

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

## SECTION A: GENERAL DISCLOSURE

### I. DETAILS OF THE LISTED ENTITY

S. No	Particulars
1.	Corporate Identity Number (CIN) of the Listed Entity : L24100GJ2019PLC110964
2.	Name of the Listed Entity : Aarti Pharmalabs Limited
3.	Year of incorporation : 2019
4.	Registered office address : Plot No 22/C/1 & 22/C/2, 1st Phase, GIDC Vapi 396195, Valsad, Gujarat
5.	Corporate address : 204, Udyog Kshetra, 2nd floor, Mulund Goregaon Link Road, Mulund West, Mumbai-400080 Maharashtra
6.	E-mail : <a href="mailto:info@aartipharmalabs.com">info@aartipharmalabs.com</a>
7.	Telephone : +91 022-69436100
8.	Website : <a href="http://www.aartipharmalabs.com">www.aartipharmalabs.com</a>
9.	Financial year for which reporting is being done : 2022-23
10.	Name of the Stock Exchange(s) where shares are listed : Bombay Stock Exchange Limited National Stock Exchange of India Limited
11.	Paid-up Capital : ₹ 453,130,040
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report : Smt. Hetal Gogri Gala, Vice Chairperson & Managing Director Tel: +91 022-69436100 Email: <a href="mailto:infoapi@aartipharmalabs.com">infoapi@aartipharmalabs.com</a>
13.	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) : The Disclosures are made on a standalone basis.

### II. PRODUCTS/SERVICES

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

Description of Main Activity	Description of Business Activity	% of Turnover of the entity
Manufacturing of Pharmaceuticals and Nutraceuticals	Development of Active Pharmaceutical Ingredients (API) and New Chemical Entities (NCE), API intermediates, Regulatory Starting Materials (RSM), Basic Starting Materials, Key Building Blocks, and Xanthine Derivatives for use in clinical testing and commercial production.	98%

## 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	API (Active Pharmaceutical Ingredients)		
2	Pharmaceutical Intermediates		
3	New Chemical Entities	210	98%
4	Xanthine Derivatives		

## 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	11 Plants & 3 Research & Development Centres	3	17
International	0	0	0

## 17. Markets served by the entity:

## a. Number of locations

Locations	Number
National (No. of States)	2
International (No. of Countries)	0

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

44%

## c. A brief on types of customers

Aarti Pharmed Labs Limited specializes in serving the B2B segment by providing comprehensive services to various industries. Our clientele consists of a diverse range of businesses spanning various industries, including pharmaceuticals, food and beverages, polymers and additives, agrochemicals and intermediates for innovators, dyes, pigments, and more. We cater to both domestic and global customers, tailoring our services to meet their specific needs and requirements.

## 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)	1400	1328	95%	72	5%
2	Other than Permanent (E)	0	0	0%	0	0%
<b>3</b>	<b>Total employees (D + E)</b>	<b>1,400</b>	<b>1,328</b>	<b>95%</b>	<b>72</b>	<b>5%</b>
<b>WORKERS</b>						
4	Permanent (F)	642	642	100%	0	0%
5	Other than Permanent (G)	866	866	100%	0	0%
<b>6</b>	<b>Total workers (F + G)</b>	<b>1,508</b>	<b>1,508</b>	<b>100%</b>	<b>0</b>	<b>0%</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)	3	3	100%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
<b>3</b>	<b>Total employees (D + E)</b>	<b>3</b>	<b>3</b>	<b>100%</b>	<b>0</b>	<b>0%</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4	Permanent (F)	3	3	100%	0	0%
5	Other than Permanent (G)	0	0	0%	0	0%
<b>6</b>	<b>Total workers (F + G)</b>	<b>3</b>	<b>3</b>	<b>100%</b>	<b>0</b>	<b>0%</b>

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	10	3	30%
Key Management Personnel	2	0	0%

The Board of Directors consist of 2 Managing Directors and 8 Non-Executive Directors. Besides, the Company Secretary and Chief Financial Officer have been considered for the purpose of Key Management Personnel (under Section 203 of the CA 2013). Besides, the Executive Directors have not been considered again under the Key Managerial Personnel, since they have been separately disclosed under the Board of Directors.

20. Turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22			FY 21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.67	15.27	11.85	12.82	22.58	13.27	14.79	10.16	<b>14.55</b>
Permanent Workers	8.09	0	8.09	9.33	0	9.33	6.9	0	<b>6.9</b>

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

21. 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	Aarti Pharmachem Limited	Subsidiary	100%	No
2	Aarti USA Inc.	Subsidiary	100%	No
3	Ganesh Polychem Limited	Jointly Controlled	50%	No

VI. CSR DETAILS

22. Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) : Yes

a. Turnover (in ₹): 15,11,24,79,363

b. Net worth (in ₹): 14,38,57,79,953

## VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)  (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		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
Communities	-	0	0	NA	0	0	NA
Investors (other than shareholders)	<a href="https://aartipharmalabs.com/investors-relations">https://aartipharmalabs.com/investors-relations</a>	0	0	NA	0	0	NA
Shareholders	<a href="https://aartipharmalabs.com/investors-relations">https://aartipharmalabs.com/investors-relations</a>	0	0	NA	0	0	NA
Employees and workers	-	0	0	NA	0	0	NA
Customers	<a href="https://aartipharmalabs.com/contact">https://aartipharmalabs.com/contact</a>	16	3	APL shall ensure timely resolution of all the pending complaints	20	0	All Complaints were resolved successfully
Value Chain Partners	<a href="https://aartipharmalabs.com/contact">https://aartipharmalabs.com/contact</a>	0	0	NA	0	0	NA

### 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.

Aarti Pharmalabs Limited understands the growing importance of responsible business conduct and shall undertake an end-to-end materiality assessment in the upcoming years. Since the business is in its nascent stage, the company is in the process of identifying top material issues which may get impacted by business or impact the business.

## 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.

P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
P2	Businesses should provide goods and services in a manner that is sustainable and safe.
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains.
P4	Businesses should respect the interests of and be responsive to all its stakeholders.
P5	Businesses should respect and promote human rights.
P6	Businesses should respect and make efforts to protect and restore the environment.
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
P8	Businesses should promote inclusive growth and equitable development.
P9	Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions	P1 (Please refer Point P1)	P2 (Please refer Point P2)	P3 (Please refer Point P3)	P4 (Please refer Point P4)	P5 (Please refer Point P5)	P6 (Please refer Point P6)	P7 (Please refer Point P7)	P8 (Please refer Point P8)	P9 (Please refer Point P9)
<b>Policy and management processes</b>									
1. a. Whether your company'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	<a href="https://.aartipharmalabs.com/code-and-policies">https://.aartipharmalabs.com/code-and-policies</a>								
2. Whether the company 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

Disclosure Questions	P1 (Please refer Point P1)	P2 (Please refer Point P2)	P3 (Please refer Point P3)	P4 (Please refer Point P4)	P5 (Please refer Point P5)	P6 (Please refer Point P6)	P7 (Please refer Point P7)	P8 (Please refer Point P8)	P9 (Please refer Point P9)
<b>4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, and Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your company and mapped to each principle.</b>	The national and international codes/certifications/labels/standards are as follows: <ul style="list-style-type: none"> <li>• FDCA (Manufacturing License)</li> <li>• FDA Maharashtra</li> <li>• FDCA (GMP)</li> <li>• Export Inspection Council</li> <li>• ISO 9001:2015</li> <li>• ISO 14001:2015</li> <li>• ISO 45001:2018</li> <li>• FSSAI</li> <li>• FSSC 22000</li> <li>• Star – K Kosher</li> <li>• Jamiat Ulama Halal Foundation (Mumbai, India)</li> <li>• Majelis Ulama (Halal) (Indonesia)</li> <li>• SEDEX, SMETA (SMETA 4 pillar Certified Company)</li> <li>• FDA (U.S Food and Drug Administration)</li> <li>• UNGCIN</li> </ul>								
<b>5. Specific commitments, goals and targets set by the company with defined timelines, if any.</b>	Not Applicable								
<b>6. Performance of the company against the specific commitments, goals and targets along with reasons in case the same are not met.</b>	Not Applicable.								
<b>Governance, leadership and oversight</b>									
<b>7. Statement by director responsible for the business responsibility report, highlighting ESG challenges, targets and achievements (listed company has flexibility regarding the placement of this disclosure)</b>	Please refer to MD's message on Pg. No. 14								
<b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b>	Smt. Hetal Gogri Gala, Vice Chairperson & Managing Director; DIN: 00005499  Shri Narendra J. Salvi, Managing Director DIN: 00299202								

