

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FORMAT****SECTION A: GENERAL DISCLOSURES****I. Details of the listed entity**

1.	Corporate Identity Number (CIN) of the Listed Entity	L40300DL1995PLC066923
2.	Name of the Listed Entity	Poly Medicure Limited
3.	Year of incorporation	1995
4.	Registered office address	232-B, 3 <sup>rd</sup> Floor, Okhla Industrial Estate, New Delhi – 110020, INDIA
5.	Corporate address	232-B, 3 <sup>rd</sup> Floor, Okhla Industrial Estate, New Delhi – 110020, INDIA
6.	E-mail	<a href="mailto:info@polymedicure.com">info@polymedicure.com</a>
7.	Telephone	+ 91-11-26321889/93/99/38; +91- 11-33550700; + 91-11-47687000
8.	Website	<a href="http://www.polymedicure.com">www.polymedicure.com</a>
9.	Financial year for which reporting is being done	2022-23
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11.	Paid-up Capital	Rs. 4797.23 Lacs
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Ajay Singla (GM Finance) 0129-4287000, 3355070 ajay.singla@polymedicure.com
13.	Reporting boundary	Standalone basis

**II. Products/services**

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing of Medical Devices	Manufacturing of Medical Devices	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Infusion Therapy	46497	67.60%
2	Blood Management	46497	9.84%
3	Other	46497	8.63%
4	Renal Care	46497	7.09%
5	Surgery and wound Drainage	46497	3.93%
6	Anaesthesia & Respiratory Care	46497	2.90%

### III. Operations

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

Location	Number of Plants	Number of offices	Total
National	6	1	7
International	3	1	4

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28
International (No. of Countries)	More than 120 countries across Globe

b. What is the contribution of exports as a percentage of the total turnover of the entity?  
**67.64%**

c. A brief on types of customers

**We supplied our products to over 120 countries, in Europe, Africa, Americas, Australia, and Asia through a network of over 250 distributors in these jurisdictions. We have also have a country- wide sale and distribution network in India. We distributed our products in over 6500 private and Govt. hospitals and nursing home in India.**

### IV. Employees

18. Details as at the end of Financial Year: **2022-23**

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	1093	1003	91.76%	90	8.23%
2.	Other than Permanent (E)	-	-	-	-	-
3.	<b>Total employees (D + E)</b>	<b>1093</b>	<b>1003</b>	<b>91.76%</b>	<b>90</b>	<b>8.23%</b>
<b>WORKERS</b>						
4.	Permanent (F)	1168	304	26.02%	864	73.97%
5.	Other than Permanent (G)	3126	2581	82.56%	545	17.43%
6.	<b>Total workers (F + G)</b>	<b>4294</b>	<b>2885</b>	<b>67.18%</b>	<b>1409</b>	<b>32.81%</b>

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	1	1	100%	-	
2.	Other than Permanent (E)	-	-	-	-	
3.	<b>Total differently abled employees (D + E)</b>	1	1	100%	-	
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	-	-		-	
5.	Other than permanent (G)	-	-		-	
6.	<b>Total differently abled workers (F + G)</b>	-	-		-	

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	12	2	16.66%
Key Management Personnel	3	0	0

20. Turnover rate for permanent employees and workers

*(Disclose trends for the past 3 years)*

	FY 2022-23 (Turnover rate in current FY 2022-23)			FY 2021-22 (Turnover rate in previous FY 2021-22)			FY 2020-21 (Turnover rate in the year prior to the previous FY 2020-21)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	13.65	15.55	13.81	13.85	13.84	13.85	24.26	32.30	24.96
<b>Permanent Workers</b>	20.06	38.19	33.47	13.34	8.95	11.86	30.12	3.59	21.22

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% 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	Poly Medicure (Laiyang) Co. Ltd.	Subsidiary	100	The Company encourages its subsidiaries to undertake BR initiatives to the fullest extent in their operations. The Company's subsidiaries are incorporated outside India and they comply with the local statutory requirements of their respective countries.
2	Poly Medicure B.V. , Netherlands	Subsidiary	100	
3	Plan1 Health India Pvt Ltd	Subsidiary	99.99	
4	Ultra for Medical Products Company (ULTRAMED)	Associate	23	

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **(Yes)**  
(ii) Turnover (in Rs.) **10,68,04,50,006/-**  
(iii) Net worth (in Rs.) **12,34,12,45,340/-**

VII. Transparency and Disclosures Compliances:

**Company has complied with all the mandatory requirements under the Listing Agreement and SEBI (LODR) regulations, 2015.**

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)  (If Yes, then provide web-link for grievance redress policy)	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
<b>Communities</b>	As Mentioned hereunder	NIL	NIL		NIL		
<b>Investors (other than shareholders)</b>							
<b>Shareholders#</b>							
<b>Employees and workers</b>							
<b>Customers</b>							
<b>Value Chain Partners</b>							

# excludes the shareholders grievances/complaints with respect to the shares held by them, transfer of shares, non-receipt of the annual report, and the like.

