

'Annexure-A'

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

Sr. No	Particulars	Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L24239MH1940PLC003176
2.	Name of the Listed Entity	FDC Limited
3.	Year of incorporation	1940
4.	Registered office address	B-8 MIDC Industrial Area Waluj- 431 136, District- Chhatrapati Sambhaji Nagar (Aurangabad), Maharashtra
5.	Corporate address	FDC House, C-11 &12, Dalia Industrial Estate, Oshiwara Village, Off Link Road, Near Fun Republic, Andheri (West), Mumbai-400053
6.	E-mail	investors@fdcindia.com
7.	Telephone	+91 (22) 2673 9215
8.	Website	https://www.fdcindia.com/
9.	Financial year for which reporting is being done	April 01, 2024 to March 31, 2025
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited, BSE Ltd.
11.	Paid-up Capital	₹ 16,28,10,084
12.	Contact Person Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Varsharani Katre Designation: Company Secretary & Legal Head
	Telephone	+91 (22) 2673 9205
	Email address	varsharani.katre@fdcindia.com
13.	Reporting Boundary Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone Basis
14.	Name of Assurance provider	NA - Not Applicable
15.	Type of Assurance obtained	NA - Not Applicable

II. Product/Services

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

Sr. No	Description of Main Activity	Description of Business Activity	Percentage Turnover of the Entity
1	Pharmaceutical	Manufacturing and marketing of pharmaceutical products	100%

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover)

Sr. No	Product/Service	NIC Code	Percentage of Total Turnover contributed
1.	Manufacture of pharmaceuticals, medicinal and chemical products	210	100%

III. Operations

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

Location	Number of plants	No. of Offices	Total
National	9	22	31
International	0	2	2

19. Markets served by the entity

a. No. of Locations

Locations	Number
National (No. of States)	28 States and 7 Union Territories
International (No. of Countries)	50+ countries

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

Contribution of exports comprises of 11 percent of total turnover of the entity.

FDC Limited serves a diverse customer base comprising healthcare providers, government agencies, and international organizations. Domestically, it supplies pharmaceuticals to hospitals, clinics, and pharmacies across India. Internationally, FDC exports products to over 40 countries across Asia, Africa, Europe, and North America.

c. A brief on types of customers

Operating in the pharmaceutical sector, we serve a diverse range of external stakeholders, including wholesalers, suppliers, customers, employees, and government institutions. Our key customer groups and partners include:

- Wholesalers and distributors who handle bulk supply of pharmaceutical products to pharmacies, hospitals, and clinics
- Suppliers of active pharmaceutical ingredients (APIs), packaging materials, and laboratory equipment essential for drug manufacturing
- Healthcare institutions such as hospitals, clinics, and pharmacies that purchase medicines and healthcare products for patient use
- Government bodies and regulatory agencies involved in the approval, monitoring, and procurement of pharmaceutical products

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled)

Sr.No	Particulars	Total (A)	Male		Female	
			No. (B)	Percentage (B/A)	No. (C)	Percentage (C/A)
		Employees				
1.	Permanent Employees (D)	6,647	6,436	97%	211	3%
2.	Other than Permanent Employees (E)	0	0	0	0	0
3.	Total Employees (D+E)	6,647	6,436	97%	211	3%
		Workers				
4.	Permanent (F)	210	209	100%	1	0%
5.	Other than Permanent (G)	118	103	87%	15	13%
6.	Total Workers (F+G)	328	312	95%	16	5%

b. Differently abled employees and workers

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

21. Participation/Inclusion/Representation of women

Sr. No.	Category	Total (A)	No. and Percentage of females	
			No. (B)	Percentage (B/A)
1	Board of Directors	10	2	20%
2	Key Management Personnel	2	1	50%

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

Category	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	41.97%	18.18%	41.16%	43.17%	18.94%	42.34%	41.37%	26.23%	40.84%
Permanent Workers	9.57%	0.00%	9.50%	7.00%	0.00%	5.00%	7.28%	0.00%	7.03%

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

23. (a) Names of holding/subsidiary/associate companies/joint ventures

Sr. No.	Name of the holding/subsidiary/associate companies/joint ventures	Indicate whether it is a holding/Subsidiary/Associate/or Joint Venture	Percentage of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	FDC Inc., USA	Wholly Owned Subsidiary	100%	No
2	FDC International Limited, UK	Wholly Owned Subsidiary	100%	No
3	Fair Deal Corporation Pharmaceutical SA (Pty) Limited, South Africa	Wholly Owned Subsidiary	100%	No

VI. CSR Details

24. a. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

Turnover (in Lacs) (FY 2024-25) : ₹ 2,07,011.19

Net worth (in Lacs) (FY 2024-25) : ₹ 2,28,718.99

VII. Transparency and Disclosures Compliances

25. 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 (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints		Remarks	Number of complaints		Remarks
		filed during the year	pending resolution at close of the year		filed during the year	pending resolution at close of the year	
Communities	Yes	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	2	0	-	0	0	-
Employee and Workers	Yes	0	0	-	0	0	-
Customers	Yes	313	12	-	335	9	-
Value Chain Partners	Yes	0	0	-	0	0	-
Others (Please Specify)	Yes	0	0	-	0	0	-

26. Overview of the entity's material responsible business conduct issues

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

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.	Climate Change and Emissions Management	Risk	- Regulatory pressures on carbon emissions - Extreme weather disruptions - Investors focus on decarbonization	- Transition to renewable energy sources (solar, biomass) - Energy-efficient manufacturing systems - Process optimization for emissions reduction. - Monitoring and disclosure of GHG emissions	Negative – Compliance costs, capital investments Positive – Energy savings, reduced carbon liabilities
2.	Operational Eco-efficiency	Risk and Opportunity	Risks: - Resource scarcity (water, energy) - Regulatory penalties for emissions, effluent discharge, improper waste disposal - Operational disruptions due to energy/water constraints Opportunities: - Cost reduction through efficiency improvements - Circular economy practices open new revenue streams. - Positive brand perception and stakeholder confidence from sustainable operations	Mitigate Risks: - Invest in Zero Liquid Discharge (ZLD) systems. - Upgrade effluent treatment and recycling infrastructure. - Optimize energy consumption via energy-efficient equipment. - Implement strict hazardous waste disposal protocols. Leverage Opportunities: - Expand renewable energy (solar rooftops, biomass boilers) - Conduct energy and water audits. - Adopt 4R principles (Reduce, Reuse, Recycle, Recharge) - Explore waste-to-energy and resource recovery. - Strengthen secondary raw material markets via recycling initiatives. - Communicate operational sustainability initiatives to customers/investors	Negative – Initial capital investment in sustainable infrastructure Positive – Long-term savings from reduced resource consumption, waste disposal cost reductions, and potential revenue from recycled materials

