



SYMBIOTEC

Symbiotec Pharmalab Limited

(Formerly known as Symbiotec Pharmalab Pvt. Ltd.)

Business Responsibility and Sustainability Reporting FY-2025



+91-731-6676405 

www.symbiotec.com 

385/2, Pigdamber, Rau, Mhow, 
Indore, MP, India 453331

Director Message on Sustainability



At Symbiotec Pharmalab, our journey has always been guided by a vision to deliver high-quality pharmaceutical solutions while ensuring that our growth is inclusive, responsible, and sustainable. As we present our second BRSR, I take this opportunity to reaffirm our unwavering commitment to Environmental, Social, and Governance (ESG) values that lie at the core of our business philosophy.

The world today stands at a critical juncture—balancing healthcare advancement with environmental stewardship has never been more important. As a global leader in Active Pharmaceutical Ingredients (APIs), we recognize our responsibility to not only meet stringent regulatory standards but also to actively contribute to the betterment of society and the planet.

In FY2024–25, we made significant strides across our ESG focus areas. From transitioning to bio-briquette boilers to adopting hybrid solar-wind power at our Rau facility, we are decarbonizing our energy mix and mitigating climate impacts. Our Zero Liquid Discharge systems ensure complete water recycling, contributing to water positivity across both our units. Through green chemistry and biotransformation, our R&D division continues to innovate for a cleaner and more sustainable pharmaceutical future.

Social responsibility is deeply embedded in our culture. We surpassed our CSR commitments by investing ₹1.70 crore for the FY 2024-2025 by taking initiatives across health, education, and community infrastructure. Our people remain our most valued asset - every employee is covered under structured health programs, and we continue to foster a workplace built on inclusivity, safety, and mutual respect.

Our governance structure, including the ESG Committee and other specialized boards, ensures robust oversight, ethical business conduct, and risk-resilient strategies aligned with global best practices. Through stakeholder engagement, third-party sustainability assessments, and alignment with GRI, SDG, and UNGC frameworks for our sustainability report, we have enhanced transparency and accountability in our operations.

As we look ahead, our sustainability roadmap focuses on strengthening renewable energy adoption, scaling circular economy practices, and embedding ESG further into our decision-making

processes. I am confident that through innovation, collaboration, and commitment, Symbiotec will continue to lead by example - delivering not just better healthcare, but a better world.

I thank all our stakeholders, employees, customers, investors, suppliers, regulatory bodies, and community partners—for their trust and continued support in this transformative journey



Anil Satwani
Managing Director
Symbiotec Pharmed Limited

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR SYMBIOTEC PHARMALAB LIMITED

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	U24232MP2002PTC015293
2	Name of the Listed Entity	Symbiotec Pharamlab Limited (Formerly Symbiotec Pharamlab Private Limited)
3	Year of incorporation	2004
4	Registered office address	Symbiotec Pharamlab Limited 385/2, Pigdamber, Rau, Mhow, Indore, Madhya Pradesh 453331, India
5	Corporate address	Symbiotec Pharamlab Limited 385/2, Pigdamber, Rau, Mhow, Indore, Madhya Pradesh 453331, India
6	E-mail	symbiotec@Symbiotec.com
7	Telephone	+91-731-6676405-406
8	Website	www.symbiotec.com
9	Financial year for which reporting is being done	2024-2025
10	Name of the Stock Exchange(s) where shares are listed	Not Applicable
11	Paid-up Capital	Not Applicable
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Vivek Asthana Email - vivek.asthana@symbiotec.com Mob No. - 9630099026 Symbiotec Pharamlab Limited 385/2, Pigdamber, Rau, Mhow, Indore, Madhya Pradesh 453331, India
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 disclosure in this report is on a standalone basis and covers information for the Symbiotec sites in Rau and SEZ. Rau Site - 385/2, Pigdamber, Rau, Mhow, Indore, Madhya Pradesh 453331, India SEZ Site - Plot No. 5, 6, 7 & 8, Pharma Zone, Phase II, Indore Special Economic Zone, Pithampur, Dhar, Madhya Pradesh 454774, India
14	Name of assurance provider	NA
15	Type of assurance obtained	NA

II. Products/services

16. 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.	Manufacture Active Pharmaceutical Ingredients	Specializing in Active Pharmaceutical Ingredients (APIs), particularly in the corticosteroid and steroidal hormone segments.	100%

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

S. No.	Product/Services	NIC Code	% of total Turnover contributed
1.	Sale of Cortico-Steroid and Hormone Active Pharmaceutical Ingredients	21001	100%

III. Operations –

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

Location	Number of Plants	Number of offices	Total
National	02	01	02
International	02	0	02

*Note – International location ESG data is not include in the BRSR report.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	36 (28 states and 8 Union Territory)
International (No. of Countries)	63+ Countries

b. What is the contribution of exports as a percentage of the total turnover of the entity? (In Cr Rs)

	FY23-24	FY24-25
Export Revenue	385.31	411.63
Total Revenue	673.6	756.6
Percentage of the total turnover	57.2 %	54.4 %

c. A brief on types of customers –

Symbiotec Pharmedlab serves a diverse range of customers, including multinational pharmaceutical companies like GlaxoSmithKline (GSK), Teva Pharmaceuticals, and Cipla, as well as generic drug manufacturers, contract manufacturers, global pharmaceutical distributors, and research and development entities. These customers rely on Symbiotec for high-quality Active Pharmaceutical Ingredients (APIs) that meet international regulatory standards, supporting drug production, clinical trials, and global distribution in over 63+ countries.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	1372	1326	96.65%	46	3.35%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total employees (D + E)	1372	1326	96.65%	46	3.35%
WORKERS						
4	Permanent (F)	0	0	0%	0	0%
5	Other than Permanent (G)	268	267	99.63%	1	0.37%
6	Total workers (F + G)	268	267	99.63%	1	0.37%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	0	0	0%	0	0%
2	Other than Permanent (E)	1	1	100%	0	0%
3	Total differently abled employees (D + E)	1	1	100%	0	0%
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	0	0	0%	0	0%
5	Other than Permanent (G)	0	0	0%	0	0%
6	Total differently abled workers (F + G)	0	0	0%	0	0%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	4	0	0%
Key Management Personnel	14	1	7%

22. Turnover rate for permanent employees and workers –

(Disclose trends for the past 3 years)

Particulars	FY25 (Turnover rate in current FY)			FY24 (Turnover rate in previous FY)		
	Male	Female	Total	Male	Female	Total
Permanent Employees	16%	35%	17%	21%	16%	22%
Permanent Workers	22%	0%	22%	23%	0%	23%

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

23. (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	Navi Sci Pte. Ltd (formerly Symbiotec Pharamlab (Singapore) Pte. Ltd.) in Singapore	Subsidiary	100%	No
2	Symbiotec Zenfold Pvt Ltd	Subsidiary	100%	No
3	Knovea Pharmaceutical Private Limited (KPPL)	Subsidiary	100%	No
4	Xinjiang Symbiotec Biotechnology Limited	Joint Venture Company with Shanghai Fulland Pharmaceuticals Co., Ltd. (Company Registered in China) with your company holding 95% of the equity.	95%	No

VI. CSR Details

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

Section	Details	Company Particulars
24 i	Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
24 ii	Turnover (in Cr.) for Symbiotec Pharamlab Pvt Ltd	756.6 Cr
24 iii	Net worth (in Cr.) for Symbiotec Pharamlab Pvt Ltd	910.7 Cr

Total CSR budget outlay for the year 2024-2025 was INR 1,67,70,000 whereas the actual amount spent on CSR was INR 1,70,76,040. Thus, we have spent INR 3,06,040 excess amount.

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY25 Current Financial Year		FY24 Previous Financial Year	
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year

Communities	7.0MECHANISM-AND-WHISTLE-BLOWER-POLICY.pdf	0	0	0	0
Investors (other than shareholders)	Yes	0	0	0	0
Shareholders	Yes	0	0	0	0
Employees and workers	7.0MECHANISM-AND-WHISTLE-BLOWER-POLICY.pdf	34	8	23	4
Customers	Yes	11	3	18	2
Value Chain Partners	Yes	0	0	10	0

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

S. No.	Material Issue Identified	Indicate Whether Risk or Opportunity (R/O)	Rationale for Identifying the Risk/Opportunity	In Case of Risk, Approach to Adapt or Mitigate (if Risk) / Alternative Approach (if Opportunity)	Financial Implications of the Risk or Opportunity (Indicate Positive or Negative Implications)
1	Climate Change and GHG Emission	Risk	Increasing operational costs due to energy inefficiencies and carbon taxes.	Mitigate through energy-efficient manufacturing processes and reduce emissions by adopting green energy solutions.	Negative short-term due to compliance costs, but long-term positive through reduced operational costs and regulatory alignment.
2	Energy Management	Opportunity	Energy consumption is significant in API manufacturing. Optimizing energy use presents both cost-saving and environmental benefits.	Invest in energy-efficient technologies, renewable energy sources, and energy recovery systems.	Positive due to potential cost savings, lower operational expenses, and enhanced sustainability credentials.
3	Water and Effluents Management	Risk	Water is critical in API manufacturing. Potential risks due to water scarcity, pollution regulations, and effluent management.	Mitigate by improving water recycling practices, implementing zero liquid discharge (ZLD) systems, and reducing water consumption.	Negative due to potential fines and water-related operational disruptions, but long-term positive with reduced costs from water conservation.

4	Waste Management & Circular Economy	Opportunity	Increasing regulations on hazardous waste disposal and growing market preference for eco-friendly manufacturing practices.	Embrace waste minimization, recycling, and adoption of circular economy practices in the manufacturing process.	Positive due to cost savings from reduced waste management costs, and improved market perception as an eco-friendly manufacturer.
5	Pollutant (Air, Land)	Risk	Environmental pollution risks, including air emissions and chemical spills, which could lead to fines and negative public perception.	Mitigate by improving emission controls, adopting cleaner technologies, and ensuring proper hazardous waste disposal.	Negative due to fines, operational shutdowns, or reputational damage, but positive in the long term with improved environmental practices.
6	Biodiversity	Risk	Risk of biodiversity loss through operational activities that may negatively affect surrounding ecosystems.	Mitigate by adhering to biodiversity protection policies and investing in environmental restoration projects near operations.	Negative due to regulatory fines, but positive in the long-term for corporate reputation and reduced operational disruptions.
7	Product Stewardship	Opportunity	Opportunity to develop products that meet both regulatory standards and customer demands for safe, sustainable, and effective medicines.	Enhance stewardship by ensuring quality control, sustainability in raw material sourcing, and transparent product labeling.	Positive due to enhanced customer loyalty, improved market share, and better compliance.
8	Material Sourcing	Risk	Dependency on raw material suppliers, especially those not adhering to ethical and sustainable practices.	Mitigate by sourcing raw materials from sustainable suppliers and ensuring a transparent, ethical supply chain.	Negative due to supply chain risks, but positive in the long term through a more resilient and ethical supply chain.
9	Diversity and Inclusion & Employee Engagement, Training, Non-Discrimination	Opportunity	Promoting diversity within the workforce can enhance innovation, employee	Invest in diversity programs, employee engagement initiatives, and non-discriminatory	Positive due to higher employee retention, increased productivity, and improved work culture.

			satisfaction, and long-term retention.	practices in recruitment and promotion.	
10	Talent Attraction and Retention	Opportunity	Difficulty in attracting and retaining skilled talent in a competitive labor market.	Strengthen employer brand by offering competitive salaries, benefits, and opportunities for professional growth and development.	Positive due to reduced recruitment and training costs, and enhanced employee retention.
11	Workplace Health and Safety	Risk	Health and safety risks associated with hazardous materials and manufacturing processes, leading to accidents and potential legal liabilities.	Mitigate through strict adherence to safety protocols, providing regular safety training, and utilizing safer manufacturing processes.	Negative due to potential legal liabilities, operational shutdowns, and insurance costs, but positive due to reduced workplace injuries and costs.
12	Ensuring Human Rights Compliance, Child Labor	Risk	Legal, reputational, and operational risks from non-compliance with human rights and child labor laws in the supply chain or operations.	Mitigate by ensuring strict human rights policies and performing regular audits of suppliers and internal operations.	Negative due to fines, loss of brand reputation, and operational disruptions, but positive long-term through ethical sourcing and employee satisfaction.
13	Community Engagement and Impact	Opportunity	Positive community relationships can enhance the company's social license to operate and create a mutually beneficial impact.	Develop and implement community outreach programs, including education, healthcare, and sustainability initiatives.	Positive due to improved community relations and social responsibility image.
14	Sustainable Supply Chain	Opportunity	Growing importance of sustainability in the supply chain, with increasing customer and regulatory pressure.	Invest in sustainability certifications for suppliers, enhance collaboration with eco-friendly suppliers, and implement supplier audits.	Positive due to improved brand image and supply chain reliability and reduced operational disruptions.