**Customers** Customer complaints with respect to Product Quality / Dispatches are mailed to the concerned Marketing team either directly or through dealers/agents attached to these customers with details on batch number, invoices etc. All such complaints are accorded priority and then escalated to the concerned QC team at the plant (product quality related) or Sales Logistics team (dispatch related). For Quality related complaints, the concerned QC team members also visit the customer depending on the seriousness of the complaint and suggest corrective action either directly at the customer site or by analysing the samples of the affected material at our lab.

**Shareholders** There is a strong grievance redressal mechanism for shareholders & investors regarding the shares held by them. The complaints are attended promptly by the R & T agents and secretarial team. The Stakeholders Relationship Committee of the Board oversees and looks into grievances not resolved in the specified time frame

**Employees & Workers** The Human Resources department of the Company has laid down the system to address the grievances of employees and workers. Their complaints can be submitted to the HR head and plant head through emails or suggestion boxes. The Company has also put in place Whistle Blower Policy and mechanism to enable the employees to raise their concerns, wrongdoing, and other irregularities noticed in the Company without any fear of reprisal or reprimand.

**Value Chain Partners & Communities** For value chain partners and communities, the complaints/Grievances on any of the principles - Principles 1 to 9 under the National Guidelines on Responsible Business Conduct, can be registered by mailing to info@polymedicure.com or by sending to respective plant heads or functional heads. The same is attended promptly by the concerned functional heads or location heads to resolve it. If any complaints remain unresolved within a reasonable time, the same is referred to the top management for resolution

**24. Overview of the entity’s material responsible business conduct issues**

Please indicate material responsible business conduct and sustainability issues pertaining to environmental 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 the following format

<b>S. No.</b>	<b>Material issue identified</b>	<b>Indicate whether risk or opportunity (R/O)</b>	<b>Rationale for identifying the risk/ opportunity</b>	<b>In case of risk, approach to adapt or mitigate</b>	<b>Financial implications of the risk or opportunity (Indicate positive or negative implications)</b>
1	Environmental risk	Risk	Climate plays an essential role in Driving the Company’s business. Foreseeing climatic change and predicting the demand for certain products is complex	Polymed hold more than 25 years of experience in medical devices industry, and has gained strong insights about the countries,where it operates.	Negative
2	Reducing the Carbon Footprint of our Operations	Risk & Opportunity	Increasing focus by the public and industry for reducing Carbon footprint on the principles of sustainability	Increasingly, a low carbon footprint is viewed very positively by all the stakeholders, and reducing the footprint will yield benefits on multiple fronts. The Company has been measuring and focusing on reducing the carbon footprint at various facilities, through many energy-saving schemes. The last few years have seen a reduction in the footprint.	Positive

3	Health and Safety of employees and nearby Communities	Risk	Exposure to chemicals can lead to health issues to employees and communities	Implementation of Process Safety Management System to ensure system healthiness thereby minimizing incidents. Robust emergency preparedness plan and conduct of periodic mock drills.	Negative
4	Managing impacts of water stress on local	Risk	To mitigate impacts of water stress on the community.	The Company, has over the years, been focused on reducing water intake and consumption. All the sites have zero liquid Discharge facilities, these ensure that the entire liquid effluent is treated and reused, thereby reducing fresh withdrawal.	Negative
5	Operational Risk	Risk	The value chain of the Company's business comprises people, systems, processes, external and internal events, legal and compliance risk. These are integral to the business' operations, and, thereon, pose a risk for the Company.	The Company has taken measures to cover patent extension risk by seeking multiple registrations from different geographies	Negative
6	Ethics & Governance	Opportunity	Good governance assists in luring and keeping talent and	The Company encourages, protects and recognises 'Whistle blowing' to prevent brand and	Neutral

			also committed to creating a great working environment . Ethical and strong governance helps to improve the brand value and also helps streamline business operations.	reputational risks and also has zero tolerance policy for statutory non-compliance.	
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## 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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	YES								
b. Has the policy been approved by the Board? (Yes/No)									
c. Web Link of the Policies, if available									
2. Whether the entity has translated the policy into procedures. (Yes / No)	YES								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)									
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001:2015 & ISO 13485:2016								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is committed to adhering to these principles to maintain the highest standard in levels of operations and it is an ongoing process.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Performance of each of the principles is reviewed periodically by the Management.								

