

Navigating through sustainability in FY 2024-25

We are proud to present the inaugural GRI report of Ajanta Pharma Limited (referred to as "Ajanta" or the "Company") for the financial year 2024-25 on a consolidated basis¹. The objective of this report is it to deliver an update on our efforts on three main pillars of sustainability – Environment, Social and Governance. In the process, we aim to align our efforts with global best practices – in reporting and application. We believe this information will assist stakeholders to know of our commitment and progress towards sustainability, while also enabling them to be a part of this journey.

This report has been prepared with reference to GRI Standards 2021.

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ABOUT US

We are a specialty pharmaceutical company providing quality medicines across 30+ countries in the world

Our business includes Branded Generics in India and Emerging Markets of Asia and Africa; Generics in USA; and Institution Sales in Africa. Our diversified revenue streams make this business model scalable and sustainable. Our determination to find answers for patient-needs motivates us to develop differentiated 1st to market products. This smart product portfolio provides us leadership in various molecule and therapeutic segments.









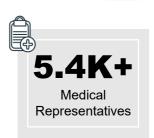
















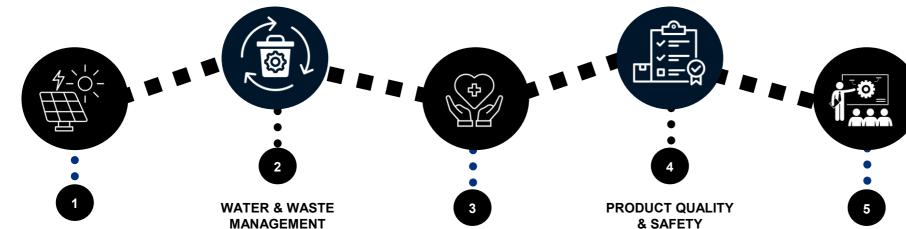


Porter's Value Chain Analysis

We have developed a state-of-the-art R&D centre with strong capabilities in finished product development of different dosage forms. This R&D centre support our innovation and market launch strategies. We operate 7 state-of-the-art manufacturing facilities in India, out of which, 6 facilities manufacture finished formulations and 1 manufactures Active Pharmaceutical Ingredients (APIs), primarily for captive consumption. We employ 5400+ medical professionals who support our marketing, sales and distribution efforts across geographies. And lastly, at the crux of all our activities lies quality assurance and compliance. Our facilities adhere to the strict USFDA, cGMP and WHO standards.



Figure 1: Ajanta Pharma's Value Chain



RENEWABLE ENERGY PROGRESS

12.60 MW of installed solar capacity with an improving energy to revenue intensity Active waste water recycling through advanced technologies with 40,000+ liters harvested

Initiated product LCAs and achieved Zero Discharge of Hazardous Waste at 3 sites

HEALTH & SAFETY IMPROVEMENTS

Four major facilities certified for ISO 45001:2018 and only one recordable injury amongst a staff of 11K+

& SAFETY

ISO 9001:2015 certified and compliance with most stringent quality control processes

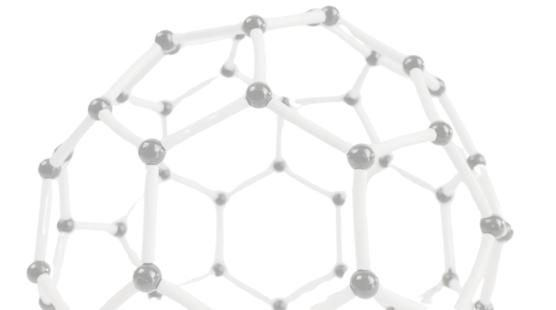
EMPLOYEE WELFARE

48K+ trainings hours spent on skill upgradation & health and safety

STRONG GOVERNANCE

Three-tier governance & oversight on sustainability matters

Key Sustainability Highlights



Risk Management & Compliance

RISK & OPPORTUNITY

TOPIC STANDARDS: GRI 205, GRI 206, GRI 417, GRI 418

Compliance with laws and regulations is fundamental to maintaining a strong corporate governance framework, ensuring smooth operations, and creating long-term value for stakeholders. Ethical breaches or non-compliance can erode stakeholder trust, damage, employee morale, lead to regulatory actions, and negatively affect financial performance.



POLICIES & COMMITMENTS

The Company has a Code of Conduct, Ethics Policy, Risk Management Policy, Code of Practice and Procedures for Fair Disclosure of UPSI, Policy on Internal Financial Controls, and a Whistleblower Policy. The Company also has a Third-Party Code of Conduct to extend the principles of responsible business to its value chain partners.



RISK MANAGEMENT AND MITIGATION

The Company has placed numerous controls to build a strong governance system in the organisation.

A Business Integrity Committee has been formed to oversee strict adherence to governance and ethical practices. Further, the Risk Management Committee works to identify risks, periodically revise the risk management plan and ensure that all material risks are being sufficiently addressed (See Figure 3 alongside).

The Company has a three-layer governance mechanism to systematically address sustainability-linked issues. This is demonstrated in Figure 4 on the next page.