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.	Product Stewardship	Opportunity	- Demand for eco-friendly packaging - Regulatory requirements on product sustainability - Stakeholder expectations for responsible production	- Redesign packaging to reduce plastic use. - Adopt sustainable raw materials. - Obtain Environmental Product Declarations (EPD) - Promote green chemistry in product development	Positive – - Improved brand reputation - Enhanced market access and customer preference
4.	Biodiversity	Risk	- Operations near sensitive ecosystems - Land-use impacts from expansions. - Increasing regulatory oversight on biodiversity	- Conduct biodiversity impact assessments. - Develop greenbelt zones around facilities. - Regular afforestation and habitat restoration - Monitor biodiversity impacts periodically	Negative – Compliance and afforestation costs Positive – Improved license to operate, reduced compliance risk
5.	Emergency Preparedness and Response	Risk	- Industrial accidents - Natural disasters impacting operations. - Safety and business continuity concerns	- Develop and update emergency response plans. - Conduct regular mock drills. - Employee safety and emergency training - Invest in early warning and mitigation systems	Negative – Potential losses due to disruptions Positive – Reduced downtime and accident-related losses
6.	Diversity, Equity, and Inclusion (DEI)	Opportunity	- Diverse teams drive innovation and productivity. - Inclusive work culture strengthens employer brand. - Regulatory and market expectations	- Inclusive hiring practices - Focus on women and minority representation. - Conduct DEI awareness and sensitization programs. - Implement fair career progression policies	Positive – - Enhanced employee retention and engagement - Innovation benefits, improved brand perception
7.	Health, Safety, and Well-being	Risk	- Workplace accidents - Occupational health risks - Legal liabilities from poor safety standards	- Implement OHS management systems. - Conduct safety audits and trainings. - Monitor and report safety KPIs. - Employee health and wellness initiatives	Negative – Costs from incidents, legal claims Positive – Productivity improvements, reduced insurance premiums

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)
8.	Corporate Social Responsibility (CSR)	Opportunity	- Strengthens community relationships. - Supports long-term license to operate. - Regulatory CSR spend requirements	- Focus CSR on healthcare access, education, livelihood programs. - Engage local communities through partnerships. - Track CSR impact and align to SDGs	Positive – - Brand building, community goodwill - Indirect business benefits through stronger social license
9.	Healthcare Access and Affordability	Opportunity	- Societal demand for affordable medicines - Expanding into underserved markets - Government focus on public health outcomes	- Focus on cost-effective formulations. - Expand reach in rural and semi-urban markets. - Collaborate with public health agencies for distribution. - Ensure pricing transparency and affordability focus	Positive – - Increased revenues through market expansion - Reputation as a healthcare enabler
10.	Business Ethics and Corporate Governance	Risk	- Non-compliance risks - Regulatory penalties - Investor distrust	- Strengthen board oversight. - Conduct ethics and compliance training. - Regular internal audits and reviews - Whistleblower mechanisms	Negative – Financial penalties, reputational loss Positive – Investor confidence, better credit ratings
11.	Risk Management	Opportunity	- Strong risk management ensures resilience. - Supports operational continuity. - Enhances stakeholder trust	- Strengthen Enterprise Risk Management (ERM) systems. - Periodic risk assessments across functions - Build scenario planning and contingency strategies. - Integrate ESG risks into ERM	Positive – - Reduced business disruptions - Enhanced risk preparedness and operational stability

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)
12.	Innovation and Digital Transformation	Risk and Opportunity	Risks: - Data breaches pose financial and reputational risks. - Non-compliance with data protection regulations can result in penalties Opportunities: - Digitalization drives operational efficiency and cost optimization. - Enhances product innovation and customer engagement. - Supports market competitiveness through agile operations.	Mitigate Risks: - Strengthen cybersecurity infrastructure. - Conduct regular vulnerability assessments. - Roll out cyber awareness training for all employees. - Develop and test incident response and data recovery plans Leverage Opportunities: - Invest in smart manufacturing and automation. - Adopt digital platforms for supply chain and operations management. - Implement digital engagement and e-commerce platforms. - Use data analytics for strategic decision-making	Positive: - Increased revenues via product innovations and new digital channels - Cost savings from operational efficiencies - Strengthened stakeholder trust. - Compliance with data protection laws Negative: - Financial losses due to cyber incidents - Regulatory penalties in case of non-compliance

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This Section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core elements.

DISCLOSURE QUESTIONS		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	https://www.fdcindia.com/corporate-governance#Policies								
2.	Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name of the national and international codes/ certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	FDC Limited has received the following certifications: • Waluj Plant : Major approvals are US-FDA, MHRA and PIC/s (Malaysia). We also have approvals from other countries as well (MCAZ, Tanzania, Kenya, Ethiopia, Uganda, Sudan etc.) • Waluj has also been approved by Ukraine in 2023 • Goa 1 Plant and Goa 3 plant : Approved by MHRA and PIC/s Malaysia, MCAZ • Sinnar Plant : Local WHO, UNICEF / MSF, Ethiopia • Baddi Plant : PIC/S Malaysia, US-FDA • Roha Plant : ISO 45001: 2018 Occupational Health & Safety Management System and ISO 14001:2015 Environmental Management System certification By Indian Register Quality Systems And complying the quality by GMP practice								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	We are in the process of setting goals and targets related to Environmental, Social, and Governance (ESG) factors, supported by a comprehensive ESG roadmap. This plan will outline key initiatives and timelines to ensure accountability and track our progress in achieving sustainability and governance objectives.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	We are in the process of setting goals and targets and performance will be evaluated in the upcoming reporting year.								
Governance, Leadership and Oversight										
7.	Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements: Refer “Our ESG Journey unfolded”	which is part of the Annual Report								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name : Mr. Mohan A. Chandavarkar Designation : Managing Director DIN : 00043344 Telephone Number : 022-26739100 Email Id : investors@fdcindia.com								
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.	The Company has constituted an ESG Committee comprising all the important functional heads for ESG initiatives. The Committee is responsible for aligning the Company's ESG vision, mission, and goals with Corporate Strategy. The Committee shall advise Management on ESG strategies, recommend policy amendments.								

