict among the interests of EXEMED PHARMACEUTICALS, its employees and its clients. We expect our suppliers to maintain a similar level of adherence. Suppliers, their employees and their family members cannot receive improper benefits through their relationship with EXEMED PHARMACEUTICALS or allow other activities to conflict with acting in the best interests of EXEMED PHARMACEUTICALS

Gifts and Entertainment

Gifts and entertainment may create an inappropriate obligation or expectation on the part of the recipient or provider. We expect our suppliers to refrain from providing personal gifts, fees, favours, other compensation or business courtesies, including entertainment activities, that are intended to influence, or might reasonably appear to influence, a business decision. Notwithstanding the above, meals and

refreshments offered during a meeting is generally acceptable, provided the purpose is not to influence business decisions, the cost is reasonable and customary, and it is an infrequent occurrence.

Business Continuity

EXEMED PHARMACEUTICALS expects its suppliers to manage business continuity risk in terms of ensuring availability of critical services to the Organisation during a disaster event. Therefore, we expect our suppliers to have plans in place for their business to continue with minimal interruption in the event of an emergency, crisis situation, natural disaster or terrorist/security related event. Suppliers are expected to share these plans as requested by the Organisation.

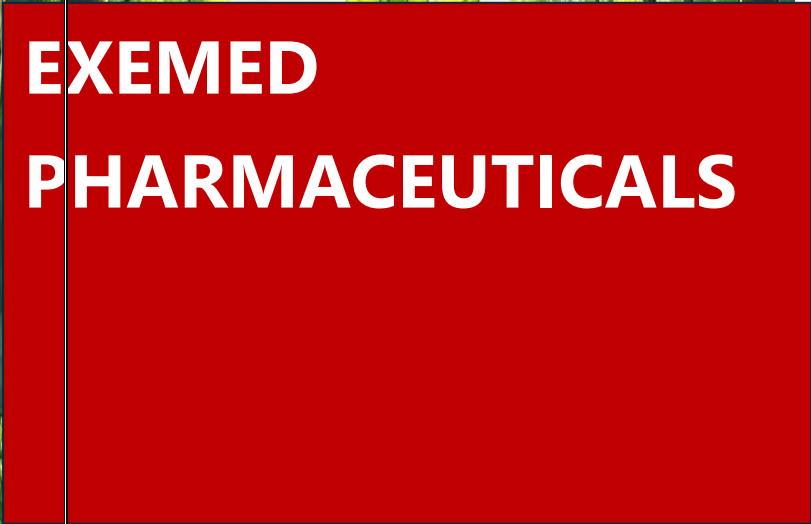
Compliance with supplier code

EXEMED PHARMACEUTICALS reserves the right to audit our suppliers upon provision of reasonable notice to check the supplier's compliance with the requirements of this Supplier Code of Conduct. EXEMED PHARMACEUTICALS encourages its suppliers to implement their own policy for ethical behaviour and human rights. Any breach of the obligations contained in this Supplier Code of Conduct will be considered a material breach of contract by the supplier.

EXEMED PHARMACEUTICALS will maintain appropriate controls related to Business Partners, suppliers and outsourced arrangements. In turn, all

suppliers and Business Partners must meet the requirements of EXEMED PHARMACEUTICALS and include carry out due diligence as appropriate on, maintaining internal controls pertaining to maintenance of the supplier code and also monitoring the activities and services of their own Business Partners and Subcontractors. In addition, suppliers are expected to notify the Organisation of any non-compliance.





EXEMED PHARMACEUTICALS Sustainability

EXEMED PHARMACEUTICALS' Sustainability Committee(SC),

COO / SITE HEAD

Tejas Pathak

Anil Dhameliya

Tel: +91-9662536756, 57

EXEMED PHARMACEUTICALS' Crisis Response Team (CRT),

Tejas Pathak

Anil Dhameliya

Ankit Patel

Tel: +91-9662536756, 57

Whistle Blower Contact Details:

Email: info@exemedpharma.com

Telephone: Tel: +91-9662536756, 57

EXEMED PHARMACEUTICALS

Vadodara Corporate Office

ABS Towers, 1st Floor Old Padra Road Vadodara- 390 007 India.

info@exemedpharma.com

VADODARA



ESG OBJECTIVES AND KPIs

SUSTAINABILITY KPIs (Key Performance Indicator) - ENVIRONMENT FUNCTION

Sr. No.	Key Performance Indicator (KPI)	Description	Unit of Measurement	Permissible Limit (If any)	Financial (Fiscal) Year (FY)								Remarks
					FY 2024-25 (Baseline Year)		FY 2025-26		FY 2026-27		FY 2027-28		
					TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	
1	Scope 1 GHG Emissions	To reduce atleast 5 % by 31st March 2028 of scope 1 GHG emissions as compared to baseline Year	tCO2eq	NA	2.45	2.43	2.4		2.36		2.31		
2	Scope 2 GHG Emissions	To reduce atleast 5 % by 31st March 2028 of scope 2 GHG emissions as compared to baseline Year	tCO2eq	NA	1600	1569	1540		1515		1490.55		
3	Scope 3 GHG Emissions (Partial)	-	tCO2eq	NA	-	2137							
6	Net Zero by 2050	Prepare the netzero strategy (roadmap) and submit it by 31st Dec 2025	-	-	-	-	-	-	-	-	-	-	-
7	People Trained on GHG (Manhours)	To increase atleast 5 % of total manhours of training provided to employees on GHG emission by 31st March 2028 as compared to baseline Year	Man-Hours	NA	25	28	28.5		29		29.4		