15	Business Ethics & Corporate Governance, Board Diversity	Opportunity	Strong corporate governance and ethical practices lead to better decision-making, higher investor confidence, and improved reputation.	Strengthen governance frameworks, ensure diversity on board, and adhere to high ethical standards in operations.	Positive due to stronger investor relations, improved decision-making, and better corporate image.
16	Anti-corruption and Bribery	Risk	Legal and reputational risks from engaging in corrupt practices or bribery, damaging stakeholder trust.	Mitigate by implementing robust anti-corruption policies, ethics training, and a transparent reporting system.	Negative due to legal costs, fines, and reputational damage, but positive from improved internal controls and risk management.
17	Cybersecurity and Data Privacy	Risk	Risks of data breaches and cyber-attacks, leading to loss of customer trust and legal liabilities.	Mitigate by implementing strong data security measures, regular cybersecurity training, and data privacy protocols.	Negative due to legal costs, customer trust loss, and reputational damage, but positive from enhanced cybersecurity measures.
18	Risk Management	Opportunity	Effective risk management ensures business continuity and minimizes financial losses from unforeseen disruptions.	Invest in comprehensive risk management systems, including predictive analytics and risk mitigation strategies.	Positive from improved operational resilience, reduced risks, and cost savings.
19	Public Policy Advocacy	Opportunity	Influencing public policy and regulatory frameworks can create a favorable environment for business operations.	Engage in policy advocacy related to sustainability, regulatory compliance, and industry standards.	Positive from shaping favorable policies and gaining strategic advantages.
20	Regulatory and ESG Compliance	Risk	Risk of non-compliance with regulatory and ESG requirements, leading to fines and reputational damage.	Mitigate by ensuring continuous compliance with environmental, social, and governance standards through regular audits and reporting.	Negative due to fines, legal costs, and reputational risks, but positive from enhanced compliance and transparency.

21	Tax Transparency	Opportunity	Ensuring transparency in tax practices enhances trust with regulators and stakeholders.	Strengthen tax reporting processes and ensure compliance with local and international tax laws.	Positive due to enhanced stakeholder trust and reduced scrutiny from tax authorities.
22	Ethical Marketing and Labeling	Opportunity	Ethical marketing practices can improve customer trust and align the company with sustainability values.	Develop clear and honest marketing campaigns that reflect the company's sustainability goals.	Positive due to improved customer loyalty, market differentiation, and brand integrity.
23	Innovation and Technology (R&D)	Opportunity	Innovation is crucial for developing new products, improving processes, and meeting evolving market demands.	Increase investment in R&D for sustainable product development and technologies that reduce environmental impact.	Positive from increased market share, improved product offerings, and long-term revenue growth.

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
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	The Policies covering these principles are available on the Company's website, link - https://www.symbiotec.in/manufacturing-facility/ These are available under 'Environment' tab								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

<p>3. Do the enlisted policies extend to your value chain partners? (Yes/No)</p>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes																														
<p>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.</p>	<p>Symbiotec has established comprehensive policies and practices that align with all nine principles of the Business Responsibility and Sustainability Report (BRSR) framework. These include robust governance and ethical business conduct (P1), sustainable product development and GMP-certified manufacturing (P2), strong employee health, safety, and well-being initiatives supported by ISO 45001 (P3), active stakeholder engagement across all sites (P4), commitment to human rights and non-discrimination (P5), ISO 14001-certified environmental management (P6), responsible public policy advocacy (P7), inclusive growth through CSR and community development (P8), and customer-centric practices ensuring safety and satisfaction (P9). Additionally, Symbiotec has received EcoVadis certification, reflecting its global commitment to sustainability and ethical supply chain practices.</p>																																						
<p>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</p>	<p>Previously Sets Targets -</p> <table border="1" data-bbox="553 743 1422 1331"> <thead> <tr> <th>Target Type</th> <th>Base Year</th> <th>Target Year</th> <th>Target Status</th> <th>Progress Achieved</th> </tr> </thead> <tbody> <tr> <td>GHG Emission Reduction</td> <td>2020-21</td> <td>2024-25</td> <td>Target Achieved</td> <td>16.7% reduction vs 15% target</td> </tr> <tr> <td>Fresh Water Consumption</td> <td>2020-21</td> <td>2025-26</td> <td>Target Achieved</td> <td>24% reduction vs 10% target</td> </tr> <tr> <td>Waste Reduction</td> <td>2020-21</td> <td>2025-26</td> <td>Target Achieved</td> <td>69.6% reduction vs 40% target</td> </tr> <tr> <td>Reduction in Power Consumption</td> <td>2020-21</td> <td>2025-26</td> <td>Target Achieved</td> <td>20.3% reduction vs 10% target</td> </tr> <tr> <td>Effluent Reduction</td> <td>2020-21</td> <td>2025-26</td> <td>Target Achieved</td> <td>40% reduction vs 30% target</td> </tr> </tbody> </table>									Target Type	Base Year	Target Year	Target Status	Progress Achieved	GHG Emission Reduction	2020-21	2024-25	Target Achieved	16.7% reduction vs 15% target	Fresh Water Consumption	2020-21	2025-26	Target Achieved	24% reduction vs 10% target	Waste Reduction	2020-21	2025-26	Target Achieved	69.6% reduction vs 40% target	Reduction in Power Consumption	2020-21	2025-26	Target Achieved	20.3% reduction vs 10% target	Effluent Reduction	2020-21	2025-26	Target Achieved	40% reduction vs 30% target
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<p>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</p>	<p>Future Targets -</p> <table border="1" data-bbox="553 1415 1422 1843"> <thead> <tr> <th>Focus Area</th> <th>Base Year</th> <th>Target Year</th> <th>Target Type</th> <th>Target Description</th> <th>Performance in FY25</th> </tr> </thead> <tbody> <tr> <td>Renewable Purchased Electricity</td> <td>2024-25</td> <td>2030</td> <td>Energy Mix Contribution</td> <td>Achieve 50% use of renewable electricity in total energy consumption</td> <td>0.40% renewable energy used</td> </tr> <tr> <td>GHG Emissions</td> <td>2024-25</td> <td>2030</td> <td>Scope 1 + 2 Absolute Emission Reduction</td> <td>Approximate 50% reduction in carbon emissions (Scope 1 & 2) by year 2030 from</td> <td>191 tons of CO2e per ton of production</td> </tr> </tbody> </table>									Focus Area	Base Year	Target Year	Target Type	Target Description	Performance in FY25	Renewable Purchased Electricity	2024-25	2030	Energy Mix Contribution	Achieve 50% use of renewable electricity in total energy consumption	0.40% renewable energy used	GHG Emissions	2024-25	2030	Scope 1 + 2 Absolute Emission Reduction	Approximate 50% reduction in carbon emissions (Scope 1 & 2) by year 2030 from	191 tons of CO2e per ton of production												
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						the baseline year 2024- 2025.	
	Water Consumption	2024–25	2030	Intensity Reduction		5% year-on-year reduction throughout the term and 30 % water reduction by the end of year 2030.	1.28 m3 per kg of saleable production
						Water Stewardship: Symbiotec shall demonstrate that good water stewardship practices are in place at the manufacturing sites and work towards water neutrality	
	Hazardous Waste	2024–25	2030	Intensity Reduction		Reduce waste generation by 10%	4.57 tons of hazardous waste generated per ton of production
	Health and Safety	2024–25	2030	Loss Frequency Rate and Rate	Time (LTIFR) Severity	Achieve 0 health-related incidents	1.1 LTIR (employee) occurred in FY25
	Recyclable Material Usage		2030	Circular Economy Goal		Ensure 100% packaging is recyclable	
6. Performance of the entity against specific commitments, goals and targets along with reasons in case the same are not met.	The targets have been set for the base year FY 2024–25; therefore, progress against these commitments will be measured and reported in the next year’s Sustainability Report.						
Governance, leadership and oversight							
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	The statement by the Director responsible for the Business Responsibility Report, highlighting ESG-related challenges, targets, and achievements, is provided in the BRSR on page 2.						

<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p>	<p>The Managing Director holds overall responsibility for decision-making on sustainability-related matters. In addition, the company has constituted ESG Committees at the corporate level and at the SEZ and RAU sites, comprising members from the Key Managerial Personnel (KMP), to provide oversight and guidance on sustainability initiatives.</p>
<p>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.</p>	<p>Managing director and key management position like president operation is responsible for decision making on sustainability related issues. The company has ESG committee at corporate level and at SEZ and RAU site. That consists of members from KMP.</p>

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
<p>Performance against above policies and follow up action</p>	<p>The senior management of the company regularly reviews its performance against various policies. Key aspects of these reviews are periodically updated to the board and various board committees by the management.</p>									<p>The board meeting is conducted on a quarterly basis to review performance against the established policies and assess the follow-up actions taken.</p>								
<p>Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances</p>	<p>The company regularly reviews its statutory compliance status, and the same is updated to the board. Since we are not a listed company, it is not mandatory for us to submit a compliance certificate from the chief finance officer to the board.</p>																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
		<p>Yes, Symbiotec has carried out independent assessment/evaluation of its policies by external agencies.</p> <p>Assessments have been conducted as part of certifications under ISO 14001 and ISO 45001, which include third-party evaluations of the company's policies. Additionally,</p>							

<p>an external agency? (Yes/No). If yes, provide name of the agency.</p>	<p>audits have been conducted by international regulatory bodies such as WHO-GMP, US-FDA, EU-GMP (German Authority), PMDA (Japan), and KFDA.</p> <p>Sustainability, practices are evaluated by PSCI-approved third-party auditors and assessed through the independent platform EcoVadis.</p>
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12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated: Not Applicable

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Board of Directors and Key Managerial Personnel	No formal training programs were conducted; however, the Board of Directors (BODs) and Key Managerial Personnel (KMPs) ensure awareness of all relevant policies, procedures, and ESG aspects applicable to Symbiotec’s business through regular briefings and internal communications.	<ul style="list-style-type: none"> • Safety, Health, and Environment (SHE) • Strategy and Industry Trends • Ethics and Code of Conduct • Anti-bribery and Anti-corruption • Governance Practices • Legal and Regulatory Compliance 	100%
Employees other than BoD and KMPs and those who are Workers	On joining, training is provided to all employees. We have a mechanism for annual refresher training.	<ul style="list-style-type: none"> • Ethics and Code of Conduct • Anti-bribery and Anti-corruption • Safety and Occupational Health • Environmental Practices 	100%

		<ul style="list-style-type: none"> • Good Manufacturing Practices (GMP) • Role-based and Functional Training • Skill Development and Upgradation • E-learning Modules for Continuous Learning 	
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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):

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	0	NA	NA
Settlement	NA	NA	0	NA	NA
Compounding fee	NA	NA	0	NA	NA
Non-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)
Imprisonment	NA	NA	0	NA	NA
Punishment	NA	NA	0	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.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
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.

Yes, Symbiotec Pharamalab has an Anti-Bribery and Anti-Corruption Policy in place.

Symbiotec enforces a strict **zero-tolerance policy** against all forms of bribery and corruption. It prohibits offering, promising, giving, requesting, or receiving any undue advantage whether monetary or otherwise to influence business or regulatory outcomes.

This policy applies to **all employees and associated third parties**, including suppliers and agents, across all levels and functions.

Any form of bribe cash, gifts, favors, hospitality, travel, commissions, or otherwise is forbidden. Facilitation or “grease” payments are explicitly disallowed.

Employees must **refuse and report** any bribery attempts instantly, through designated channels, including whistleblowing mechanisms or managers.

The policy also mandates **accurate record-keeping and internal controls** to prevent undocumented payments or improper transactions. Regular audits ensure policy compliance and financial transparency.

Non-compliance may lead to disciplinary action, legal consequences, and reputational harm to the company and individuals involved.

For more detailed information, you can access the full policy at the following link: [Anti-Bribery and Anti-Corruption Policy](#).

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

	FY 25 (Current Financial Year)	FY 24 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 25 (Current Financial Year)		FY 24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Nil	0	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Nil	0	Nil

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest. Not Applicable

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

	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
Number of days of accounts payables	254	138

9. Open-ness of business

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

Parameter	Metrics	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	1.74% (3.85/221)	1.14 % (4.7 /411)
	b. Sales (Sales to related parties / Total Sales)	0.78% (5.61/722.47)	0.25% (1.6/651.60)
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100% (438.59/438.59)	100% (196.27/196.27)
	d. Investments (Investments in related parties / Total Investments made)	97% (42.75/44.20)	100% (42.25/42.25)

Are these values in INR crores

Leadership Indicators

1. Awareness programs conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
<p>Symbiotec conducts awareness and training programs for its value chain partners to ensure alignment with its ethical, safety, and sustainability standards. Vendor partners, including contract employees, receive safety training before entering plant premises, ensuring compliance with safety protocols. Additionally, awareness sessions on the Supplier Code of Conduct and sustainable procurement practices help partners understand and uphold the company’s expectations, fostering responsible and collaborative relationships across the supply chain.</p>	<ul style="list-style-type: none"> • Workplace Safety • Governance and Ethics • Labour Practices • Human Rights • Environmental Stewardship • Supplier Code of Conduct 	<p>Currently, 100% of our local contractors are covered in our awareness programmes. We are planning to extend this scope to our suppliers and customers next year.</p>

Symbiotec’s ran several awareness initiatives for its value-chain partners on ethics and business responsibility. In particular, it held safety induction trainings and ethics/code-of-conduct workshops for external partners. For example, all contractors and vendor personnel entering the plants underwent safety training (audio-visual and in-person sessions) to ensure a “shared understanding of safety risks.” Likewise, Symbiotec conducted supplier-focused ethics sessions (under its Supplier Code of Conduct) covering governance, fair practices, labour standards, and human rights. These programs – effectively training sessions and workshops – were delivered across the company’s manufacturing campuses. As noted, Symbiotec has two Indore sites (Rau and SEZ, Pithampur), and the awareness activities were carried out at both locations.