10. Details of Review of NGRBCs by the company:	P1	P2	P3	P4	P5	P6	P7	P8	P9
Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									
Performance against above policies and follow up action	The Board of Directors has reviewed the policies and monitors performance to identify gaps and take corrective actions as needed. FDC follows all applicable laws and regulations, ensuring a high level of compliance in both intent and practice.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances									
Frequency (Annually/Half yearly/Quarterly/Any other – please specify)									
Performance against above policies and follow up action	Annual review and need basis								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	FDC follows all applicable laws and regulations, ensuring a high level of compliance in both intent and practice.								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	FDC maintains a strong internal review and evaluation process to monitor policy implementation, identify gaps, and take corrective actions.								
12. If answer to question (1) above is “No” i.e., not all Principles are covered by a policy, reasons to be stated:									
Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	NA - Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial years									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1

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

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness Programmes on any of the NGRBC Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	3	Life & Breath / Aquasail / Generative AI	100%
Key Management Personnel	4	Life & Breath / Aquasail / Generative AI / Prevention of sexual Harassment / Fire Fighting / Cyber Security / Pharmacovigilance /	100%
Employees other than BODs & KMPs	24	Life & Breath / Leadership & Soft Skill / Generative AI/ ASPIRE Training / Occupational health & safety / Artificial Intelligence / Prevention of sexual Harassment / Fire Fighting / Cyber Security / Pharmacovigilance / Quality Management System / Iceberg / Good manufacturing practice / Data Integrity / CRISP / Hi - Fly / Step-up / Boost-up / I-Coach / I-Rise / I-Lead / Synergy / QSP/Personal Hygiene	100%
Workers	5	Occupational health & safety / Prevention of sexual Harassment / Fire Fighting / Good manufacturing practice/Personal Hygiene	100%

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, in the following format.

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

a. Monetary

Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	P1	Deputy Commissioner of State Tax, Kalbadevi, Mumbai	587.68 Lakhs	Mismatch of ITC (GSTR-3B Vs GSTR-2A) and short payment of tax due to misclassification of HSN Code	Yes
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-

b. Non-Monetary

Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	-	-	-	-	-
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.

In relation to the instance mentioned in the question above, an appeal has been preferred against the demand order issued under Section 73 of the Central Goods and Services Tax Act, 2017, as communicated through Form DRC-07. This appeal addresses the concerns regarding the mismatch of ITC and related tax payment issues and is currently under review by the appropriate authorities.

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

Yes, FDC Limited has an Anti-Corruption and Anti-Bribery Policy embedded within its Code of Conduct. The policy is aligned with applicable laws and regulations and applies to all directors, senior management, and employees. It strictly prohibits any involvement in corrupt practices, including offering, giving, receiving, or soliciting bribes in the form of money, services, valuables, or other benefits to influence administrative or official processes. These guidelines are applicable to dealings with individuals and organizations, including government bodies, local authorities, officials, and private entities, whether directly or through intermediaries.

Policy: https://www.fdcindia.com/pdf/policies/Code_of_Conduct_of_FDC_Limited.pdf

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

Category	FY 2024-25	FY 2023-24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest:

Topic	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of KMPs	0	NA	0	NA

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.

Not Applicable

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

Category	FY 2024-25	FY 2023-24
Number of days of accounts payables	102	104

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 & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as percentage of total purchases	32%	33%
	b. Number of trading houses where purchases are made from	77	72
	c. Purchases from top 10 trading houses as percentage of total purchases from trading houses	85.8%	85.3%
Concentration of Sales	a. Sales to dealers/distributors as percentage of total sales	86.17%	90.21%
	b. Number of dealers/distributors to whom sales are made	2,609	2,529
	c. Sales to top 10 dealers/distributors as percentage of total sales to dealers/distributors	5.13%	4.24%
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	0	0
	b. Sales (Sales to related parties/Total Sales)	0.38%	0.52%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	0.00%	0.00%
	d. Investments (Investments in related parties/Total Investments made)	2.09%	2.58%

LEADERSHIP INDICATORS

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

Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
We engaged with our value chain partners through a survey to identify key material topics, which will form the basis for our other interactions and awareness programmes.		

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

Yes, FDC Limited's Code of Conduct outlines that directors are expected to avoid any activity that may give rise to a conflict with the Company's best interests. As a part of good governance practices, directors are required to annually confirm their compliance with the Code.

Policy: <https://www.fdcindia.com/corporate-governance#Policies>

PRINCIPLE 2

Businesses should provide goods and services in a manner that is sustainable and safe

ESSENTIAL INDICATORS

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

Sr. No	Type	FY 2024-25	FY 2023-24	Details of improvement in environmental and social aspects
1.	Research & Development (R&D)	-	-	-
2.	Capital Expenditure (CAPEX)	0.55%	0.67%	- Roha: Installed scrubber system in bromine storage to control harmful gas emissions; set up sewage treatment plant for wastewater treatment and water conservation. - Sinnar: Replaced electric heating with briquette-fired boilers for AHUs & Nauta mixers, reducing electricity use and carbon emissions; installed effluent storage tank for safe wastewater handling. - Goa-3: Installed 1.5-ton briquette-fired steam boiler with cyclone separator and air pre-heater for clean combustion, energy efficiency, and reduced air pollution. - New Ghaziabad and Ghaziabad Warehouses: Installed 100 KVA diesel generators compliant with CPCB-IV+ norms, reducing particulate and NOx emissions in line with Delhi NCR environmental standards.

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

Yes, we have a well-established Vendor Development procedure. We source materials both locally and internationally from approved vendors, who undergo regular audits by us. Additionally, we actively assess our key vendors based on various criteria, including human rights, social impact, safety, and environmental practices.

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

100%

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

Product	Process to safely reclaim the product
a. Plastics (including packaging)	Plastic waste from each plant is collected by authorized scrap dealers registered with the Central Pollution Control Board (CPCB) for plastic waste. Materials that are multilayer (containing some plastic) are shredded before handing over to the scrap dealer. The details of the amount of plastic used and given for recycling by consumers are managed by RE Sustainability, a company partnered with FDC for EPR management. Additionally, plastic components used carry the plastic Resin Identification Code on the bottom of the container (e.g., 1 for PET, 2 for HDPE) to ensure proper recycling.
b. E-Waste	Sold to authorised vendor for safe disposal
c. Hazardous Waste	In the event of expired material or damaged products resulting from improper handling, we adhere to a strict and comprehensive recall process. This process includes retrieval of the affected products and appropriate handling and destruction of the returned items to ensure safety and compliance.
d. Other Waste	Not Applicable

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, the waste collection plan is in line with the EPR plan submitted to CPCB for plastic waste. We are registered as a Brand Owner on the CPCB EPR portal, in full compliance with the Plastic Waste Management Rules, 2016 (as amended). Each year, we submit the required data through the prescribed formats on the EPR portal and fulfill our recycling obligations based on targets set by the portal, and also working with Plastic Waste Recyclers registered with CPCB.

LEADERSHIP INDICATORS

1. Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

Your company has not undertaken any Lifecycle Perspective/Assessments of any of its products in FY 2024-25.

However, we are in processing of conducting life cycle assessment and will be reported in upcoming years.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/services, as identified in the Life Cycle Perspective/Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

NA

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

Indicate Input Material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
As a pharmaceutical company, we do not recycle or reuse input materials in our production process due to strict quality and safety standards.		