SUSTAINABILITY KPIs (Key Performance Indicator) - ENVIRONMENT FUNCTION

Sr. No.	Key Performance Indicator (KPI)	Description	Unit of Measurement	Permissible Limit (If any)	Financial (Fiscal) Year (FY)								Remarks
					FY 2024-25 (Baseline Year)		FY 2025-26		FY 2026-27		FY 2027-28		
					TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	
8	Reduced GHG emission intensity	Implement innovative approach for a 10 % reduction in GHG emission intensity per ton of production in carbon emissions by 31st March 2028	%age	NA	7.5	7.40	7.2		6.9		6.66		
9	Stakeholder Trained on GHG (Manhours)	To increase atleast 2% of total manhours of Training provided to stakeholders to encourage them for reduction in GHG emission by 31st March 2028	Man-Hours	NA	10	11	11		11		11.22		
10	ISO 14001 Environmental Management System Coverage	To become an ISO 14001 Certified	Valid ISO 14001 Certificate	NA	ISO 14001 Certificate issued by OSS Certification Services Pvt. Ltd. Certificate No. MS: 66921223, Validity from 25-12-2023 to 24-12-2026						To renew the certificate		
11	Numbers of Complaints	To ensure Zero enviromental Complaints	Numbers	NA	0	0	0		0		0		
12	Total Energy Consumption from Diesel (Fuel)	To reduce atleast 0.5 % by 31st March 2028 of total energy consumption from fuel (Diesel) as compared to baseline Year	in Liters	NA	65000	63387	63196		63133		63070		

SUSTAINABILITY KPIs (Key Performance Indicator) - ENVIRONMENT FUNCTION

Sr. No.	Key Performance Indicator (KPI)	Description	Unit of Measurement	Permissible Limit (If any)	Financial (Fiscal) Year (FY)								Remarks
					FY 2024-25 (Baseline Year)		FY 2025-26		FY 2026-27		FY 2027-28		
					TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	
13	Total Energy Consumption from energy intensity [Litres per ton of production from fuel (Diesel)]	To reduce atleast 0.5 % by 31st March 2028 of total energy consumption from fuel (Diesel) as compared to baseline Year (Litres per tons of production)	Litres per tons of production	NA	12	11.53	11.52		11.50		11.47		
14	Total Energy Consumption from Briquettes (Bio-Fuel)	To use Briquettes as a bio-fuel in Boiler on a 100% basis	% age	NA	100	100	100		100		100		
15	Total Energy Consumption from Electricity	To reduce atleast 0.5 % by 31st March 2028 of total energy consumption from Electricity as compared to baseline Year	KWH	NA	7391000	7391615	7379657		7366657		7354657		
16	Total Energy Consumption from energy intensity [KWH per ton of Production (Electricity)]	To reduce atleast 0.5 % by 31st March 2028 of total energy consumption from Electricity as compared to baseline Year (KWH per tons of production)	KWH per tons of production	NA	1350	1344.91	1342.68		1340.68		1338.18		

SUSTAINABILITY KPIs (Key Performance Indicator) - ENVIRONMENT FUNCTION

Sr. No.	Key Performance Indicator (KPI)	Description	Unit of Measurement	Permissible Limit (If any)	Financial (Fiscal) Year (FY)								Remarks
					FY 2024-25 (Baseline Year)		FY 2025-26		FY 2026-27		FY 2027-28		
					TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	
17	Total Energy Consumption	To reduce atleast 0.5 % by 31st March 2028 of total energy consumption as compared to baseline Year	Joule (J)	NA	7559100	7559079	7546284		7536284		7521284		
18	Total Energy Consumption intensity per ton of production	To reduce atleast 0.5 % by 31st March 2028 of total energy consumption as compared to baseline Year (Joules Per tons of production)	Joules Per tons of production	NA	1380	1375.38	1372.50		1370		1368.50		
19	Total Renewable (Solar) Energy consumption in KWH against Total Energy	To increase atleast 10 % by 31st March 2028 of total renewable energy (Solar) out of total energy consumption (KWH) as compared to baseline Year	%age	NA	1157450	1157484	1203783		1238507		1273232		
20	Total Renewable (Solar) Energy consumption in % against Total Energy (%)	To increase atleast 10 % by 31st March 2028 of total renewable energy (Solar) out of total energy consumption as compared to baseline Year	%age	NA	0.14	0.15	0.156		0.151		0.165		

SUSTAINABILITY KPIs (Key Performance Indicator) - ENVIRONMENT FUNCTION

Sr. No.	Key Performance Indicator (KPI)	Description	Unit of Measurement	Permissible Limit (If any)	Financial (Fiscal) Year (FY)								Remarks
					FY 2024-25 (Baseline Year)		FY 2025-26		FY 2026-27		FY 2027-28		
					TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	
21	People Trained on Energy Efficiency (Manhours)	To increase atleast 5 % of total manhours of training provided to employees on Energy Efficiency as compared to baseline Year (Energy Conservation)	Man-Hours	NA	15	17	17.5		17.7		17.85		
22	Waste Heat recovery	Increase 10 % Heat recovery by 31st March 2028 from waste steam consumption	%age	NA	2.9	3	3.12		3.21		3.3		
23	Total Water consumption (in Kilo-Litres) (KL)	To reduce atleast 2 % by 31st march 2028 of total water consumption (KL) as compared to baseline Year	KL	NA	37000	36447	36100		35900		35718.06		
24	Total Rain Water Harvested (in Kilo Litres)	To increase atleast by 5 % by 31st march 2028 of total rain water harvested (KL) as compared to baseline Year	KL	NA	2500	2824	2880		2920		2965		