**Governance, leadership and oversight**

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements

Polymed is dedicated to promote ESG principals into its business operations. We strive to deliver safe and superior-quality products to both the medical community and patients, ensuring comprehensive care at every step. Our manufacturing process for medical devices takes place in a controlled clean room environment, utilizing highly sophisticated equipment and technology. By incorporating automated machinery technology, we can produce the most cost-effective devices possible. As part of our commitment to sustainability, our comprehensive sustainable strategy is geared towards fostering a low-carbon society by diminishing greenhouse gas emissions, conserving natural resources, and fostering social progress. We have also incorporated recycled paper in our cartons, contributing to our efforts in this direction. Additionally, we utilize plastics within specified proportions, ensuring they do not compromise the functionality of our products.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).

All the policies have been formulated in consultation with the Management of the Company and are approved by the Board. Policies are prepared enduring adherence to applicable laws/rules/regulations and are approved by the Board. The Board reviews the policies from time to time as and when necessary. The implementation of policies wherever applicable, the Board overseen the implementation of such policy/policies.

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.

CSR Committee looks at community/ social related initiatives, and for sustainability related activities within the organization.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Compliance with Statutory requirements of relevance to the principals is being reviewed periodically and non-compliance, if any being addressed with remedial actions as appropriate.								

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.	<b>P</b>								
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
No									

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated: N.A.

<b>Questions</b>	<b>P</b>								
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
The entity does not consider the Principles material to its business (Yes/No)									
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 year (Yes/No)									
Any other reason (please specify)									

### **SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

**PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.**

<b>Essential Indicators</b>					
1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:					
<b>Segment</b>	<b>Total number of training and awareness programmes held</b>	<b>Topics / principles covered under the training and its impact</b>	<b>%age of persons in respective category covered by the awareness programmes</b>		
Board of Directors	4	Business Sustainability	95%		
Key Managerial Personnel	4	Business Sustainability	100%		
Employees other than BoD and KMPs	16	Problem Solving, Engineering Material, GDP,	90.67%		
Workers	3	Nayi Disha	68.52%		
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):					
<b>Monetary</b>					
	<b>NGRBC Principle</b>	<b>Name of the regulatory/ enforcement agencies/ judicial institutions</b>	<b>Amount (In INR)</b>	<b>Brief of the Case</b>	<b>Has an appeal been preferred? (Yes/No)</b>
Penalty/ Fine	NA	NA	Nil	NA	No
Settlement	NA	NA	Nil	NA	No
Compounding fee	NA	NA	Nil	NA	No
<b>Non-Monetary</b>					

	<b>NGRBC Principle</b>	<b>Name of the regulatory/ enforcement agencies/ judicial institutions</b>	<b>Brief of the Case</b>	<b>Has an appeal been preferred? (Yes/No)</b>
Imprisonment	NA	NA	NA	No
Punishment	NA	NA	NA	No

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.

<b>Case Details</b>	<b>Name of the regulatory/enforcement agencies/judicial Institutions</b>
NA	NA

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, company has framed various codes and policies, which act as guiding principles for carrying business in ethical way.

Some of policy are:

- Code of conduct for Directors and Seniors Management Personnel
- Code of Conduct for prevention of insider trading
- Whistle Blower Policy

<https://www.polymedicure.com/wp-content/uploads/2023/02/vigil-mechanism-and-whistle-blower-policy.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:

	<b>FY 2022-23 (Current FinancialYear)</b>	<b>FY 2021-22 (Previous Financial Year)</b>
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	<b>F.Y 2022-23</b>		<b>F.Y 2021-22</b>	
	<b>Number</b>	<b>Remarks</b>	<b>Number</b>	<b>Remarks</b>
Number of complaints received in relation to issues of Conflict of Interestof the Directors	Nil		Nil	0

Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil		Nil	0
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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. **Nil**

### Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:  
Suppliers' code of conduct document published and acknowledgments are being received. This document comprises Statutory compliance, Environmental compliances, Child labor, Anti-bribery etc. The Company strongly believes and insists that its value chain partners adhere to all the business responsibility principles and values of transparency and accountability.

