

INNOVA CAPTAB LIMITED  
Plot No. 320, Industrial Area, Phase-1,  
Panchkula, Pin-134113, Haryana, India.  
Phone: +91-172-4194500



**04<sup>th</sup> June, 2026**

To,  
**BSE Limited**  
Phiroze Jeejeebhoy Towers,  
Dalal Street, Mumbai – 400001  
**BSE Symbol: INNOVACAP**  
**BSE Scrip Code: 544067**

To,  
**National Stock Exchange of India Limited**  
Exchange Plaza, Plot No. C/1,  
“G” Block, Bandra-Kurla Complex  
Bandra (E), Mumbai – 400051  
**NSE Symbol: INNOVACAP**

Dear Sir/Madam,

**Sub: Submission of Business Responsibility and Sustainability Report for the Financial Year 2025-26**

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith Business Responsibility and Sustainability Report (“**BRSR**”) for the financial year 2025-26 which also forms part of the Integrated Annual Report for the financial year 2025-26.

The Business Responsibility and Sustainability Report for financial year 2025-26 is also being uploaded on the website of the Company at <https://www.innovacaptab.com/corporate-governance> .

You are requested to kindly take the above information on record.

Thanking you,

Yours faithfully,  
For **Innova Captab Limited**

**Neeharika Shukla**  
**Company Secretary and Compliance Officer**

Encl: A/a.



## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

We are pleased to present our Business Responsibility and Sustainability Report (BRSR) for FY 2026, which reflects our unwavering commitment to sustainable growth and the creation of long-term value for all stakeholders. Sustainability continues to remain central to our business strategy, guiding our decisions, operations, and engagement across the value chain.

This report outlines our approach to integrating sustainability principles into core business processes and provides a comprehensive overview of our Environmental, Social, and Governance (ESG) performance during the reporting year. Through focused initiatives, we continue to strengthen responsible practices while aligning our operations with evolving regulatory expectations and stakeholder priorities.

We have implemented strategic measures to manage, reduce and monitor carbon emissions across our operations. We will continue to assess climate-related risks and opportunities and take proactive steps to mitigate potential impacts, while strengthening resilience across our operations.

Our employees are fundamental to our success. We have introduced a range of initiatives focused on attracting, developing, and retaining a skilled, diverse, and engaged workforce. By fostering an inclusive and supportive work environment, we invest in training, employee well-being, and career development, enabling our people to realize their full potential while strengthening organizational capabilities and competitiveness.

Employee health and safety remain paramount. We implement robust safety standards under our Environment, Health, and Safety (EHS) policy and conduct comprehensive training programs across locations. These efforts promote a strong culture of safety, awareness, and accountability, ensuring a secure and healthy workplace.

Our Corporate Social Responsibility (CSR) initiatives continue to create meaningful and lasting impact in underserved communities. We focus on healthcare, education, water and sanitation, and rural development with the objective of enabling holistic and inclusive community development.

A strong corporate governance framework underpins our commitment to ethical conduct and sustainable outcomes. Guided by our Board of Directors, we strive to go beyond regulatory compliance by enhancing transparency, accountability, and trust. Dedicated Board-level committees oversee key aspects of governance and responsible business conduct, supported by a robust set of policies and internal controls.

Further, we maintain an effective grievance redressal mechanism and a secure whistleblower framework to uphold our values and ensure the highest standards of integrity and ethical governance across the organization

Further, the Kathua, Jammu facility became operational effective 14 January 2025 and operated for the full year in FY 2026. Consequently, the figures reported under the relevant parameters are higher compared to the previous year.

As we continue to embed sustainability across our operations and advance our journey toward long-term value creation, we welcome feedback from our stakeholders to help us further strengthen our sustainability performance..

Regards  
**Jayant Vasudeo Rao**  
Whole-Time Director

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# SECTION A: GENERAL DISCLOSURES

## DETAILS OF THE LISTED ENTITY

1. Corporate Identity Number (CIN):	L24246MH2005PLC150371
2. Name of the Listed Entity:	Innova Captab Limited
3. Year of Incorporation:	03 January 2005
4. Registered Office Address	*1513, 15 <sup>th</sup> Floor, Satra Plaza CHS Ltd. Plot No. 19 & 20, Sector-19D, Vashi, Navi Mumbai-400703, Maharashtra, India
5. Corporate Address	Plot No. 320, Industrial Area, Phase -1, Panchkula, Haryana, India - 134113
6. E-mail	<a href="mailto:cs_icl@innovacaptab.com">cs_icl@innovacaptab.com</a>
7. Telephone:	+91 172-4194500
8. Website:	<a href="https://www.innovacaptab.com">https://www.innovacaptab.com</a>
9. Financial year for which reporting is being done:	01 April 2025 to 31 March 2026
10. Paid-up Capital:	₹ 572,249,290
11. Name of the Stock Exchange(s) where shares are listed:	BSE Limited and National Stock Exchange of India Limited
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	Name: Ms. Neeharika Shukla, Designation: Company Secretary and Compliance Officer Telephone Number: +(91) 172-4194500; +(91) 77100 87109 E-mail: <a href="mailto:cs_icl@innovacaptab.com">cs_icl@innovacaptab.com</a>
13. Reporting boundary	Standalone Basis

\*Registered Office of the Company shifted from 601, Proxima, Plot No 19, Sector 30A, Vashi, Navi Mumbai, Maharashtra, India - 400705 to 1513, 15<sup>th</sup> Floor, Satra Plaza, CHS Ltd. Plot No. 19 & 20, Sector-19D, Vashi, Navi Mumbai, Maharashtra, India- 400703 w.e.f. 02 June 2025

### Products/services

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

Sr No	Description of main activity	Description of business activity	% of turnover
1.	Manufacturing of Pharmaceuticals	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	100

#### 15. Products / Services sold by the entity (accounting for 90% of the entity's turnover):

Sr No	Product / Service	NIC Code	% of total turnover contributed
1.	Pharmaceutical Products and Manufacturing Services	210	100

### Operations

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

Locations	Number of plants	Number of offices	Total
National	3	2	5
International	0	0	0

#### 17. Markets served by the entity:

##### a) Number of locations:

Locations	Number
National (No. of States)	PAN India
International (No. of Countries)	29 Countries

Business Responsibility and Sustainability Report (Contd.)

**b) What is the contribution of exports as a percentage of the total turnover of the entity?**

The contribution of exports as a percentage of the total turnover of the entity is ₹ 2,976.77 million (23%) in FY 2026 and ₹ 1,481.98 million (16%) in FY 2025.