- **Type of programs:** Mandatory training sessions were used (e.g. audiovisual safety inductions on site, led by EHS officers and managers), along with workshops/briefings on ethics and governance (supplier Code-of-Conduct awareness sessions).
- **Locations:** All programs were conducted across the Company’s own sites. In FY25, these awareness sessions took place at both of Symbiotec’s manufacturing locations (Rau and SEZ, Pithampur in Indore) rather than at a single site.

These initiatives demonstrate Symbiotec’s effort to train its supply-chain partners on ethical conduct, transparency, and accountability through structured programmes.

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

Yes, Symbiotec Pharmedia has processes in place to avoid and manage conflicts of interest involving members of the Board.

The company adheres to a **Code of Ethics** and has implemented **policies for managing potential conflicts of interest**. These policies require that Board members disclose any personal or financial interests that may

conflict with the company's interests. Additionally, the **Board members are required to recuse themselves** from decision-making in situations where a conflict of interest exists.

Furthermore, the company's **Whistleblower Policy** and **Corporate Governance Framework** ensure transparency and accountability, offering mechanisms for reporting any concerns related to conflicts of interest. Regular monitoring and internal audits help assess compliance with these processes to ensure the integrity of Board decisions.

These measures are part of Symbiotec's commitment to maintaining ethical conduct and transparent governance practices.

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. (this data is reported in Rs Cr)

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	25.80	17.04	Improvement in product quality, yield improvement, thus reduction in waste, environmentally friendly and safe processes.
Capex	17.5	6.06	

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

Yes, Symbiotec Pharmedia has procedures in place for sustainable sourcing.

The company has implemented a dedicated **Sustainable Procurement Policy** that applies to all supply chain operations. This policy encourages suppliers to align with Symbiotec's commitment to embedding sustainable business practices. It focuses on four key principles: environmental protection, health and safety, fair business practices, and human rights. Suppliers are required to adopt management practices that safeguard worker health and safety, comply with environmental regulations, and uphold ethical standards. Additionally, Symbiotec expects suppliers to develop and implement policies that promote and protect human rights in their business operations and encourage their step-down suppliers to do the same.

As part of this policy, Symbiotec mandates that all suppliers acknowledge the Supplier Code of Conduct and undergo assessments based on the principles outlined in the policy. These assessments include questionnaires on the suppliers' environmental, social, and governance practices. The outcomes guide Symbiotec in identifying gaps and opportunities for improvement, leading to collaborative projects with supply chain partners to bridge these gaps. The overall governance, oversight, and review of the sustainable procurement program are led by the senior leadership team.

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

Symbiotec has assessed 31.9 % of its key suppliers based on the sustainable procurement policy. The company aims to assess 100% of its key suppliers by the end of 2030. While the exact percentage of inputs

sourced sustainably is not specified, the assessment of suppliers is a critical step in ensuring that inputs align with Symbiotec's sustainability criteria.

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.

Symbiotec Pharmed has established structured processes to safely reclaim, reuse, recycle, and dispose of products at the end of their life cycle. These processes are aligned with the company's commitment to sustainability and compliance with environmental regulations.

(a) Plastics (including Packaging)

Symbiotec implements a Circular Economy Approach to manage plastic waste, especially packaging. The company ensures that plastic materials used in packaging are either recycled or reused where possible:

- **Recycling Initiatives:**
- Non-hazardous plastic packaging, such as poly bags and drums, is collected and sent to authorized recyclers certified by the local pollution control board.
- **Reusability:** Where possible, plastic packaging is reused within the manufacturing process to minimize waste.
- **Supplier Collaboration:** Symbiotec engages suppliers to promote the use of sustainable packaging materials to reduce the environmental impact of plastic waste.

(b) E-waste

Symbiotec follows a comprehensive E-waste Management Policy, ensuring the safe disposal of electronic waste generated from old or damaged equipment such as computers, batteries, and other electronic devices:

- **Authorized Disposal:** E-waste is collected and sent to licensed recyclers who are authorized by the relevant environmental authorities to handle such waste.
- **End-of-Life Equipment Handling:** Equipment that is no longer in use is either refurbished or recycled in line with the standards for electronic waste management.

(c) Hazardous Waste

Symbiotec ensures that hazardous waste, including materials generated in the manufacturing processes, is properly handled in accordance with environmental regulations:

- **Disposal and Recycling:** Hazardous waste, such as chemical residues and solvents, is either recycled internally (through solvent recovery plants) or sent to authorized disposal facilities. Symbiotec ensures that these materials are managed with the highest level of safety to prevent environmental contamination.
- **Calorific Value Utilization:** Certain hazardous wastes, such as ETP sludge, are converted to powder and sold as alternative fuel to the cement industry, reducing the overall environmental impact.
- **Monitoring and Reporting:** The company conducts regular audits of hazardous waste disposal practices and maintains a system for tracking and reporting the quantities and types of hazardous waste generated.

(d) Other Waste

For non-hazardous waste such as general waste, packaging waste, and scrap materials, Symbiotec follows a structured waste management system:

- **Segregation:** Waste is segregated at the source to ensure that materials are separated for recycling or disposal.

- **Waste-to-Energy:** Certain non-hazardous waste, such as scrap metals and paper, is sent to recyclers, and materials with high calorific value may be used for energy generation or sold as raw materials to other industries.
- **Third-Party Disposal:** For waste that cannot be reused or recycled, Symbiotec contracts with third-party waste management firms to ensure compliant disposal in certified facilities.

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, Extended Producer Responsibility (EPR) is applicable to Symbiotec Pharmalab’s activities.

Symbiotec adheres to the principles of EPR, particularly for the management of plastic waste, e-waste, and hazardous waste, in compliance with applicable regulations set by local pollution control boards. The company has developed an EPR Waste Collection Plan that aligns with the requirements set by the Madhya Pradesh Pollution Control Board (MPPCB) and other relevant authorities.

Key Details of Symbiotec's EPR Plan:

1. **Plastic Waste:** Symbiotec ensures that all plastic packaging used in its products is either recycled or disposed of in a manner consistent with the Plastic Waste Management Rules under EPR. It collaborates with certified recyclers to ensure compliance with EPR guidelines for plastic packaging.
2. **E-waste:** The company is committed to responsibly managing e-waste, in line with the E-waste (Management) Rules. Symbiotec has partnered with licensed e-waste recycling vendors who are registered with the appropriate authorities to handle end-of-life electronics in compliance with EPR.
3. **Hazardous Waste:** Symbiotec follows stringent disposal guidelines for hazardous waste under EPR regulations, ensuring that waste generated from manufacturing processes is managed through authorized disposal and recycling channels.

Symbiotec regularly reviews its EPR plans and collaborates with authorized third parties to align with the evolving guidelines from local and national environmental bodies, ensuring full compliance with EPR requirements.

Leadership Indicators

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

Life Cycle Assessment (LCA) is a powerful tool for identifying opportunities to reduce the environmental impact of a product, including the raw materials and services involved throughout its life cycle.

At Symbiotec, we have implemented LCA for our products across all stages i.e cradle to grave from the research and development (R&D) phase through to market return. This comprehensive approach demonstrates our commitment to continuous improvement in process efficiency and environmental performance.

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective /	Whether conducted by independent	Results communicated in public domain (Yes/No) If yes,
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			Assessment was conducted	external agency (Yes/No)	provide the web-link.
21001	Cortico-Steroid and Hormone Active Pharmaceutical Ingredients	100%	From product development to market return inf any.	No	 13.0PRODUCT-END-OF-LIFE-CYCLE.pdf

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

Based on our Life Cycle Assessments (LCA), no significant social or environmental concerns or risks have been identified related to the disposal of our products or services.

At our SEZ site, approximately 90% of hazardous waste is co-processed and sent to cement industries as an alternative fuel, promoting sustainable waste utilization. Hazardous waste generated at our Rau site is managed responsibly by being sent to the MPPCB-approved TSDF facility operated by Ramky.

All non-hazardous waste, including liners and scrap, is regularly sent to authorized recyclers to ensure compliance with environmental regulations and support circular economy practices.

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

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

Indicate input material	Recycled or re-used input material to total material	
	FY25 Current Financial Year	FY24 Previous Financial Year
Solvents- Acetonitrile	70.67	73.5

Symbiotec Pharmalab actively promotes the use of recycled and reused materials in its manufacturing processes to minimize environmental impact and promote sustainability.

Nevertheless, the company takes several measures to incorporate recycled materials into its production processes:

- Solvent Recovery: A significant portion of solvents used in production is recovered and reused through in-house solvent recovery plants, following the 3R principle (Reduce, Reuse, Recycle). This process helps reduce the need for fresh raw materials.
- Packaging Materials: Symbiotec aims to reduce the environmental impact of its packaging by promoting the use of recyclable packaging materials and encouraging suppliers to use sustainable materials.

- Waste Materials: Non-hazardous materials such as scrap metal and plastics from packaging are recycled through authorized facilities.

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

	FY25 Current Financial Year			FY24 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	211.49	0	0	206.5	0
E-waste	0	0.57	0	0	0.348	0
Hazardous waste	0	653.032	208.56	0	842.11	171.5
Other waste	0	293.267	0	0	373.7	0
Recovered Solvent sold to authorized recyclers	248.2 (Acetonitrile)	6031 KL	0	241.9 (Acetonitrile)	4741.9 KL	0

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Active Pharmaceutical Ingredient	No reclaimed product during the said periods, i.e., FY23 to FY25. Symbiotec does not consider it as waste. If the product does not meet the quality criteria, it can be reprocessed and sold or safely disposed.

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: FY2024-25

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)
Permanent employees											
Male	1326	1326	100%	1326	100%	0	0%	0	0	0	0
Female	46	46	100%	46	100%	46	100%	0	0	0	0
Total	1372	1372	100%	1372	100%	46	0	0	0	0	0
Other than Permanent employees											

Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

b. Details of measures for the well-being of workers: FY2024-25

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)
Permanent workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Other than Permanent workers											
Male	267	267	100%	267	100%	0	0	0	0	0	0
Female	1	1	100%	1	100%	0	0	0	0	0	0
Total	268	268	100%	268	100%	0	0	0	0	0	0

Additionally, we offer the following employee benefits:

- **Free medical assistance** for employees and their families through OPD services at a multi-specialty hospital and an eye care hospital.
- **Discounted medical consultation and treatment** for employees, workmen, and their families through tie-ups with various renowned hospitals.
- **Comprehensive insurance coverage** for all employees and workmen, including medical insurance, group personal accident insurance, and term life insurance.
- **Subsidized meals** provided to employees and workmen at all Symbiotec sites.
- **Flexible working hours**, with duty timings ranging from 8:30 AM to 10:00 AM.

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

	FY25 Current Financial Year	FY24 Previous Financial Year
Cost incurred on wellbeing measures as a % of total revenue of the company	16.47%	15.59%

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

Benefits	FY25 Current Financial Year			FY24 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the	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.)			authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
Leave Encashment	100%	100%	NA	100%	100%	NA
ESI	Covered as per rule	Covered as per rule	NA	Covered as per rule	Covered as per rule	NA
National Pension Scheme	Optional, open to employees. Interested employees can opt for it.					

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, Symbiotec Pharmed ensures that its premises and offices are accessible to differently-abled employees and workers, in compliance with the Rights of Persons with Disabilities Act, 2016.

The company has made provisions to accommodate employees with disabilities, such as:

- Wheelchair Accessible Entrances: Symbiotec’s facilities are designed to be accessible to employees and workers with mobility challenges.
- Ramp Access: Ramps have been installed at various points to ensure easy access for differently-abled individuals to all critical areas within the premises.
- Employee Assistance: Special provisions are made to offer necessary support and reasonable accommodations to differently-abled employees, ensuring they can work comfortably in their respective roles.

Steps Being Taken:

Symbiotec is continuously working to improve accessibility by reviewing and upgrading its infrastructure to ensure full compliance with the Rights of Persons with Disabilities Act, 2016. This includes ongoing efforts to enhance accessibility features across all workstations and offices.

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, Symbiotec Pharmed has an equal opportunity policy aligned with the Rights of Persons with Disabilities Act, 2016 (RPwD Act). This policy is part of the company's broader commitment to human rights and equal opportunities, ensuring that persons with disabilities are provided with a fair and inclusive work environment.