50%

Of the Board comprises of Independent Directors

2

training sessions with suppliers on responsible business conduct

4

Risk Management Committee meetings conducted during the year

(

Instances of material noncompliances¹ \$

Board-level trainings on governance and other sustainable risks

0

Complaints on conflict of interest against directors or KMPs



Board of Directors, Board-designated committees and employees were the primary stakeholders consulted in the process. Shareholder approvals were taken wherever required by law.



Risk Management & Compliance

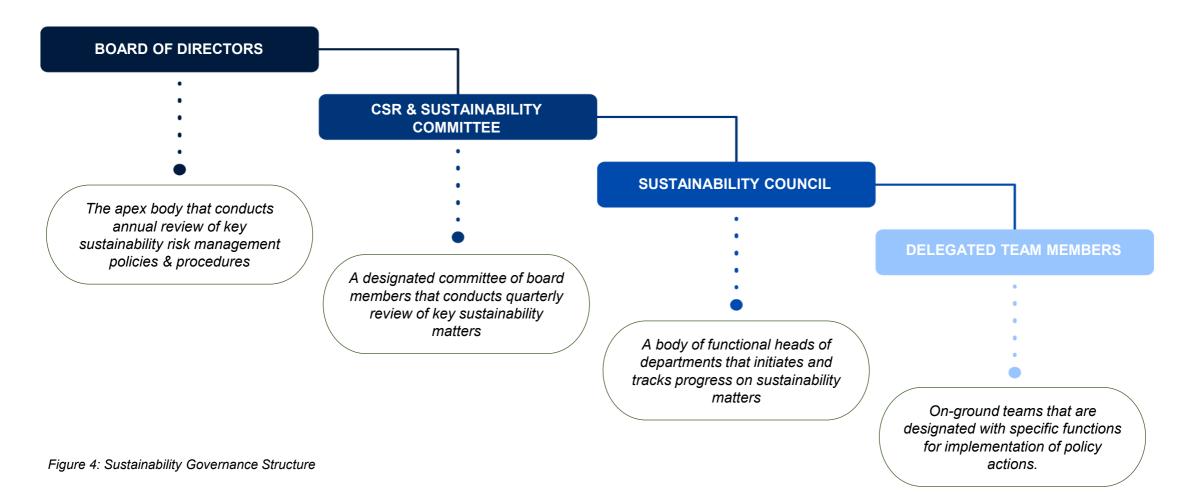
RISK & OPPORTUNITY

TOPIC STANDARDS: GRI 205, GRI 206, GRI 417, GRI 418



ESG GOVERNANCE STRUCTURE

The CSR and Sustainability Committee, consisting of 4 directors (one being an independent director), oversees and reviews the ESG & sustainability initiatives and progress on quarterly basis. The Committee directly reports to the Board, that reviews the ESG and sustainability performance annually.



Product Development, Innovation & Pricing

OPPORTUNITY

Our innovative, first-to-market products, developed through extensive R&D, are key to maintaining our market relevance and driving consistent growth. Additionally, the development of complex and novel drug delivery systems allows us to stay ahead of the competition while enhancing product accessibility for our customers.



POLICIES & COMMITMENTS

The Company has a Customer Service Policy and internal SOPs for product development and pricing. The Company currently has 52 ANDAs² and many other products under development. We target to file around 8-12 ANDAs next year.



LEVERAGING OPPORTUNITY

The Company has a dedicated R&D centre spanning an area of ~1 lakh sq.ft. The labs are fitted with state-of-art research equipment and hosting 850+ scientists across different disciplines.

The Company actively looks for new means and methods to drug development and manufacturing that help us reduce our overall product pricing, making our products more accessible to patients at large. The Company is focused on chronic diseases and life-saving medication, especially relating to cardiology and ophthalmology.



STAKEHOLDER GROUPS CONSULTED

The management, jointly with the marketing team, advises the inhouse R&D team, on new products, pricing and distribution. The marketing team and the field staff offer critical insights for product improvement and our pricing strategy.



550+

Products launched so far, with 50% being first to market

850+

Personnel employed as part of the R&D team

70

New products introduced in India and emerging markets1

INR 224 crs

R&D spend, a 7.7% increase over last year

52

Active ANDAs2, 6 approved in FY 2024-25

Product lifecycle assessments (LCAs) conducted

¹Two new therapies were added – Gynaecology and Nephrology

²ANDA stands for Abbreviated New Drug Application, a submission with the USFDA



Product Quality & Safety

RISK & OPPORTUNITY

TOPIC STANDARDS: GRI 416

Any deficiency in product quality and safety can have severe consequences, including a significant negative impact on patient well-being and business operations. This may result in decreased sales, reputational damage, and regulatory actions, all of which can lead to reduced revenue and heightened scrutiny from regulators.





POLICIES & COMMITMENTS

The Company has implemented a strict Quality Control Manual, in line with the ISO standard 9001:2015 and other quality control standards (such as the cGMP-USFDA and CDSCO). The Company has internal SOPs for regular inspections and ensuring product safety at all times. The Company further ensures all its products are labelled for safety instructions, wherever applicable.



RISK MANAGEMENT AND MITIGATION

The Company's dedicated quality control and quality assurance team ensures that product quality is maintained at all times. All products undergo a series of tests and studies, including compliance and stability checks throughout the development process. Internal and third-party inspections are conducted to ensure our facilities are compliant with all regulations. Regular trainings are organized to upskill on latest practices.