**c) A brief on types of customers: Pharmaceutical companies in India and global market are our customers.**

**Employees**

**18. Details as at the end of financial year:**

**a) Employees and workers (including differently abled):**

Particulars	Total	Male	Male %	Female	Female %
Permanent Employees	1,105	1,020	92.31%	85	7.69%
Permanent Workers	1,193	1,190	99.75%	3	0.25%

**b) Differently Abled Employees and workers:**

Particulars	Total	Male	Female
Permanent Employees	1	1	0
Permanent Workers	2	2	0

**19. Participation/Inclusion/Representation of Women:**

Particulars	Total	Number and Percentage of females
Board of Directors	8	1 13%
Key Management Personnel	3	1 33%

**20. Turnover rate for permanent employees and workers**

Employees	FY 2026	FY 2025	FY 2024
Male	33%	31%	37%
Female	32%	35%	48%
<b>Total</b>	<b>33%</b>	<b>31%</b>	<b>38%</b>

  

Workers	FY 2026	FY 2025	FY 2024
Male	30%	27%	32%
Female	0%	0%	0%
<b>Total</b>	<b>30%</b>	<b>27%</b>	<b>32%</b>

**Holding, Subsidiary and Associate Companies (including Joint Ventures)**

**21. Names of holding / subsidiary / associate companies / joint ventures:**

Sr No	Name of the holding/ subsidiary/associate companies/joint ventures (A)	Indicate whether holding/ subsidiary/ associate/ joint venture	% of shares held by listed entity	Entity (A) participate in the business responsibility initiatives of the listed entity
1	Univentis Medicare Limited	Wholly Owned Subsidiary	100% hold by the Company	No
2	Sharon Bio-Medicine Limited	Step Down Subsidiary	100% hold by Univentis Medicare Limited	No

## Business Responsibility and Sustainability Report (Contd.)

## CSR Details

## 22. Corporate Social Responsibility (CSR) Details

- (i) Whether CSR is applicable as per section 135 of Companies Act 2013: **Yes**  
(ii) Turnover: ₹ **12,988.14 million**  
(iii) Net Worth: ₹ **8,866.54 million**  
(iv) Amount of CSR spend during the financial year: ₹ **20.83 million**

## Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance redressal mechanism in place  If Yes, then provide web-link for grievance redress policy	FY 2026			FY 2025		
		Number of complaints filed	Number of complaints pending resolution at the end of the year	Remarks	Number of complaints filed	Number of complaints pending resolution at the end of the year	Remarks
Communities	<a href="#">Vigil Mechanism and Whistle Blower Policy</a>	Nil	Nil	Vigil Mechanism and Whistle Blower Policy	Nil	Nil	Vigil Mechanism and Whistle Blower Policy
Investors (other than shareholders)		Not Applicable					
Shareholders	<a href="#">Investors Grievance Policy</a>	Two	Nil	Investor Grievance Policy	Nil	Nil	Investor Grievance Policy
Employees and workers	<a href="#">Vigil Mechanism and Whistle Blower Policy</a>	Nil	Nil	Vigil Mechanism and Whistle Blower Policy	Nil	Nil	Vigil Mechanism and Whistle Blower Policy
Customers	<a href="#">Vigil Mechanism and Whistle Blower Policy</a>	Nil	Nil	Vigil Mechanism and Whistle Blower Policy	Nil	Nil	Vigil Mechanism and Whistle Blower Policy
Value Chain Partners	<a href="#">Vigil Mechanism and Whistle Blower Policy</a>	Nil	Nil	Vigil Mechanism and Whistle Blower Policy	Nil	Nil	Vigil Mechanism and Whistle Blower Policy
Other (Please specify)	NA	Nil	Nil	-	Nil	Nil	-

**Business Responsibility and Sustainability Report (Contd.)**

**24. Material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to business, rationale for identifying the same approach to adapt or mitigate the risk along-with its financial implications:**

Sr No	Material issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	<b>Corporate Governance and Business Ethics</b>	Risk and Opportunity	<p><b>Risk:</b> Not adhering to the highest standards of corporate governance and business ethics may lead to regulatory action, financial loss, and reputational harm.</p> <p><b>Opportunity:</b> Adhering to ethical and responsible governance practices supports the sustainable creation of long-term value for all stakeholders.</p>	<ol style="list-style-type: none"> <li>Maintaining consistent and proactive engagement with regulatory authorities to ensure compliance and minimize the risk of non-compliance.</li> <li>All staff members receive focused and regular training to ensure strict adherence to the Company's Code of Conduct and business ethics. In addition, strong emphasis is placed on quality control across all operational sites to uphold compliance with Good Manufacturing Practices (GMP).</li> </ol>	<p><b>Positive:</b> The Company's dedication to ethical business practices and ongoing regulatory compliance will be viewed favorably by stakeholders, strengthening our reputation as a responsible corporate entity.</p> <p><b>Negative:</b> Failure to comply with regulatory standards could negatively impact the Company's reputation and long-term business sustainability.</p>
2.	<b>Product Quality, Safety</b>	Risk	<p><b>Risk:</b> As a pharmaceutical Company, we are highly vulnerable to product quality and safety concerns. Hence, it is imperative to address risks associated with product quality and operational safety.</p>	<ol style="list-style-type: none"> <li>Ensure persistent and strict compliance with quality standards and protocols and the applicable local regulatory requirements.</li> <li>Provide Standard Operating Procedures (SOPs) to ensure effective monitoring and reporting of adverse events.</li> <li>Regular investment in technological advancement, training programs on current Good Manufacturing Practices (GMP) and employee skill development.</li> <li>Undertake detailed and regular quality assessments of third-party suppliers.</li> </ol>	<p><b>Positive:</b> Sustaining the highest standards of product quality and safety builds the Company's reputation with stakeholders and improves our brand image positively.</p> <p><b>Negative:</b> Significant concerns with product safety and quality could lead to recalls and regulatory alerts, temporarily impair business operations, and harm our reputation and brand. It could also result in legal repercussions, fines and penalties.</p>