SUSTAINABILITY KPIs (Key Performance Indicator) - ENVIRONMENT FUNCTION

Sr. No.	Key Performance Indicator (KPI)	Description	Unit of Measurement	Permissible Limit (If any)	Financial (Fiscal) Year (FY)								Remarks
					FY 2024-25 (Baseline Year)		FY 2025-26		FY 2026-27		FY 2027-28		
					TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	
25	Total Water consumption intensity reduction (in Kilo Litres / Ton of Production)	To reduce atleast 2 % by 31st march 2028 of total water consumption per ton of production as compared to baseline Year (KL / Ton of Production)	KL / Ton on Production	NA	6.7	6.63	6.59		6.54		6.50		
26	Pollutants present in waste water Total Suspended Solids (milligram / Litre)	To ensure that Total Suspended Solids present in wastewater stays below Permissible limit	mg / L	600	Below 600	119.2	Below 600		Below 600		Below 600		
27	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre)	To ensure that chemical oxygen demand present in wastewater stays below Permissible limit	mg / L	2000	Below 2000	976	Below 2000		Below 2000		Below 2000		
28	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre)	To ensure that Biological oxygen demand present in wastewater stays below Permissible limit	mg / L	500	Below 300	300	Below 300		Below 300		Below 300		

SUSTAINABILITY KPIs (Key Performance Indicator) - ENVIRONMENT FUNCTION

Sr. No.	Key Performance Indicator (KPI)	Description	Unit of Measurement	Permissible Limit (If any)	Financial (Fiscal) Year (FY)								Remarks
					FY 2024-25 (Baseline Year)		FY 2025-26		FY 2026-27		FY 2027-28		
					TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	
29	LEAD Pollutants present in waste water (milligram / Litre)	To ensure that LEAD present in wastewater stays below permissible limit	mg / L	0.2	Below 0.2	0.1	Below 0.2		Below 0.2		Below 0.2		
30	ARSENIC Pollutants present in waste water (milligram / Litre)	To ensure that ARSENIC present in wastewater stays below permissible limit	mg / L	0.2	Below 0.2	0	Below 0.2		Below 0.2		Below 0.2		
31	FREE AMMONIA Pollutants present in waste water	To ensure that FREE AMMONIA present in wastewater stays below permissible limit	mg / L	5	Below 5	29.12	Below 5		Below 5		Below 5		
32	Total Water Recycled (in Kilo Litres)	To use 5% of recycled water against the total fresh water consumption (KL) per Annum	KL / Annum	KL	11500	11897							
33	Total Water Reused (in Kilo Litres)	To use 5 % of reused water against the total fresh water consumption (KL) per Annum	KL / Annum	KL	14500	14721							

SUSTAINABILITY KPIs (Key Performance Indicator) - ENVIRONMENT FUNCTION

Sr. No.	Key Performance Indicator (KPI)	Description	Unit of Measurement	Permissible Limit (If any)	Financial (Fiscal) Year (FY)								Remarks	
					FY 2024-25 (Baseline Year)		FY 2025-26		FY 2026-27		FY 2027-28			
					TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT		
34	People Trained on Water Efficiency (Manhours)	To increase atleast 2 % of total manhours of training provided to employees on Water Efficiency as compared to baseline Year	Man-Hours	NA	5	7								
35	Water Intensity (KL / Ton of Production)	To consume the water not more than 85 KL per ton of production	KL / Ton of Production	NA	85	6.63								
36	Miscellaneous Target	To limit the discharge treated wastewater quantity not more than 50 KL per ton of production	KL / Ton of Production	NA	50	6.63								
37	Miscellaneous Target	100 % compliance of discharge parameter of treated waste water as per the prescribed limit in the Consent of Gujarat Pollution Control Board (GPCB)	%age	As per CCA (Consolidated Consent & Authorization by Government)	100	100	100		100		100			

SUSTAINABILITY KPIs (Key Performance Indicator) - ENVIRONMENT FUNCTION

Sr. No.	Key Performance Indicator (KPI)	Description	Unit of Measurement	Permissible Limit (If any)	Financial (Fiscal) Year (FY)								Remarks
					FY 2024-25 (Baseline Year)		FY 2025-26		FY 2026-27		FY 2027-28		
					TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	
38	Miscellaneous Target	100% Compliance of API Discharge limit for final outlet of Effluent Treatment Plant (Not more than the 0.05 mg/l as per The Gazette of India No.: CG-DL-E 27012020-215690, MOEF 23rd Jan-2020)	mg / L	0.05 (Moef)	0.05	0	0.05			0.05			
39	Miscellaneous Target	Total weight of pollutants emitted to water (less than 32 COD Load in KG/MT of Production)	KG / MT of Production	32	Below 32	6.85	Below 32			Below 32		Below 32	
40	Total Weight of Air Pollution	To ensure that total weight of Air pollution in workplace stays below Permissible limit	ppm	200	Below 200	76	Below 200			Below 200		Below 200	
41	VOC Methanol	To ensure that VOC-Methanol present in Workplace stays below Permissible limit	ppm	200	Below 200	10	Below 200			Below 200		Below 200	
42	VOC Ammonia	To ensure that VOC-Ammonia present in Workplace stays below Permissible limit	ppm	25	Below 25	7	Below 25			Below 25		Below 25	