Disclosure Questions	P1 (Please refer Point P1)	P2 (Please refer Point P2)	P3 (Please refer Point P3)	P4 (Please refer Point P4)	P5 (Please refer Point P5)	P6 (Please refer Point P6)	P7 (Please refer Point P7)	P8 (Please refer Point P8)	P9 (Please refer Point P9)
<b>9. Does the company have a specified Committee of the Board/ Director responsible for decision making on Sustainability related issues? (Yes/No). If yes, provide details.</b>	Currently the Company does not have a dedicated Board-level leadership for sustainability related issues. However, the CSR Committee looks into the broader aspects of ESG under the guidance of the Board.								

The following policies are available on the company's website:

<https://aartipharmalabs.com/code-and-policies>

1. Information Security policy
2. Risk Management Policy
3. Vigil Mechanism Policy
4. Related Party Transaction Policy
5. Nomination & Remuneration Policy
6. Dividend Distribution Policy
7. Code on Prohibition of Insider Trading
8. CSR Policy
9. Code of Conduct
10. Health & Safety Policy (in both Hindi & English languages)
11. People Policy
12. Responsible Procurement Policy
13. Supplier Code of Conduct
14. Policy on Materiality of Events
15. Policy on Determination of Material Subsidiary
16. Archival Policy

**10. Details of review of NGRBCs by the Company:**

Subject for review	Indicate whether review was undertaken by the Director/Committee of the Board/Any other Committee					Frequency (Annually/ Half-yearly/ Quarterly/ Any other – please specify)			
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	All policies outlined have been approved by the Board/Senior Management of the Company. To ensure compliance and effectiveness, regular internal audits and reviews are conducted on all policies and processes within the Company. This ongoing evaluation guarantees that our policies and procedures align with industry standards and best practices.								
Compliance with statutory requirements of relevance to the principles and rectification of any non – compliance	The Firm complies with all applicable regulations currently in effect.								

11. Has the Company carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/ No) If yes, provide the name of the agency.

P1	P2	P3	P4	P5	P6	P7	P8	P9
No, the Company has not undertaken any third party assessments of its policies however shall continue to take up internal assessments periodically to ensure smooth implementation of the policies.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The Company does not consider the principles material to its business (Yes/No)									
The Company is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The Company does not have the financial or/human and technical resources available for the task (Yes/No)						Not Applicable			
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

#### Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Code of Conduct, Anti-Bribery and Corruption, Human Rights, Health and Safety	100%
Key Managerial Personnel	1	Code of Conduct, Anti-Bribery and Corruption, Human Rights, Health and Safety	100%
Employees other than BoD and KMPs	669	Operational, Technical, Skill enhancement, Behavioural training & as per Training matrix of annual plan	100%
Workers	187	Operational, Technical, Skill enhancement, Behavioural training & as per Training matrix of annual plan	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 Requirements) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	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	NA	NA	NIL	NA	NA
Settlement	NA	NA	NIL	NA	NA
Compounding fee	NA	NA	NIL	NA	NA
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	NA	NA	NA	NA	
Punishment	NA	NA	NA	NA	

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.

Not Applicable.

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.

APL has a comprehensive and well-defined Code of Conduct and Vigil Mechanism policy which puts great emphasis on practices of anti-corruption and anti-bribery. The Company firmly believes that all the employees shall uphold the principles mentioned in the policy and fulfil their responsibilities with the utmost faith, discretion, and care, upholding the highest standards of honesty, integrity, and fairness. The Policy forbids using bribery or any other unfair advantage to acquire or capacity to ensure or other benefits, either or through indirect means while also forbidding the promise to do so.