## Business Responsibility and Sustainability Report (Contd.)

Sr No	Material issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	<b>Cyber Security and Data Privacy</b>	Risk and Opportunity	<p><b>Risk:</b> Any potential cybersecurity and data privacy risk/threat directly affects the security and integrity of the IT system of the entire business.</p> <p><b>Opportunity:</b> Providing a secure IT network through a strong governance mechanism for data integrity, technology, and digitalization, which in turn enhances productivity and facilitates continuity of operations and thereby enhances the business performance.</p>	<ol style="list-style-type: none"> <li>Regular vulnerability assessments IT systems are undertaken to prevent breaches of Company's or stakeholders' data.</li> <li>Implemented patch management, antivirus software and IT monitoring systems to reduce the risks associated with cyber security and data breaches. Furthermore, we regularly provide training to our staff members on cybersecurity and safeguarding against phishing emails and hacker attacks.</li> </ol>	<p><b>Positive:</b> Compliance and alignment with data security and privacy laws is maintained through adoption of technology and digitalization. This safeguards against data loss, enhances productivity and fosters sustainable long-term growth.</p> <p><b>Negative:</b> The absence of a strong data integrity and security mechanism significantly increases the risk of data breaches, potentially leading to the loss of valuable data with potential adverse effects on the business. Breaches of customer/ stakeholder data may expose us to litigation, fines, and penalties.</p>
4.	<b>Human Capital Development</b>	Risk and Opportunity	<p><b>Risk:</b> Human Capital Development encompasses talent management, including acquisition, retention, and employee well-being. Failure to meet or exceed employee expectations may negatively impact employee retention, productivity, and business continuity.</p> <p><b>Opportunity:</b> The Company's emphasis on enhancing employee welfare and development. This fosters the retention and attracts top talent, driving productivity, innovation, long-term business growth and value creation for all stakeholders.</p>	<ol style="list-style-type: none"> <li>We implement various initiatives to attract and retain talent, including competitive compensation, fostering an inclusive work culture and offering employee benefits programs.</li> <li>We prioritize employee skill enhancement through continuous training and development opportunities.</li> </ol>	<p><b>Positive:</b> Concentrated efforts on human capital development yield a motivated workforce with high retention and satisfaction rates. These indicators showcase the Company's commitment to nurturing a positive work environment.</p> <p><b>Negative:</b> Neglecting to meet employee expectations could lead to adverse long-term effects on productivity and hinder the Company's growth trajectory.</p>

**Business Responsibility and Sustainability Report (Contd.)**

Sr No	Material issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	<b>Environmental Impact Management</b>	Risk	<p><b>Risk:</b></p> <p>For business to have a positive environmental impact, waste and water management are essential. To show that the business is dedicated to a sustainable future and a healthy world, concentrated efforts must be made to limit waste generation, consumption of water, and proper disposal.</p>	<ol style="list-style-type: none"> <li>1. We continue to identify opportunities to minimize any adverse environmental effect from our operations.</li> <li>2. We closely monitor and track our waste management and water consumption. Our priorities are to increase water efficiency, decrease water withdrawal, and increase water recovery.</li> </ol>	<p><b>Negative:</b></p> <p>Neglecting environmental effects can result in unfavorable legal, regulatory, and financial repercussions, a decline in shareholder trust and reputation, and finally could lead to potential loss of an operating license.</p>
6.	<b>Climate Change</b>	Risk and Opportunity	<p><b>Risk:</b></p> <p>In the absence of effective management of green houses gas (GHG) emissions, business could be at risk of physical and transition risks associated with climate change that could cause operations to be disrupted and have an impact on business continuity.</p> <p><b>Opportunity:</b></p> <p>Adopting new low- carbon technology will help build business resilience and opportunities for more effective manufacturing procedures.</p>	<p>By boosting the proportion of biomass, obtaining renewable energy, and putting energy efficiency programs into place to maximize our energy usage, we are constantly looking for ways to lessen our dependence on fossil fuels in our operations</p>	<p><b>Positive:</b></p> <p>Businesses may be able to adapt to newer technologies and more productive ways of producing goods by working toward climate change adaptation and mitigation.</p> <p><b>Negative:</b></p> <p>Losing reputation and the trust of stakeholders can also result from a failure to respond to the negative effects of climate change and also increase the cost of compliance.</p>
7.	<b>Diversity, Equity and Inclusivity</b>	Opportunity	<p><b>Opportunity:</b></p> <p>Fostering and providing for a diverse and inclusive workforce and work culture enhances our performance by bringing together people with varied experiences, knowledge and skills.</p>		<p><b>Positive:</b></p> <p>A diverse and inclusive workforce that includes members of all genders, ages, ethnicities, and special abilities fosters creative thinking, encourages employee engagement, and unlocks higher levels of efficiency.</p>
8.	<b>Social Impact through Community Engagement</b>	Opportunity	<p><b>Opportunity:</b></p> <p>By aligning CSR programs with the needs of the community, the Company focuses on creating an environment of mutual trust with the community. This will help in ensuring a long-term beneficial relationship with the community and enhance the social positioning of the Company</p>		<p><b>Positive:</b></p> <p>The Company's perception among the local community members is enhanced by its contributions to the community's upliftment through various initiatives that focus on health, Education and environment conservation among others. These efforts also help to promote positive social outcomes.</p>



Business Responsibility and Sustainability Report (Contd.)

Sr No	Material issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9.	Financial Controls and Reporting	Risk	<b>Risk:</b> Non-compliance with disclosures and requirements as per applicable laws and regulations could materially and adversely affect our financial results and reputation of the Company. Failure to comply with applicable laws and regulations could result investigation by relevant government agencies and authorities.	Company maintains a control environment designed to identify material errors in financial reporting. Further, Company follows a standardized financial reporting operating model, subjected to necessary audit procedures.	<b>Negative:</b> Non-compliance with disclosure requirements and regulations could lead to significant financial penalties, legal costs, and potential fines. This may also result in reputational damage, negatively affecting investor confidence and business performance
10.	Legal Matters	Risk	<b>Risk:</b> Failure to manage legal risk could have substantial implications for the Company's reputation and the credibility of the senior leaders. It could also lead to the imposition of significant financial penalties and the imposition of additional reporting obligations.	Legal head is accountable for all legal matters. Company regularly provides antibribery and corruption, competition law and sanctions training to employees and their roles, responsibilities and risks they face.	<b>Negative:</b> Failure to manage legal risk could result in substantial financial penalties and legal cost.
11.	Health, safety and environment	Risk	<b>Risk:</b> Any issue with employee health and safety has a direct negative impact on production activity which eventually affects the business.	Employee well-being program. Training program on health and safety. Periodic Medical check-up.	<b>Negative:</b> The loss of working hours due to accidents and injuries and reduced motivation, combined with unsafe working conditions, leads to a significant decline in productivity and efficiency.
12.	Code of Conduct	Risk	<b>Risk:</b> A breach in the code of conduct will have a negative influence on the business.	Induction training sessions for the employee.	<b>Negative:</b> Failure to comply with the code of conduct can result in reputational damage and loss of stakeholder trust.
13.	Waste Management	Risk	<b>Risk:</b> Failure to manage waste will attract fines/ penalties from regulating authority and have a negative impact on the environment.	Implemented the detailed Standard Operating Procedures (SOPs) for waste management.	<b>Negative:</b> Non-compliance has negative repercussions for the organization and the environment.
14.	Training and education	Opportunity	<b>Opportunity:</b> Skilled employees and workers are an asset to the Company leading to efficiency improvements and reductions in injuries and accidents.		<b>Positive:</b> Enhancing the upskilling and reskilling of employees to address skill-based needs within the plants results in increased productivity.