280+

Persons employed for product quality control and assurance

Monthly

Internal product quality & safety inspections conducted spanning all departments

100%

Of the plants conform to cGMP & CDSCO standards1 and the entity is ISO 9001:2015 compliant

Reported fatalities associated with products

26+

Country-specific authorities have inspected and approved our site for product quality control

Product recalls during the year

¹Current Good Manufacturing Practices, by the USFDA; Central Drugs Standard Control Organisation standards under the Ministry of Health & Family Welfare, India.



The Quality Control team takes regular feedback from the employees and thirdparty inspectors to make amends and improve the overall system. The Company also liaises with external consultants and experts in this respect.

Occupational Health & Safety

RISK & OPPORTUNITY

TOPIC STANDARDS: GRI 403

Employees are the Company's most valuable assets, and ensuring their health and safety is our top priority. Poor Occupational Health and Safety (OHS) practices can lead to a range of negative outcomes, such as increased absenteeism, reduced productivity, and higher healthcare costs. Ineffective OHS measures often result in frequent safety incidents and lower employee morale.



POLICIES & COMMITMENTS

The Company has implemented a health and safety (H&S) management system, in line with the requirements of ISO 45001:2018 at 4 of its major plants. The system is under implementation at other sites. As part of the system, the Company has an elaborate Health & Safety Policy and site-specific Health & Safety Manuals. The Company has a Disaster Management Plan to deal with exigencies.



RISK MANAGEMENT AND MITIGATION

- The Company uses site-specific Hazard Identification & Risk Assessment (HIRA) forms to identify and analyse actual and possible hazards.
- The inhouse team conducts regular inspections and submits quarterly reports to all departments for improvement. Third party OHS inspections are conducted at all sites, which ensures an additional layer of oversight.
- · All sites have an Occupational Health Centre (OHC) and 24x7 ambulance facility. Adequate PPE, safety instructions and trainings are provided to all on ground employees and workers.
- The Company trains its staff in fire safety, chemical handling, machine handling, CPR, first aid, maintenance, emergency evacuation, among other health and safety topics.



· The Company ensures that all employees undergo a health check-up prejoining. Annual health camps are conducted at all sites, with biannual checkups at hazard prone sites or high-risk work departments.

KEY METRICS

15

Member dedicated health and safety team

Recordable injury (medical treatment case) amongst a staff of 11K+

Quarterly

Site-wise H&S Committee meetings conducted1

21K+

training hours spent on H&S during FY 2024-25

Plants out of 7 are ISO 45001:2018 compliant2

100%

Employees and workers covered under health & accident insurance

Over and above monthly Sustainability Council Meetings where H&S topics are also discussed ²Other plants are already in the process of implementing the standard



STAKEHOLDER GROUPS CONSULTED

The Company has placed suggestion boxes at all sites, wherein all employees and workers (including contract staff) may submit their inputs on H&S systems. Periodic feedback is also taken during internal inspections. Each unit has a separate H&S Committee with representation from different departments (Production, HR, Quality Control, Maintenance, etc.) and different staff groups (department heads, employees, contract workers and doctor), ensuring inclusivity in control and decision making.



Employee Training & Development

OPPORTUNITY

TOPIC STANDARDS: GRI 401, GRI 404

Building a sustainable workforce requires attracting, developing, and retaining top talent, which fosters a highly skilled and motivated team. This is crucial for driving innovation and enhancing productivity, ensuring long-term success and growth.



POLICIES & COMMITMENTS

The Company has an Employee Code of Conduct, DEI Policy, and Employee Benefits Guidelines. A training calendar is prepared at the start of the year to plan for employee development activities. Further, the Company has an internal appraisal cycle wherein performance evaluation and feedback is given to employees and workers.



LEVERAGING OPPORTUNITY

- The Company conducts technical and soft-skills trainings for employees. providing relevant skills to work effectively and efficiently in their area of focus. The Company conducts regular upskilling and reskilling sessions, wherein employees are advised on skill upgradation and career growth.
- Further, the Company actively supports expecting and new parents through parental leaves and maternity benefits. The Company supports returning parents by providing work flexibility and creche facilities.



STAKEHOLDER GROUPS CONSULTED

Employees and workers are the chief stakeholders consulted in the process. External consultants and experts are appointed for training and advisory.



KEY METRICS

9K+

Trainings given to employees and workers in FY 2024-25

3rd

Consecutive year of 'Great Place to Work' recognition

27K

Hours spent on upskilling staff members in FY 2024-25

100%

Employees and workers provided parental benefits

100%

Employees and workers provided some form of skill upgradation training

100%

Employees covered under performance and career development reviews



Sustainable Supply Chain Management

RISK & OPPORTUNITY

TOPIC STANDARDS: GRI 308, GRI 414

The unique nature of the pharma supply chain, with its stringent regulatory requirements, global reach, and the critical need for product integrity, demand greater efficiency in supply chain management. Sustainability risks stemming from climate change, human rights violations and regulatory lapses need active management. On the other hand, a sustainable supply chain brings in greater efficiency and transparency in business operations, and can be a source of competitive advantage for the business.