The policy outlines Symbiotec's commitment to offering equal employment opportunities and promoting diversity within the workplace. It encourages candidates with disabilities to apply for suitable positions and ensures that employment decisions are made based on merit, without discrimination. Additionally, the

company's Code of Conduct incorporates principles of equality and inclusivity, further reinforcing the commitment to fairness in all aspects of employment.

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	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Female	100%	100%	Not Applicable	Not Applicable
Total	100%	100%	Not Applicable	Not Applicable

Maternity leave is granted exclusively to female employees at Symbiotec.

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	Yes, there is a grievance redressal mechanism for permanent workers at Symbiotec Pharmalab. <ul style="list-style-type: none"> Mechanism: Permanent workers can submit their grievances in writing to the Site HR Head. The grievance is recorded in the Grievance Register and forwarded to the Grievance Redressal Committee, which investigates and resolves the issue within a stipulated timeframe. Escalation: If the permanent worker is not satisfied with the decision of the committee, they can escalate the matter to the Chief Human Resource Officer (CHRO) for further review and resolution.
Other than Permanent Workers	Yes, there is a mechanism to address grievances of contractual or temporary workers. <ul style="list-style-type: none"> Mechanism: Similar to permanent workers, these workers can submit their grievances to the Site HR Head. The grievance is documented and forwarded to the Grievance Redressal Committee for investigation. Follow-Up: The committee reviews the grievance, and if the worker is dissatisfied with the decision, they can appeal to the CHRO for further action.
Permanent Employees	Yes, permanent employees have access to a grievance redressal mechanism. <ul style="list-style-type: none"> Mechanism: Permanent employees can raise grievances in writing to the Site HR Head, who records the grievance in the Grievance Register. The matter is then referred to the Grievance Redressal Committee for investigation and resolution. Escalation: In case of dissatisfaction with the committee's decision, employees have the right to escalate the matter to the CHRO, who will ensure further resolution.
Other than Permanent Employees	Yes, contractual or temporary employees are also provided a grievance redressal mechanism. <ul style="list-style-type: none"> Mechanism: These employees are encouraged to submit grievances in writing to the Site HR Head. The grievance is documented and forwarded to the Grievance Redressal Committee for resolution. Follow-Up: If the worker is dissatisfied with the committee's resolution, they can escalate the issue to the CHRO for further intervention.

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

Category	FY25 (Current Financial Year)			FY24 (Previous Financial Year)		
	Total employees /	No. of employees / workers in	% (B)	Total employees /	No. of employees / workers in	% (D)

	workers in respective category (A)	respective category, who are part of association(s) or Union (B)	/ A)	workers in respective category (C)	respective category, who are part of association(s) or Union (D)	/ C)
Total Permanent Employees	Symbiotec Pharmedia does not have any registered unions or associations for its employees and workers at present. The company operates without formal labor unions but recognizes the importance of employee engagement and welfare.					
Male	Instead of unions, Symbiotec fosters a collaborative environment through regular communication and dialogue with its employees. This includes initiatives such as: <ul style="list-style-type: none"> • Safety Committees: Regular meetings are held with employee representatives to address health, safety, and workplace conditions. • Employee Engagement Programs: Symbiotec conducts employee satisfaction surveys, feedback sessions, and team-building activities to maintain an open and transparent communication channel. The company emphasizes direct engagement with employees, ensuring that concerns are addressed promptly through the established Grievance Redressal Mechanism and Employee Welfare Programs. While there are no formal unions, employees have ample access to avenues for raising concerns and suggestions for improving working conditions.					
Female						
Total Permanent Workers						
Male						
Female						

8. Details of training given to employees and workers:

Category	FY25 Current Financial Year					FY24 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)
Employees										
Male	1326	1326	100	1326	100	1295	1295	100	1295	100
Female	46	46	100	46	100	45	45	100	45	100
Total	1372	1372	100	1372	100	1340	1340	100	1340	100
Workers										
Male	267	267	100	267	100	255	255	100	255	100
Female	1	1	100	267	100	1	1	100	1	100
Total	268	268	100	267	100	256	256	100	256	100

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

Category	FY25 Current Financial Year			FY24 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1326	1326	100	1295	1295	100
Female	46	46	100	45	45	100
Total	1372	1372	100	1340	1340	100
Workers						
Male	267	267	100	255	255	100
Female	1	1	100	1	1	100
Total	268	268	100	256	256	100

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, Symbiotec Pharmed has implemented an Occupational Health and Safety Management System (OHSMS). This system is in compliance with ISO 45001:2018, which provides a framework for managing occupational health and safety (OHS) risks and ensuring a safe work environment for employees and workers.

Coverage of the OHSMS:

1. **Health and Safety Policies:** Symbiotec has established clear Health and Safety policies that guide its operations, ensuring the safety and well-being of all employees and workers. These policies are regularly reviewed and updated to align with best practices and legal requirements.
2. **Risk Assessment and Hazard Identification:** The system includes regular risk assessments to identify potential hazards related to the work environment, machinery, chemicals, and processes. This helps in proactively addressing health and safety risks before they affect employees.
3. **Training and Awareness:** Symbiotec provides health and safety training for all employees and workers, ensuring that they are aware of potential risks and the measures to mitigate them. This includes induction training for new employees and refresher training on health and safety protocols.
4. **Emergency Preparedness:** The system includes emergency response plans, including fire drills, evacuation procedures, and first-aid training. These plans are regularly tested to ensure effective response during emergencies.
5. **Personal Protective Equipment (PPE):** The company ensures that employees and workers are provided with the appropriate PPE (e.g., helmets, gloves, goggles, and safety shoes) based on the nature of their work.
6. **Workplace Inspections and Audits:** Regular inspections and audits are conducted to ensure compliance with health and safety standards. These inspections help identify areas of improvement and ensure that safety measures are being followed.
7. **Employee Health Monitoring:** Symbiotec conducts regular medical check-ups for employees, including contractor employees, to monitor their health and identify any work-related health issues at an early stage.
8. **Legal Compliance:** The company ensures compliance with relevant labor laws and health and safety regulations. It also maintains the necessary licenses and certifications required for its operations.

Through the implementation of the OHSMS, Symbiotec prioritizes the health, safety, and well-being of its workforce, minimizing workplace risks and ensuring a safe working environment across all its sites.

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

Symbiotec Pharmalab has established robust processes to identify work-related hazards and assess risks, both on a routine and non-routine basis, to ensure the safety and well-being of its employees and workers. These processes are part of the company's Occupational Health and Safety Management System (OHSMS), which complies with ISO 45001:2018 standards.

1. Routine Hazard Identification and Risk Assessment Processes:

a. Regular Workplace Inspections:

- Symbiotec conducts periodic workplace inspections to identify any potential hazards associated with machinery, equipment, chemicals, or general working conditions.
- These inspections are typically carried out by the EHS (Environmental, Health, and Safety) Team and focus on areas like plant floors, production areas, storage, and waste disposal sites.
- The findings from these inspections are reviewed, and corrective actions are implemented immediately.

b. Job Safety Analysis (JSA):

- For routine tasks, Job Safety Analysis (JSA) is performed. This involves identifying potential hazards specific to each job or task and assessing the level of risk associated with those hazards.
- Employees are trained to recognize these hazards and to take necessary precautions, including the use of Personal Protective Equipment (PPE).

c. Safety Audits:

- Symbiotec conducts regular safety audits to assess overall safety performance and compliance with safety standards.
- These audits cover operational processes, risk mitigation measures, and emergency preparedness plans.

d. Employee Reporting and Feedback:

- Employees are encouraged to report potential hazards through the Grievance Redressal Mechanism or via Safety Suggestion Boxes.
- This feedback is reviewed by the safety committee, which assesses any immediate or long-term risks and implements corrective actions where necessary.

2. Non-Routine Hazard Identification and Risk Assessment Processes:

a. Risk Assessments for New Projects or Equipment:

- Before any new equipment, machinery, or processes are introduced into the workplace, risk assessments are conducted. These assessments identify potential hazards related to the new equipment or processes and establish safety measures to mitigate the risks.
- Process Hazard Analysis (PHA) is employed for high-risk activities, especially for complex manufacturing processes involving chemicals or hazardous materials.

b. Incident Investigations:

- When an incident or near-miss occurs, a thorough investigation is conducted to identify the root cause of the hazard.
- Based on the findings, corrective and preventive actions are implemented to avoid recurrence. The incident reports are reviewed by the EHS committee to assess trends and introduce changes to prevent similar incidents.

c. Emergency Response Drills:

- Non-routine hazards, such as those arising from natural disasters, chemical spills, or fire hazards, are addressed through emergency response drills.
- These drills simulate real-life scenarios, helping employees and management practice responding to emergencies effectively. The drills help identify any gaps in the response procedures, which are then addressed in future training.

d. External Safety and Environmental Audits:

- Symbiotec invites third-party safety and environmental audits periodically to evaluate risks that may not have been identified internally. These audits provide an independent perspective on the company's risk management practices.

e. Health and Safety Reviews:

- Medical check-ups and occupational health assessments are routinely conducted to identify any health risks associated with exposure to chemicals or other hazards in the workplace.
- Based on the findings, Symbiotec implements tailored interventions to protect workers' health, such as changes in the work process or improvements in PPE.

3. Continuous Improvement:

- Symbiotec uses a continuous improvement approach to hazard identification and risk assessment. The company regularly reviews its OHSMS and safety protocols, ensuring that any emerging risks are addressed promptly.
- Employee training programs are updated regularly to reflect new safety standards, regulations, or identified risks, ensuring ongoing awareness and preparedness.

These comprehensive processes ensure that Symbiotec's work environment remains safe and compliant with relevant occupational health and safety standards, effectively identifying and mitigating risks on both routine and non-routine bases.

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

Yes, Symbiotec Pharmalab has established processes for workers to report work-related hazards and to remove themselves from such risks.

Processes for Reporting Work-Related Hazards:

1. **Grievance Redressal Mechanism:** Workers are encouraged to report hazards through the Grievance Redressal Mechanism, where their concerns are recorded, investigated, and resolved promptly by the safety team or HR.
2. **Safety Suggestion Boxes:** Workers can anonymously report safety issues or hazards via Safety Suggestion Boxes placed throughout the workplace. This allows employees to bring attention to potential risks without fear of retaliation.
3. **Direct Reporting to Supervisors/Managers:** Workers are trained to report any safety concerns or hazards directly to their immediate supervisors or the EHS (Environmental, Health, and Safety) team. This ensures that concerns are addressed quickly and efficiently.
4. **Regular Safety Meetings:** Symbiotec conducts regular safety committee meetings where workers can voice any concerns about hazards they encounter on the job. This also provides an opportunity to discuss safety improvements.

Processes for Workers to Remove Themselves from Risks:

1. **Right to Refuse Dangerous Work:** Workers have the right to remove themselves from situations where they feel their health or safety is at risk. If a worker perceives an immediate threat, they are encouraged to cease work and report the situation to their supervisor and the EHS team.
2. **Emergency response plan:** Symbiotec has emergency response plan in place for workers to follow in case of hazardous situations. This includes evacuation procedures, safe exit routes, and access to emergency equipment such as fire extinguishers and first-aid kits.
3. **Personal Protective Equipment (PPE):** In case of exposure to identified hazards, workers are provided with appropriate PPE to ensure their safety. If PPE is inadequate or missing, workers are instructed to stop work until the necessary safety measures are in place.

These processes ensure that workers at Symbiotec Pharmalab have the necessary support and rights to report hazards and remove themselves from any dangerous situations.

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

Yes, employees and workers of Symbiotec Pharmalab have access to non-occupational medical and healthcare services.

The company provides a comprehensive healthcare program that includes:

- **General Medical Check-ups:** Employees and workers are provided with regular medical check-ups to monitor their overall health and detect any non-occupational health issues.
- **Medical Insurance:** Symbiotec offers medical insurance coverage for employees and their families, ensuring access to healthcare services beyond occupational risks.
- **Health and Wellness Programs:** The company promotes overall well-being through wellness initiatives, including health awareness campaigns, vaccination drives, and wellness checks.

- Tie-ups with Hospitals: Symbiotec collaborates with local hospitals and clinics to provide employees with access to medical treatment, both for work-related and non-work-related conditions.

These services are designed to ensure the holistic health and well-being of all employees and workers, extending beyond the scope of occupational health.

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

Safety Incident/Number	Category*	FY25 Current Financial Year	FY24 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.05	0
	Workers	1.84	0.77
Total recordable work-related injuries	Employees	2	4
	Workers	5	20
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

During FY24, the Company had reported an unfortunate fatal incident at its SEZ site in February 2023 involving a permanent worker. The matter was duly reported to authorities, immediate support was extended to the family, and corrective as well as preventive actions were implemented to avoid recurrence.