Total number of awareness held	Topics / principles covered under the training	%age of value chain programmes partners covered (by value of business done with such partners) under the awareness programmes
73	Supplier Quality System	53.76%

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-** [Microsoft Word - CODE OF CONDUCT \(polymedicure.com\)](#)

Yes, the company has a well established process in order to manage existing as well as potential conflicts which may arise in due course of business between the company, its directors and employees.

The directors, on annual basis, provide a declaration with respect to entities they are interested in as per the requirement of statute. The company ensures that necessary approvals for transacting with such individuals are taken as per the requirement of statute and Company's policy.

## PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

### Essential Indicators

- 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.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D			The Company, through R& D activities works on improving the yields in all processes and focuses on reduction of consumption of water and air.
Capex	1.62%	2.93%	

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

- If yes, what percentage of inputs were sourced sustainably?

**Yes- >70%**

To promote sustainable sourcing, the Company has built sustainability concern into its processes for vendor development and procurement management. We have procedures in place for our raw material supplies, supplementary materials, packing materials, transportation services and spares which are sourced from approved suppliers. The Company always tries to source materials from nearby vendors and if not available then approaches other vendors.

- 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.

The Company adheres to the requirements of Plastic Waste Management Rules laid down by the Central Pollution Control Board. We have registered in the EPR (Extended Producers Responsibility) portal of CPCB. We also have processes in place for disposing of recyclable waste like e-waste, hazardous waste, and other wastes to State Pollution Control Board (SPCB) and authorized agencies.

The Company has a plan in order to manage its plastic waste/E-waste/Hazardous waste/other waste wherein an authorized recycler or authorized third party collects waste from the plant and responsibly recycles/disposes it.

- 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, All the Plants have registered in the Extended Producer Responsibility (EPR) Portal of CPCB towards compliance with Plastic Waste Management Rules, 2016 and subsequent amendments under "Brand Owner" as well as "Importer".

## Leadership Indicators

- 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?

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
NA					

- 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.

Name of Product / Service	Description of the risk / concern	Action Taken
NIL	NA	NA

- 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	
	FY2022-23 (Current Financial Year)	FY2021-22 (Previous Financial Year)
	Nil	Nil

- 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:

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	1297.46	0	0	957.27
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	142.32	0	0	159.14

- 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
NA	NIL

## PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains

<b>Essential Indicators</b>											
1. a. Details of measures for the well-being of employees:											
Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)	
<b>Permanent employees</b>											
Male	1003	1003	100%	1003	100%	0		0		0	
Female	90	90	100%	90	100%	90	100%	0		0	
<b>Total</b>	<b>1093</b>	<b>1093</b>		<b>1093</b>		<b>90</b>		<b>0</b>		<b>0</b>	
<b>Other than Permanent employees</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
b. Details of measures for the well-being of workers:											
Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)	
<b>Permanent workers</b>											
Male	304	304	100%	304	100%	0	0%	0		0	
Female	864	864	100%	864	100%	864	100%	0		0	
<b>Total</b>	<b>1168</b>	<b>1168</b>	<b>-</b>	<b>1168</b>		<b>864</b>		<b>0</b>		<b>0</b>	
<b>Other than Permanent workers</b>											
Male	2581	2581	100%	-	-	0	0%	0		0	
Female	545	545	100%	-	-	545	100%	0		0	
<b>Total</b>	<b>3126</b>	<b>3126</b>		<b>-</b>	<b>-</b>	<b>545</b>		<b>0</b>		<b>0</b>	
2. Details of retirement benefits, for Current FY and Previous Financial Year.											
Benefits	<b>FY <u>2022-23</u></b>				<b>FY <u>2021-22</u></b>						
	<b>Current Financial Year</b>				<b>Previous Financial Year</b>						
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)		No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)				
PF	100%	100%	Y		100%	100%	Y				

Gratuity	100%	100%	Y	100%	100%	Y
ESI	39.7%	94.89%	Y	9.86%	97.25%	Y
Others – please specify						

### 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, the premises/offices of Poly Medicare Limited are largely accessible to differently abled employees and workers in accordance with Rights of Persons with Disabilities Act, 2016. The Company ensures that requisite infrastructure and facilities are in place for people with special needs.

#### 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, the Company has an equal opportunity policy in place as a part of its BRSR which can be accessed.

It aims to provide equal opportunities in employment and setting a workplace culture where all employees are treated with respect and are not discriminated or harassed on the basis of race, colour, religion, disability, gender, national origin, sexual orientation, gender identity, gender expression, age, genetic information, military status, or any other legally protected status.