POLICIES & COMMITMENTS

The Company has implemented a Third-Party Code of Conduct that applies to all suppliers, distributors and vendors dealing with the Company. Supplier Sustainability Assessments are also shared with top suppliers.



RISK MANAGEMENT AND MITIGATION

- The Company has a Corporate Quality Assurance Team (CQA) that ensures all suppliers and vendors comply with the quality norms. Vendor questionnaires and quarterly grading exercises, amongst other parameters, evaluate vendors on sustainability parameters such as compliance with ISO standards, human rights laws, waste management practices, etc.
- The Company further mandates compliance with sustainability linked regulations and its ESG policy in its contracts and agreements with suppliers.
- · As part of reporting on BRSR Core, the Company has initiated Supplier Sustainability Assessments that track suppliers' performance against key ESG parameters. The Company plans to extend these practices to more suppliers going forward.



100%

Suppliers covered under Corporate Quality Assurance

Capacity building sessions conducted to train partners on sustainability concepts

Quarterly

Grading of suppliers on quality and other parameters

12%

Of materials sourced from **MSMEs**

2%

Of value chain partners (by value) filled sustainability assessment forms

80%

Of materials sourced from within India





Sourcing, Packaging and Quality Assurance Teams from the organisation and Supply Chain Partners are the top stakeholders consulted in the process.

Emission, Waste & Water Management

RISK & OPPORTUNITY

TOPIC STANDARDS: GRI 302, GRI 303, GRI 305, GRI 306

Ajanta is committed to prioritising operational efficiency through continuous energy transition and efficiency improvements, with a focus on achieving longterm cost savings and increased use of green energy.

Climate change and escalating water scarcity represent significant risks to our operations. Improper management of hazardous waste poses significant environmental and health risks, which can result in substantial fines, operational disruptions, and reputational damage.



POLICIES & COMMITMENTS

The Company has implemented an environment management system in accordance with ISO 14001:2015 at four of its major plants. The system is under implementation at other sites. As part of the system, the Company has an Environment Policy and other SOPs for management of energy, waste and water.



RISK MANAGEMENT AND MITIGATION

The Company has implemented numerous procedures and technologies that reduce its environmental footprint and bring down the overall risk. Details may be seen in BRSR. Section C. Principle 6 – Annual Report FY 2024-25.



STAKEHOLDER GROUPS CONSULTED

Interdepartmental employees, expert consultants and government officials are the top stakeholders consulted in the process.



KEY METRICS

12.6 MW

In total installed solar capacity, which is 34% of the current usage

Biomass-based boilers commissioned to replace fossil fuels

93%

Of waste generated is recycled

Sites have achieved Zero Discharge of Hazardous Waste

40K+

Litres of water harvested at major sites

Multiple

Plants have achieved Zero Liquid Discharge

Statement of use	Ajanta Pharma Limited has reported the information cited in this GRI content index for the financial year starting from April 01, 2024 to March 31, 2025 with reference to the GRI Standards.	
GRI 1 used	GRI 1: Foundation 2021	

Disclosure Number	Disclosure Title	Reference Document	Notes	
GRI 2: General Disclosures 2021 (The organization & its reporting practices) The disclosures in this section provide an overview of the organization, its sustainability reporting practices, and the entities included in its sustainability reporting.				
2-1-a	Legal Name		Ajanta Pharma Limited	
2-1-b	Nature of ownership & legal form		Publicly listed company registered under the Companies Act 2013	
2-1-c	Location of headquarters		Ajanta House, Charkop, Kandivali West, Mumbai 400 067, India	
2-1-d	Countries of operation		The Company has all its plants/ manufacturing facilities and R&D centre in India. We have physical offices in the USA, Mauritius, Philippines and India. Apart from these, we have presence in 23 countries through our promotional agents, distributors and supervisors.	
2-2	Entities included in the organization's sustainability reporting	BRSR ¹ , Section A, 23	Ajanta Pharma Limited (standalone), Ajanta Pharma USA Inc (100% subsidiary), Ajanta Pharma Philippines Inc (100% subsidiary), Ajanta Pharma Mauritius Limited (100% subsidiary), Ajanta Pharma Nigeria Limited (100% subsidiary). This report has been prepared on a consolidated basis, similar to our financial statements. Specific disclosures are made on standalone basis & the same has been mentioned at relevant places	
2-3-a	Reporting Period & Frequency		FY 2024-25, annual	
2-3-b	Reporting Period for Financial Reporting		Financial Year starting on 01 st April 2024 to 31 st March 2025. This aligns with the GRI Report.	
2-3-c	Date of Publication		September 2025	
2-3-d	Contact Point for Questions		Gaurang Shah, Sr. VP- Legal & Company Secretary E: gaurang.shah@ajantapharma.com	
2-4	Restatement of previous year information		Not applicable	

¹ BRSR - Business Responsibility & Sustainability Report can be found in the Company's Annual Report for FY 2024-25