SUSTAINABILITY KPIs (Key Performance Indicator) - ENVIRONMENT FUNCTION

Sr. No.	Key Performance Indicator (KPI)	Description	Unit of Measurement	Permissible Limit (If any)	Financial (Fiscal) Year (FY)								Remarks
					FY 2024-25 (Baseline Year)		FY 2025-26		FY 2026-27		FY 2027-28		
					TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	
43	Odour	To ensure that odour present in Workplace stays below Permissible limit	ppm	200	Below 200	25	Below 200		Below 200		Below 200		
44	SOx (Micro gm /m3)	To ensure that number of SOx emission stays below Permissible limit	µg/m3	80	80	15.2	80		80		80		
45	NOx (Micro gm /m3)	To ensure that number of NOx emission stays below permissible limit	µg/m3	80	80	17.3	80		80		80		
46	PM10 (mg/M3)	To ensure that number of PM10 emission stays below permissible limit	µg/m3	100	100	76	100		100		100		
47	PM2.5 (mg/M3)	To ensure that number of PM2.5 emission stays below permissible limit	µg/m3	60	60	28	60		60		60		
48	Day Time Noise Level	To ensure that noise level during day time stays below permissible limit	dB	75	75	67	75		75		75		

SUSTAINABILITY KPIs (Key Performance Indicator) - ENVIRONMENT FUNCTION

Sr. No.	Key Performance Indicator (KPI)	Description	Unit of Measurement	Permissible Limit (If any)	Financial (Fiscal) Year (FY)								Remarks
					FY 2024-25 (Baseline Year)		FY 2025-26		FY 2026-27		FY 2027-28		
					TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	
49	Night Time Noise Level	To ensure that noise level during night time stays below permissible limit	dB	70	70	66	70		70		70		
50	Day Time Lux Level	To ensure that Lux level during Day time stays above permissible limit	Lux	NA	200	520	200		200		200		
51	Night Time Lux Level	To ensure that Lux level during Night time stays above permissible limit	Lux	NA	100	110	100		100		100		
52	Biodiversity Complaints	To ensure zero complaints on biodiversity and maintain the result as obtained in baseline year	Numbers	NA	0	0	0		0		0		
53	Increase of Green Spaces	Increase the green space within and around company premises by planting 1000 trees by 31st March 2028	Numbers	NA	455	455	200		150		195		Total By 31st March 2028 will be 1000 Trees
54	Training on Biodiversity (manhours)	Training shall be imparted to 2 % of supplier to encourage them for protection and conservation of Biodiversity by 31st March 2028	Man-Hours	NA	5	5	20		25		30		

SUSTAINABILITY KPIs (Key Performance Indicator) - ENVIRONMENT FUNCTION

Sr. No.	Key Performance Indicator (KPI)	Description	Unit of Measurement	Permissible Limit (If any)	Financial (Fiscal) Year (FY)								Remarks
					FY 2024-25 (Baseline Year)		FY 2025-26		FY 2026-27		FY 2027-28		
					TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	
55	Total Hazardous Waste Generation (in Metric Tonnes)	To reduce atleast 2 % of total Hazardous Waste generated by 31st March 2028 as compared to baseline Year	MT	NA	1370	1371.21	1367.33		1355.56		1343.78		
56	Total non-Hazardous Waste Generation (in Metric Tonnes)	To reduce atleast 2 % of total Non- Hazardous Waste generated by 31st March 2028 as compared to baseline Year	MT	NA	35	30	29.7		29.5		29.4		
57	Total Waste Recycled in a year (Kg)	To improve the 2 % of total waste recycled by 31st March 2028 as compared to baseline Year	Kg	NA	2400	2407.33	2430		2445		2455.48		
58	Total Hazardous Waste sent for Recycled	To reduce atleast 2 % of Total Recycled Hazardous Waste generated by 31st March 2028 as compared to baseline Year	MT	NA	295	295.25	293		291		289.34		
59	Total Hazardous Waste sent for Landfill	To reduce atleast 2 % of total Landfill Hazardous Waste generated by 31st March 2028 as compared to baseline Year	MT	NA	13	12.24	12.16		12.08		12.00		

SUSTAINABILITY KPIs (Key Performance Indicator) - ENVIRONMENT FUNCTION

Sr. No.	Key Performance Indicator (KPI)	Description	Unit of Measurement	Permissible Limit (If any)	Financial (Fiscal) Year (FY)								Remarks
					FY 2024-25 (Baseline Year)		FY 2025-26		FY 2026-27		FY 2027-28		
					TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	
60	Total Non-Hazardous Waste sent for Recycled	To reduce atleast 2 % of Total Recycled Non-Hazardous Waste generated by 31st March 2028 as compared to baseline Year	MT	NA	32	30					29.40		
61	Total Non-Hazardous Waste Reused	To reduce atleast 2 % of total reused Non- Hazardous Waste generated by 31st March 2028 as compared to baseline Year	MT	NA	0	0	0		0		0		
62	Total Non-Hazardous Waste Recovered	To reduce atleast 2 % of total recovered Non Hazardous Waste generated by 31st March 2028 as compared to baseline Year	MT	NA	0	0	0		0		0		
63	Total Weight of Waste (Hazardous & Non-Hazardous) Recovered	To reduce atleast 2 % of total waste (Hazardous & Non-Hazardous Waste) generated by 31st March 2028 as compared to baseline Year	MT	NA	1405	1401.205	1397.03		1385.06		1373.18		