#### 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	100%	100%	100%	100%
Female	100%	100%	100%	100%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

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

Permanent Workers	The company sets a culture which encourages open and transparent communication. Employees are encouraged to raise their concerns and discuss it freely with HOD's or HR. The Company has a vigil mechanism policy as per the requirement of Section 177 of the Companies Act, 2013 and Regulation 22 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 which allows its directors and employees to report its genuine concerns about unethical behavior, actual or suspected fraud or any violation, and provides for adequate safeguards against victimization of persons who uses such mechanism. It also provides for direct access to the chairperson of the Audit Committee in appropriate or exceptional cases.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

The policy can be accessed <https://www.polymedicure.com/wp-content/uploads/2023/02/vigil-mechanism-and-whistle-blower-policy.pdf>

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

The Company does not have any employee associations. However, the Company respects and recognises employees' rights to freedom to peaceful association and collective bargaining.

Category	FY <u>2022-23</u> (Current Financial Year)			FY <u>2021-22</u> (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / Workers in respective category, who are part of association(s) or Union (B)	% (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)	% (D / C)

<b>Total Permanent Employees</b>						
- Male	N/A	N/A		N/A	N/A	
- Female	N/A	N/A		N/A	N/A	
<b>Total Permanent Workers</b>						
- Male	N/A	N/A		N/A	N/A	
- Female	N/A	N/A		N/A	N/A	

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Current Financial Year					Previous Financial Year				
	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)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)	
<b>Employees</b>										
Male	1003	485	48.35%	485	48.35%	857	410	47.84%	410	47.84%
Female	90	40	44.44%	40	44.44%	83	35	42.16%	35	42.16%
<b>Total</b>	<b>1093</b>	<b>525</b>	<b>48.03%</b>	<b>525</b>	<b>48.03%</b>	<b>940</b>	<b>445</b>	<b>47.34%</b>	<b>445</b>	<b>47.34%</b>
<b>Workers</b>										
Male	304	304	100%	304	100%	293	293	100%	293	100%
Female	864	864	100%	864	100%	904	904	100%	904	100%
<b>Total</b>	<b>1168</b>	<b>1168</b>	<b>100%</b>	<b>1168</b>	<b>100%</b>	<b>2797</b>	<b>2182</b>	<b>100%</b>	<b>1669</b>	<b>100%</b>

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	1003	1003	100%	857	857	100%
Female	90	90	100%	83	83	100%
<b>Total</b>	<b>1093</b>	<b>1093</b>	<b>100%</b>	<b>940</b>	<b>940</b>	<b>100%</b>
<b>Workers</b>						
Male	2885	2885	100%	1197	1197	100%
Female	1409	1409	100%	2298	2298	100%
<b>Total</b>	<b>4294</b>	<b>4294</b>	<b>100%</b>	<b>3495</b>	<b>3495</b>	<b>100%</b>

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? **(Yes/ No)**. If yes, the coverage such system?  
**Yes,**
- a. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity? **Safety Audit by CFT**
- b. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N) **Yes by Kaizen scheme**

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

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

<b>Safety Incident/Number</b>	<b>Category</b>	<b>FY 2022-23 Current Financial Year</b>	<b>FY 2021-22 Previous Financial Year</b>
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

12. Describe the measures taken by the entity to ensure a safe and healthy work place.  
**Safety Audit, Work Instructions, Safety Training, Poka Yoka on Machine**

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

	<b>FY 2022-23 (Current Financial Year)</b>			<b>FY 2021-22 (Previous Financial Year)</b>		
	<b>Filed during the year</b>	<b>Pending resolution at the end of year</b>	<b>Remarks</b>	<b>Filed during the year</b>	<b>Pending resolution at the end of year</b>	<b>Remarks</b>
Working Conditions	Nil	Nil		Nil	Nil	
Health & Safety	Nil	Nil		Nil	Nil	

14. Assessments for the year:

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
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.

Replaced old Fire Equipment with new Equipments,

Necessary step have been taken to ensure that there is no obstacle in the passage.

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

Yes, through audit of Value Chain Partner

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 are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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) No**

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	53.76%
Working Conditions	53.76%

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.

**The Company provides adequate trainings through audits to vendors for improving health and safety conditions at work place.**

## **PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders**

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

Any entity, group of individuals or institution that gives value to the Company's business chain or that is impacted by us is recognised as a key stakeholder.

Following are the attributes of key stakeholders:

Stakeholders who are directly dependent on the organisational activities, products, services or on whom the organisation is dependent to operate.

Stakeholders towards whom the organisation has legal, commercial, operational or moral responsibility.