<https://aartipharmalabs.com/investors/vigil-mechanism-policy-feb-2023.pdf>

<https://aartipharmalabs.com/investors/code-of-conduct-feb-2023.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:

	FY 2022-23	FY 2021-22
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2022-23		FY 2021-22	
	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 the 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

## 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.

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	4.33 %	4 %	<ol style="list-style-type: none"> <li>1. Gas detection system including flammable, toxic &amp; oxygen monitoring</li> <li>2. Dust collector system</li> <li>3. Solvent transferring and containment accessories</li> </ol>
Capex	13.90 %	5.80 %	<ol style="list-style-type: none"> <li>1. Scrubber System &amp; Booster pump for Reverse Osmosis</li> <li>2. Installation of detectors for VOC,O2 &amp; Level and Variable Frequency Drive for equipment</li> <li>3. Industrial Hygiene monitoring</li> <li>4. Fall Protection Arrester</li> <li>5. Mechanical Vapor Recompression system &amp; Barometric condenser Installation</li> <li>6. Green Belt development</li> <li>7. Explosion Vent installation for powder processing equipment and IIC motor upgradation for required equipment</li> <li>8. Flame arrester and Scrubber systems to solvent storage tanks</li> <li>9. Distributed Control System for Solvent Recovery Plant</li> </ol>

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

Yes; The company has in place a robust responsible procurement policy which acts as a guiding force for APL to implement sustainable measures along its value chain.

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

0%; The company is yet to start categorising its sustainably sourced input materials, however shall start doing so in the upcoming years.

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.

The company adheres to the 3R principle of reduce, reuse, recycle for managing waste. This principle is implemented across all aspects of our operations and covers every type of waste generated. To support its commitment, all the facilities are equipped with comprehensive waste management systems. APL strives to minimize waste generation, promote reuse of materials whenever possible, and ensure efficient recycling processes. By following the 3R principle, the company contributes to sustainable waste management and resource conservation.

A. Plastic Waste: All the plastic waste generated is sent to authorised recyclers for further processing.

B. E-Waste: All the e-waste generated at site is sent to authorised recyclers to ensure safe disposal.

C. Hazardous Waste: Hazardous waste generated at site is sent to CHWTSDF sites for safe disposal as landfill or incineration. Some of the hazardous waste categories are sent to authorised recyclers as per consent condition & Hazardous and other Waste (M & TM) Rules, 2016. Recently APL obtained the Consent for sending hazardous waste to an authorized pre-processor followed by a coprocessor & the company is sending one of the waste categories to the pre-processor.

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. Waste collection plan is in line with the EPR plan, APL has received the EPR target from CPCB & the activities related to EPR are in progress. The company is registered with CPCB for EPR.

**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)	% of employees covered by									
		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	1,328	1,328	100%	1,328	100%	0	0%	0	0%	0	0%
Female	72	72	100%	72	100%	72	100%	0	0%	0	0%
<b>Total</b>	<b>1,400</b>	<b>1,400</b>	<b>100%</b>	<b>1,400</b>	<b>100%</b>	<b>72</b>	<b>5%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Other than Permanent employees</b>											
Male											
Female											
<b>Total</b>											

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

Category	Total (A)	% of workers covered by									
		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	642	642	100%	642	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>642</b>	<b>642</b>	<b>100%</b>	<b>642</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Other than Permanent workers</b>											
Male	866	866	100%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>866</b>	<b>866</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

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

Benefits	FY 2022-23			FY 2021-22		
	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	100% covered As per applicability of The Employees State Insurance Act 1948.					
Others – please specify	Not Applicable					

### 3. Accessibility of workplace

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.

APL's offices have been well equipped with accessibility measures such as rails, ramps and wheelchairs to facilitate the movement of differently-abled employees in accordance with the Rights of Persons with Disabilities Act, 2016.

### 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 entity has laid out the necessary provisions in the HR Policy in line with the Rights of Persons with Disabilities Act, 2016. The Company ensures compliance of 100% employee related applicable statutes which ensures social security.