SUSTAINABILITY KPIs (Key Performance Indicator) - ENVIRONMENT FUNCTION

Sr. No.	Key Performance Indicator (KPI)	Description	Unit of Measurement	Permissible Limit (If any)	Financial (Fiscal) Year (FY)								Remarks
					FY 2024-25 (Baseline Year)		FY 2025-26		FY 2026-27		FY 2027-28		
					TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	
64	Product End-of-Life (EOL)	To carryout LCA (Life Cycle Assessment) activity for atleast 1 product and improve the performance as compared to baseline year	Number	NA	0	0	0		1				
65	Customer Training for Product Life Cycle & Environmental Impact from use of product	Imparting 10 Man-hours of Training to customers for Product Life Cycle & Environmental Impact from use of product by 31st March 2028	Man-Hours	NA	10	12	12		14		15		
66	Expired API taken back for Recycling or waste treatment	Total Voume of Expired Activated Pharmaceutical Ingredients (API) taken back for recycling or waste treatment	MT	NA	0	0							
67	Expired API taken back for Recycling or waste treatment	100% of expired or unused Activated Pharmaceutical Ingredients (API) collected for recycling or waste treatment	%age	NA	100	100							

SUSTAINABILITY KPIs (Key Performance Indicator) - ENVIRONMENT FUNCTION

Sr. No.	Key Performance Indicator (KPI)	Description	Unit of Measurement	Permissible Limit (If any)	Financial (Fiscal) Year (FY)								Remarks
					FY 2024-25 (Baseline Year)		FY 2025-26		FY 2026-27		FY 2027-28		
					TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	
68	Product take back	100% take back of Expired Activated Pharmaceutical Ingredients (API) each year as per the Product Recall procedure	%age	NA	100	100							
69	Complaints from Customer on Product take back	Ensure Zero Complaints from customer on product take back program	Number	NA	0	5	0		0		0		
70	% of Packaging designed for easy dismantling & recyclability	100% Packaging designed for easy dismantling & recyclability to reduce environmental impacts from product end of life	%age	NA	100	100	100		100		100		

SUSTAINABILITY KPIs (Key Performance Indicator) - OCCUPATIONAL HEALTH & SAFETY (OHS) FUNCTION

Sr. No.	Key Performance Indicator (KPI)	Description	Unit of Measurement	Financial (Fiscal) Year (FY)										Remarks
				FY 2023-24		FY 2024-25 (Baseline Year)		FY 2025-26		FY 2026-27		FY 2027-28		
				TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	
1	Lost time injury (LTI) frequency rate for Employees (e.g., total number of lost time injury events) x 1,000,000 / total hours worked company wide)	To reduce Lost time injury (LTI) frequency rate for Employees by 100% as compared to baseline year	Number	0	0	0	0	0		0		0		
2	Lost time injury (LTI) severity rate for Employees (e.g. number of days lost due to injuries) x 1,000 / total hours worked)	To reduce Lost time injury (LTI) frequency rate for Employees by 100% as compared to baseline year	Number	0	0	0	0	0		0		0		
2	Work-related Accidents	To ensure that zero cases of work related Accidents	Number	0	0	0	0	0		0		0		
3	Number of days lost to work-related injuries, fatalities and ill-health	To ensure that zero days are lost due to work-related injuries, fatalities and ill-health	Number of days	0	0	0	0	0		0		0		
4	People Trained on Health & Safety (in Manhours)	To increase atleast 5 % of total manhours of training provided to employees on Health & Safety as compared to baseline Year	Man-hours	2560	2759	2897	7578	3035						

SUSTAINABILITY KPIs (Key Performance Indicator) - OCCUPATIONAL HEALTH & SAFETY (OHS) FUNCTION

Sr. No.	Key Performance Indicator (KPI)	Description	Unit of Measurement	Financial (Fiscal) Year (FY)										Remarks
				FY 2023-24		FY 2024-25 (Baseline Year)		FY 2025-26		FY 2026-27		FY 2027-28		
				TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	
5	Miscellaneous	Zero customer/consumer complaints and/or incidents every year	Number	0	0	0	0	0						
6	Miscellaneous	Training shall be imparted to 5 number of customers for Health & safety by 31st March 2028	Number	0	0	0	0	1	1					
7	Miscellaneous	Health & Safety related injuries reported by Customers or issues arising due to product defects	Number	0	0	0	0	0						
8	ISO 45001 Environmental Management System Coverage	To become an ISO 45001 Certified	Valid ISO 45001 Certificate	ISO 45001 Certificate issued by OSS Certification Services Pvt. Ltd. Certificate No. MS: 66931223, Validity from 25-12-2023 to 24-12-2026										
9	Contractor Training	Numbers of 'SAFETY' related Training to Contractors	Numbers	156	1211	156	501	156						
10	Miscellaneous	Numbers of Near-Miss Reported	Numbers	50	45	100	96	100						