### **2. Key stakeholder groups and the frequency of engagement with each stakeholder group.**

<b>Stakeholder Group</b>	<b>Whether identified as Vulnerable &amp; Marginalised Group (Yes / No)</b>	<b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website)</b>	<b>Frequency of Engagement (Annually / Half yearly / Quarterly / others)</b>	<b>Purpose and scope of engagement</b>
Shareholders	NO	Annual General Meeting, shareholder meets, emails, Stock Exchange (SE) intimations, investor / analysts meet / conference calls, annual report, quarterly results, media releases, Company / SE website	Ongoing	To update on ongoing developments about the Company which includes, performance of the Company and the sector, address concerns/grievances and update about the business risk
Employees	NO	Conference calls, video conferencing, group discussions, one to one interactions, review on operations	Ongoing	Performance appraisal & rewards. Also improving operational efficiencies through training and awareness about health, safety and engagement initiatives
Vendors and Suppliers	NO	Emails, letters, personal meetings, telephone, and conferences, among others.	Ongoing	Communication on materials, services, and feedback, among others.
Government	NO	Emails, letters, representations, and meetings, among others.	Ongoing	To provide timely recommendations/ feedback on draft policies and various statutory approvals.
Community	YES	Letters, and newspaper advertisement, among others.	Ongoing	To promote social welfare activities for inclusive growth, fair and equitable development and well-being of society through the Company's business functioning.

## Leadership Indicators

- 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.

Consultation is delegated and feedback is provided to Board Through Board Meetings.

- 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, we are doing the activities basis inputs recd from stakeholders through CSR initiatives.

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

### PRINCIPLE 5 Businesses should respect and promote human rights

#### Essential Indicators

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

Category	<b>FY 2022-23</b>			<b>FY 2021-22</b>		
	<b>Current Financial Year</b>			<b>Previous Financial Year</b>		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	-	-	-	-	-	-
Other permanent	-	-	-	-	-	-
<b>Total Employees</b>	-	-	-	-	-	-
<b>Workers</b>						
Permanent	-	-	-	-	-	-
Other permanent	-	-	-	-	-	-
<b>Total Workers</b>	-	-	-	-	-	-

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

Category	<b>FY 2022-23</b>					<b>FY 2021-22</b>				
	<b>Current Financial Year</b>					<b>Previous Financial Year</b>				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
No. (B)		% (B / A)	No. (C)	% (C / A)	No. (E)		% (E / D)	No. (F)	% (F / D)	
<b>Employees</b>										
<b>Permanent</b>										
Male	1003	0	0%	1003	100%	729	0	0%	729	100%
Female	90	0	0%	90	100%	65	0	0%	65	100%
<b>Other than Permanent</b>										

Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>										
Male	304	0	0%	304	100%	265	0	0	265	100%
Female	864	542	62.73%	322	37.26%	668	537	80.38%	131	19.61%
<b>Other than Permanent</b>										
Male	2581	0	0%	2581	100%	1723	1057	61.34%	486	28.20%
Female	545	0	0%	545	100%	213	0	0%	213	100%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	10	12,00,000/-	2	12,00,000/-
Key Managerial Personnel	3	1,39,500/-	-	-
Employees other than BoD and KMP	633	45,328/-	46	43,480/-
Workers	281	26,302/-	499	12,721/-

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.

The Protected Disclosure should be submitted under a covering letter signed by the complainant in a closed and secured envelope or sent through email with the subject "Protected disclosure under the Whistle Blower policy".

The investigation shall be completed normally within 90 days of the receipt of the protected disclosure.

[Microsoft Word - vigil machanism \(polymedicure.com\)](https://www.polymedicure.com)

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

	FY 2022-23__ Current Financial Year			FY 2021-22 Previous Financial Year		
	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	-	-	-	-	-	
Discrimination at workplace	-	-	-	-	-	
Child Labour	-	-	-	-	-	
Forced Labour/Involuntary Labour	-	-	-	-	-	
Wages	-	-	-	-	-	
Other human rights related issues	-	-	-	-	-	

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases. **VIGIL MECHANISM / WHISTLE BLOWER POLICY**

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

Yes

9. Assessments for the year:

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

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above. NA

**Leadership Indicators**

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

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

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

4. Details on assessment of value chain partners:

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual Harassment	53.76%
Discrimination at workplace	53.76%
Child Labour	53.76%
Forced Labour/Involuntary Labour	53.76%
Wages	53.76%
Others – please specify	Nil