<https://.aartipharmalabs.com/responsible-workforce>

### 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	NA	NA	NA	NA
Female	100 %	100 %	NA	NA
<b>Total</b>	<b>100 %</b>	<b>100 %</b>	<b>NA</b>	<b>NA</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/No (If Yes, then give details of the mechanism in brief)	
Permanent Workers	No
Other than Permanent Workers	No
Permanent Employees	No
Other than Permanent Employees	No

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

Category	FY 2022-23			FY 2021-22		
	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)
Total Permanent Employees	0	0	0%	0	0	0%
Male	0	0	0%	0	0	0%
Female	0	0	0%	0	0	0%
Total Permanent Worker	642	125	19%	664	125	19%
Male	642	125	19%	664	125	19%
Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	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	1,328	1,328	100%	1,195	90%	1,279	1,279	100%	998	78%
Female	72	72	100%	52	72%	62	62	100%	40	65%
<b>Total</b>	<b>1,400</b>	<b>1,400</b>	<b>100%</b>	<b>1,247</b>	<b>89%</b>	<b>1,341</b>	<b>1,341</b>	<b>100%</b>	<b>1038</b>	<b>77%</b>
<b>Workers</b>										
Male	642	642	100%	642	100%	664	664	100%	664	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
<b>Total</b>	<b>642</b>	<b>642</b>	<b>100%</b>	<b>642</b>	<b>100%</b>	<b>664</b>	<b>664</b>	<b>100%</b>	<b>664</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	1328	1135	85%	1,341	1,075	80.16%
Female	72	56	77%	54	54	100%
<b>Total</b>	<b>1400</b>	<b>1191</b>	<b>85%</b>	<b>1,395</b>	<b>1,129</b>	<b>80.93%</b>
<b>Workers</b>						
Male	642	606	94%	668	478	71.56%
Female	0	0	0%	0	0	0%
<b>Total</b>	<b>642</b>	<b>606</b>	<b>94%</b>	<b>668</b>	<b>478</b>	<b>71.56%</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 of such system?

Yes; APL has an ISO 45001 certified occupational health and safety management system in place. APL is committed for a continuous improvisation of its safety systems for a zero-incidence scenario. To prioritize safety for all stakeholders, APL has a detailed and comprehensive Health, Safety and Environment (HSE) manual in place for upholding the group-level legacy of "Safety first". Adequate training and awareness programmes are in practice to prevent unsafe working conditions and mitigate the probable risks. The coverage is 100% for our entity and it covers both employees & contractors.

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

To identify work-related hazards and assess risks, APL carries out meetings periodically with all its operational safety personnel. The Company being ISO 45001:2018 certified ensures all the safety standards and comprehensive protocols as directed by the standard are in place for achieving operational excellence. APL also undertakes various safety trainings and assessments at regular intervals for employee welfare. The routine safety mandate includes, Hazard Identification and Risk Assessment (HIRA), HAZOP(for process deviation), what-if analysis, hazard checklists and Quantitative Risk/Impact Assessment (QRA) at project stage. For non-routine work, APL employs Job Safety Analysis (JSA).

- c. **Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)**

Yes; Aarti Pharmed Labs Limited has implemented several modules through APMS guidelines which includes General Plant Condition, Unsafe Acts, Unsafe Conditions, Near Miss, Behaviour Based Safety, Tool box talk, etc., to enable workers to report work-related hazards. These reports are submitted through the INTELEX module or via the G-suit platform. The Company proactively gives prior attention to social security for a safe working environment.

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

Yes. The Company covers its employees/ workers under the Group Term Life Insurance Policy. Also, APL has partnered with hospitals that offer visiting doctors to provide non-occupational and healthcare services. Additionally, the company runs a vaccination program specifically targeting contagious diseases such as Hepatitis B, tetanus etc.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one-million-person hours worked)	Employees	0.42	0.24
	Workers	0.31	0.00
Total recordable work-related injuries	Employees	1.27	2.12
	Workers	2.46	4.12
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.**

Aarti Pharmed Labs Limited has developed a comprehensive Health, Safety, and Environment policy aimed at providing a secure and healthy workplace for all individuals involved. The Company's commitment extends to complying with the Factory Act of 1948. To ensure process safety, APL has implemented hazard checklists and regularly conduct HAZOP (Hazard and Operability Study) assessments at our facilities. Moreover, the company has a dedicated process safety laboratory that actively identifies any potential hidden hazards associated with new processes & change in existing processes.