## Section B: Management and Process Disclosures

Disclosure questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? Yes, the Company has developed comprehensive policies covering these principles, policies have been approved by the Board as per relevant statutory requirements.									
c. Web Link of the Policies	<a href="https://www.innovacaptab.com/corporate-governance.php">https://www.innovacaptab.com/corporate-governance.php</a>								
2. Whether the entity has translated the policy into procedures.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners?	We are in the process of operating the participation of the value chain partners by establishing relevant mechanisms.								
4. Name of the national and international codes / certifications / labels / standards adopted by your entity and mapped to each principle									
Principal 1	National Guidelines on Responsible Business Conduct (NGRBC), Business Ethics Management – ISO 27001:2022								
Principal 2	Environmental Management System – ISO 14001: 2015, Extended Producer Responsibility (EPR) regulations, Sustainable Procurement Management – ISO 28000:2022, National Guidelines on Responsible Business Conduct (NGRBC)								
Principal 3	Guidelines on Responsible Business Conduct (NGRBC) Occupational Health and Safety Management Systems – ISO 45001: 2018, National Guidelines on Responsible Business Conduct (NGRBC)								
Principal 4	National Guidelines on Responsible Business Conduct (NGRBC)								
Principal 5	National Guidelines on Responsible Business Conduct (NGRBC)								
Principal 6	Environmental Management System – ISO 14001:2015, National Guidelines on Responsible Business Conduct (NGRBC),								
Principal 7	National Guidelines on Responsible Business Conduct (NGRBC)								
Principal 8	National Guidelines on Responsible Business Conduct (NGRBC)								
Principal 9	Quality Management System – ISO 9001: 2015, National Guidelines on Responsible Business Conduct (NGRBC)								
5. Specific commitments, goals and targets set by the entity with defined timelines	a) Net Zero by 2040 b) Water Neutrality by 2030 c) Scope 1 GHG emissions bring down by 40% by 2035 d) Scope 2 GHG emissions bring down by 25% by 2035 e) Achieve intensity target reduction by 30% by 2035 f) Fatalities reduction by 10% by 2030								
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met	The Company has been progressively enhancing its frameworks and mechanisms to achieve its environmental, social and governance (ESG) objectives.								
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Director's Message at the beginning of this Business Responsibility and Sustainability Report.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Jayant Vasudeo Rao Designation: Whole-Time Director								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/ No). If yes, provide details	Yes, Jayant Vasudeo Rao is responsible for decisions on sustainability related issues.								



Business Responsibility and Sustainability Report (Contd.)

10 Details of Review of NGRBCs by the Company.

Subject for review	Indicate whether review was undertaken by director / committee of the board / any other committee									Frequency (annually / half yearly / quarterly / any other)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
a Performance against the above policies and follow up action					Director													Periodically/Need based
b Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances					Director													Ongoing basis

11 Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? If yes, provide the name of the agency.

No, the policies of the Company are reviewed periodically / on a need basis by department heads / directors / board committees, wherever applicable.

12 If answer to the question (1) above is "No" i.e. not all principals are covered by a policy. Reason to be stated.

Not Applicable

# SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

## PRINCIPLE 1

### BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT, AND ACCOUNTABLE.

Integrity, accountability, and transparency form the foundation of the manner and mode in which Company conducts business. Company's Code of Conduct (Code') is the guiding framework for ethical business conduct.

Company is also committed to high standards of quality of products to impact human health positively. The Quality teams maintain strict vigilance of all processes to ensure safe and high-quality products.

We strive to foster a respectful and safe environment for all employees and society at large. We also ensure strict alignment with applicable local laws, regulations, industry codes and requirements to deliver the best products and services to stakeholders.

#### Essential Indicators

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

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	% of people in respective category covered by awareness programs
<b>Board of Directors</b>		<ul style="list-style-type: none"> <li>The Independent Directors of the Company are made aware of their roles and responsibilities at the time of their appointment through a formal letter of appointment and provide overview of the operations and familiarize the Directors on matters related to the Company's values and commitments, organization structure, constitution and terms of reference of the Committees, board procedures, management strategies etc.</li> <li>The Company also provide regular updates on the latest amendments to the various regulations – Corporate Laws, SEBI Regulations, Labor Laws and such other Statutes as may be applicable to the Company.</li> </ul>	100%
<b>Key Managerial Personnel</b>		As a part of the Board process specified above, all Key Managerial Personnel of the Company were also informed of various developments in the Company.	100%
<b>Employees other than BoD and KMPs</b>	44	The employees/workers undergo various trainings/ awareness sessions such as induction training at the time of joining and Code of Conduct, POSH, Safety, Hazard Identification and Risk Assessment, safely handle and manage hazardous substances, environmental issues, Career Management and skill enhancement, health and safety risks, good working practices, Fire and Safety, Lab Safety, Chemical Spillage Safety, Environment Safety, Environment Health and Safety (EHS) trainings during the course of employment.	100%
<b>Workers</b>			100%

Note: Both employees and workers were provided with a wide range training in areas which will enhance health and safety and sustainable practices.

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

No case of fine/penalty/award/compounding fees/settlement amount reported under regulation 30 of SEBI (LODR) 2015 Punishment.

#### 3. Of the instances disclosed in question 2 above, details of the appeal / revision preferred in cases where monetary or non-monetary action has been appealed.

Since Company was compliant, there were no cases of appeal/revision.

## Business Responsibility and Sustainability Report (Contd.)

**4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a link to the policy.**

Yes, we have Anti-Bribery and Corruption policy. The policy provides information and guidance on how to recognize and deal with bribery and corruption issues. The policy guides us to act professionally, fairly and with utmost integrity in all business dealings and relationships. [Anti-bribery and Corruption policy](#).

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

There were no instances of disciplinary action against any of the Directors, KMP, employees or workers.

**6. Details of complaints regarding conflict of interest:**

No complaints about conflict of interest in the reporting period.

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

Since there were no complaints in relation to conflict of interest or corruption, corrective action does not arise.

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

Particulars	FY 2026	FY 2025
Number of days of accounts payables	95	79

**9. Open-ness of business:**

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

Parameter	Metrics	FY 2026	FY 2025
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	15.89%	14.04%
	b. Number of trading houses where purchases are made from	216	144
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	6.03%	6.16%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	NIL	NIL
	b. Number of dealers / distributors to whom sales are made	NIL	NIL
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NIL	NIL
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	9.78%	10.42%
	b. Sales (Sales to related parties / Total Sales)	14.67%	15.93%
	c. Loans and advances (Loans and advances given to related parties / Total loans and advances)	98.49%	98.86%
	d. Investments (Investments in related parties / Total Investments made)	Nil	Nil

## Business Responsibility and Sustainability Report (Contd.)

### PRINCIPLE 2

#### BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

Quality, safety and consistent supply of Company's products is a critical priority. Robust quality management processes are strictly adhered to for the lifecycle of all products across all stages of the supply chain. Company's Quality Management System and processes have been formalized in line with Good Manufacturing Practice (GMP) regulations and other good practice procedures for ensuring Product Quality. Strict compliance with this enables Company to provide customers with high quality and safe products.