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

Topic	FY 2024-25			FY 2023-24		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	As a pharmaceutical Company, FDC does not reclaim products at the end of their life for reuse due to nature of its industry.					
E-waste						
Hazardous waste						
Other waste						

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

Indicate Product Category	Reclaimed products and their packaging materials as % of total products sold in respective category
	Not Applicable

PRINCIPLE 3

Businesses should respect and promote the well-being of all employees, including those in their value chains.

ESSENTIAL INDICATORS

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

Category	Total (A)	Percentage of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	Percentage (B/A)	No. (C)	Percentage (C/A)	No. (D)	Percentage (D/A)	No. (E)	Percentage (E/A)	No. (F)	Percentage (F/A)
Permanent Employees											
Male	6,436	6,436	100%	6,436	100%	0	0%	0	-	0	-
Female	211	211	100%	211	100%	7	3%	0	-	0	-
Total	6,647	6,647	100%	6,647	100%	7	0%	0	-	0	-
Other than Permanent Employees											
Male	0	0	-	0	-	0	-	0	-	0	-
Female	0	0	-	0	-	0	-	0	-	0	-
Total	0	0	-	0	-	0	-	0	-	0	-

b. Details of measures for the well-being of workers:

Category	Total (A)	Percentage of workers covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	Percentage (B/A)	No. (C)	Percentage (C/A)	No. (D)	Percentage (D/A)	No. (E)	Percentage (E/A)	No. (F)	Percentage (F/A)
Permanent Workers											
Male	209	209	100%	209	100%	0	-	0	-	0	-
Female	1	1	100%	1	100%	0	-	0	-	0	-
Total	210	210	100%	210	100%	0	-	0	-	0	-
Other than Permanent Workers											
Male	103	0	-	0	-	0	-	0	-	0	-
Female	15	0	-	0	-	0	-	0	-	0	-
Total	118	0	-	0	-	0	-	0	-	0	-

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

Category	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a percentage of total revenue of the company	0.26%	0.16%

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

Sr. No	Benefits	FY 2024-25			FY 2023-24		
		No. of employees covered as a percentage of total employees	No. of workers covered as a percentage of total worker	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a percentage of total employees	No. of workers covered as a percentage of total workers	Deducted and deposited with the authority (Y/N/N.A.)
1.	PF	100%	100%	Y	100%	100%	Y
2.	Gratuity	100%	100%	Y	100%	100%	Y
3.	ESI	14.47%	4.29%	Y	22.96%	9.91%	Y

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, our headquarters at FDC is accessible to differently-abled visitors, as it includes features such as wheelchair access and accessible restrooms, in accordance with the Rights of Persons with Disabilities Act, 2016. While we are currently on rented premises with similar facilities available nearby, we do not have these amenities at our manufacturing sites due to the nature of our operations.

We remain dedicated to fostering an inclusive workplace, focusing on skills and expertise in our recruitment process.

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, an equal opportunity policy that reflects our commitment to diversity and inclusion. We aim to create a supportive work environment where every individual is valued and respected, ensuring that all employees can thrive without facing any form of discrimination.

Policy: <https://www.fdcindia.com/corporate-governance#Policies>

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	-	-	-	-
Female	100%	88%	0%	0%
Total	100%	88%	0%	0%

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.

Category	Yes/No	Details of the mechanism in brief
Permanent Workers	Yes	Grievances are identified, discussed, and communicated with the HR team
Other than Permanent Workers	No	-
Permanent Employees	Yes	Grievances are identified, discussed, and communicated with the HR team
Other than Permanent Employees	No	-

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

Category	FY 2024-25			FY 2023-24		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association (s) or Union (B)	Percentage (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association (s) or Union (D)	Percentage (D/C)
Permanent Employees						
Male	6,436	0	0	6,205	0	0
Female	211	0	0	222	0	0
Total	6,647	0	0	6,427	0	0
Permanent Workers						
Male	209	209	100%	231	231	100%
Female	1	1	100%	1	1	100%
Total	210	210	100%	232	232	100%

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	(B/A)	No. (C)	Percentage (C/A)		No. (E)	(E/D)	No. (F)	Percentage (F/D)
	Employees									
Male	6,436	6,436	100%	6,436	100%	6,205	6,205	100%	6,205	100%
Female	211	211	100%	211	100%	222	222	100%	222	100%
Total	6,647	6,647	100%	6,647	100%	6,427	6,427	100%	6,427	100%
	Workers									
Male	209	209	100%	209	100%	231	231	100%	231	100%
Female	1	1	100%	1	100%	1	1	100%	1	100%
Total	210	210	100%	210	100%	232	232	100%	232	100%

9. Details of performance and career development reviews of employees and worker:

Category	FY 2024-25			FY 2023-24		
	Total (A)	No.(B)	Percentage (B/A)	Total (C)	No.(D)	Percentage (D/C)
Employees						
Male	6,436	6,436	100%	6,205	4,200	68%
Female	211	211	100%	222	185	83%
Total	6,647	6,647	100%	6,427	4,385	68%
Workers						
Male	209	209	100%	231	231	100%
Female	1	1	100%	1	1	100%
Total	210	210	100%	232	232	100%

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)

What is the coverage of such system?

Yes, to ensure the environmental health and safety of our employees and the surrounding areas, we have implemented a comprehensive Environmental and Occupational Safety and Health Management System (OSHMS). Our system includes fully equipped Occupational Health Centres (OHCs), fire pump houses, fire detection systems, and environmental treatment plants at all our locations. We also maintain an ambulance or emergency vehicle on-site for prompt medical response. A Factory Medical Officer (FMO) visits our plants regularly, and a full-time paramedical nurse is stationed at each location. This dedicated medical team is committed to providing the highest level of care to our workforce. Additionally, we conduct regular training sessions led by experts for fire fighters and first aiders.

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

We carry out regular safety audits through external third-party experts as well as internal inspections to ensure full compliance with our EHS system. These audits cover a wide range of areas, including Occupational Health and Safety (OHS), Electrical Safety, and Hazard Identification and Risk Assessment (HIRA). Based on audit findings, we take corrective actions and implement all suggestions to maintain the highest safety standards. We also update our emergency evacuation plans as needed, reinforcing our ongoing commitment to a safe and secure work environment. Our Roha (API) site is certified under ISO 14001 for Environmental Management and ISO 45001 for Occupational Health and Safety.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)

Yes, our employees and workers are encouraged to report any work-related hazards to their Supervisor, Plant Head, EHS Department, Unit Head, or HR. Reports can be made verbally, during plant rounds, or through safety committee meetings. We review all observations and ensure that corrective and preventive actions are taken promptly, based on the severity of the issue.