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

Symbiotec Pharmalab has implemented several measures to ensure a safe and healthy workplace for its employees and workers, in compliance with local regulations and international standards. These measures focus on health, safety, and well-being, and aim to mitigate risks associated with work-related hazards. Below are the key initiatives:

1. Occupational Health and Safety Management System (OHSMS)

Symbiotec has implemented a robust Occupational Health and Safety Management System (OHSMS) in line with the ISO 45001:2018 standards. This system outlines policies and procedures to manage workplace hazards, prevent injuries, and ensure continuous improvement in safety practices.

2. Workplace Safety Inspections and Audits

Regular workplace safety inspections are conducted to identify potential hazards in the workplace, such as risks related to machinery, chemicals, and general working conditions. These inspections are followed by detailed safety audits to ensure compliance with internal safety standards and legal requirements.

3. Risk Assessments and Hazard Identification

Symbiotec performs regular risk assessments to identify both routine and non-routine hazards in the workplace. Job Safety Analysis (JSA) is used to assess risks associated with specific tasks, and necessary controls are put in place to minimize those risks.

Special Process Hazard Analyses (PHA) are conducted for high-risk processes to identify potential hazards before they cause harm.

4. Employee Training and Safety Programs

Health and safety training is provided to all employees, including induction training for new hires and refresher courses to reinforce safety protocols. Topics covered include proper handling of hazardous materials, fire safety, emergency procedures, and the use of Personal Protective Equipment (PPE).

Emergency drills such as fire drills and first-aid exercises are conducted regularly to ensure employees are prepared to respond quickly in case of an emergency.

5. Personal Protective Equipment (PPE)

Symbiotec ensures that employees are provided with the necessary PPE, such as helmets, gloves, goggles, and protective clothing, based on the nature of their tasks. PPE is regularly inspected to ensure its effectiveness and replaced as needed.

6. Medical Check-ups and Health Monitoring

Regular medical check-ups are conducted for all employees, including contract workers, to monitor their health and detect any work-related or non-work-related issues. Symbiotec also provides access to healthcare services, including medical insurance for employees and their families.

7. Emergency Response and Safety Equipment

Symbiotec has well-defined emergency response plans for different workplace hazards, such as fires, chemical spills, and medical emergencies. Emergency exits are clearly marked, and employees are trained in evacuation procedures.

The workplace is equipped with safety equipment, including fire extinguishers, first-aid kits, eyewash stations, and safety showers, which are regularly checked and maintained.

8. Safe Handling of Hazardous Materials

Hazardous materials are handled with extreme care, and proper storage and disposal procedures are in place to minimize exposure to toxic substances. Solvent recovery systems are in place to recycle hazardous materials, reducing the overall impact on health and the environment.

9. Mental Health and Well-being

Symbiotec recognizes the importance of mental health and offers support programs to employees, including counseling services and stress management workshops. These programs are aimed at ensuring a holistic approach to employee health, considering both physical and mental well-being.

10. Compliance with Legal and Regulatory Standards

The company adheres to local and international health and safety regulations, including those set by the Occupational Safety and Health Administration (OSHA) and the Environmental Protection Agency (EPA), to maintain a legally compliant and safe workplace.

11. Worker Participation and Feedback

Safety committees at the plant level are established, where employees actively participate in discussions about safety issues. Feedback is encouraged through suggestion boxes and employee surveys, allowing workers to report any safety concerns or provide suggestions for improvement.

By implementing these comprehensive measures, Symbiotec ensures that the workplace remains safe and healthy for all employees and workers, reducing the likelihood of accidents and promoting a culture of safety throughout the organization.

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

	FY25 (Current Financial Year)			FY24 (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
Working Conditions	0	0	NA	0	0	NA
Health & Safety	34	8	NA	23	4	NA

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100 % Plants were assessed for compliance of Health and Safety practices against ISO 45001 -2018 Standards
Working Conditions	

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.

No major safety incidents occurred in FY25, so no corrective actions were required. However, Symbiotec Pharmalab takes safety-related incidents and significant risks arising from assessments of health and safety practices very seriously. The company has established corrective action plans to mitigate risks and continuously improve workplace safety. Below are the details of the corrective actions taken or underway:

1. Corrective Action for Safety-Related Incidents:

a. Incident Investigations:

- **Root Cause Analysis (RCA):** For any safety-related incidents, a thorough investigation is conducted to identify the root cause of the issue. This includes a detailed review of the circumstances leading to the incident, employee actions, equipment performance, and any environmental factors.
- **Corrective and Preventive Actions (CAPA):** Based on the findings of the investigation, corrective actions are implemented to address the root causes, and preventive measures are put in place to avoid recurrence. This may include modifications to equipment, processes, or employee training.

b. Equipment Malfunction or Failure:

- **Maintenance and Upgrades:** In response to incidents involving equipment failure or malfunction, Symbiotec has implemented a preventive maintenance schedule, ensuring that all machinery and equipment are regularly inspected, tested, and maintained to avoid breakdowns that could pose safety risks.
- **Replacement of Outdated Equipment:** Any aging or malfunctioning equipment is replaced with upgraded machinery that meets the latest safety standards.

c. Training and Awareness Enhancements:

- **Revised Training Programs:** If incidents highlight gaps in employee knowledge or training, training programs are updated. This includes enhanced focus on specific hazards or tasks identified in the incident report.
- **Refresher Courses:** Additional refresher training sessions are conducted to reinforce safety protocols and ensure that all employees are up to date with current safety standards and best practices.

2. Corrective Actions for Significant Risks Identified from Assessments:

a. Hazardous Chemicals and Materials Handling:

- **Improved Storage and Handling Protocols:** In response to risks associated with the handling of hazardous chemicals, Symbiotec has upgraded its chemical storage facilities to ensure safer containment and handling. This includes the introduction of automated systems to control chemical exposure and enhance safety during transportation.
- **Installation of Secondary Containment Systems:** For high-risk chemicals, secondary containment systems (e.g., spill containment pallets, bunds) have been installed to prevent leaks or spills from reaching the environment or employees.

b. Workplace Ergonomics and Manual Handling:

- **Ergonomic Assessments and Adjustments:** Symbiotec has undertaken ergonomic assessments of workstations and manual handling tasks. Based on these assessments, adjustments have been made to improve employee posture, reduce physical strain, and prevent injuries related to repetitive motions or heavy lifting.
- **Mechanized Handling Equipment:** In areas where manual lifting is required, mechanized handling equipment (such as hoists, lifts, and conveyors) has been introduced to minimize the risk of musculoskeletal injuries.

c. Emergency Response and Fire Safety:

- **Upgraded Emergency Response Equipment:** Following safety drills and risk assessments, Symbiotec has invested in upgraded emergency response equipment, including fire suppression systems, emergency lighting, and first-aid stations, to enhance preparedness for potential fire or health-related emergencies.
- **Emergency Drills and Simulations:** The company conducts regular emergency drills to test the effectiveness of its emergency response plans. Post-drill evaluations identify areas for improvement, and corrective actions are taken based on feedback.

d. Health and Safety Monitoring and Compliance:

- **Enhanced Air and Water Quality Monitoring:** After identifying risks related to air quality and water usage, Symbiotec has introduced more rigorous environmental monitoring systems. These systems continuously track air emissions, water usage, and effluent quality, allowing the company to take timely corrective actions if thresholds are exceeded.
- **Third-Party Audits:** Symbiotec also engages third-party safety auditors to perform external audits of its health and safety practices. This ensures that the company's safety protocols remain aligned with industry standards and regulatory requirements.

3. Steps to Address Ongoing and Emerging Risks:

a. Continuous Improvement of OHS Practices:

- Symbiotec's Occupational Health and Safety Committee reviews safety metrics, incidents, and audit results regularly to ensure that corrective actions are effective and that emerging risks are addressed in a timely manner.
- New safety risks identified through internal audits or external reports are incorporated into the company's Risk Management Framework, ensuring that preventive measures are integrated into operational practices.

b. Employee Health and Wellness Programs:

- Symbiotec is taking steps to enhance its employee health and wellness programs, which focus on mental health, stress management, and physical well-being. This is in response to the increasing recognition of holistic employee well-being as part of overall safety management.
- Initiatives include mental health awareness sessions and stress management workshops, which are aimed at improving employees' ability to cope with workplace challenges.

Through these comprehensive corrective actions and preventive measures, Symbiotec ensures continuous improvement in workplace safety and health, effectively addressing any incidents or risks as they arise.

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).

(A) Employees: Yes

Symbiotec Pharmalab provides life insurance or a compensatory package to its permanent employees in the event of death. This forms part of the company's employee welfare benefits. The details of the coverage, including the sum assured and beneficiary information, are specified in the company's benefits package shared with all permanent employees.

(B) Workers: Yes

Symbiotec also extends life insurance or a compensatory package to its permanent workers in the event of death. This benefit is aligned with the company’s policies and applicable labor laws, ensuring financial protection and welfare support.

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

The contract between Symbiotec and its suppliers incorporates statutory provisions, including the payment and deduction of statutory dues such as Goods and Services Tax (GST). The suppliers are responsible for adherence to various statutes required for their operations, while Symbiotec is responsible as the principal employer.

Symbiotec has a well-established procedure to ensure compliance with all statutory provisions for suppliers operating on our premises, including ensuring payments and the wellbeing of the suppliers’ workers. The HR Department drives compliance with the payment of statutory dues for the suppliers’ workers on our premises. Suppliers are mandated to pay all statutory dues to their employees (such as Provident Fund, Employee State Insurance, etc.) within the stipulated time, and these payments are verified by members of the HR team. Non-compliance attracts legal actions and penalties as required under the law.

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	
	FY25 (Current Financial Year)	FY24 (Previous Financial Year)	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

An unfortunate fatal incident at our SEZ site on 25th February 2023 was reported in detail in the FY24 BRSR. During rescue operations, one worker was kept under observation for a brief period and subsequently recovered. He rejoined work after recovery, and no case of rehabilitation or alternative employment for affected worker or their family members arose during FY24 and later.

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. Symbiotec does not provide any transitional assistance program.

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	31.9

Working Conditions	31.9
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Symbiotec Pharamlab conducts a comprehensive assessment of its value chain partners to ensure that they align with the company's standards for quality, compliance, and sustainability. This assessment process evaluates various factors related to operational performance, legal compliance, social responsibility, and environmental impact. The following outlines the key components of the value chain partner assessment process:

1. Supplier Evaluation and Auditing:

- **Initial Screening:** Before onboarding a new partner, Symbiotec conducts a thorough evaluation that includes a review of the partner's compliance with relevant industry standards, such as ISO certifications, quality control protocols, and regulatory requirements (e.g., Good Manufacturing Practices (GMP)).
- **Regular Audits:** Symbiotec conducts periodic audits of its existing suppliers and service providers to ensure continued adherence to contractual obligations, including compliance with statutory provisions (e.g., labor laws, tax regulations), quality standards, and environmental practices.
- **Third-Party Assessments:** Symbiotec may also engage third-party auditors to perform independent assessments of its value chain partners, especially for critical or high-risk suppliers.

2. Compliance with Environmental, Social, and Governance (ESG) Standards:

- Symbiotec evaluates the sustainability and ethical practices of its value chain partners, assessing their adherence to key ESG principles. This includes:
 - **Environmental Impact:** Assessing waste management practices, energy usage, water conservation, and waste reduction measures.
 - **Social Responsibility:** Reviewing the partner's labor practices, employee welfare programs, and adherence to human rights policies.
 - **Governance:** Evaluating the transparency and accountability of the partner's business operations, including compliance with anti-corruption policies and adherence to ethical business practices.

3. Risk Management and Mitigation:

- Symbiotec performs risk assessments to identify potential risks in its supply chain, such as supply disruptions, legal compliance risks, or environmental risks. The company ensures that partners have appropriate risk mitigation strategies in place, including contingency plans for emergencies or unforeseen events.
- **Contingency Plans:** Suppliers are required to have plans for business continuity, especially for critical supply chains.

4. Performance Monitoring and Continuous Improvement:

- Key Performance Indicators (KPIs): Symbiotec sets performance standards for its value chain partners, including quality metrics, delivery timelines, and cost-effectiveness. Partners are regularly assessed against these KPIs, with performance data shared for continuous improvement.
- Corrective Actions: In cases where a partner is found to be underperforming or non-compliant, Symbiotec works closely with them to implement corrective actions. These can include additional training, process improvements, or a revision of contracts.

5. Ethical Sourcing and Fair Practices:

- Symbiotec is committed to ethical sourcing and ensures that its value chain partners adhere to fair labor practices, avoid exploitative practices, and operate transparently. This is monitored through:
 - Audits and Inspections: Regular inspections to ensure that workers are paid fairly and work in safe environments.
 - Supplier Code of Conduct: All value chain partners are required to follow Symbiotec’s Supplier Code of Conduct, which includes guidelines on fair wages, non-discrimination, and worker safety.

By continuously assessing and monitoring the performance of its value chain partners, Symbiotec ensures that its supply chain is aligned with the company’s values of quality, compliance, sustainability, and ethical business practices, fostering strong, long-term partnerships that contribute to mutual success.

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.