Disclosure Number	Disclosure Title	Reference Document	Notes		
GRI 2: General Discl	GRI 2: General Disclosures 2021 (The organization & its reporting practices)				
2-5	External Assurance	Assurance Report, Page 114 - Annual Report 2024- 25	 An independent, reasonable assurance report was obtained for identified sustainability information, in line with the requirements of the market regulator, the Securities and Exchange Board of India. a. The senior management was involved in the selection of auditors. The auditors were approved and appointed by the Board of Directors. b. The independent, reasonable assurance was conducted in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000, "Assurance Engagements on Sustainability Information", and Standard on Assurance Engagements (SAE) 3410 "Assurance Engagements on Greenhouse Gas Statements" (together the "Standards"), both issued by the Sustainability Reporting Standards Board (the "SRSB") of the ICAI. 		
	osures 2021 (Activities and workers) s section provide an overview of the organize	ation's activities, employees, an	d other workers.		
2-6-a	Business sector		Healthcare (Pharmaceuticals)		
2-6-b	Value chain	Value Chain Analysis Our Enablers, Page 15 - Annual Report 2024-25	Ajanta Pharma is a specialty pharmaceutical company providing 550+ quality medicines across 30+ countries in the world. <u>Upstream</u> : The Company has an inhouse R&D centre and manufactures most of its products inhouse, except in cases where it faces a capacity constraint. The Company follows stringent quality control processes for sourcing raw materials and while working with third party manufactures. <u>Downstream</u> : The Company operates across 30+ countries through a network of distributors, agents, promoters and 5400+ medical representatives.		
2-6-c, 2-6-d	Business Relationships, Changes in previous year		Not applicable		
2-7	Employees	BRSR, Section A, Question 20	<u>a, b (number and classification)</u> – Kindly refer to the reference document mentioned alongside		



Disclosure Number	Disclosure Title	Reference Document	Notes		
GRI 2: General Disclo	GRI 2: General Disclosures 2021 (Activities and workers)				
2-7	Employees	BRSR, Section A, Question 22	 c, d (assumptions and methodologies) – Permanent employees and workers includes full-time white and blue collar employees. Other than permanent employees includes employees on third party payroll. Other than permanent workers includes contract workers. Figures are reported in headcount, as at 31st March 2025. e (attrition) - Kindly refer to the reference document mentioned alongside 		
2-8	Workers who are not employees (interns)	BRSR, Section A, Question 20	a (count and nature of work) – Other than permanent workers refers to workers who are not employees. It typically includes contract workers who perform non-managerial work, manual work on a contractual basis. The type of work covered includes packing, loading/unloading, machine handling, housekeeping, etc. b (assumptions & methodologies) - Figures are reported in headcount, as at 31st March 2025. c (fluctuation) – Not actively tracked since they are hired on a contractual basis. They are given jobs based on Company requirement.		

GRI 2: General Disclosures 2021 (Governance)

The disclosures in this section provide information about the organization's governance structure, composition, knowledge, roles, and remuneration. The information reported under these disclosures is important for understanding how the management of the organization's impacts on the economy, environment, and people, including impacts on their human rights, is integrated into the organization's strategy and operations. It addresses how the governance bodies are set up and how well equipped they are to oversee the management of the organization's impacts. It also facilitates an understanding of the role and the responsibilities of governance bodies with respect to these impacts.

2-9-a,c	Highest Governance Body	Report on Corporate Governance, Page 51-53 (a-e)	The structure, composition, representation, independence and competencies have been detailed in the reference document mentioned alongside. The list of Committees may be found in the subsequent pages of the report
2-9-b	Governance Body	Risk Management & Compliance	The CSR and Sustainability Committee, consisting of 4 directors (one being an independent director), oversees and reviews the ESG & sustainability initiatives and progress on quarterly basis. The Committee directly reports to the Board, that reviews the ESG and sustainability performance annually.

Disclosure Number	Disclosure Title	Reference Document	Notes		
GRI 2: General Discl	GRI 2: General Disclosures 2021 (Governance)				
2-10	Nomination and selection of the highest governance body		The nomination and selection process of the Board of Directors is in accordance with the requirements of the Companies Act 2013 and SEBI LODR regulations. As part of these laws and regulations, the Company has formed a Nomination and Remuneration Committee that deals with Board-level hiring and compensation. The Committee comprises of 3 Directors, all of them being independent directors. During the year under review the Committee met 3 times, on 02 May 2024, 30 July 2024 and 30 January 2025. All the Committee members were present at all the meetings conducted during the year. The Committee is empowered to: Oversee the Company's Policies relating to the nomination and evaluation of every Director's performance. Determine the Company's Policies relating to Remuneration of the Directors and Senior Management of the Company. Define criteria for Board, individual Director and Committee performance evaluation and facilitate evaluation. Administer and implement share-based incentive schemes (e.g., ESOP 2019), including identification of eligible employees and allotment of shares. Review and recommend the directors' remuneration, ensuring it is fair, competitive and commensurate with their roles and responsibilities in achieving the Company's strategic goals		
2-11	Chair of the highest governance body		The Board is chaired by Mr. Mannalal Agrawal, who holds a non-executive position on the Board. He has close to five decades of experience in the business and plays a critical role in advising on key decisions.		
2-12, 13, 14	Role of the highest governance body in overseeing the management of impacts, Delegation of responsibility for managing impacts, Role of the highest governance body in sustainability reporting	Risk Management & Compliance			