SUSTAINABILITY KPIs (Key Performance Indicator) - HUMAN RESOURCE & SOCIAL FUNCTION

Sr. No.	Key Performance Indicator (KPI)	Description	Unit of Measurement	Financial (Fiscal) Year (FY)										Remarks
				FY 2023-24		FY 2024-25		FY 2025-26		FY 2026-27		FY 2027-28		
				TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	
1	Child Labour	To ensure zero complaints on Child Labour cases and maintain the result as obtained in baseline year	Numbers	0	0	0	0	0	0	0		0		
2	Force Labour	To ensure zero complaints on forced Labour cases and maintain the result as obtained in baseline year	Numbers	0	0	0	0	0	0	0		0		
3	Attrition Ratio	To Maintain the attrition ratio less than 10.0 % each year	%age	-	1.70%	1.53%	1.80%	1.62%						
4	Manhours worked	Manhours worked per Year	Man-hours	800000	849752	850000	899892	850000						
5	Average hours of training per employees	To provide Average 40 manhours of training per employees	Man-hours / Employees (Average)	40	47	40	61	40						
6	Annual Compensation Ratio	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	%age	60	54	60	36	60						

SUSTAINABILITY KPIs (Key Performance Indicator) - HUMAN RESOURCE & SOCIAL FUNCTION

Sr. No.	Key Performance Indicator (KPI)	Description	Unit of Measurement	Financial (Fiscal) Year (FY)										Remarks
				FY 2023-24		FY 2024-25		FY 2025-26		FY 2026-27		FY 2027-28		
				TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	
7	Women employed	Percentage of women employed in the whole organization	%age	0.15%	0.20%	0.20%	0.38%	0.25%						
8	Women employed	Percentage of women within the organization's board	%age	0	0	0	0							
9	Gender Pay Gap	Average unadjusted gender pay gap	%age	-	-	15%	14%	15%						
10	Employees from a minority and/or vulnerable group	Percentage of employees from a minority and/or vulnerable group in the whole organization	%age	0	0	2.20%	2%	2.20%						
11	Employees from a minority and/or vulnerable group	Percentage of employees from a minority and/or vulnerable group at top management level	%age	0	0	0	0							
12	Hiring of Vulnerable / Marginalized People in company	To ensure that atleast 0.2 % of overall manpower belongs to vulnerable / Minorities group	%age	0.20%	1%	0.20%	1%	0.20%						

SUSTAINABILITY KPIs (Key Performance Indicator) - HUMAN RESOURCE & SOCIAL FUNCTION

Sr. No.	Key Performance Indicator (KPI)	Description	Unit of Measurement	Financial (Fiscal) Year (FY)										Remarks
				FY 2023-24		FY 2024-25		FY 2025-26		FY 2026-27		FY 2027-28		
				TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	
13	Employees covered by Collective Agreements	100% of employees covered by collective agreements	100%	100%	100%	100%	100%							
14	Number of employees with personal development plans	2 employees to cover with personal development plans every year	Number	2	1	2	3	2						
15	Number of internal recruitment cases	Internal recruitment cases shall be less than or equal to 20 numbers each year	Numbers per year	20	20	20	15	20						
16	Number of employees trained on discrimination or harassment issues	Number of employees trained on discrimination or harassment issues	Numbers	30	25	30	30	30						
17	Complaints reported on Human Trafficking	To ensure zero complaints on Human Trafficking	Numbers	0	0	0	0	0						

SUSTAINABILITY KPIs (Key Performance Indicator) - HUMAN RESOURCE & SOCIAL FUNCTION

Sr. No.	Key Performance Indicator (KPI)	Description	Unit of Measurement	Financial (Fiscal) Year (FY)										Remarks
				FY 2023-24		FY 2024-25		FY 2025-26		FY 2026-27		FY 2027-28		
				TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	
18	Complaints reported on Sexual Harassment	To ensure zero complaints on Sexual Harassment	Number	0	0	0	0	0						
19	Complaints reported on Discrimination	To ensure zero complaints on Discrimination by internal stakeholders	Number	0	0	0	0	0						
20	Complaints reported on Discrimination	To ensure zero complaints on Discrimination by external stakeholders (suppliers, customers etc.)	Number	0	0	0	0	0						
21	People Trained on Human Rights	To provide training on Human rights to 30 employees every year	Number	30	28	30	32	30						
22	People Trained on overall Career Management and Skill Development	To provide training on employee career management and skill development to 50 employees every year	Numbers per year	50	52	50	58	50						
23	Miscellaneous	Maintain 100% compliance with regulations and internal policies related to child and forced labor	%age	100%	100%	100%	100%	100%						

SUSTAINABILITY KPIs (Key Performance Indicator) - HUMAN RESOURCE & SOCIAL FUNCTION

Sr. No.	Key Performance Indicator (KPI)	Description	Unit of Measurement	Financial (Fiscal) Year (FY)										Remarks
				FY 2023-24		FY 2024-25		FY 2025-26		FY 2026-27		FY 2027-28		
				TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	
24	Miscellaneous	Conduct regular audit to ensure zero occurrence of forced labor in any work performed within the company	Number	2	2	2	2	2						
25	Miscellaneous	To promote 5 employees every year through targeted training and development programs	Number	5	21	5	19	5						
26	Miscellaneous	Maintain zero cases of recruitment fees charged to applicants by establishing strict monitoring mechanisms	Number	0	0	0	0	0						
27	Miscellaneous	Maintain checks in the organization to ensure that Zero employee is a victim of Human Trafficking	Number	0	0	0	0	0						
28	Gender balance (Women to Men %age)	To Maintain overall Gender balance of employees atleast by 1 % every year	%age	1%	3%	1%	5%	1%						
29	People Trained on Gender Equality	To provide training on Gender Equality to 30 employees every year	Numbers per year	0	0	30	30	30						