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

Yes, we provide a range of non-occupational medical and healthcare services to our employees. First aid kits, stocked with essential supplies and basic medications, are readily available on-site for minor injuries or illnesses. Eligible employees and workers are covered under the Employees' State Insurance (ESI) Act, which offers benefits for medical care, sickness, maternity, and more. In addition, we provide medical insurance based on employee eligibility, offering extra protection and peace of mind. These provisions highlight our strong commitment to the health and well-being of our workforce.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.87	0
Total recordable work-related injuries	Employees	0	0
	Workers	4	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

We have implemented comprehensive Environment Health and Safety policies that demonstrate our commitment to maintaining a safe work environment. Regular risk assessments, HIRA, HAZOP, etc. are carried out to identify and address potential workplace hazards. Employees receive extensive training on safety protocols, covering proper equipment use, emergency response procedures, and the safe handling of chemicals, Machine handling, work permit system etc. related to EHS. We actively encourage employees to promptly report any safety concerns or incidents. Regular reviews of safety practices and incident reports are conducted to continuously identify areas for improvement and enhance workplace safety.

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

Category	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessment for the year:

Topic	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

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

All observations fall under the minor category and have either been rectified or are currently in the process of being addressed. There are no significant risks identified, and none of the observations pose any immediate or material threat to operations or compliance. We continue to monitor and resolve all findings in a timely and systematic manner.

LEADERSHIP INDICATORS

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

Yes, we extend compensatory packages to employees as well as workers in the event of death.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

To ensure compliance with statutory requirements, we have implemented a structured process to verify that all statutory dues are properly deducted and deposited by our value chain partners. We obtain necessary documentation from our partners as evidence of compliance. In cases where such documentation is not provided within the stipulated timelines, we take proactive measures to ensure full compliance and discharge of our responsibilities under relevant laws.

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

Category	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes

5. Details on assessment of value chain partners:

Topic	Percentage of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	100%

6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.

No significant risks were identified during our assessments of health and safety practices and working conditions of value chain partners. Minor issues have been promptly addressed, and we continue to monitor compliance regularly.

PRINCIPLE 4

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

ESSENTIAL INDICATORS

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

At FDC Limited, we identify our key stakeholder groups based on their influence on and interest in our business operations, as well as the value they contribute to our value chain. This assessment is carried out through internal discussions, cross-functional inputs, and regular interactions across departments such as corporate affairs, human resources, procurement, sales, and regulatory affairs.

We prioritise stakeholders who are directly impacted by our operations or whose decisions significantly affect our business. These include our employees, shareholders, suppliers, customers, healthcare professionals, regulatory bodies, government agencies, drug regulators, communities, and NGOs. Our engagement with these groups is guided by the nature and intensity of their relationship with us, helping us ensure that their expectations, concerns, and feedback are effectively understood and addressed. This structured approach enables us to maintain meaningful and responsive stakeholder relationships that support long-term value creation.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/ Quarterly/others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors / Shareholders	No	- Annual General Meetings - Quarterly Results - Investor Presentations - Press Releases - Company Website - Annual Reports	As needed	- Business updates - Operational performance - Legal compliance
Government and Drug Regulators	No	- In-person Meetings - Email	As needed	- Regulatory clarification - Compliance with laws and amendments
Suppliers / Vendors / Third-party Manufacturers	No	- Vendor Meetings (In-person and Virtual) - Email - Telephone	Ongoing	- Partner identification - Sustainable procurement - Quality assurance, Timely delivery and Compliance monitoring
Community and NGOs	Yes	- Email - Telephone - Site Visits (primarily for CSR projects)	Ongoing	- Community development - CSR project execution - Healthcare and education promotion
Customers / Consumers	No	- Website - Brochures - Email - Customer Events	As needed	- Product information - Usage guidance - Query resolution
Employees	No	Internal Communication Tools (Mailers, Intranet, Direct Communication)	As required	- Business updates - Health & safety - Career development - Skill enhancement

LEADERSHIP INDICATORS

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

We prioritise a well-structured and ongoing consultation process between our stakeholders and the Board to ensure that key economic, environmental, and social issues are effectively identified and addressed. Through regular engagement sessions, we gather diverse perspectives and concerns, which are carefully documented and analysed. This feedback is then presented to the highest levels of governance, enabling the Board to make informed decisions and shape strategies that reflect stakeholder interests and promote sustainable business practices. Additionally, when consultation is delegated to specific committees or teams, their findings and insights are systematically reported back to the Board to maintain transparency and accountability throughout the process.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, at FDC, we actively use stakeholder consultation to identify and manage environmental and social topics. Through these consultations, we prioritize material ESG issues and subsequently develop strategies and action plans to address them effectively.

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

We have actively engaged with vulnerable and marginalized stakeholder groups by addressing their needs and concerns through our dedicated Corporate Social Responsibility (CSR) initiatives. We are committed to creating meaningful impact and supporting the well-being and development of these communities.

PRINCIPLE 5

Businesses should respect and promote human rights.

ESSENTIAL INDICATORS

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	Percentage (B/A)	Total (C)	No. of employees/ workers covered (D)	Percentage (D/C)
Employees						
Permanent	6,647	6,647	100%	6,427	6,427	100%
Other than permanent	0	0	100%	0	0	0
Total	6,647	6,647	100%	6,427	6,427	100%
Workers						
Permanent	210	210	100%	232	232	100%
Other than permanent	118	118	100%	118	118	100%
Total Workers	328	328	100%	350	350	100%

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	Percentage (B/A)	No. (C)	Percentage (C/A)		No. (E)	Percentage (E/D)	No. (F)	Percentage (F/D)
Employees										
Permanent										
Male	6,436	0	0	6,436	100%	6,205	0	0	6,205	100%
Female	211	0	0	211	100%	222	0	0	222	100%
Other than permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	Percentage (B/A)	No. (C)	Percentage (C/A)		No. (E)	Percentage (E/D)	No. (F)	Percentage (F/D)
Workers										
Permanent										
Male	209	0	0	209	100%	231	0	0	231	100%
Female	1	0	0	1	100%	1	0	0	1	100%
Other than permanent										
Male	103	0	0	103	100%	104	0	0	104	100%
Female	15	0	0	15	100%	14	0	0	14	100%

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

a. Median remuneration/wages:

Category	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (INR)	Number	Median remuneration/ salary/wages of respective category (INR)
Board of Directors (BoD)	9	2,05,84,782	4	7,75,000
Key Managerial Personnel				
Employees other than BoD and KMP	6,427	3,80,040	207	6,45,172
Workers	209	6,45,172	1	6,61,862

b. Gross wages paid to females as percentage of total wages paid by the entity, in the following format:

Category	FY 2024-25	FY 2023-24
Gross wages paid to females as percentage of total wages	4.87%	5.00%

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

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

Yes, we have a grievance redressal mechanism in place for internal stakeholders, which is applicable to all employees and workers. This mechanism provides a structured process for reporting grievances related to human rights issues, ensuring that concerns are addressed promptly and effectively.