#### Essential Indicators

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

Particulars	Current financial year (%)	Previous financial year (%)	Details of improvements in environmental and social impacts
R&D	Nil	Nil	Not applicable
Capex			

- Does the entity have procedures in place for sustainable sourcing? If Yes, what percentage of inputs were sourced sustainably?**

We have documented supplier code of conduct in place. Materials are procured from approved vendors both local and international. Quality assurance team conducts periodic audits of vendors, especially those who supply key materials. We continue to receive unrelenting support from vendors. We have long standing business relations with regular vendors adhering to sustainability principles which includes the following:

- Compliance with all Statutory norms of labor, health, safety, environment and ethical standards
- Zero tolerance towards corruption, fraud, bribery and other unethical conduct
- Prohibition of child labor and protection of human rights
- Equal opportunities and no discrimination based on gender, race, age, caste etc.
- Protection of environment
- Safe and healthy workplace

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

Particulars	Disposing at the end of life
Plastic (including packaging)	The disposal of the plastics (including packaging) is carried out as per the Government rules and the provisions of the Plastic Waste Management Rules. Company has engaged a waste management agency to collect and recycle plastic waste in accordance with regulatory norms.
E-waste	To ensure environmental responsibility, the Company complying with applicable rules as per the E-Waste Management Rules.
Hazardous waste	The Company has a comprehensive standard operating procedure for handling and safe disposal of all categories of hazardous waste
Other Waste	Metal waste etc.

- Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities. If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Yes, The Company has registered as an importer and producer on the Central Pollution Control Board, Extended Producer Responsibility Portal for Plastic Waste. The Company will comply with the EPR target quantities of plastic waste every year as per the provision of Plastic Waste Management Rules.

## Business Responsibility and Sustainability Report (Contd.)

## PRINCIPLE 3

## BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

Company's employees are recognized as assets and priority is given to creating a conducive working environment for them to flourish. As a modern Company, efforts are focused on fostering a culture that prioritizes the well-being of all employees. This approach to employee management strengthens and nurtures the workforce, while also enabling Company to attract and retain highly skilled professionals, creating value for all stakeholders.

Fostering a transparent culture that supports and prioritizes two-way communication is a critical priority. Supporting the right capabilities and providing for adequate opportunities of learning and development is Company's approach to talent management.

We also have a Whistle-Blower policy, and it provides a mechanism for all stakeholders to approach the management to raise issues of concern. Robust internal mechanisms, as detailed in Safeguarding people who report unethical or illegal conduct policy, provide for protection of the identity of a complainant and prevention of any retaliation against them.

## Essential Indicators

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

Particulars	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent Employees</b>											
Male	1,020	1,020	100%	1,020	100%	0	-	0	-	0	-
Female	85	85	100%	85	100%	85	100%	0	-	85	100%
<b>Total</b>	<b>1,105</b>	<b>1,105</b>	<b>100%</b>	<b>1,105</b>	<b>100%</b>	<b>85</b>	<b>100%</b>	<b>0</b>	<b>-</b>	<b>85</b>	<b>100%</b>
<b>Permanent Workers</b>											
Male	1,190	1,190	100%	1,190	100%	0	-	0	-	0	-
Female	3	3	100%	3	100%	3	100%	0	-	3	100%
<b>Total</b>	<b>1,193</b>	<b>1,193</b>	<b>100%</b>	<b>1,193</b>	<b>100%</b>	<b>3</b>	<b>100%</b>	<b>0</b>	<b>-</b>	<b>3</b>	<b>100%</b>

Note: Employees and workers covered under the ESI Act are categorized under health insurance.

## 1b. Spending on measures towards the well-being of employees and workers (including permanent and other than permanent).

Particulars	FY 2026	FY 2025
Cost incurred on wellbeing measures as a % of total revenue of the Company	0.025%	0.021%

## 2. Details of retirement benefits, for current financial year and previous financial year:

Particulars	FY 2026			FY 2025		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
PF	99%	100%	Y	99%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
Employee State Insurance (ESI)	23%	66%	Y	24%	69%	Y

## Business Responsibility and Sustainability Report (Contd.)

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

Yes, we are committed to providing a workplace that is accessible to all employees, regardless of their abilities.

4. **Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.**

Yes, Labor and Human Rights Policy of the Company which includes equal opportunity policy. Weblink: [Labour & Human Rights Policy](#).

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

Particulars	Permanent Employees		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Female	100%	100%	-	-
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>-</b>	<b>-</b>

Note: While calculating the retention rate for the year, the Company has considered those women employees who joined back after their maternity leave.

6. **Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If Yes, give details of the mechanism in brief:**

Particulars	If Yes, then give details of the mechanism in brief
<b>Permanent Workers</b>	We have whistle blower policy in place that provides a mechanism for employees of the Company to raise concerns on any violations of legal or regulatory requirements, incorrect or misrepresentation of any financial statements and reports, etc. The complaint can be made to <a href="mailto:cs_icl@innovacaptab.com">cs_icl@innovacaptab.com</a> . The Company also has Internal Complaint Committee for handling the grievances arising from sexual harassment at the workplace, thereby adhering to the Prevention of Sexual Harassment Act. Employees can file any complaints/grievances related to sexual harassment at <a href="mailto:ghr@innovacaptab.com">ghr@innovacaptab.com</a> .
<b>Other than Permanent Worker</b>	
<b>Permanent Employees</b>	Company encourages the entire workforce to raise and report any concern and grievance with their managers and human resource. We also have a zero-tolerance approach for retaliation against individuals who concern in good faith.
<b>Other than Permanent Employees</b>	

7. **Membership of employees and workers in association(s) or unions recognized by the listed entity:**

The Company recognizes the right to freedom of association and collective bargaining. The Company does not discriminate against employees/ workers who participate in associations/ unions. Currently no associations/ unions are in existence.

8. **Details of training given to employees and workers:**

Particulars	FY 2026				FY 2025					
	Total (A)	Health and safety measures		Skill upgradation		Total (D)	Health and safety measures		Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	1,020	1,020	100%	1,020	100%	909	909	100%	909	100%
Female	85	85	100%	85	100%	66	66	100%	66	100%
<b>Total</b>	<b>1,105</b>	<b>1,105</b>	<b>100%</b>	<b>1,105</b>	<b>100%</b>	<b>975</b>	<b>975</b>	<b>100%</b>	<b>975</b>	<b>100%</b>
<b>Workers</b>										
Male	1,190	1190	100%	1,190	100%	974	974	100%	974	100%
Female	3	3	100%	3	100%	1	1	100%	1	100%
<b>Total</b>	<b>1,193</b>	<b>1193</b>	<b>100%</b>	<b>1,193</b>	<b>100%</b>	<b>975</b>	<b>975</b>	<b>100%</b>	<b>975</b>	<b>100%</b>

## Business Responsibility and Sustainability Report (Contd.)

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

Particulars	FY 2026			FY 2025		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	1,020	1,020	100%	909	909	100%
Female	85	85	100%	66	66	100%
<b>Total</b>	<b>1,105</b>	<b>1,105</b>	<b>100%</b>	<b>975</b>	<b>975</b>	<b>100%</b>
<b>Workers</b>						
Male	1,190	1,190	100%	974	974	100%
Female	3	3	100%	1	1	100%
<b>Total</b>	<b>1,193</b>	<b>1,193</b>	<b>100%</b>	<b>975</b>	<b>975</b>	<b>100%</b>

## 10. Health and safety management system:

## a) Whether an occupational health and safety management system has been implemented by the entity? If Yes, the coverage such system?