SUSTAINABILITY KPIs (Key Performance Indicator) - HUMAN RESOURCE & SOCIAL FUNCTION

Sr. No.	Key Performance Indicator (KPI)	Description	Unit of Measurement	Financial (Fiscal) Year (FY)										Remarks
				FY 2023-24		FY 2024-25		FY 2025-26		FY 2026-27		FY 2027-28		
				TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	
30	Miscellaneous	To ensure 100% compliance with equal opportunity policies, ensuring no discrimination	%age	100%	100%	100%	100%	100%						
31	Miscellaneous	Employees surveys for Social parameters shall be done every year	Number	10	12	15	15	20						
32	Miscellaneous	Atleast One Training per year shall be imparted on External stakeholder Human Rights to External stakeholders	Number	1	1	1	1	1						
33	Miscellaneous	100% compliance with legal rules and regulations regarding minimum wages	%age	100%	100%	100%	100%	100%						
34	Incident of non compliance of working conditions principles	To ensure zero Incident of non-compliance of working conditions principles	Number	0	0	0	0	0						

SUSTAINABILITY KPIs (Key Performance Indicator) - HUMAN RESOURCE & SOCIAL FUNCTION

Sr. No.	Key Performance Indicator (KPI)	Description	Unit of Measurement	Financial (Fiscal) Year (FY)										Remarks	
				FY 2023-24		FY 2024-25		FY 2025-26		FY 2026-27		FY 2027-28			
				TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT		
35	Miscellaneous	100% of employees and their families are covered in medical insurance to take care of medical expenses	%age	100%	100%	100%	100%	100%							
36	SA 8000 or ISO 26000 – Social Accountability Certification	To ensure to successfully receive the SA 8000 Certificate or Self Declaration of ISO 26000	Self-Declaration of ISO 26000	-	-	Self-Declaration of ISO 26001 - Dated: 30Jan25									
37	Complaints reported on Corruption & Bribery	To ensure zero Complaints reported on Corruption & Bribery	%age	0	0	0	0	0							
38	People Trained on Anti-Corruption & Bribery	To provide training on Anti-Corruption & Bribery to 100 employees every year	Man-hours	100	120	100	150	100							
39	Anti-corruption / bribery management system Certification	To become an Anti-bribery Management System (ISO 37001) Certified	Valid ISO 37001 Certificate	-	-	-	-	-	-	To get valid certificate of ISO 37001 in Financial Year 2026-27					

SUSTAINABILITY KPIs (Key Performance Indicator) - HUMAN RESOURCE & SOCIAL FUNCTION

Sr. No.	Key Performance Indicator (KPI)	Description	Unit of Measurement	Financial (Fiscal) Year (FY)										Remarks
				FY 2023-24		FY 2024-25		FY 2025-26		FY 2026-27		FY 2027-28		
				TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	
40	Collective Barganing Agreement	To ensure zero complaints with respect to non compliance with the existence of union for social dialogue or collective agreement	Number	0	0	0	0	0						
41	Miscellaneous	100% of the works committees' meetings shall be done to resolve all labor related conflicts through effective mediation and negotiation processes	Number	2	2	2	3	2						

PROCUREMENT DEPARTMENT - SUSTAINABILITY KPIs (Key Performance Indicator)

Sr. No.	Key Performance Indicator (KPI)	Description	Unit of Measurement	Financial (Fiscal) Year (FY)								Remarks
				FY 2024-25		FY 2025-26		FY 2026-27		FY 2027-28		
				TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	
1	Suppliers in Agreement with company's Supplier Code of Conduct	To engaged minimum 50 numbers of suppliers every year with Exemed Pharmaceutical's Supplier Code of Conduct	Numbers	50	55	60		70		100		
2	Integration of sustainability clauses (environmental, labour, human rights, etc.) in supplier contracts	To ensure minimum 100 numbers of suppliers every year have signed and are in agreement with the updated Supplier contracts with integration of sustainability clauses	Numbers	100	120	100		100		100		
3	Miscellaneous	Ensure Sustainable Sourcing Training is completed for 60% Buyers / Supply chain team members every year	%age	60%	75%	60%		60%		60%		
4	Sustainability Self-Assessment	To conduct self-assessment of 20 numbers of Targeted suppliers every year for the Sustainability	Numbers	20	25	20		20		20		
5	Sustainability On-site audit	To conduct on-site sustainability (ESG) audit of 5 numbers of Targeted suppliers every year	Numbers	5	4	5						
6	Capacity Building of Suppliers	Audited or Assessed Suppliers Engaged in Corrective Actions or Capacity Actions	%age	2%	3%	2%		3%		3%		

SUSTAINABILITY KPIs (Key Performance Indicator) - INFORMATION SECURITY (GOVERNANCE) FUNCTION