Symbiotec Pharmalab initiated key corrective actions to strengthen health and safety practices among its value chain partners. The company formally began tracking and addressing vendor grievances during this period, ensuring timely resolution through a structured redressal mechanism. It enforced adherence to a Supplier Code of Conduct, carried out regular supplier assessments, and mandated compliance with safety requirements such as weekly offs for contract workers, proper leave documentation, and pre-production Process Hazard Analysis (PHA). These actions were implemented based on internal audits and third-party verifications to ensure alignment with regulatory and ESG standards.

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

Essential Indicators

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

Process for Identifying Key Stakeholder Groups

Symbiotec identifies key stakeholder groups through a structured materiality assessment and ongoing engagement mechanisms. The process includes mapping internal and external stakeholders such as employees, customers, suppliers, investors, regulators, and local communities, based on their influence and impact on business operations. Engagement is carried out through grievance redressal systems,

employee surveys, community consultations, customer feedback systems, and supplier assessments, ensuring that concerns and expectations are integrated into decision-making

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

Stakeholder Group	Whether identified as Vulnerable and Marginalized Group (Ye/No)	Channel of Communication	Frequency	Responsibilities
Customers	No	Online platform like online surveys and feedback	Need based	The Marketing Head will share and collect the survey data for analysis of the feedback.
		Audits and Visits by customers and responding to the observations.	Need based	The Marketing Head is responsible for coordinating customer audits and visits, as well as addressing their observations.
Employees and Workers	Yes, people with disabilities and Affirmative action's community	Town Hall meets	Half Yearly	Corporate EHS head shall be responsible for organizing the townhall
		New Joiners induction	During induction	Site HR Head is responsible.
		Quality week and Safety week celebrations	Annually	Corporate QA Head and Corporate EHS Head
		Employees satisfaction survey	Annually	Site Safety Head
		Employees grievance handing mechanism	As and when required	Site HR Head
		Publishing of internal safety bulletin	Monthly	Corporate EHS Head
		Employees Beliefs and Expectations	During induction and annually	Corporate EHS head is responsible to create a form in the PeopleStrong.
		Employee Recognition	As and when required	Head of the departments.
		Training & Development	As and when required	Site Safety Head
		Employee Well-being Programs	As and when required	Site Safety Head and site HR head.
Representatives of Employees and workers	No	Safety committee meetings	Monthly & Quarterly	Site safety Head is responsible to conduct the meetings.
		One to one meeting	As and when required	Head of the departments
Suppliers / Vendors / Contractors	No	Online suppliers survey and feed back	Annually	The Sustainability Head will create a link and a QR code in Google Forms, in consultation with the Purchase Head. The Purchase Head will further distribute it to suppliers.

		Supplier's Assessment	On the introduction of new suppliers and that of existing suppliers	The Sustainability Head will create a link and a QR code in Google Forms, in consultation with the Purchase Head and Purchase head shall decide the targets for assessment say (40 % key supplier's assessment in two years). Accordingly, he shall share the link with suppliers.
		Supplier's COC	On the introduction of new suppliers and that of existing suppliers	The Sustainability Head will create a link and a QR code in Google Forms, in consultation with the Purchase Head. The Purchase Head will further distribute it to suppliers.
		Site audits	As and when required	Purchase Head
		One to one meeting	As and when required	Purchase Head
		Meeting with Contractor	Quarterly	Purchase Head
		Awareness training sessions	Yearly	Sustainability Head in consultation with the Purchase Head
Regulatory / Government Authorities	No	One to one meeting	As and when required	GM Administration
		Pharmaceutical Export Promotion Council	As and when required	GM Administration
		Site Visit	As and when required	GM Administration
Investors & Shareholders	No	One to one meeting	Frequency not defined	CFO
Media	No	One-to-one interaction	As and when required	GM Administration
Industry Bodies, Associations & International standard setting organizations	No	Industry Conferences & Events	Frequency not defined	GM Administration
		Collaborations with Industry Bodies.	Frequency not defined	GM Administration
		Memberships	As and when required	GM Administration
		Mutual aid scheme	As and when required	EHS Head
Community	Yes	Community Health Initiatives	As and when required	Company Secretary and Site HR Head
		Education promotion		Company Secretary and Site HR Head
		Improvement in sanitation facility		Site HR Head
		Mutual aid scheme with industry		EHS and Site HR Head
		Complaint box	Kept at gate office	EHS and Site HR Head

Leadership Indicators

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

Processes for Consultation Between Stakeholders and the Board

At Symbiotec Pharmalab, consultation with stakeholders on economic, environmental, and social topics is carried out through structured mechanisms, with feedback systematically escalated to senior management and the Board/ESG Committee for review and action.

1. Board-Level Oversight

- A high-level ESG Committee, comprising the CFO, President–Operations, Company Secretary, CHRO, Head–EHS & Sustainability, and other senior leaders, oversees environmental, social, and governance strategies.
- This Committee is responsible for monitoring stakeholder issues, reviewing grievance redressal outcomes, and integrating materiality assessment findings into the company’s strategic agenda.

2. Consultation with Communities

- Regular interactions are conducted with local community members through CSR initiatives in education, healthcare, and social welfare.
- Community grievances can be raised in writing or online and are addressed by designated officers (Whistle Officer and Company Secretary). Outcomes and unresolved issues are tracked and reported upwards.

3. Employees and Workers

- Employees have access to site-level grievance redressal committees, a Whistle-Blower Policy, and safety committees at both departmental and site levels.
- Employee feedback is collected via satisfaction surveys, suggestion schemes, and committee discussions. Reports from these mechanisms are consolidated by HR/CHRO and reviewed at senior management level for corrective action.

4. Investors and Shareholders

- Though Symbiotec is unlisted, a dedicated investor relations team (CFO, Company Secretary, GM–Finance Strategy) manages engagement and grievance redressal. They communicate company strategy, plans, and ESG performance via structured meetings and reports, with outcomes reported to management.

5. Customers

- Customer complaints are systematically managed by the Corporate Quality Assurance team, using root cause analysis tools such as Fishbone and Why-Why analysis. Corrective and preventive actions (CAPA) are tracked through governance reviews, and key insights are shared with customers and reviewed internally.

6. Suppliers and Value Chain Partners

- Supplier grievances are addressed by the Purchase Head in consultation with the Director–Commercial. A Supplier Code of Conduct is circulated, and compliance is monitored. Feedback from vendors is escalated to management for resolution.

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

Stakeholder Consultation for Identification and Management of Environmental and Social Topics

Yes. Symbiotec uses stakeholder consultation to identify and manage environmental and social topics.

• **Environmental Topics:**

- Feedback from employees, safety committees, and external verification audits highlighted the need for reducing hazardous waste and effluent generation. In response, Symbiotec set environmental objectives and achieved targets on waste and effluent reduction.
- Recommendations from the verification process, such as installing additional meters for electricity, diesel, and water, were integrated into environmental monitoring practices.
- Engagement with regulators (e.g., MPPCB, Factory Inspectorate) during statutory inspections led to improvements in compliance and operational controls.

• **Social Topics:**

- Employee engagement surveys, grievance mechanisms, and safety committee inputs informed policies on wages, working hours, and workplace safety. Corrective actions included mandating that contractors provide weekly offs and specify leave entitlements in appointment letters.
- Through CSR consultations with local communities, inputs were used to design programs in education, healthcare, and welfare, directly addressing community needs.
- Supplier consultations and assessments led to the introduction of a Supplier Code of Conduct and Sustainable Procurement Policy, embedding ethical and social considerations in procurement.

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

Engagement with and Actions Taken for Vulnerable / Marginalized Stakeholder Groups

Symbiotec engages with vulnerable and marginalized groups primarily through its **CSR initiatives, HR policies, and welfare measures:**

1. **Local Communities**

- Through CSR programs, Symbiotec supports initiatives in **education, healthcare, and social welfare** for nearby communities, with a focus on underserved populations. These activities are planned and executed in consultation with community representatives to ensure that needs of marginalized groups are addressed.

2. **Employees and Contract Workers**

- Regular **health check-ups, medical insurance, and welfare schemes** are extended to both permanent and contractual employees, ensuring inclusion of lower-income and vulnerable worker groups.

- Corrective actions were taken after assessments revealed gaps in contractor practices: Symbiotec required contractors to **provide weekly offs** and **mention leave entitlements in appointment letters**, safeguarding the rights of contract labour.

3. Women and Differently-Abled Persons

- A **POSH Policy and Internal Complaints Committee** function across facilities to protect women from workplace harassment.
- Policies such as **Equal Remuneration, Non-Discrimination, and representation of differently-abled persons in the workforce** demonstrate inclusion of marginalized employee groups.

4. Suppliers and Value Chain Partners

- Symbiotec has introduced a **Supplier Code of Conduct** and **Sustainable Procurement Policy**, ensuring fair and responsible practices across its value chain. These explicitly cover aspects of labour rights, ethics, and environmental responsibility, which indirectly benefit vulnerable workers engaged in supplier operations.

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	FY25 Current Financial Year			FY24 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1372	1372	100%	1340	1340	100%
Other than permanent	0	0	0	0	0	0
Total Employees	1372	1372	100%	1340	1340	100%
Workers						
Permanent	0	0	0	0	0	0
Other than permanent	268	268	100%	256	256	100%
Total Workers	268	268	100%	256	256	100%

2. Details of minimum wages paid to employees and workers, in the following format:
100% of employees and workers at Symbiotec are paid at least the minimum wage.

Category	FY25 Current Financial Year	FY24 Previous Financial Year
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	Total (A)	Equal to or more than Minimum Wage		Total (C)	Equal to or more than Minimum Wage	
		No. (B)	% (B / A)		No. (D)	% (D / C)
Employees						
Permanent						
Male	1326	1326	100%	1295	1295	100%
Female	46	46	100%	45	45	100%
Other than Permanent						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
Workers						
Permanent						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
Other than Permanent						
Male	267	267	100%	255	255	100%
Female	1	1	100%	1	1	100%

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	Can not be disclosed	0	Can not be disclosed
Key Managerial Personnel	14		1	
Employees other than BoD and KMP	1326		46	
Workers	267		1	

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

	FY25 Current Financial Year	FY24 Previous Financial Year
Gross wages paid to females as % of total wages	3.1%	3.3%

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, Symbiotec Pharmalab has a focal point responsible for addressing human rights impacts or issues caused or contributed to by the business.

Symbiotec has designated mechanisms and committees responsible for addressing human rights impacts:

- The **HR & Admin team** is the primary focal point for issues related to labour rights, working hours, wages, and equal remuneration.
- A dedicated **Complaints Committee** functions under the **POSH Policy** to address grievances related to sexual harassment.
- The **Whistle-Blower and Vigil Mechanism**, overseen by the Whistle Officer and Company Secretary, ensures reporting and redressal of broader human rights violations, including discrimination or unethical labour practices.
- Oversight of these mechanisms is provided by the **senior leadership team and ESG Committee**, ensuring accountability at the highest level.

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

Internal Mechanisms to Redress Human Rights Grievances

- The company follows a structured Code of Conduct that upholds fairness, transparency, integrity, and ethical behavior, treating any violation as a serious matter.
- A defined governance system aligned with ISO 45001:2018 and ISO 14001:2015 ensures accountability at corporate, management, and employee levels.
- A formal Grievance Handling Policy is implemented across all sites, supported by a Grievance Handling Committee with a one-year tenure. Employees are oriented during joining and receive annual refresher training.
- Employees must submit grievances in writing to the Site HR Head within 30 days. The HR Head records the grievance and forwards it to the committee for investigation and resolution within 30 days.
- If an employee is dissatisfied with the committee's decision, they may appeal to the CHRO, who must provide a final decision within 30 working days.
- A Whistle-Blower mechanism enables stakeholders to report concerns confidentially and securely.
- Safety and departmental committees facilitate worker involvement by addressing issues related to health, safety, working conditions, and welfare, with a canteen committee to address food-related concerns.

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

	FY25 Current Financial Year			FY24 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	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA

Child Labour	0	0	NA	0	0	NA
Forced Labour/Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

	FY25 Current Financial Year	FY24 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	No complaint reported in last 2 years for the same	
Complaints on POSH as a % of female employees / workers		
Complaints on POSH upheld		

Symbiotec has robust mechanisms to encourage reporting of violations while protecting whistle-blowers and complainants. Through its **Whistle-blower Policy** and **Prevention of Sexual Harassment Policy**, the company ensures confidentiality, prohibits retaliation, and safeguards the rights of those raising concerns. Complaints are handled by designated committees with thorough investigation and strict confidentiality. Protection extends to all involved in the process, and disciplinary action is taken against retaliation or false reporting. Regular training and awareness sessions reinforce these protections across the organization.

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

Mechanisms to Prevent Adverse Consequences to the Complainant

Symbiotec has established policies and systems to ensure protection of complainants in cases of discrimination and harassment:

- **Whistle-Blower and Vigil Mechanism:** Employees can raise concerns on discrimination, harassment, or unethical practices without fear of retaliation. The mechanism is overseen by the Whistle Officer and the Company Secretary, with direct reporting to senior management.
- **POSH (Prevention of Sexual Harassment) Policy:** An Internal Complaints Committee (ICC) functions at both facilities to handle cases of sexual harassment confidentially. The policy strictly prohibits victimization or retaliation against complainants or witnesses.
- **Grievance Redressal Process:** All grievances are addressed in a confidential manner. Identities of complainants are protected, and only authorized committee members review cases.
- **Board / ESG Oversight:** Outcomes of grievance redressal are periodically reviewed by senior leadership to ensure compliance and that no adverse consequences occur to those raising complaints.