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

Particulars	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

Category	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a percentage of female employees/workers	0	0
Complaints on POSH upheld	0	0

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

We have implemented a Sexual Harassment Policy to address complaints related to discrimination and harassment. This policy applies to all our employees and is supported by the establishment of an Internal Complaints Committee for the Prevention of Sexual Harassment (POSH) in our workplace. Any employee, who reasonably believes they are experiencing sexual harassment, either directly or indirectly, may file a complaint with any member of the POSH committee. Complaints can be submitted in writing or via email to complaint.committee@fdcindia.com within three months of the incident.

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

Yes

10. Assessments for the year:

Name of the Assessment	Percentage of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	100%

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, since no significant risks were identified.

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

We have not received any human rights grievances or complaints in the reporting year.

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

We did not undertake any Human Rights due diligence during the reporting period.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, our headquarters at FDC is accessible to differently-abled visitors, as it includes features such as wheelchair access and accessible restrooms, in accordance with the Rights of Persons with Disabilities Act, 2016. While we are currently on rented premises with similar facilities available nearby, we do not have these amenities at our manufacturing sites due to the nature of our operations.

4. Details on assessment of value chain partners:

	Percentage of value chain partners (by value of business done with such partners) that were assessed
Child labour	The Company is in process of conducting an assessment of its value chain partners.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	

5. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above.

Not Applicable

PRINCIPLE 6

Businesses should respect and make efforts to protect and restore the environment.

ESSENTIAL INDICATORS

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

Parameter	FY 2024-25	FY 2023-24*
From renewable sources		
Total Electricity Consumption (A) (GJ)	11,091.04	11,576.57
Total Fuel Consumption (B) (GJ)	76,806.33	70,294.45
Energy Consumption through other sources (C) (GJ)	0.00	0.00
Total Energy Consumption from renewable sources (A+B+C) (GJ)	87,897.37	81,871.02
From non-renewable sources		
Total Electricity Consumption (D) (GJ)	110,885.91	101,476.39
Total Fuel Consumption (E) (GJ)	20,702.91	19,966.72
Energy Consumption through other sources (F) (GJ)	0.00	0.00
Total Energy Consumption from non-renewable sources (D+E+F) (GJ)	131,588.82	121,443.11
Total Energy Consumption (A+B+C+D+E+F) (GJ)	219,486.19	203,314.13
Energy Intensity per million INR of turnover (Total energy consumption/Revenue from operations in rupees) (GJ per INR Crore)	106.03	106.10
Energy Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumption/Revenue from operations adjusted for PPP) (GJ per USD)	0.0002191	0.00024289
Energy Intensity in terms of physical output (GJ/Total Products Produced)	0.00039	0.00037
Energy Intensity (optional) – the relevant metric may be selected by the entity	-	-

*During the consolidation of the BRSR, we had identified a computational error with respect to the FY 2023-24 data. Hence, we have rectified and tabulated as showcased above for increased transparency and data integrity

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

NA

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? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable

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

Parameter	FY 2024-25	FY 2023-24*
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	25,978.00	25,697.00
(iii) Third party water	280,997.79	267,502.39
(iv) Seawater/desalinated water	0.00	0.00
(v) Others (Rainwater storage)	0.00	0.00
Total volume of Water Withdrawal (in kilolitres) (i + ii + iii + iv + v)	306,975.79	293,199.39
Total volume of Water Consumption (in kilolitres)	269,864.04	221,417.38
Water Intensity per rupee of turnover (Water consumed/Revenue from operations) (kl per million INR)	130.36	115.55
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP) (GJ per million INR)	0.000269	0.000264
Water Intensity in terms of physical output (kL/Total Products Produced)	0.00048	0.00041
Water Intensity (optional) – the relevant metric may be selected by the entity	-	-

*During the consolidation of the BRSR, we had identified a computational error with respect to the FY 2023-24 data. Hence, we have rectified and tabulated as showcased above for increased transparency and data integrity.

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

NA

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24*
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	37,111.75	71,782.01
- No treatment	-	-
- With treatment – please specify level of treatment	37,111.75	71,782.01
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	37,111.75	71,782.01

*During the consolidation of the BRSR, we had identified a computational error with respect to the FY 2023-24 data. Hence, we have rectified and tabulated as showcased above for increased transparency and data integrity.

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

NA

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

Yes, all our manufacturing sites follow a Zero Liquid Discharge mechanism, treating wastewater through primary, secondary and tertiary stages. At Baddi, Roha and Waluj, treated water is sent to the Common Effluent Treatment Plant as per local regulations. As Roha facility being an API plant, in addition to the above-mentioned treatment, advanced tertiary treatment technology RO-MEE is being used for maintaining stringent treated water quality).

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	Tons	8.37	2.78
SOx	Tons	2.06	1.83
Particulate matter (PM)	Tons	10.68	8.49
Persistent organic pollutants (POP)	Tons	0.00	0.00
Volatile organic compounds (VOC)	Tons	0.00	0.00
Hazardous air pollutants (HAP)	Tons	0.00	0.00
Others – please specify	Tons	1.28	1.32

*During the consolidation of the BRSR, we had identified a computational error with respect to the FY 2023-24 data. Hence, we have rectified and tabulated as showcased above for increased transparency and data integrity.

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

NA

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) – excluding Biogenic Emissions)	tCO ₂ e	1,964.00	1,766.17
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) – including Biogenic Emissions	tCO ₂ e	9,797.17	8,956.57
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	22,392.79	20,182.53
Total Scope 1 and Scope 2 Emissions (excluding Biogenic emission)	tCO ₂ e	24,356.79	21,948.69
Total Scope 1 and Scope 2 Emissions (including Biogenic emission)	tCO ₂ e	32,189.96	29,139.10
Total Scope 1 and Scope 2 Emissions Intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG Emissions/Revenue from operations) – including Biogenic Emissions	tCO ₂ e/ INR	15.55	15.21
Total Scope 1 and Scope 2 Emissions Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG Emissions/Revenue from operations adjusted for PPP)	tCO ₂ e/USD	0.000032	0.000035
Total Scope 1 and Scope 2 Emissions Intensity in terms of physical output (excluding Biogenic Emission)	tCO ₂ e/Total Products Produced	0.00004	0.00004

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 and Scope 2 Emissions Intensity in terms of physical output (including Biogenic Emission)	tCO ₂ e/Total Products Produced	0.00006	0.00005

Total Scope 1 and Scope 2 Emissions Intensity (optional) – the relevant metric may be selected by the entity

-

**During the consolidation of the BRSR, we had identified a computational error with respect to the FY 2023-24 data. Hence, we have rectified and tabulated as showcased above for increased transparency and data integrity.*

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

NA

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

Yes, we are committed to reducing our greenhouse gas emissions. During the reporting period, we have installed 2.5 MWp rooftop solar across facilities along with other initiatives. We avoided approximately 2,300 tCO₂e through various energy saving initiatives.