Disclosure Number	Disclosure Title	Location in the report/ Reference Document	Notes
GRI 2: General Discl	osures 2021 (Governance)	•	
2-15	Conflicts of interest		All conflicts of interest are disclosed by the BOD as per the Companies Act 2013 and allied rules, and preventive actions are taken.
2-16	Communication of critical concerns		During the year, 4 Board Meetings were held on 02 May 2024, 30 July 2024, 28 October 2024 and 30 January 2025. Critical concerns were discussed during these meetings. The Board has further delegated certain functions to the Risk Management Committee (also consisting of directors) that actively identifies risks and formulates the broad risk management plan.
2-17	Collective knowledge of the highest governance body		Eight trainings/ awareness programmes were conducted to educate Board members on different sustainability-based topics.
2-18	Evaluation of the performance of the highest governance body		The Nomination and Remuneration Committee evaluates the performance of the Board, individual directors and the Committee on a regular basis. The Committee met thrice this financial year to discuss related topics.
2-19	Remuneration Policies	Report on Corporate Governance, Page 56	Executive directors are given a fixed salary, perquisites and commission (company performance-linked, where applicable). Non-executive directors are paid sitting fees and Commission on the net profits of the Company as decided by the Board, and within the limits prescribed under the Companies Act, 2013 and rules there under. Performance-based incentives are linked to achievement of sales targets. Share-based incentives are linked to performance and tenure at the Company.
2-20	Process to determine remuneration	Appendix D, Page 47 - Annual Report 2024-25	Based on the recommendations of the Nomination and Remuneration Committee, the Board has formulated a Policy for Remuneration of Directors and Employees. The Committee recommends periodic revision in the remuneration of Directors and the Policy to the Board and the Board finally decides the remuneration taking into consideration the stated factors as also ceiling limits prescribed under the Companies Act 2013 and other statutes. The same is also approved by the shareholders wherever required by law.
2-21	Annual total compensation ratio		 a – 448:1 (ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees(excluding the highest-paid individual) b – 0.946:1 (ratio of increase in annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees)



Disclosure Number	Disclosure Title	Location in the report/ Reference Document	Notes
GRI 2: General Discl	osures 2021 (Governance)		
2-22	Statement on sustainable development strategy	BRSR – Page 68 – Annual Report FY 2024-25	
2-23	Policy Commitments	https://ajantapharma.com//images/BusinessResponsibilityPolicies.pdf https://www.ajantapharma.com/ajanta/Investors/policies_and_codes.	a, b. The Company has introduced numerous policies that demonstrate our commitment to the National Guidelines on Responsible Business Conduct (NGRBC) introduced by the Ministry of Corporate Affairs, GOI. These guidelines in turn are driven by numerous international guidelines such as The UN Guiding Principles for Business and Human Rights (UNGPs), the Paris Agreement on Climate Change and Core Conventions 138 and 182 on Child Labour by the International Labour Organization (ILO). c. The policies can be accessed through the links alongside. Some policies are available on the intranet of the Company and accessible to the relevant stakeholders. d. The policies have been approved by the Board of Directors. e. Scope and applicability has been defined at the start of each policy document. f. The policies were communicated via official emails and discussions. Contract letters/ partner agreements were also revised to reference these policies. Employees and Board members were given trainings on some of these policies.
2-24	Embedding policy commitments		 i, ii. Departmental Heads are given responsibility for the implementation of responsible business conduct policies at the functional level. The Company conducts regular internal and process audits to check compliance with select policies. iii. The Company ensures all its business partners abide by its responsible business commitments through inclusion of these terms in contract letters, term sheets and renewal contracts. Corporate Quality Assurance (CQA) is also undertaken to check compliance with the policy terms. iv. The Company conducts inhouse as well as partner-led trainings on its policies.



Disclosure Number	Disclosure Title	Location in the report/ Reference Document	Notes
GRI 2: General Discl	osures 2021 (Governance)		
2-25, 2-26	Processes to remediate negative impacts, Mechanisms for seeking advice and raising concerns	BRSR, Section A, Question 25	We have grievance redressal mechanisms to resolve complaints and remediate negative impacts identified by any stakeholder group. Specific policies also provide guidance on officers or authorities that may be consulted in case of any queries or grievances.
2-27	Compliance with laws and regulations	BRSR, Section C, Principle 1, Essential, Question 2	We are in compliance with all laws and regulations and there were no material instances of non-compliance during the reporting period.
2-28	Membership associations	BRSR, Section C, Principle 7, Essential, Question 1.b	Ajanta Pharma is part of eight different national and regional associations and groups. The list can be found in the document mentioned alongside.
	osures 2021 (Stakeholder Engagement) section provide information about the organ	nization's stakeholder engagem	ent practices, including how it engages in collective bargaining with employees.
2-29	Approach to stakeholder engagement	BRSR, Section C, Principle 4, Essential, Question 2	
2-30	Collective bargaining agreements	Human Rights Policy	99 workers (comprising 92% of the total workers) are part of trade unions. The Company has a wage revision agreement with the union every three years.
	s disclosures for organizations to report infor		letermining material topics, their list of material topics, and how they manage each of their son the economy, environment, and people, including impacts on their human rights.
3-1, 3-2	Process to determine material topics, list of material topics	Sustainability Report, Page 22, 23	
3-3	Management of material topics	Page 6-13	
GRI 201: Economic F	Performance 2016		
201-1	Direct economic value generated and distributed	Financial Statement, Page 127 – Annual Report FY 2024-25	
201-2	Financial implications and other risks and opportunities due to climate change	Page 6-13	The exact monetary cost or benefit could not be identified.