Sr. No.	Key Performance Indicator (KPI)	Description	Unit of Measurement	Financial (Fiscal) Year (FY)										Remarks
				FY 2023-24		FY 2024-25		FY 2025-26		FY 2026-27		FY 2027-28		
				TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	TARGET	RESULT	
1	Complaints reported on Data Privacy/Security (Internal)	To ensure zero complaints on breach of Data Privacy / Security (Internal)	Numbers	0	0	0	0	0						
2	Complaints reported on Data Privacy/Security (External - i.e., from suppliers, customers, other stakeholders)	To ensure zero complaints on breach of Data Privacy / Security (External)	Numbers	0	0	0	0	0						
3	Data Retention Compliance	To ensure zero complaints with respect to non compliance with data retention schedule	Numbers	0	0	0	0	0						
4	Cybersecurity Training	To provide training on Cybersecurity to 10 employees every year	Numbers	10	6	10	8	10						
5	Miscellaneous	To ensure Zero Numbers of confirmed information security incidents	Numbers	0	0	0	0	0						
6	ISO 27001 Information Security Management System Coverage	To become an ISO 27001 Certified	Valid ISO 27001 Certificate	ISO 27001 Certificate issued by OSS Certification Services Pvt. Ltd. Certificate No. MS: 66941223, Validity from 25-12-2023 to 24-12-2026										

Independent Verification Statement Letter

To
Directors,
Exemed Pharmaceuticals,
Village: Luna, Padra, Vadodara, Gujarat, INDIA.

To Whom It May Concern

Subject: Independent Assurance of EXEMED PHARMACEUTICALS's Sustainability Report for Financial (Fiscal) Year: 2024-25 (GRI Standards & ISO 14064)

Engagement

We (J P Consulting) have been engaged to provide **independent verification** of the **Sustainability Report** of EXEMED PHARMACEUTICALS for the reporting period **Apr'2024 to Mar'2025**, prepared in accordance with the **Global Reporting Initiative (GRI) Standards** and the **ISO 14064-1:2018** standard for greenhouse gas (GHG) emissions reporting.

Our Responsibility

Our (J P Consulting) responsibility, is to provide limited assurance on the select non-financial performance data and information as described in Scope, Boundary and Limitations. We disclaim any assumption of responsibility for any reliance on this assurance statement to any party or person other than EXEMED PHARMACEUTICALS, or for any purpose other than that for which it was prepared. We provide no assurance over changes to the content of web-based information after the date of this assurance statement.

Scope, Boundary and Limitations

Scope

The objective of this engagement was to:

Verify selected sustainability information presented in the report.
Evaluate the GHG emissions Scope 1, 2, against ISO 14064-1:2018.
Assess the extent of alignment with the GRI Standards (GRI 1: Foundation 2021 and topic-specific disclosures).

The verification covered the following aspects:

GHG emissions Scopes 1 & 2
Energy consumption and efficiency measures
Water use and waste management
Occupational health and safety metrics
Diversity and inclusion data
Community engagement and social impact indicators
Ethics

Boundary

Boundary of the report covers EXEMED PHARMACEUTICALS's operations at Village: Luna, Padra, Vadodara, INDIA.

Limitations

We have relied on the information, documents, records, data and explanations provided to us by EXEMED PHARMACEUTICAL for the purpose of our review. Data review was restricted to data provided by the EXEMED PHARMACEUTICAL, LUNA PLANT.

The assurance scope excludes:

- Any disclosure other than those mentioned in the scope mentioned above
- Data and information outside the defined reporting period
- Data related to EXEMED PHARMACEUTICALS's financial performance, strategy

- The EXEMED PHARMACEUTICALS's statements that describe expression of opinion, belief, aspiration, expectation, forward looking statements provided by EXEMED PHARMACEUTICALS and assertions related to Intellectual Property Rights and other competitive issues.

Our assurance engagement was not designed to provide assurance to internal controls.

Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

Methodology

Our assurance procedures were conducted in accordance with:

- **ISO 14064-3:2019** (Specification with guidance for verification and validation of GHG statements)
- **GRI 1: Foundation 2021** for assessing compliance with the GRI Standards
- Principles of materiality, stakeholder inclusiveness, completeness, and sustainability context

The process included:

- Review of internal documentation, data collection systems, and controls
- Interviews with sustainability and environmental data owners
- Site-level sampling and walkthroughs (remote/on-site as applicable)
- Recalculation and reconciliation of GHG data from source records

Our Conclusions

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our LIMITED assurance conclusions.

Based on the verification procedures performed and evidence obtained, we conclude that:

- The GHG inventory of EXEMED PHARMACEUTICALS for the period April'2024 to March'2025 is **in conformance** with the requirements of



ISO 14064-1:2018, and the reported emissions are **free from material misstatement**.

- The **Sustainability Report** is **prepared in accordance with the GRI Standards – Core Option**, and the disclosures reviewed are **accurate, consistent, and supported by adequate documentation**.
- The reported data and associated claims are **reliable and transparent** within the stated scope.

This engagement provides a **limited assurance level**, which is appropriate for non-financial data verification and is not equivalent to an audit.

Independence and Competence

We confirm that we are **independent** from EXEMED PHARMACEUTICALS and have no conflicts of interest in providing this verification. Our team has the **necessary competence, experience, and technical knowledge** to carry out the engagement in accordance with applicable standards.

Sanjay Prajapati
Partner
J P Consulting
Date: 31 March 2025