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

The company includes specific human rights clauses in its contracts with suppliers, service providers, and other business partners to ensure that all parties adhere to ethical labor practices, non-discrimination, fair wages, and compliance with local and international human rights standards. These clauses also mandate compliance with environmental regulations and health and safety standards, safeguarding the rights and well-being of workers across the value chain.

Symbiotec also conducts due diligence and audits to monitor adherence to these human rights provisions, taking corrective actions when necessary. This ensures that the company's operations and those of its partners align with the company's commitment to respecting human rights and promoting ethical practices throughout the supply chain.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100% of Symbiotec's plants and offices are assessed for compliance on key human rights issues by internal teams of the company, as part of the regular ongoing reviews by the senior leadership team of the company.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

During FY25, no cases or incidents related to child labour, forced or involuntary labour, sexual harassment, workplace discrimination, wage-related issues, or any other human-rights-related concerns were reported.

However, Symbiotec Pharmed is committed to maintaining a workplace that is free from child labor, forced/involuntary labor, sexual harassment, discrimination, and other unethical practices. The company takes proactive measures to identify and address any risks or concerns arising from internal assessments. Below are the details of the preventive actions taken to address significant risks or concerns related to these issues:

1. Child Labour

- **Concern:** Symbiotec identified potential risks in its supply chain regarding child labor practices, particularly in the sourcing of raw materials from regions with less stringent labor laws.
- **Preventive Actions:**
 - **Supplier Audits:** Symbiotec has conducted strict supplier audits to ensure compliance with international labor standards. Suppliers found to be employing child labor have been required to immediately cease such practices and implement corrective measures.

- Supplier Code of Conduct: The Supplier Code of Conduct has been updated to explicitly prohibit the use of child labor and to require documentation verifying the age of workers.

2. Forced/Involuntary Labour

• Preventive Actions:

- Stronger Due Diligence: Symbiotec has implemented enhanced due diligence procedures during the onboarding process for suppliers, ensuring they comply with anti-forced labor regulations. These checks include verification of labor contracts and recruitment processes.
- Contract Clauses: All contracts with third-party suppliers and partners now contain clear provisions against forced labor and coercion, with specific penalties for violations.
- Whistleblower line: Complaints can be made in written or on line on line to Whistle officer or Company Secretary of Symbiotec Pharmalab through e mail.
- Audits and Inspections: PSCI Audits, announced inspections of labor practices are conducted, particularly in high-risk areas, to ensure compliance with ethical labor standards.

3. Sexual Harassment

• Preventive Actions:

- Prevention of Sexual Harassment (POSH) Policy: Symbiotec has reinforced its POSH policy, which includes detailed procedures for reporting, investigating, and addressing complaints of sexual harassment. The policy has been widely communicated to all employees.
- Training and Awareness: All employees undergo mandatory sexual harassment training that includes information on identifying harassment, understanding consent, and knowing how to report incidents.
- POSH Committee: The POSH Committee has been strengthened to ensure that complaints are handled with confidentiality, fairness, and promptness. The committee consists of senior management, HR, and external legal advisors for impartiality.
- Strict Disciplinary Actions: Symbiotec has introduced zero tolerance for any form of sexual harassment, with immediate and severe consequences for perpetrators, including dismissal if found guilty.

4. Discrimination at the Workplace

• Preventive Actions:

- Equal Opportunity Employment Policy: Symbiotec has implemented a comprehensive Equal Opportunity Employment Policy, ensuring that all employees and candidates are treated fairly and without discrimination.
- Bias-Free Recruitment: Symbiotec has adopted blind recruitment practices to minimize unconscious bias during the hiring process, ensuring that candidates are assessed purely based on their qualifications and experience.

- Diversity and Inclusion Training: The company provides regular diversity and inclusion training to its employees and managers, fostering a culture of respect and understanding across different groups.

5. Wages

- **Preventive Actions:**

- Gender Pay Equity: The company has committed to ensuring equal pay for equal work, especially concerning gender pay gaps, and is implementing measures to eliminate any wage disparities based on gender or other factors.
- Timely Payment of Wages: Symbiotec ensures that wages are paid on time and in full, including any statutory dues such as Provident Fund (PF), Employee State Insurance (ESI), and other applicable benefits.

6. Other Concerns – Health and Safety Risks

- **Concern:** Health and safety risks, particularly related to hazardous chemicals and ergonomics, were identified in specific areas of the workplace.
- **Corrective and Preventive Actions:**
 - Improved PPE and Safety Measures: Symbiotec has upgraded its PPE policies to ensure that workers in high-risk areas are properly protected. This includes providing updated equipment, regular checks, and ensuring compliance with safety regulations.
 - Ergonomics Assessment: The company has conducted detailed ergonomics assessments in offices and production areas to ensure that workstations are designed to minimize strain and potential health risks, such as repetitive stress injuries.
 - Incident Investigation
 - Preventive Maintenance of Equipment
 - Process Hazard Identification and Risk Assessment (HIRA)
 - Planned Inspections and Safety Audits
 - Provision of Personal Protective Equipment (PPE)
 - Permit-to-Work System
 - Job Safety Analysis (JSA)
 - Training and Awareness Programs
 - Industrial Hygiene and Workplace Monitoring
 - Emergency Response and Drills

Leadership Indicators

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

During the year, **no human rights–related complaints were received.**

However, Symbiotec has proactively strengthened its internal systems to address any potential human rights issues. The company has **instituted structured mechanisms for managing and resolving human rights-related grievances**, ensuring timely identification and mitigation of risks.

As part of this initiative, Symbiotec has **enhanced its contractor management practices**. A comprehensive **Contractor Management Program** has been introduced to ensure contractors’ adherence to human rights principles and to promote responsible labour and employment practices across the value chain.

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

-NA

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, Symbiotec Pharmed ensures that its premises and offices are accessible to differently-abled visitors in compliance with the Rights of Persons with Disabilities Act, 2016.

Key Accessibility Measures:

Wheelchair Accessible Entrances: The premises are equipped with wheelchair ramps and accessible entrances to ensure that differently-abled visitors can enter and navigate the building without difficulty.

Designated Parking Spaces: Reserved parking spaces for differently-abled visitors are available close to the entrance to ensure easy access to the office.

Staff Assistance: Symbiotec provides assistance to differently-abled visitors through trained staff who can help with navigation, directions, and any other needs they may have while visiting the premises.

Symbiotec continues to ensure that its facilities are fully compliant with the Rights of Persons with Disabilities Act, 2016, providing an inclusive and accessible environment for all visitors.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Symbiotec ensures that all value chain partners provide declarations confirming compliance with its Code of Conduct. As part of its Sustainable Procurement Program, partners are assessed on four key sustainability principles: Fair Business Practices, Health & Safety, Human Rights, and Environmental Management . In YTD, 31.9 % of critical suppliers were evaluated under this program. The assessment aligns with the company’s Sustainable Procurement Policy. https://www.symbiotec.in/wp-content/uploads/2024/07/11.0PROCUREMENTPOLICY.pdf
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

Symbiotec has not identified any significant risks or concerns arising from assessments of its value chain partners. Nevertheless, the company adopts a precautionary approach to mitigate any potential human rights or sustainability-related risks. All value chain partners are required to provide formal declarations confirming

adherence to Symbiotec's Code of Conduct, and contractual agreements include provisions for termination in cases of non-compliance.

To strengthen oversight, Symbiotec has implemented a Sustainable Procurement Program under which critical suppliers are evaluated across key sustainability pillars, including Fair Business Practices, Health & Safety, Human Rights, and Environmental Management. As part of this ongoing monitoring framework, 31.9% of critical suppliers have been assessed year-to-date.

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: This data is in KWh

Parameter	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	420,643	0
Total fuel consumption (B)	53,370,876	52,965,610
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	53,791,519	52,965,610
From non-renewable sources		
Total electricity consumption (D)	47,215,187	46,027,070
Total fuel consumption (E)	3,091,349	4,437,957
Energy consumption through other sources (F)	0	0
Total energy consumed from nonrenewable sources (D+E+F)	50,306,536	50,465,027
Total energy consumed (A+B+C+D+E+F)	104,098,055	103,430,637
Energy intensity per 100 rupee of turnover (Total energy consumed / Revenue from operations) (KWh/100s Rs of Revenue)	1.38	1.54
Energy intensity per 100 rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (KWh/100s Rs of PPP)	28.13	31.16
Energy intensity in terms of physical output	553	689

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

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, Symbiotec Pharmalab does not have any sites/facilities identified as Designated Consumers (DCs) under the PAT Scheme. Hence, the question of achieving PAT targets or taking remedial action does not apply.

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

Parameter	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	241,064	234,156
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	241,064	234,156
Total volume of water consumption (in kilolitres)	241,064	234,156
Water intensity per 100000 rupee of turnover (Total water consumption / Revenue from operations) (KL/100000s Rs of Revenue)	3.19	3.48
Water intensity per 100000 rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (KL/100000s Rs of PPP)	65.14	70.53
Water intensity in terms of physical output (Water withdrawal in KL per kg of sales value of products in kg)	1.28	1.56

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. Provide the following details related to water discharged:

Parameter	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		

(i) To Surface water	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(v) Others	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	Our facilities are zero liquid discharge facility (We have Zero Liquid Discharge (ZLD) facilities at both our Rau and Pithampur plants, which means no liquid is discharged from the premises and all recycled water is reused within the facility.)	

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

Yes, Symbiotec Pharmalab has implemented a Zero Liquid Discharge (ZLD) system at both its manufacturing sites—Rau and SEZ Pithampur. The company has established effluent treatment facilities designed to treat and recycle wastewater, thereby minimizing fresh water withdrawal. Treated effluent and steam condensate are reused within the plant, particularly in boilers, aligning with Symbiotec's 4R framework: Reduce, Reuse, Recycle, and Recover.

Both sites operate ZLD facilities, and Symbiotec has installed online continuous effluent analyzers to ensure proper monitoring and compliance. New plants are also being designed with high water efficiency to support ongoing efforts in reducing overall water consumption and environmental impact.

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

Parameter	Please specify unit	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
NO2	Kg	376	344
SO2	Kg	301	259
Particulate matter (PM)	Kg	301	322

VOC	Kg	479	406
Persistent organic pollutants (POP)	Kg	NA	NA
Hazardous air pollutants (HAP)	Kg	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. - No

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

Parameter	Unit	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,291	1,843
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	34,631	32,955
Total Scope 1 and Scope 2 emission intensity per 100000 rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Ton CO ₂ per ₹ 100000 of Revenue	0.47	0.52
Total Scope 1 and Scope 2 emission intensity per 100000 rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Ton CO ₂ e / Intl \$ of PPP-adjusted revenue	9.71	10.48
Total Scope 1 and Scope 2 emission intensity in terms of physical output	kg of CO ₂ emitted per kg of API production (sales ton basis)	191	232

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

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

Yes, Symbiotec Pharmed has implemented specific projects aimed at reducing Greenhouse Gas (GHG) emissions. One major project involves the replacement of fossil fuel-based boilers with bio-briquette boilers at all operational sites.

Additionally, the company has initiated a project to procure 1.25 MW of hybrid renewable power (solar and wind) under a captive arrangement with MP Windfarm Development Pvt. Ltd. This project is expected to reduce over 4,500 metric tons of CO₂ emissions annually.

Both projects are part of Symbiotec's structured Environmental Management Plan and directly contribute to achieving its long-term emission reduction goals.

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

Parameter	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
Total Waste generated (in Metric Ton)		
Plastic waste (A)	167.726	197.204
E-waste (B)	0.37875	0.348
Bio-medical waste (C)	9.484	7.638
Construction and demolition waste (D)	0	0
Battery waste (E) Nos	818	471
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	682.92	808.55
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	335.67	355.09
Total (A+B + C + D + E + F + G + H)	1196.19	1368.83
Waste intensity per 100000 rupee of turnover (Total waste generated / Revenue from operations)	0.02	0.02
Waste intensity per 100000 rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.32	0.41
Waste intensity in terms of physical output	6.35	9.12
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in Metric Ton)		

Category of waste		
(i) Recycled	505.327	580.66
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	505.327	580.66
For each category of waste generated, total waste disposed by nature of disposal method (in Metric Ton)		
Category of waste		
(i) Incineration	9.484	7.638
(ii) Landfilling	199.807	161.648
(iii) Other disposal operations	661.785	852.091
Total	871.076	1021.377

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

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

Symbiotec Pharmalab has established robust waste management practices across its sites. Hazardous waste, such as distillation residues and ETP sludge, is carefully handled- ETP sludge from the SEZ site, having high calorific value, is sent to cement industries as an alternative fuel, while sludge from the Rau site is disposed of through an MPPCB-authorized facility. Non-hazardous waste like packaging materials (poly bags, drums, steel scrap) is sold to authorized recyclers. Electronic waste is collected and sent to certified recyclers, and used batteries are returned to dealers under buy-back arrangements.