Disclosure Number	Disclosure Title	Location in the report/ Reference Document	Notes
GRI 204: Procuremen	nt Practices 2016	1	
204-1	Proportion of spending on local suppliers	Sustainable Supply Chain Management	80% of the supplies were domestically sourced (from India). 12% of the supplies were sourced from MSMEs.
GRI 205: Anti-Corrup	tion 2016		
205-1	Operations assessed for risks related to corruption		The Risk Management Committee and the Business Integrity Committee suitably assess risks of corruption at the organisation level. The Code of Conduct and function level controls ensure preventive actions are taken to prevent risk of corruption.
205-2	Communication and training about anti-corruption policies and procedures	BRSR, Section C, Principle 1, Essential, Question 4	All employees and governance body members are informed and covered under business ethics trainings. Further, all supply chain partners are covered under third-party code of conduct which informs them about the organisation's anti-corruption policies.
205-3	Confirmed incidents of corruption and actions taken	BRSR, Section C, Principle 1, Essential, Question 5	No such incidents were reported
GRI 206: Anti-Compe	titive Behaviour 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		No legal action was filed against the Company for any of these practices.
GRI 302: Energy 2010	6		
302-1	Energy consumption within the organization	BRSR, Section C, Principle 6, Essential, Question 1	Energy and fuel consumption has been calculated using spend-based method for locations where specific units were not monitored. The energy consumption details are calculated on standalone basis for FY 24-25.
302-2	Energy consumption outside of the organization		Data unavailable. However, an estimate of the emissions for certain scope 3 categories was made using spend-based, distance-based and average data methods, within defined boundaries.
302-3	Energy intensity	BRSR, Section C, Principle 6, Essential, Question 1	The ratios pertain to energy consumption within the organisation.
302-4	Reduction of energy consumption	Sustainability Report, Page 29	While the absolute energy consumption increased as scale of operation increased, the consumption of non-renewable energy reduced by 1.2% in absolute terms (YoY). Further the share of renewable energy in total mix increased from 12% to 18% in the current year. The Company's energy to revenue intensity decreased by 3% due to internal efficiencies.



Disclosure Number	Disclosure Title	Location in the report/ Reference Document	Notes
GRI 302: Energy 2010	6		
302-5	Reductions in energy requirements of products and services		Not applicable
GRI 303: Water & Eff	luents 2018		
303-1	Interactions with water as a shared resource	Sustainability Report, Page 32, 33	The Company uses both surface water and ground water for its operations. It practices rainwater harvesting at most of its manufacturing sites. The Company regularly engages with government officials and local authorities on water supply related matters. The Company does not have any facilities in water stressed areas. The Company plans to achieve 25% of its water consumption through water conservation projects in rural areas by FY 2025-26 with FY 2023-24 as the base year.
303-2	Management of water discharge related impacts	BRSR, Section C, Principle 6, Essential, Question 5	The Company has deployed domestic and industrial effluent treatment plants at relevant sites. Multiple plants have achieved Zero Liquid Discharge. The Company conducts periodic waste-water analyses to ensure that its water discharge meets regulatory provisions.
303-3	Water withdrawal	BRSR, Section C, Principle 6, Essential, Question 3	
303-4, 303-5	Water discharge, Water consumed	BRSR, Section C, Principle 6, Essential, Question 3 & 4	
GRI 305: Emissions 2	2016		
305-1, 305-2, 305-3, 305-4, 305-5, 305-7	GHG emissions (Scope 1,2,3), intensity, other air emissions	BRSR, Section C, Principle 6, Essential, Question 6 BRSR, Section C, Principle 6, Essential, Question 7 BRSR, Section C, Principle 6, Leadership, Question 2	Scope 1 & 2 emissions have been determined in line with guidance provided by the Securities and Exchange Board of India. Scope 3 emissions primarily pertain to Business Travel, Upward Leased Assets and Upward Transport and Distribution, and has been calculated in line with GHG Protocol, within defined boundaries.



Disclosure Number	Disclosure Title	Location in the report/ Reference Document	Notes
GRI 306: Waste 2020			
306-2	Management of significant waste- related impacts	BRSR, Section C, Principle 6, Essential, Question 10; Sustainability Report, Page 35-37	
306-3	Waste generated	BRSR, Section C, Principle 6, Essential, Question 9-I	
306-4	Waste diverted from disposal	BRSR, Section C, Principle 6, Essential, Question 9-II	
306-5	Waste directed to disposal	BRSR, Section C, Principle 6, Essential, Question 9-III	
GRI 308: Supplier En	vironmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria		All suppliers are screened by our inhouse quality control and assurance team. As part of the review, the suppliers' environmental management systems, especially compliance with ISO standards (ISO 14001) and environmental regulations are also reviewed.
308-2	Negative environmental impacts in the supply chain and actions taken		As part of the Company's quarterly quality assurance, all suppliers are assessed for any significant negative environmental impacts. However, the Company specifically rolled out sustainability assessment questionnaires to key suppliers, where information on environmental impacts was collected. As of the cut-off date, no significant negative environmental impact was found.
GRI 401: Employmen	nt 2016		
401-1	New employee hires and employee turnover	BRSR, Section A, Question 22	
401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees		Majority of the employee benefits extend to both non-permanent and permanent staff. Healthcare benefits, maternity leaves and retirement provisions are offered to all employees and workers. Some benefits such as life insurance and performance-linked incentives are offered to only permanent staff members.
403-3	Parental leave	BRSR, Section C, Principle 3, Essential, Question 1 & 5	