9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastics (A)	277.55	293.94
E-Waste (B)	-	0.06
Bio-Medical Waste (C)	1.16	0.01
Construction and Demolition Waste (D)	54.43	72.57
Battery Waste (E)	-	-
Radioactive Waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	1,177.16	894.37
ETP Sludge	21.40	22.19
Process Waste	346.47	342.14
Used Oil	0.61	0.27
Chemical Sludge	50.66	45.33
MEE Sludge	73.31	19.93
Spent Solvent	396.81	321.96
Spent Cuppric Layer	170.05	-
Discarded Containers	37.66	44.70
TMSI Layer	14.15	5.10
Distillation Residue	18.38	46.75
Expired Product	0.91	1.06
Simly lbw	18.33	18.43
Foil Scrap	28.25	26.52
Off Specification Product	0.16	0.00
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	810.67	698.97
Paper Waste	358.80	314.05
Glass Bottle	32.42	14.24
MS Scrap	75.64	49.57
SS Scrap	0.56	0.55
Corrugated Box	3.24	-
Aluminium Scrap	1.48	1.77
Wood	4.35	14.53
Boiler Ash	334.19	304.25
Total (A+B + C + D + E + F + G + H)	2,320.96	1,959.91
Waste intensity per rupee of turnover (Total waste consumed/Revenue from operations)	1.12	1.02
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	0.000002	0.000002

Parameter	FY 2024-25	FY 2023-24
Waste intensity in terms of physical output (MT/Total Products Produced)	0.000004	0,000004
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of Waste		
(i) Recycled	1,066.47	754.59
Plastic waste	277.55	293.15
E-waste	-	0.01
Other Hazardous waste. Please specify if any	51.81	49.80
Discarded Containers	37.66	44.70
TMSI Layer	14.15	5.10
Other Non-hazardous waste generated. Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	737.11	411.63
Paper Waste	290.44	231.57
Glass Bottle	32.42	14.24
MS Scrap	70.44	38.19
SS Scrap	0.56	0.55
Corrugated Box	3.24	-
Aluminium Scrap	1.48	1.77
Wood	4.35	14.53
Boiler Ash	334.19	110.79
(ii) Re-used	0	0
(iii) Other recovery operations – Coprocessing	566.86	40.72
Other Hazardous waste. Please specify if any	566.86	40.72
Spent Solvent	396.81	40.72
Spent Cuppric Layer	170.05	-
Total	1,633.33	795.30
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of Waste		
(i) Incineration	568.76	803.86
Bio-medical waste	1.16	0.01
ETP Sludge	21.40	25.36
Process Waste	346.47	338.97
Used Oil	9.73	0.27
Chemical Sludge	50.66	45.33
MEE Sludge	73.31	19.93
Spent Solvent	-	281.24
Distillation Residue	18.38	46.75
Expired Product	0.91	1.06
Simly lbw	18.33	18.43
Foil Scrap	28.25	26.52
Off Specification Product	0.16	-
(ii) Landfilling	59.64	277.42
Construction and Demolition Waste	54.43	72.57
Other Non-hazardous waste generated. Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	5.21	204.85
MS Scrap	5.21	11.39
Boiler Ash	-	193.46
(iii) Other disposal operations - Paper Waste	68.36	82.49
Total	696.75	1,163.76

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

NA

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

FDC India has established effective operational waste management practices, including the safe transfer of waste from its Effluent Treatment Plant (ETP) and manufacturing processes to authorized Common Hazardous Waste Treatment, Storage, and Disposal Facilities (CHWTSDF). All manufacturing sites are equipped with fully operational ETPs and Sewage Treatment Plants (STPs), ensuring that discharge water consistently complies with State Pollution Control Board standards. Additionally, the company responsibly disposes of e-waste through certified vendors, who provide disposal certificates upon successful completion of the process.

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 in the following format:

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N). If no, the reasons thereof and corrective action taken, if any.
1	Goa	Manufacturing	Yes

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain. (Yes / No)	Relevant Web link
NA – Not Applicable					

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 (Y/N). If not, provide details of all such non-compliances, in the following format:

Sr. No.	Specify the law/ regulation/guidelines which was not complied with	Provide details of non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
NA – Not Applicable as there were no non-compliances during the financial year.				

LEADERSHIP INDICATORS

1. Water withdrawal, consumption, and discharge in areas of water stress (in kilolitres):

For each facility/plant located in areas of water stress, provide the following information:

- Name of the area: Baddi, Goa, Jogeshwari, Kandivali, Roha, Sinnar and Waluj
- Nature of operations: Manufacturing and Research and Development
- Water withdrawal, consumption, and discharge in the following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	25,978.00	25,697.00
(iii) Third party water	280,997.79	267,502.39
(iv) Seawater/desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres)	306,975.79	293,199.39
Total volume of water consumption (in kilolitres)	269,864.04	221,417.38
Water intensity per rupee of turnover (Water consumed/turnover)	130.36	115.55
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-

Parameter	FY 2024-25	FY 2023-24
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	37,111.75	71,782.01
- No treatment	-	-
- With treatment – please specify level of treatment	37,111.75	71,782.01
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	37,111.75	71,782.01

*During the consolidation of the BRSR, we had identified a computational error with respect to the FY 2023-24 data. Hence, we have rectified and tabulated as showcased above for increased transparency and data integrity.

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

NA

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	FDC is currently in the process of conducting GHG Inventorisation for all relevant Scope 3 emission categories.	
Total Scope 3 Emissions per rupee of turnover	tCO ₂ e		
Total Scope 3 emission intensity (optional)– the relevant metric may be selected by the entity	tCO ₂ e/INR		

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

NA

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

Our Goa facilities come under the Goa Coastal Regulation Zone. We have conducted environmental impact assessment study, and no significant biodiversity impact was identified.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	Rooftop PV solar system	PV Solar system with a total capacity of 2.5 MWp has been installed across the FDC Limited Group	Generation and utilization of green energy resources, thereby reducing the Carbon emission
2	Use of Green fuel for Boilers	Agro- waste-based fuel are used for boilers as a primary fuel	Utilization of Green energy resources, thereby reducing the Carbon emission
3	Insulated roofing	Most of the roofs are sandwiched Rockwool insulated to achieve temperature gradient up to 8 – 10 degrees Celsius	Maintaining ambient conditions below 30 degree Celsius without Air conditioning, thereby savings in electricity consumption
4	Waste water recycling	a. ETP/STP treated water is being used for toilet flushing. b. RO reject from process WTP is used for toilet flushing	Reduction in source water requirement and efficient use of wastewater
5	Use of LED lightings	For any new project LED lights are used and for old facilities existing CFL/FTL/MVL/SVL are replaced with LED lights	Reduction in electricity consumption
6	Selection of energy efficient equipment	Most of the utility Equipment's such as HVAC Chillers, Air compressors, boilers, fans, pumps, motors installed are energy efficient	Reduction in electricity and fuel consumption due to efficient design and minimal losses