To minimize the use of hazardous and toxic chemicals, Symbiotec operates in-house solvent recovery plants following the 3R principle-Recover, Reuse, Recycle. Recovered solvents are either reused internally or sold to external industries as raw materials, thereby reducing fresh solvent consumption and chemical waste. These practices reflect Symbiotec's strategy of promoting circular economy and reducing environmental impact.

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

Symbiotec Pharmalab does not have any operations or offices located in or around ecologically sensitive areas such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, or coastal regulation zones.

Both of its manufacturing units-Rau (Indore) and SEZ Pithampur (Dhar) in Madhya Pradesh-are situated in designated industrial zones and operate with all necessary environmental approvals, including Consent to Operate from the Madhya Pradesh Pollution Control Board (MPPCB). There is no indication in the reports of proximity to ecologically sensitive regions requiring additional environmental clearances beyond standard industrial regulations.

S. No.	Location of operations/offices	Type of operations	Whether the conditions of
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			environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

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

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

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

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

Yes, Symbiotec Pharmedics is compliant with all applicable environmental laws, regulations, and guidelines in India, including the **Water (Prevention and Control of Pollution) Act**, **Air (Prevention and Control of Pollution) Act**, and the **Environment (Protection) Act** along with the relevant rules.

The company has obtained all required environmental approvals such as **Consent to Operate** for air, water, and hazardous waste from the **Madhya Pradesh Pollution Control Board (MPPCB)** for both its Rau and SEZ Pithampur units. Regular monitoring, internal audits, and third-party verifications are conducted to ensure adherence to legal norms. No instances of non-compliance have been reported in the reporting period.

Leadership Indicators

- 1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):**
For each facility / plant located in areas of water stress, provide the following information:

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

Symbiotec Pharamalab does not report any of its facilities being located in officially designated water stress areas.

Parameter	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	0	0
Total volume of water consumption (in kilolitres)	0	0
Water intensity per rupee of turnover (Water consumed / turnover)	0	0
Water intensity (optional) – the relevant metric may be selected by the entity	0	0
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) Into Groundwater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) Into Seawater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(v) Others	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

Symbiotec's Rau and Pithampur facilities are not located in water-stressed areas. The company sources its water entirely from municipal water supplies and does not draw from any water-stressed regions.

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

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

Parameter	Unit	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	Metric tonnes of CO ₂ equivalent	57,058	80,377
Total Scope 3 emissions per 100000 rupee of turnover	tCO ₂ per ₹100000 of Revenue	0.75	1.19

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. With respect to the ecologically sensitive areas reported at Question 11 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.

Symbiotec Pharmalab does not have any operations or offices located in or around ecologically sensitive areas such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, or coastal regulation zones.

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

Sr. No	Initiative Undertaken	Details of the Initiative	Outcome of the Initiative
1	Replacement of fossil fuel boilers with bio-briquette boilers	All existing fossil fuel-based boilers were replaced with bio-briquette boilers at both sites. All new installations are mandated to use bio-briquette boilers. This is part of the company's plan to reduce Scope 1 and Scope 2 emissions by 25% from the 2020 baseline.	Reduction in GHG emissions and transition toward cleaner energy sources; supports Symbiotec's long-term emission reduction targets.
2	Implementation of Zero Liquid Discharge (ZLD) system	ZLD facilities have been implemented at both Rau and SEZ sites. Treated effluent and steam condensate are reused within the plant, particularly in boilers.	Eliminated untreated water discharge; reduced fresh water usage; improved compliance with environmental regulations.
3	Solvent recovery and reuse	In-house solvent recovery plants function on the 3R principle (Recover, Reuse, Recycle). Recovered solvents are either reused in-house or sold to other industries.	Reduced hazardous waste generation; optimized use of solvents; generated revenue from sale of reusable solvents.

4	Sale of ETP sludge with calorific value to cement industries	ETP sludge from the SEZ site, having calorific value >2500, is sent to cement industries as an alternative fuel.	Supported waste-to-energy conversion; reduced landfill disposal of hazardous waste.
5	Replacement of ODS in chillers	All ozone-depleting substances (ODS) in chillers have been phased out; the company plans to replace ODS-based office air conditioners in the long term.	Improved environmental performance and alignment with sustainability goals.

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

Yes, Symbiotec Pharmalab has a business continuity and disaster management framework in place to ensure operational resilience and employee safety. The company has developed site-specific **Onsite Emergency Plans**, which include procedures for handling fire, chemical spills, and other emergencies. Mock drills are conducted every six months to test preparedness. Preventive measures such as regular safety audits, equipment inspections, and Process Hazard Analysis (PHA) are carried out to minimize risks. The company also has a **Management of Change** system to assess safety impacts before implementing any changes, ensuring uninterrupted operations and effective disaster response across its facilities.

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

Symbiotec is actively engaging with its suppliers and conducting assessments as part of its value chain due diligence. To date, no significant adverse impacts have been identified arising from its value chain operations.

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

Symbiotec has classified its suppliers into critical and non-critical categories. The assessment process has been initiated with critical suppliers, and so far, approximately 45 out of 141 critical suppliers have been evaluated for their environmental impacts.

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. Refer to the questions provided below:

a. Number of affiliations with trade and industry chambers/ associations. 5

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

S.No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
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1	Indore Management Association	State
2	Pithampur Adhyogik Sansthan	State
3	Service Export Promotion Council	National
4	National Safety Council	National
5	British Safety Council	International

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.

Name of authority	Brief of the case	Corrective action taken
NA		

There are **no adverse orders from regulatory authorities** related to anti-competitive conduct against Symbiotec Pharmed. Therefore, **no corrective actions were required or are currently underway** in this regard. The company continues to operate in compliance with applicable laws and ethical business practices.

Leadership Indicators

1. Details of public policy positions advocated by the entity:

There is **no specific disclosure of public policy positions advocated** by Symbiotec Pharmed. The reports do not mention any formal engagement in public policy advocacy or participation in policy-making processes.

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.

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
NA					

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

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	Amounts paid to PAFs in the FY (In INR)
Symbiotec Pharamalabis not undertaking any projects which require Rehabilitation and Resettlement (R&R) of people.						

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

Yes, Symbiotec has grievance redressal mechanisms in place to address concerns from all key stakeholder groups across its sites. Team members regularly engage with community members both individuals and groups as well as other stakeholders to ensure timely resolution of grievances. Community engagement is further supported through the company’s Corporate Social Responsibility initiatives.

Complaints can be submitted in writing or online to the Whistle Officer or Company Secretary via email. The company’s Vigil Mechanism and Whistle-blower Policy is publicly available on its website:

Whistle-blower Policy - <https://www.symbiotec.in/wp-content/uploads/2024/07/7.0MECHANISM-AND-WHISTLE-BLOWER-POLICY.pdf>

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

	FY25 Current Financial Year	FY24 Previous Financial Year
Directly sourced from MSMEs/ small producers	All our materials are sourced domestically within India, and we do not procure from MSMEs or small-scale producers.	
Directly from within India		

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

Location	FY25 Current Financial Year	FY24 Previous Financial Year
Rural	All our employees are from Indore and therefore fall under the ‘Urban’ category as per RBI classification. Consequently, 100% of wages are paid to employees located in urban areas.	
Semi-urban		
Urban		
Metropolitan		

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

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
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There is no mention of any negative social impacts identified through Social Impact Assessments, **and therefore**, no specific mitigation actions have been reported **by Symbiotec Pharamalab**during the reporting period.

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

Sl. No.	State	Aspirational District	Amount Spent in FY25 (₹)	Amount Spent in FY24 (₹)
1	Madhya Pradesh	Indore	15,436,000	2,32,66,839
2	Madhya Pradesh	Dhar	2,40,040	4,50,000
3	Maharashtra	Pune	13,50,000	10,00,000

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

Symbiotec Pharamalabhas not having a specific preferential procurement policy that gives preference to suppliers comprising marginalized or vulnerable groups. While the company emphasizes ethical sourcing and supplier assessments under its Sustainable Procurement Policy, no mention is made of targeted procurement from marginalized or vulnerable communities.

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

Symbiotec Pharamalabhas not specified any procurement from marginalized or vulnerable groups.

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

Symbiotec Pharamalabhas not specified any procurement from marginalized or vulnerable groups.

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/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
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Symbiotec Pharamalabhas not reported any intellectual properties owned or acquired based on traditional knowledge, nor any benefits derived or shared from such intellectual properties during the current financial year.

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	

6. Details of beneficiaries of CSR Projects:

S No.	Type of Project	Location	Name of Party	Amount Spent (FY 2024-25)	People Benefited / Impact Description
1	Spiritual & Cultural Education	Pune	Dada Shyam Foundation	1,350,000	Students and spiritual learners at Gurukul in Manjri, Pune (M.H.), receiving holistic education and cultural training.
2	Healthcare – Dialysis	Indore	Shri Guruji Seva Nyas	1,350,000	Kidney patients in Indore, M.P., gaining subsidized or free dialysis treatment.
3	Sports Development	Other	SPPL	50,000	Local athletes and youth in sports programs, receiving training and resources.
4	Healthcare – Cancer Facility	Indore	Shri Guruji Seva Nyas	8,000,000	Cancer patients in Indore, M.P., benefiting from improved diagnostic and treatment facilities.
5	Animal Welfare	Indore	SPPL	375,000	Stray and domestic animals in Indore receiving shelter, medical care, and food.
6	Education	Indore	Bhaiyaji Dani Seva Nyas	1,267,000	Students in Indore gaining better access to learning materials and academic support.
7	Education	Indore	Shree Sewa Bharti Siksha Samiti	4,444,000	Students in Indore supported through the Shree Seva Bharti Siksha Samiti’s initiatives.
8	Rural Development	Dhar	SPPL	240,040	Villagers in Dhar, M.P., benefitting from rural infrastructure and livelihood projects.
Total Amount in Rs				17,076,040	

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

Essential Indicators

- 1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**
 Symbiotec Pharmalabhas a well-defined consumer complaint management system governed by its Corporate Quality Assurance team. All consumer complaints are treated seriously and investigated thoroughly using tools such as Why-Why analysis and Fishbone diagrams to identify the root cause. Corrective and preventive actions (CAPAs) are developed to avoid recurrence, and their effectiveness is reviewed in governance meetings. The findings and recommendations are also communicated to the customers, ensuring transparency and accountability in the resolution process. This structured mechanism ensures timely and effective handling of consumer feedback and complaints.
- 2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about**

	As a percentage to total turnover
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Environmental and social parameters relevant to the product	100%
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY25 (Current Financial Year)		Remarks	FY24 (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	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Product & Service Complaints	11	3	NA	18	2	NA

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

	Number	Reasons for recall
Voluntary recalls	0	No recall required
Forced recalls	0	No recall required

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, Symbiotec Pharmalabhas a framework and policy in place on **cyber security and data privacy risks**. The company follows defined IT policies and procedures to ensure data security and protection against cyber threats.

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.

Symbiotec Pharmalabhas reported no issues or regulatory actions related to advertising, delivery of essential services, cyber security, data privacy, product recalls, or product safety during the reporting period; hence, no corrective actions were required.

7. Provide the following information relating to data breaches:

- a. **Number of instances of data breaches - 0**
- b. **Percentage of data breaches involving personally identifiable information of customers – 0%**
- c. **Impact, if any, of the data breaches – Not Applicable**

Symbiotec Pharmed reported zero data breaches during the reporting period, with no involvement of customer personally identifiable information and no resulting impact.

Leadership Indicators

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

Symbiotec has a dedicated section on its website that provides detailed information about its products. Web link: <https://www.symbiotec.in/products>

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

Symbiotec Pharmed provides detailed product information through its official website to support informed and responsible usage. Additionally, the company maintains a system to address customer complaints and feedback, ensuring transparency and continuous improvement. However, no specific educational campaigns or consumer awareness initiatives on safe product usage are reported in the document.

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

Yes, a mechanism is in place as part of our Business Continuity Plan. The Business Continuity Team, comprising managers or their delegates, is responsible for assessing the impact of any disruption and implementing appropriate contingency measures. In the event of business interruption, the Marketing Head coordinates with the Managing Director and President – Operations to notify customers. Simultaneously, the Head of Public Relations or their designee informs relevant statutory authorities such as the Pollution Control Board, SEZ Commissioner, DISH, and local administration, as applicable.

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)

Yes, we provide all necessary product information on labels. As an API manufacturing company, we strictly adhere to applicable regulations, including those set by the Indian Food and Drug Administration, ICH Q7A Guidelines, and 21 CFR (U.S. Code of Federal Regulations), all of which have stringent requirements for labeling and product information.

Customer Satisfaction Survey: Symbiotec has not conducted any customer satisfaction survey during the reporting period.