Yes. The Company has implemented an occupational health and safety management system. The coverage is 100% of facilities, and it covers both regular employees and contractors. Health, safety, and well-being of employees and associates are a crucial material topic for the Company. The Company is committed towards instilling a healthy lifestyle, a safe working environment and a healthy work-life balance. Health and safety training is provided to both permanent and contractual workers, ensuring that our team understands the significance of safe procedures and guidelines. Risk identification and assessments are undertaken as part of the process before scaling up. Health and Safety Management System (ISO 45001:2018) has been implemented across all sites which specifies requirements for an occupational health and safety management systems and provides guidance for its use to enable organizations to provide safe and healthy workplaces by preventing work related injury and ill health.

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

The Company continuously initiates measures to promote employee well-being and healthcare, a proper hazard identification risk management system has been put in place to ensure continuous improvement of occupational health and safety of the Company. Periodic monitor compliance and identify and assess work-related hazards in a timely manner. The Company also provides Environment Health and Safety (EHS) training to its personnel. Hazard Identification Risk Assessment (HIRA) is carried out regularly at all levels by a highly skilled process owner or a qualified safety coordinator well versed with details of all activities and safety standards.

## c) Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks

Yes, The Company has formalized robust Standard Operating Procedures (SOPs) for timely identification and mitigation of work-related hazards and risks. The Company provides occupational health and safety training to all workers. The training modules cover methodologies to identify workplace hazards, evaluate the risks involved, as well as take appropriate action to reduce them. Employees receive training on how to use emergency equipment like fire hydrants, fire-fighting systems, leak and spill control methods, safety alarms, and more during the safety and emergency evacuation drills. Additionally, the ability of the staff to handle emergencies is assessed on a regular basis. The practical training educates employees about reporting and responding to work-related hazards.

## d) Do the employees / worker of the entity have access to non-occupational medical and healthcare services?

Yes, the Company provides its employees and workers with non-occupational medical and healthcare services. Moreover, the Company ensures that all its employees and workers have access to medical insurance. Further, periodic health checkups and preventive health checkups are arranged from time to time.

**Business Responsibility and Sustainability Report (Contd.)**

**11. Details of safety related incidents:**

Particulars	Category*	FY 2026	FY 2025
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	1.34%	1.80%
Total recordable work-related injuries	Employees	0	0
	Workers	8	7
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	1

\*Including the contract workforce

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

We prioritize the health and safety of employees and undertake several initiatives to promote employee health and quality of life. We have adopted a health and safety policy in this regard. We work to ensure a safe and healthy workplace and provide employees with the benefits, resources and flexibility to maintain and improve their wellness.

**13. Number of complaints on the following made by employees and workers**

No complaints were made by any employee or worker regarding the working conditions and health and safety.

**14. Assessments for the year**

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of the locations are audited internally by the entity
Working Conditions	entity

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

There have been no adverse findings from the assessments undertaken for the reporting year and hence no corrective actions were required.

**PRINCIPLE 4**

**BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS.**

Endeavor to create long-term value creation for all stakeholders. Company has been able to build trust with a broad range of stakeholders through a continued focus on quality of product delivery and ethical business conduct.

**Essential Indicators**

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

Company strives to maintain a strong relationship with all stakeholders and uphold its commitment to fulfill their expectations and requirements. Company has defined important stakeholder groups based on those who are impacted as well as those who have a significant impact on the business as part of the stakeholder engagement and materiality assessment exercise. Investors/shareholders, regulators, suppliers/vendors/third-party manufacturers, community, customer, employees and senior management are the primary internal and external stakeholder groups defined by the Company as part of the engagement process.

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

## Business Responsibility and Sustainability Report (Contd.)

Stakeholder Group	Whether identified as vulnerable and marginalized group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (annually / half yearly / quarterly / others)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1. Investors/ Shareholders	No	<ul style="list-style-type: none"> <li>- Investor presentation</li> <li>- Annual/ quarterly Reports</li> <li>- Earning Calls</li> <li>- Emails</li> <li>- Updates on Company websites</li> <li>- Meetings (Virtual/ In- person)</li> </ul>	Quarterly/ Need based	Investors/ Shareholders form an integral part of the stakeholder group, influencing the decisions of the Company. The key areas of interest for the investors/ shareholders are: Corporate Governance, Transparency in Disclosures, Regulatory Compliance etc.
2. Regulator	No	<ul style="list-style-type: none"> <li>- Email</li> <li>- Helpdesk</li> <li>- In person Meetings/ Visiting offices</li> <li>- Statutory Submissions/</li> <li>- Acknowledgments</li> </ul>	Need based	Transparent communication with the regulators is critical from the compliance perspective. The key areas of interests for the regulators is Regulatory compliance
3. Suppliers/ Vendors/ Third Party Manufacturer	No	<ul style="list-style-type: none"> <li>- Email</li> <li>- Audits</li> <li>- Virtual Meetings</li> <li>- In-person Meetings</li> </ul>	Need based	The key areas of engagement with the suppliers are: Timely supply of materials as prescribed, timely payments and adherence to specifications.
4. Community	No	<ul style="list-style-type: none"> <li>- Engagement through NGO/ Charitable trusts</li> <li>- In-person Meetings</li> <li>- Virtual mode</li> </ul>	Ongoing	The key areas of interest for community are: Community development programs with a focus on health, education, sanitation etc and prioritize hiring individuals from the local area to meet our manpower requirements whenever feasible. Further, engaging with NGOs streamline our CSR activities of the Company.
5. Customer	No	<ul style="list-style-type: none"> <li>- Email</li> <li>- Audits</li> <li>- Virtual Meetings</li> <li>- In-person Meetings</li> </ul>	Need based	Customers form a vital part of the Company's stakeholder group. The key areas of interest for Customer are: Product quality, timely delivery as per agreed specifications, access and pricing.
6. Employees	No	<ul style="list-style-type: none"> <li>- Email</li> <li>- Employee training</li> <li>- In person meetings</li> <li>- Employee recognition</li> </ul>	Ongoing	Employee wellbeing and satisfaction is an integral part of the Company's growth. The key areas of interest for employees are: Employee Training, Professional growth and development, Employee recognition, well being initiatives, fair remuneration and no discrimination.