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

## 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:

<b>Parameter</b>	<b>FY 2022-23 (Current Financial Year)</b>	<b>FY 2021-22 (Previous Financial Year)</b>
Total electricity consumption (A)	42758921 kwh	35901642 kwh
Total fuel consumption (B)	1709351 kwh	958814 kwh
Energy consumption through other sources (C)	N/A	N/A
<b>Total energy consumption (A+B+C)</b>	44468272 kwh	36860456 kwh
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.004164 kwh	0.004192 kwh
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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. Yes- A2Z Engineering

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. - No
3. Provide details of the following disclosures related to water, in the following format:

<b>Parameter</b>	<b>FY 2022-23 (Current Financial Year)</b>	<b>FY 2021-22 (Previous Financial Year)</b>
<b>Water withdrawal by source (in kilolitres)</b>		

(i) Surface water	NIL	NIL
(ii) Groundwater	NIL	NIL
(iii) Third party water	41194 KL	25711 KL
(iv) Seawater / desalinated water	N/A	N/A
(v) Others	N/A	N/A
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	41194 KL	25711 KL
<b>Total volume of water consumption (in kilolitres)</b>	41194 KL	25711 KL
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	0.0000039 KL	0.0000029 KL
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	-	-

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. --No

- Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation. --No
- Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

<b>Parameter</b>	<b>Please specify unit</b>	<b>FY 2022-23 (Current Financial Year)</b>	<b>FY 2021- 22 (Previous Financial Year)</b>
NOx	80<	34	34
Sox	80<	18	18
Particulate matter (PM)	100<	89	89
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

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.

Yes- ECOTECH Services INC.

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

<b>Parameter</b>	<b>Unit</b>	<b>FY 2022-23 (Current Financial Year)</b>	<b>FY 2021-22 (Previous Financial Year)</b>
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<i>Metric tonnes of CO<sub>2</sub> equivalent</i>	1967.31	1630.74
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<i>Metric tonnes of CO<sub>2</sub> equivalent</i>	21254.66	17618.33
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		0.000002%	0.000002%
<b>Total Scope 1 and Scope 2 emission intensity (optional)</b> – the relevant metric may be selected by the entity		-	-

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. YES- A – Z ENERGY ENGINEERS PVT LTD.

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. - No
8. Provide details related to waste management by the entity, in the following format:

<b>Parameter</b>	<b>FY 2022-23 (Current Financial Year)</b>	<b>FY 2021-22 (Previous Financial Year)</b>
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste <b>(A)</b>		
E-waste <b>(B)</b>	Nil	Nil
Bio-medical waste <b>(C)</b>	Nil	Nil
Construction and demolition waste <b>(D)</b>	45	Nil
Battery waste <b>(E)</b>	Nil	Nil
Radioactive waste <b>(F)</b>	Nil	Nil

Other Hazardous waste. Please specify, if any. <b>(G)</b>	Nil	Nil
Other Non-hazardous waste generated <b>(H)</b> . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Nil	Nil
<b>Total (A+B + C + D + E + F + G + H)</b>	45	Nil
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	20	Nil
(ii) Re-used	15	Nil
(iii) Other recovery operations	Nil	Nil
<b>Total</b>		
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	N/A	N/a
(ii) Landfilling	10	N/A
(iii) Other disposal operations	N/A	N/A
<b>Total</b>	45	N/A

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. **Yes- Onus Design**

9. 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 products and processes and the practices adopted to manage such wastes. There is no Hazardous or toxic chemical generated by establishment.
10. 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:

S. 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.
	NA	NA	NA

11. 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	NA	NA	NO	NO	-

12. 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) **YES**. If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
	Nil	Nil	Nil	Nil

### Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY <u>2022-23</u> (Current Financial Year)	FY <u>2021-22</u> (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	2246741 kwh	1760124 kwh
Total fuel consumption (B)	N/A	N/A
Energy consumption through other sources (C)	N/A	N/A
<b>Total energy consumed from renewable sources (A+B+C)</b>	2246741 kwh	1760124 kwh
<b>From non-renewable sources</b>		

Total electricity consumption (D)	42221531 KWH	35100333 KWH
Total fuel consumption (E)		
Energy consumption through other sources (F)		
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>42221531 KWH</b>	<b>35100333 KWH</b>

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.