To uphold a safe and healthy working environment, APL has adopted the APMS (Aarti Pharmed Labs Management System) guidelines. These guidelines encompass various aspects such as the Permit system, General Plant Condition, Management of Change, Pre Start-up Safety Review, etc. In order to prevent workplace exposure, sites are equipped with cutting-edge scrubbing systems and air ventilation systems.

The Company has also established an Industrial Hygiene program to identify operations that may pose potential hazardous exposures. Regular medical check-ups are conducted for both employees and contract workers, and has trained medical personnel on-site to handle any work-related emergencies. Furthermore, APL ensures the availability of necessary and specialized personal protective equipment (PPE) tailored to specific operations. For the well-being of workers, the Company offers compensation in cases of accidents/ mishaps.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessments for the year.

	% of your plants and offices that were assessed (by the 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.

Not Applicable

### PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL THEIR STAKEHOLDERS

**Essential Indicators**

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

Through stakeholder engagement and feedback mechanisms, the company aims to identify its key stakeholders. This process would enable the company to better comprehend the concerns and interests of its stakeholders, allowing APL to align the purpose and scope of the engagement accordingly. By actively seeking and incorporating feedback, APL looks to foster a deeper understanding of the company's stakeholders' perspectives, by ensuring that their feedback is considered in the decision-making processes.

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

The company is currently working towards identifying its key stakeholders and shall prioritize this task in the upcoming financial year. By proactively seeking input and feedback, APL aims to create an inclusive environment where stakeholders' perspectives and concerns are acknowledged and addressed in the decision-making processes.

### 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 2022-23			FY 2021-22		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Permanent	1,400	885	63.21%	1,341	838	62.49%
Other than permanent	0	0	0%	0	0	0%
<b>Total Employees</b>	<b>1,400</b>	<b>885</b>	<b>63.21%</b>	<b>1,341</b>	<b>838</b>	<b>62.49%</b>
Permanent workers	642	389	60.59%	664	390	58.73%
Other than permanent	866	433	50%	807	378	46.84%
<b>Total Workers</b>	<b>1,508</b>	<b>822</b>	<b>54.5%</b>	<b>1,471</b>	<b>768</b>	<b>52.20%</b>

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

Category	FY 2022-23					FY 2021-22				
	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	1,328	0	0%	1,328	100%	1279	0	0%	1,279	100%
Female	72	0	0%	72	100%	62	0	0%	62	100%
<b>Other than Permanent</b>										
Male	Not Applicable									
Female	Not Applicable									
<b>Workers</b>										
<b>Permanent</b>										
Male	642	0	0%	642	100%	664	0	0%	664	100%
Female	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Other than Permanent</b>										
Male	886	886	100%	0	0%	807	807	100%	0	0%
Female	0	0%	0	0%	0	0%	0	0%	0	0%

## 3. Details of remuneration/salary/wages, in the following format (In Lakhs INR):

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category/ Annum in Lakhs	Number	Median remuneration/ salary/ wages of respective category/Annum in Lakhs
Board of Directors (BoD)	1	88	1	97
Key Managerial Personnel	2	37	0	NA
Employees other than BoD and KMP	1,328	6	62	4
Workers	642	3	0	0

For the purpose of the Board of Directors, only the Executive Directors have been considered, since only they are paid Salary and Commission. Besides, the Company Secretary and Chief Financial Officer have been considered for the purpose of Key Management Personnel (under Section 203 of the CA 2013). Besides, the Executive Directors have not been considered again under the Key Managerial Personnel, since they have been separately disclosed under the Board of Directors.

## 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, Aarti Pharmed Labs Limited is deeply committed to upholding and promoting high standards of human rights throughout all its operations. As an integral part of the company's corporate responsibility, the Works Council diligently ensures strict adherence to human rights principles.