## Business Responsibility and Sustainability Report (Contd.)

### PRINCIPLE 5

#### BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Company acknowledges its responsibility to uphold human rights and address any negative impacts on them within its sphere of influence. Company has implemented a strict zero-tolerance policy towards violence, harassment, and any form of unreasonable, offensive, or threatening behavior. Code of Conduct clearly defines the responsibilities of each individual within the Company to protect and respect human rights.

#### Essential Indicators

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

Particulars	FY 2026			FY 2025		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Permanent employees	1,105	1,105	100%	975	975	100%
Permanent Workers	1,193	1,193	100%	975	975	100%

##### 2. Details of minimum wages paid to employees and workers:

Particulars	FY 2026					FY 2025				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage (C)		Total (A)	Equal to Minimum Wage		More than Minimum Wage	
		(B)	% (B/A)	(C)	% (C/A)		(B)	% (B/A)	(C)	% (C/A)
<b>Permanent Employees</b>										
Male	1,020	0	-	1,020	100%	909	0	-	909	100%
Female	85	0	-	85	100%	66	0	-	66	100%
<b>Permanent Workers</b>										
Male	1,190	0	-	1,190	100%	974	0	-	974	100%
Female	3	0	-	3	100%	1	0	-	1	100%

##### 3. Details of remuneration / salary wages:

###### a. Median remuneration / wages:

Particulars	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD)	7	1,351,805	1	295,000
Key Managerial Personnel	2	6,224,034	1	1,259,814
Employees other than BoD and KMP*	1,140	290,915	113	216,125
Worker*	1,046	177,727	3	50,501

\*Employees and workers count reflect those employed during the year and median of remuneration of respective category based on earned salary.

###### b. Gross wages paid to females as a % of total wages paid by the entity:

Particulars	FY 2026	FY 2025
Gross wages paid to females as a % of total wages	3.94%	3.65%



**Business Responsibility and Sustainability Report (Contd.)**

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

Yes, the HR representative nominated by the management, governed by Labor and Human Rights Policy, is responsible for addressing human rights impacts.

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

Any concerns of misconduct, potential unethical and illegal actions, sexual harassment or violation of any human right can be reported by all stakeholder as process mentioned in formalized Vigil Mechanism and whistle blower policy. Refer the policy [Vigil Mechanism and Whistle Blower Policy](#).

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

No Complaints related to child labor, forced labor, wages, sexual harassment and discrimination at workplace in the current and previous financial year.

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

No Complaints related to Sexual Harassment on of Women at workplace in the current and previous financial year.

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

The Company has zero tolerance for sexual harassment at workplace and has adopted a Policy on Prevention, Prohibition and Redressal of Sexual Harassment at Workplace in line with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules thereunder, to redress complaints received regarding sexual harassment. Refer policy [Policy for Prevention of Sexual Harrassment](#).

**9. Do human rights requirements form part of your business agreements and contracts?**

Yes, Human Rights requirements form part of the Company's business agreements.

**10. Assessments for the year:**

Particulars	% of plants and offices that were assessed
Child labor	
Forced / involuntary labor	
Sexual harassment	100% of the locations are audited internally by the
Discrimination at workplace	entity.
Wages	
Others – please specify	

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

Not applicable.

**PRINCIPLE 6**

**BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT**

The Company's approach to business is closely integrated with principles of sustainability. Concerted efforts are regularly made to ensure that operations do not have a negative impact on the environment in and around operations. We have also successfully integrated the Environment, Health and Safety (EHS) strategy across the value chain. This has enabled us to comply with the necessary applicable environmental laws and mandates during manufacturing and commercial activities. We continue to explore ways in which we can contribute to a greater positive impact on the environment.

## Business Responsibility and Sustainability Report (Contd.)

### Essential Indicators

#### 1. Details of total energy consumption (in Joules or multiples) and energy intensity:

Parameter	FY 2026	FY 2025
<b>From renewable sources</b>		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	82,782,465	39,210,448
<b>Total energy consumed from renewable source (A+B+C) (in Mega Joules)</b>	82,782,465	39,210,448
<b>From non-renewable sources</b>		
Total electricity consumption (D)	117,392,209	70,391,408
Total fuel consumption (E)	7,651,321	5,649,000
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F) (in Mega Joules)</b>	125,043,530	76,040,408
<b>Total energy consumed (A+B+C+D+E+F) (in Mega Joules)</b>	207,825,995	115,250,856
Energy intensity per rupee of turnover (Total energy consumption in Mega Joule/Revenue from operations)	0.01600	0.01203
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	-	-
<b>Energy intensity in terms of physical output</b>	-	-
<b>Energy intensity (optional) – the relevant metric may be selected by the entity</b>	-	-
<b>Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency.</b>	<b>No</b>	

#### 2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? If Yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken.

No, the Company is not identified as a designated consumer under the Performance Achieve and Trade (PAT) Scheme of the Government of India.

#### 3. Provide details of the following disclosures related to water:

Parameter	FY 2026	FY 2025
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	0	0
(ii) Groundwater	208,771	118,387
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	208,771	118,387
<b>Total volume of water consumption (in kiloliters)</b>	208,771	118,387
Water intensity per rupee of turnover (Water Consumed in litre / Revenue from operations)	0.016	0.012
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	-	-
<b>Water intensity in terms of physical output</b>	-	-
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	-	-
<b>Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency.</b>		No

#### 4. Provide the following details related to water discharged:

Company operates an effluent treatment plant designed to manage wastewater efficiently, ensuring the production of clean water after primary and secondary treatments, then supplied to third parties for final discharge. Additionally, we focus on optimizing water usage through strategies such as the installation of flow meters to continuously monitor water consumption.

Further, Recharging of ground water source / borewell by rainwater harvesting.

## Business Responsibility and Sustainability Report (Contd.)

Particulars	FY 2026	FY 2025
<b>Water discharge by destination and level of treatment (in kiloliters)</b>		
(i) <b>To surface water</b>	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) <b>To groundwater</b>	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) <b>To seawater</b>	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) <b>Sent to third-parties</b>	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	63,428	31,280
(v) <b>Others</b>	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kiloliters)</b>	<b>63,428</b>	<b>31,280</b>
Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? If Yes, name of the external agency	No	

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

Currently, we have no mechanism for zero liquid discharge. All the manufacturing units has an effluent treatment plant to manage wastewater and produce clean water suitable for reuse in gardening, cooling towers and in washrooms.