7	Cyclone Separator	Cyclone separator used to separate out solid particulate matter from boiler flue gases	Maximize air filtration of boiler flue gases to reduce environment pollution
8	DAF	Dissolved air flotation unit separates emulsified items like oil, greases, ghee etc,	Output archived as clear effluent for further ETP treatment
9	Dust Collector	Dust collector separates and collects the dust generated during manufacturing and filling process	Reduced dusting in product manufacturing and filling area
10	Wet scrubbers	Wet scrubbers are used to scrub the fumes/dust generated from the process equipment	Exhausting the clean air into atmosphere

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

FDC understands the critical importance of a Business Continuity Plan (BCP) to ensure the smooth operation of business, especially during challenging times. We prioritize business continuity from both the perspective of operational sustainability and employee welfare. Currently, we have established and implemented an on-site emergency preparedness plan across all operational facilities. Going forward, we are in the process of the developing a holistic business continuity and disaster management plan covering other aspects of the operations.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

Not Applicable, as during the financial year, there were no value chain assessment carried out from an environmental aspect.

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

We have not monitored data on percentage of value chain partners assessed during FY 2024-25.

PRINCIPLE 7

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

ESSENTIAL INDICATORS

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

We are a member of three trade associations.

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

Sr.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Indian Drug Manufactures Association (IDMA)	National
2	Association of Small and Medium Chemical Manufactures	National
3	Pharmaceutical Export Promotion Council of India	National

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

During FY 2024-25, there were no cases issued against the company for pertaining to anti-competitive conduct.

LEADERSHIP INDICATORS

1. Details of public policy positions advocated by the entity

Sr.No	Public policy advocated	Method resort for such advocacy	Whether the information is available in public domain? (Yes/No)	Frequency of review by board (Annually/Half yearly/Quarterly/Other-Please Specify)	Web Link, if available
At present, we have not undertaken any public policy advocacy activities. However, we remain committed to engaging in constructive dialogue with relevant stakeholders as and when appropriate.					

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development.

ESSENTIAL INDICATORS

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

As Social Impact Assessments are not currently applicable under Section 135 of the Companies Act, 2013 and the related rules, such assessments were not conducted during FY 2024-25. However, the Company intends to carry them out in the future, once the projects reach a relevant stage in line with applicable legal provisions.

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

Not Applicable

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

We engage with community members through both email and in-person meetings, providing effective and accessible channels of communication. These interactions help us promptly receive and address any grievances raised by the community.

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

Particular	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/Small producers	21.69%	23.18%
Directly from within India	95.43%	96.97%

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 percentage of total wage cost**

Location	FY 2024-25	FY 2023-24
Rural	0.00%	0.00%
Semi-urban	9.67%	6%
Urban	8.82%	3%
Metropolitan	81.51%	91%

LEADERSHIP INDICATORS

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

Not Applicable since FDC did not undertake any Social Impact Assessment (SIA) for its CSR Projects during the FY 2024-25.

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

During the reporting year, we did not undertake any CSR projects in designated aspirational districts. However, we focused on implementing CSR initiatives in areas surrounding our plants and business operations.

3. (a) **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No)**

No

- (b) **From which marginalized/vulnerable groups do you procure?**

Not Applicable

- (c) **What percentage of total procurement (by value) does it constitute?**

Not Applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge

Sr. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit Shared (Yes/No)	Basis of Calculating Benefit Share
-	-	-	-	-

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Not Applicable.

6. Details of beneficiaries of CSR Projects.

Sr. No.	CSR Project	No of persons benefited from CSR Projects	Percentage of beneficiaries from vulnerable and marginalized group
1	Project Naavika	20	100%
2	Project Sashakt	1,300	100%
3	Children Nutrition Programme	550	100%
4	Medical and Health facility for rehabilitation of street youth indulged in drug consumption through Society Undertaking poor people's onus for rehabilitation.	185	100%

PRINCIPLE 9

Businesses should engage with and provide value to their consumers in responsible manner

ESSENTIAL INDICATORS

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

We have implemented a comprehensive Complaint Management System to ensure timely resolution of consumer complaints related to product quality, adverse effects, and other concerns. We provide transparent and accessible grievance redressal mechanisms to effectively address our clients' feedback. For adverse event reporting, consumers can visit our website at <https://www.fdcindia.com/adverse-event-reporting>. Complaints can also be registered via our toll-free number, 1800 266 9347, or by emailing drug.safety@fdcindia.com.

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

Type	As a percentage to total turnover
Environment and Social parameters relevant to product	-
Safe and responsible usage	100%
Recycling and/or safe disposal	7.43%

3. Number of consumer complaints in respect of the following

Particulars	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data Privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cybersecurity	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Others	313	12	-	335	9	-

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

	Number	Reasons for recall
Voluntary recalls	5	1. The reason for the recall is based on a product complaints wherein the patients were unable to get the solution out of the bottle as spike of the cap was lodged in the nozzle of the product bottle. 2. Increase in related substances of 1-AL (Levocetirizine Tablet IP 5 mg & 10 mg) 3. OOS result reported for dissolution test during stability study (Condition 25°C/60%RH). PEPCIA-10 (Rabeprazole Gastro-Resistant Tablets IP 10 mg)
Forced recalls	2	1. The sample does not conform to IP with respect to Relative Substances test as per report issued by Central Drug Laboratory, Kolkata for Clip 500 (Tranexamic Acid Tablets IP 500 mg) 2. The sample does not conform to IP with respect to content of Rabeprazole sodium as per report issued by Food Safety and Drug Administration, Office of the District Magistrate, Lucknow for PEPCIA-10 (Rabeprazole Gastro-Resistant Tablets IP 10 mg).

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, FDC Limited has a framework on cybersecurity and data privacy, ensuring the security and confidentiality of personal data through industry-standard protections.

Policy: <https://www.fdcindia.com/privacy-policy>

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

Not Applicable

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

No data breaches were recorded in FY 2024-25

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

No data breaches were recorded in FY 2024-25

c. Impact, if any, of the data breaches

Not Applicable

LEADERSHIP INDICATORS

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

Information about our products and services is available on our official website and other digital platforms. Stakeholders can access comprehensive details through our website: www.fdcindia.com

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

The information label on each product provides consumers with essential details, including safe usage instructions, ingredient sourcing, composition, mechanism of action, potential interactions, side effects, and guidance on proper storage conditions, along with other important information.

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

In accordance with the guidelines of the National Pharmaceutical Pricing Authority (NPPA), we inform consumers of any risk of disruption or discontinuation of essential services by issuing a public notice regarding the discontinuation of any scheduled formulation.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/NA)

No

If yes, provide details in brief.

NA

5. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/ services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

No