APL firmly believes in upholding the dignity and individual rights of every employee, worker, and external stakeholder with whom APL engages in its businesses. It is APL's unwavering commitment to ensure that none of its operations infringe upon the human rights of its valued stakeholders. The company strives to create a respectful and inclusive environment for fostering the overall well-being within the organization.



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

Aarti Pharmed Labs Limited prioritizes the well-being and rights of all individuals associated with the company. The company has established a robust grievance redressal mechanism specifically designed to promptly and effectively address any human rights issues that may arise. APL encourages open communication and provides multiple channels for employees and stakeholders to report concerns or seek assistance. A dedicated team is committed to thoroughly investigating and resolving grievances in a fair and impartial manner, while maintaining the utmost confidentiality. The Company strives to continuously improve its grievance redressal process to ensure a safe and respectful environment for everyone.

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

	FY 2022-23			FY 2021-22		
	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	No case filed	0	0	No case filed
Discrimination at workplace	0	0				
Child Labour	0	0				
Forced Labour/Involuntary Labour	0	0				
Wages	0	0				
Other human rights related issues	0	0				

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

Aarti Pharmed Labs Limited maintains a zero-tolerance policy towards any form of sexual harassment in the workplace. To address this issue, the company has implemented a comprehensive grievance resolution procedure under its POSH policy for ensuring effective resolution of employee complaints. APL has also established a stringent Code of Conduct and HR Policy Manual that clearly outline expectations for appropriate employee behaviour and provide measures for the prevention and redressal of such complaints. All employees and new joiners are provided PoSH training not only during induction but also at regular intervals during their lifetime at APL.

To ensure a prompt and confidential resolution process, APL has established Internal Complaints Committee dedicated to monitoring and addressing complaints related to harassment. This committee is responsible for taking appropriate action in a timely manner while maintaining the utmost confidentiality.

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

Yes; At APL, all the business agreements and contracts carry the clauses of human rights for promoting sustainable, fair and equitable competition for all its stakeholders.

**9. Assessments for the year:**

APL has carried out Human rights risk assessment which includes Child labour, Forced labour, Sexual harassment & ethics etc. at three sites out of six sites. All audits are based on UNGC guiding principle and/or Pharmaceutical supply chain initiative.

**10. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 9 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	Unit	FY 2022-23	FY 2021-22
Total electricity consumption (A)	GJ	250463.127	237134.95
Total fuel consumption (B)	GJ	537025.994	483167.83
Energy consumption through other sources (C)	GJ	0	0
<b>Total energy consumption (A+B+C)</b>	GJ	<b>787489.121</b>	<b>720302.78</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	GJ/INR /million	52.49	76.54

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

No

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.

None of the sites comes under PAT Scheme.

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

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface Water	0	0
(ii) Ground Water	0	0
(iii) Third Party Water	404898	359786
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>404898</b>	<b>359786</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>716243</b>	<b>629521</b>
Water intensity per rupee of turnover (Water consumed/turnover) KL/INR/million	47.75	66.9

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

No

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

Yes. Aarti Pharmalabs Limited (APL) has implemented a comprehensive mechanism for achieving Zero Liquid Discharge (ZLD) across all of its units. The company has ensured 100% recycling of liquid-waste generated and has established the necessary infrastructure and systems to comply with ZLD conditions specified by the Consent to Operate (CTO) requirements. This commitment demonstrates dedication towards sustainable practices and responsible waste management.

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

Parameter	Specify Unit	FY 2022-23	FY 2021-22
NOx	MT	88.83	70.17
SOx	MT	380.23	254.58
Particulate matter (PM)	MT	386.47	336.32
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)		Not Applicable	
Hazardous air pollutants (HAP)			
Others- please specify			

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; the external agencies for independent assessment/evaluation/assurance are as follows:

- Skylab Analytical Laboratory
- Enviro Care Lab

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

Parameter	Specify Unit	FY 2022-23	FY 2021-22
<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)	Metric Tonnes of CO <sub>2</sub>	37,390	42,931
<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)	Metric Tonnes of CO <sub>2</sub>	79,746	80,244
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	Metric Tonnes of CO <sub>2</sub> /INR/million	7.81	13.09

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

7. Does the entity have any project related to reducing Greenhouse Gas emissions? If Yes, then provide details.

No, however the company shall aim to undertake initiatives to reduce its GHG emissions in the upcoming years.