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

Parameter	Unit	FY 2026	FY 2025
Nox	µg/m <sup>3</sup>	25	8
Sox	µg/m <sup>3</sup>	25	6
Particulate matter (PM-10)	µg/m <sup>3</sup>	83	73
Particulate matter (PM-2.5)	µg/m <sup>3</sup>	42	34
Persistent organic pollutants (POP)	NA	Nil	Nil
Volatile organic compounds (VOC)	NA	Nil	Nil
Hazardous air pollutants (HAP)	NA	Nil	Nil
Others – please specify	NA	Nil	Nil
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency	Shivalik Solid Waste Management Limited		

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity:

Parameter	Unit	FY 2026	FY 2025
<b>Total Scope 1 emissions (Break-up of the GHG into CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, if available)</b>	Metric tonnes of CO <sub>2</sub> equivalent	488.23	360.46
<b>Total Scope 2 emissions (Break-up of the GHG into CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, if available)</b>	Metric tonnes of CO <sub>2</sub> equivalent	23,152.35	15,838.07
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b> (Total Scope 1 and Scope 2 CHG emission (In Kg) / Revenue from operations)		0.00182	0.00169
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		-	-

**Business Responsibility and Sustainability Report (Contd.)**

<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>			
<b>Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity</b>	CO2 equivalent/ Metric tonnes	-	-
<b>Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? If yes, name of the external agency.</b>	No	-	-

**8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.**  
 The Company is committed to continuously improve energy performance and conserve energy in its various operations along with reducing GHG emissions.

Major projects related to reducing GHG emission are listed below:

- In our manufacturing facility, we have changed boiler fuel from diesel to Agro Waste Briquettes.
- Installation of Heat Pump to generate hot water for HVAC purpose which has resulted in reduction in electricity consumption.
- Installation of VFD (Variable Frequency Drives) in various pumps and blowers to reduce electricity consumption.
- Use of piped natural gas
- Collection of all condensate water to re-feed to boiler which in turn reduces the water makeup of the boiler and fuel consumption.
- Apart from the above we also take up various energy conservation initiatives every year at manufacturing units for reducing energy consumption and in-turn GHF emissions reduction.

**9. Provide details related to waste management by the entity:**

<b>Particulars</b>	<b>FY 2026</b>	<b>FY 2025</b>
<b>Total waste generated (in metric tonnes)</b>		
Plastic waste (A)	46.25	39.83
E-waste (B)	-	-
Bio-medical waste (C)	5.54	6.53
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other hazardous waste (G) (includes used oil, PVC Drums and ETP sludge)	1.11	1.66
Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>52.90</b>	<b>48.02</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated in Kg / Revenue from operations)	<b>0.000004</b>	<b>0.000005</b>
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	-	-
<b>Waste intensity in terms of physical output</b>	-	-
<b>Waste intensity (optional) – the relevant metric may be selected by the entity</b>	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	-	-
<b>For each category of waste generated, total waste disposed of by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	-	-

## Business Responsibility and Sustainability Report (Contd.)

Particulars	FY 2026	FY 2025
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
<b>Total</b>	-	-
Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? If yes, name of the external agency.	No	

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

Company incorporates a waste management practices towards waste minimization, segregation and safe disposal. The Company has adopted initiatives to divert hazardous waste toward co-processing and recycling over other disposal mechanisms, such as incineration and landfilling as part of the hazardous waste disposal mechanism. Additionally, the Company has embraced digitalization to reduce paper consumptions.

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

None of the Company operations/offices are in ecologically sensitive areas.

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

The requirement for carrying out environmental impact assessments did not arise during the current financial year.

**13. Is the entity compliant with the applicable environmental law / regulations / guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder. If not, provide details of all such non-compliances:**

Yes, we are complaint with all applicable environmental laws/ regulations/ guidelines in India. We had no major non- compliances for FY 2026.

## PRINCIPLE 7

### BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

Code of conduct is a critical guiding document that enables us to maintain interactions with these associations with transparency and with integrity. As responsible corporate citizens, we do not make any political contributions.

#### Essential Indicators

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

The Company is a member of five trade and industry chambers/ associations.

**1b. List the top trade and industry chambers / associations (determined based on the total members of such body) the entity is a member of / affiliated to:**

Sr No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations
1	Pharmaceuticals Export Promotion Council of India (Pharmexcil)	National
2	PHD Chamber of Commerce of Commerce and Industry	National
3	Himachal Drugs Manufacturers Association	National
4	Federation of Pharma Entrepreneurs	National
5	Baddi Barotiwala Nalagarh Association	National

**2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.**

For the reporting year, there were no adverse orders from regulatory authorities against the Company for issues pertaining to anticompetitive conduct.

**Business Responsibility and Sustainability Report (Contd.)**

**PRINCIPLE 8**

**BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT**

We strongly recognize the role we must play to create positive social impact for society at large. Recognizing the need for access to quality and affordable healthcare and education, CSR programs have been designed to create ample opportunities for empowerment of all communities. Such activities enable us to create long-term positive social impact.

**Essential Indicators**

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

The Company did not undertake any Social Impact Assessments of projects

- 2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (RandR) is being undertaken by your entity.**

None of the Company's operations and units have caused displacement to local communities due to which rehabilitation and resettlement would need to be taken.

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

The communities can raise their grievances as per the mechanism provided in our Whistle Blower and Vigil Mechanism available on the website of the Company.

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

Particulars	FY 2026	FY 2025
Directly sourced from MSMEs/ small producers	20.34%	27.40%
Directly from within India	86.01%	95.42%

- 5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost**

Not applicable. The company's approach to hiring is location agnostic. Hence wages paid is based on job role and there are no geographical variations.

**PRINCIPLE 9**

**BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER.**

Endeavor remains to keep customers' needs first and provide them with safe and high-quality products. We strictly comply with internal protocols and Good Manufacturing Practices (GMP) regulations for manufacturing products. Aligned to statutory requirements, the packaging of all our products provides necessary information about the product and any additional information that is consistent with scientific evidence.

**Essential Indicators**

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

We have a standard procedure of dealing with all such consumer complaints in a time bound manner. For handling market complaints from Regulated markets, Standard Operating Procedures are in place through Quality Assurance department. Once a product quality complaint is received by the Company, it is acknowledged, and an assessment is undertaken to identify the nature and severity of complaints. Along with the initial evaluation, a follow-up is initiated for requesting the complaint sample and any additional information to facilitate the assessment and the investigation. A remedial action plan is launched after the investigation is completed and the root cause is determined. A complaint summary report is also prepared at the same time. The complaint is finally closed after a final risk assessment is completed and a response is delivered to the complainant.

## Business Responsibility and Sustainability Report (Contd.)

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not applicable
Safe and responsible usage	100%
Recycling and / or safe disposal	Not applicable

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

Particulars	FY 2026			FY 2025		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy						
Advertising						
Cyber-security						
Delivery of essential services		Nil			Nil	
Restrictive trade practice						
Unfair trade practices						
Other						

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

Particulars	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

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

Yes, Weblink of the Policy of Cybersecurity- [Cyber Security Policy](#).

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

No such incidents were reported during the reporting period.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches: Nil
- Percentage of data breaches involving personally identifiable information of customers: Nil
- Impact, if any, of the data breaches: Not applicable