2. Provide the following details related to water discharged:

<b>Parameter</b>	<b>FY 2022-23 (Current Financial Year)</b>	<b>FY 2021-22 (Previous Financial Year)</b>
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	N/A	N/A
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	4,531 KL	6,427 KL
- No treatment	-	-
- With treatment – please specify level of treatment	4,531 KL	6,427 KL
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>	<b>4,531 KL</b>	<b>6,427 KL</b>

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. No

3. 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:

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

<b>Parameter</b>	<b>FY <u>2022-23</u></b> <b>(Current Financial Year)</b>	<b>FY <u>2021-22</u></b> <b>(Previous Financial Year)</b>
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres)</b>	-	-
<b>Total volume of water consumption (in kilolitres)</b>	-	-
<b>Water intensity per rupee of turnover</b> ( <i>Water consumed / turnover</i> )	-	-
<b>Water intensity</b> ( <i>optional</i> ) – the relevant metric may be selected by the ☐ entity	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(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	-	-

- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	-	-

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. No

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

<b>Parameter</b>	<b>Unit</b>	<b>FY 2022-23_</b> <b>(Current Financial Year)</b>	<b>FY 2021-22</b> <b>(Previous Financial Year)</b>
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	<i>Metric tonnes of CO2 equivalent</i>	N/A	N/A
<b>Total Scope 3 emissions per rupee of turnover</b>		-	-
<b>Total Scope 3 emission intensity (optional)</b> – the relevant metric may be selected by the entity		-	-

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. No

5. 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. NA

6. 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 ( <i>Web-link, if any, may be provided along-with summary</i> )	Outcome of the initiative

1	Installation of PNG, RECD kit for diesel	-	Reduces 70% diesel consumption with reduction of CO 2 generation,
2	Installation of UFRO & High TDS RO	-	2) Recycle 168 Kl/day of used water and reduce equivalent usage of ground water.

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

Yes, the Company recognizes the importance of business continuity in its business and has put in place policies to ensure mission-critical operations continue in the event of an interruption Link of Risk Management Policy is as follows:

<https://www.polymedicure.com/disclosures-under-regulation-46-of-lodr/>

8. 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.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts: **53.76%**

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

S. No.	Name of the trade and Industry chambers / associations	Reach of trade and industry chambers / associations (State / National)
1	Confederation of Indian Industry (CII)	National

2	Federation of Chambers of Commerce & Industry	National
3	PHD Chamber of Commerce and Industry	National
4	Faridabad Industrial Association	State
5	Healthcare Federation 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.

Name of authority	Brief of the case	Corrective action taken
None	NA	NA

### Leadership Indicators

Details of public policy positions advocated by the entity:					
S.No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half Yearly / Quarterly / Others- please specify)	Web Link, if available
NA					

## 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. **Not Applicable**

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes/No)	Relevant web link
-	-	-	-	-	-

2. Provide information on project(s) for which ongoing Rehabilitation Resettlement (R&R) is being undertaken by your entity, in the following format: **Not Applicable**

S.No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Accounts paid to PAFs in the FY(in INR)
-	-	-	-	-	-	

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

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

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directly sourced from MSMEs/small producers	28.05%	25.60%
Sourced directly from within the district and neighboring districts	22.59%	21.49%

### 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):

Details of negative social impact identified	Corrective action taken
NA	NA

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

S. No.	State	Aspirational District	Amount spent(In INR)
	NA	NA	NA

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

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

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

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:

S. No.	Intellectual Property based on traditional knowledge	Owned/Aquired(Yes/No)	Benefit sahred(Yes/No)	Basis of calculating benefit share
1	Patent	Yes	No	-
2	Trademark	Yes	No	-

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.

Name of authority	Brief of the case	Corrective action taken
NA	NA	NA

6. Details of beneficiaries of CSR Projects:

S. No.	CSR projects	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Contributors to CSR Eligible Trust, Foundation & Society	-	100%
2	COVID Specific	-	100%
3	On promotion education	-	100%
4	Social welfare	-	100%

## **PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner**

### **Essential Indicators**

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

Customer complaints with respect to Product Quality / Dispatches are mailed to the concerned Marketing team either directly or through dealers/agents attached to these customers with details on batch number, invoices, etc. All such complaints are accorded priority which is then escalated to the concerned QC team at the plant (product quality related) or Sales Logistics team (dispatch related). For quality-related complaints, the concerned QC team members also visit the customer depending on the seriousness of the complaint and suggest corrective action either directly at the customer site or by analysing the samples of the affected material at our lab.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	-
Safe and responsible usage	-
Recycling and/or safe disposal	-

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

	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NIL					
Advertising						
Cyber-security						
Delivery of essential Services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		

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**
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.

## Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available). <https://www.polymedicure.com/>
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.
4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. 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)
5. Provide the following information relating to data breaches:
  - a. Number of instances of data breaches along-with impact - NA
  - b. Percentage of data breaches involving personally identifiable information of customers – NA