Disclosure Number	Disclosure Title	Location in the report/ Reference Document	Notes		
GRI 403: Occupational Health and Safety 2018					
403-1, 403-8	Occupational health and safety management system, Workers covered by an occupational health and safety management system		The Company has an occupational health and safety management system, governed by the H&S Committee, H&S controls and the H&S Manual. 4 out of 7 plants are ISO 45001:2018 compliant. All the plants are compliant with health and safety related requirements of applicable laws and regulations.		
403-2	Hazard identification, risk assessment, and incident investigation	H&S Manual, Occupational Health & Safety, BRSR, Section C, Principle 3, Essential, Question 10-b,c			
403-3	Occupational health services	H&S Manual, Occupational Health & Safety, BRSR, Section C, Principle 3, Essential, Question 10-a			
403-4, 403-5	 Worker participation, consultation, and communication on occupational health and safety Worker training on occupational health and safety 	Occupational Health & Safety			
403-9, 403-10	Work-related injuries, Work-related ill health	BRSR, Section C, Principle 3, Essential, Question 11			
GRI 404: Training an	d Education 2016				
404-1	Average hours of training per year per employee		On average, all employees and workers (except contract workers) were trained for 4.96 hours each year on health & safety and other skill upgradation topics. Contract workers were provided job-specific technical and safety related trainings.		
404-2	Programs for upgrading employee skills & transition assistance programs	Sustainability Report, Page 44,45	Trainings were focused on skill upgradation and health & safety. No formal transition assistance program is in place as at the end of the year.		
404-3	Percentage of employees receiving regular performance and career development reviews	Employee Training & Development, BRSR, Section C, Principle 3, Essential, Question 9			



Disclosure Number	Disclosure Title	Location in the report/ Reference Document	Notes		
GRI 406: Non-discrimination 2016					
406-1	Incidents of discrimination and corrective actions taken	BRSR, Section C, Principle 5, Essential, Question 6	No such incidents were reported during the year.		
GRI 414: Supplier So	GRI 414: Supplier Social Assessment 2016				
414-1	New suppliers that were screened using social criteria		All suppliers are screened by our inhouse quality control and assurance team. As part of the review, the suppliers' health & safety management systems, compliance with ISO standards (ISO 45001) and adherence to employee regulations and human rights laws are also reviewed.		
414-2	Negative social impacts in the supply chain and actions taken		As part of the Company's quarterly quality assurance, all suppliers are assessed for any significant negative social impacts. However, the Company specifically rolled out sustainability assessment questionnaires to key suppliers, where information on social impacts was collected. As of the cut-off date, no significant negative social impact was found.		
GRI 416: Customer H	lealth and Safety 2016				
416-1	Assessment of the health and safety impacts of product and service categories	Product Quality & Safety	Being in the pharmaceutical space, product quality and safety is of paramount importance. All our products are strictly monitored for adherence to quality standards and regulatory specifications by our 280+ member quality control and assurance team. Any batch of raw material sourced is also tested for quality assurance before use in the product.		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	BRSR, Section C, Principle 9, Essential, Question 3	There were no incidents of non-compliance concerning the health & safety impacts of products and services. However, 183 product quality related complaints were received during the year. Of these, 166 complaints were satisfactorily resolved and 17 complaints were pending resolution as at 31st March 2025.		
GRI 417: Marketing and Labeling 2016					
417-1	Requirements for product and service information and labelling	BRSR, Section C, Principle 9, Essential, Question 2 BRSR, Section C, Principle 9, Leadership, Question 2	Geography-specific labelling norms apply to our products based on their area of distribution. Accordingly, the list of ingredients, country of origin, safe use, and disposal instructions are mentioned on the product packages. All our product categories are assessed for compliance with labelling norms.		



Disclosure Number	Disclosure Title	Location in the report/ Reference Document	Notes		
GRI 417: Marketing and Labeling 2016					
417-2	Incidents of non-compliance concerning product and service information and labeling	BRSR, Section C, Principle 9, Essential, Question 3	There were no incidents of non-compliance concerning product information and labelling.		
417-3	Incidents of non-compliance concerning marketing communications	BRSR, Section C, Principle 9, Essential, Question 3	There were no incidents of non-compliance concerning product marketing communications.		
GRI 418: Customer Privacy 2016					
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	BRSR, Section C, Principle 9, Essential, Question 7	There were no substantiated complaints concerning breaches of customer privacy and losses of customer data.		