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

Parameter	FY 2022-23	FY 2021-22
<b>Total Waste Generated (in Metric Tonnes)</b>		
Plastic waste (A)	72.66	111.25
E-waste (B)	2.13	3.05
Bio-medical waste (C)	0.19	0.48
Construction and demolition waste (D)	17.5	0
Battery waste (E)	1.22	0.9
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	4,770.32	5,808.99
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	873.94	742.26
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>5,737.96</b>	<b>6,666.93</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes) 5,737.96</b>		
<b>Category of Waste</b>		
(i) Recycled	2,004.71	2,190.12
(ii) Re-used	4,051.84	6,027.71
(iii) Other recovery operations	0	0
<b>Total</b>	<b>6,056.55</b>	<b>8,217.83</b>
<b>For each category of waste generated, total waste disposed of by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	545.27	448.62
(ii) Landfilling	8472.9	5151.6
(iii) Other disposal operations	0	0
<b>Total</b>	<b>9,018.17</b>	<b>5,600.22</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

## 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.

Aarti Pharmalabs Limited has implemented a comprehensive waste management system that prioritizes environmental sustainability and responsible waste disposal practices. APL recognizes the importance of minimizing the environmental impact of its operations and ensuring the efficient management of waste generated throughout its processes.

APL's waste management system is designed to adhere to the highest industry standards and regulatory requirements. The company follows a systematic approach to identify, segregate, handle, treat, and dispose of waste in a safe and environmentally friendly manner. The company aims to minimize waste generation, promote recycling and reuse, and properly dispose of the hazardous waste.

- During the product design stages, APL has integrated Hazard checklists that strictly adhere to the principles of green chemistry. The company's primary goal is to eliminate the use of toxic chemicals and prioritize a design process that minimizes or completely eliminates the generation of hazardous waste. This approach follows a hierarchy of controls, where it actively seeks alternative materials and methods, effectively reducing the use of harmful substances and minimizing the production of hazardous waste.

- Furthermore, in one of the product chains, APL has developed a specialized process that treats by-products and converts them into valuable resources. This innovative approach significantly minimizes the environmental impact and contributes to sustainable practices.
  - To address emissions during the processes, the plants are fully equipped with state-of-the-art scrubber systems, which effectively capture any emissions generated and prevent their release into the environment.
  - In order to manage wastewater responsibly, the company has installed advanced wastewater treatment plants and water recovery units that utilize cutting-edge technologies such as reverse osmosis (RO), multiple-effect evaporators (MEEs), and agitated thin film dryers (ATFD). These systems enable to recover and reuse water from wastewater streams. Recently APL has taken a significant step towards energy conservation by adopting a Mechanical Vapour Recompression (MVR) system to treat industrial effluent. For domestic effluent, Sewage Treatment Plants (STP) are in place.
  - As part of its commitment to environmental sustainability, APL has implemented a zero liquid discharge policy across all its units. This means that the firm aims to eliminate the discharge of any liquid waste by effectively treating and reusing all water resources within its operations.
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:  
Not Applicable as none of the offices and plants are set up in/around ecologically sensitive areas.
11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year  
Aarti Pharmalabs Limited has not undertaken any environmental impact assessments in the current financial year.
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). If not, provide details of all such non-compliances, in the following format:  
Yes; the Company is in compliance of all the required compliance with all the applicable laws and norms as per Environmental protection act 1986, Water (Prevention and Control of Pollution) Act 1974 and Air (Prevention and Control of Pollution) Act 1981 to closely monitor and ensure compliance.

**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.  
NIL
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a body) the entity is a member of/ affiliated to.  
Currently, Aarti Pharmalabs Limited is not affiliated with any chambers/associations, however the company is in the process of becoming a member of the United Nations Global Compact of India Network (UNGCI).
2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.  
Not Applicable.