



# Business Responsibility and Sustainability Report

Mankind Pharma is deeply committed to inclusive growth and sustainable development. The Company is dedicated to accelerating India's transition to a knowledge economy, creating value for the nation by enhancing the quality of life across all socio-economic strata.

Mankind Pharma's initiatives are primarily focused on health, education and livelihood enhancement, with significant contributions towards healthcare facilities, social welfare, education, conservation of natural resources and rural development. This Business Responsibility and Sustainability Report (BRSR) adheres to the requirements of the Securities & Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (SEBI

LODR) and the National Guidelines on Responsible Business Conduct (NGRBC) on Social, Environmental and Economic Responsibilities of Business released by the Ministry of Corporate Affairs (MCA), India. It outlines Mankind Pharma's strategies related to Corporate Social Responsibility (CSR) and sustainability, providing information on the Company's Environmental, Social and Governance (ESG) performance and its efforts to minimise environmental impact, promote social justice and uphold ethical business practices.

SECTION A:

GENERAL DISCLOSURES

This segment provides a comprehensive snapshot of the enterprise, encapsulating the scope of markets catered to, fiscal achievements, crucial workforce data and an analysis of potential threats and prospects.

SUSTAINABLE DEVELOPMENT GOALS



I. Details of listed entity

1.	Corporate Identity Number (CIN) of the Company	L74899DL1991PLC044843
2.	Name of the Company	Mankind Pharma Limited
3.	Year of Incorporation	1991
4.	Registered Office Address	208, Okhla Industrial Estate, Phase-III, New Delhi 110020, India
5.	Corporate Address	262, Okhla Industrial Estate, Phase-III, New Delhi 110020, India
6.	Email Address	<a href="mailto:investors@mankindpharma.com">investors@mankindpharma.com</a>
7.	Telephone	+91 11 4684 6700
8.	Website	<a href="https://www.mankindpharma.com/">https://www.mankindpharma.com/</a>
9.	Financial Year Reported	1st April 2023 to 31st March 2024
10.	Name of the Stock Exchanges where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	INR 40,05,88,440
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Suresh Raju Penmetsa, Chief Risk Officer & Sr. Vice President EHS & Sustainability Board No. 011-46546700 Ext.: 3308 Email: <a href="mailto:suresh.raju@mankindpharma.com">suresh.raju@mankindpharma.com</a>
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14.	Name of assurance provider	TUV India Pvt. Ltd.
15.	Type of assurance obtained	Reasonable Assurance (Refer page no. 54 for Assurance statement)

## II. Products/Services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1	Trading	Wholesale Trading	57.10%
2	Manufacturing*	Chemicals and chemical products, pharmaceuticals, medicinal chemical and botanical products	42.40%

\*Manufacturing includes Paonta Unit-1, Unit2, Unit-3 , Sikkim & Udaipur

### 17. Products/Services sold by the Company (accounting for 90% of the turnover)

Sl. No.	Product/Service	NIC Code	% of total turnover contributed
1	Wholesale of pharmaceutical and medical goods	46497	57.10%
2	Manufacturing pharmaceuticals, medicinal chemical and botanical products	210	42.40%

## III. Operations

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

Location	Number of plants	Number of offices	Total
National	5	8	13
International	0	2	2

### 19. Markets served by the Company

#### a. Number of locations

Locations	Number
National (No. of States)	21
International (No. of Countries)	25

#### b. What is the contribution of exports as a percentage of the total turnover of the Company? 7.01%

#### c. Types of customers

The Company's clientele includes drug distributors, suppliers, retail pharmacies and patients who procure goods upon presentation of a doctor's prescription. Additionally, the Company serves the institutional market, comprising primarily government and semi-government entities, as well as hospitals, nursing homes, clinics and dispensing physicians

## IV. Employees

### 20. Details as at the end of Financial Year

#### a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	18,428	17,997	97.66%	431	2.34%
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total employees (D+E)</b>	<b>18,428</b>	<b>17,997</b>	<b>97.66%</b>	<b>431</b>	<b>2.34%</b>
<b>WORKERS</b>						
4.	Permanent (F)	1,112	1,049	94.33%	63	5.67%
5.	Other than Permanent (G)	0	0	0	0	0
6.	<b>Total workers (F+G)</b>	<b>1,112</b>	<b>1,049</b>	<b>94.33%</b>	<b>63</b>	<b>5.67%</b>

**b. Differently abled Employees and workers:**

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

**21. Participation/Inclusion/Representation of Women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
<b>Board of Directors</b>	9*	1	11.11%
<b>Key Management Personnel</b>	7	0	0.00%

\* The number of board of directors is as on March 31, 2024. During the financial year 2023-24 Mr. Leonard Lee Kim, Non-Executive Director and Mr. Adheraj Singh, Alternate Director to Mr. Leonard Lee Kim resigned w.e.f. May 09, 2023.

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

	FY2024			FY2023			FY2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	18%	27%	18%	22.62%	22.38%	22.63%	19.48%	19.74%	19.49%
<b>Permanent Workers</b>	22%	13%	21%	9.2%	1.85%	8.8%	11.06%	0	10.48%

Note: This includes employees/workmen who have retired during the year.

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

**23. Name of holding/subsidiary/associate companies/joint ventures**

Sl. No.	Name of the holding/ subsidiary/associate companies/joint ventures (A)	Indicate whether Holding/Subsidiary/ Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1	Appian Properties Private Limited	Subsidiary	100.00%	No
2	Appify Infotech LLP	Subsidiary	100.00%	No
3	Broadway Hospitality Services Private Limited	Subsidiary	100.00%	No
4	Copmed Pharmaceuticals Private Limited	Subsidiary	63.00%	No
5	Jaspack Industries Private Limited	Subsidiary	100.00%	No
6	JPR Labs Private Limited	Subsidiary	100.00%	No
7	Lifestar Pharma LLC	Subsidiary	90.00%	No
8	Lifestar Pharmaceuticals Private Limited	Subsidiary	85.00%	No
9	Mahananda Spa and Resorts Private Limited	Subsidiary	100.00%	No
10	Mankind Agritech Private Limited	Subsidiary	100.00%	No
11	Mankind Consumer Healthcare Private Limited	Subsidiary	100.00%	No
12	Mankind Life Sciences Private Limited	Subsidiary	100.00%	No
13	Mankind Medicare Private Limited	Subsidiary	100.00%	No
14	Mankind Pharma FZ LLC	Subsidiary	100.00%	No
15	Mankind Pharma Pte Limited	Subsidiary	100.00%	No
16	Mankind Prime labs Private Limited	Subsidiary	100.00%	No
17	Mankind Specialities	Subsidiary	98.00%	No
18	Mediforce Healthcare Private Limited	Subsidiary	62.98%	No
19	Mediforce Research Private Limited	Subsidiary	61.72%	No

Sl. No.	Name of the holding/ subsidiary/associate companies/joint ventures (A)	Indicate whether Holding/Subsidiary/ Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
20	Medipack Innovations Private Limited	Subsidiary	51.00%	No
21	North East Pharma Pack	Subsidiary	57.50%	No
22	Packtime Innovations Private Limited	Subsidiary	90.00%	No
23	Pavi Buildwell Private Limited	Subsidiary	100.00%	No
24	Penta-Latex LLP	Subsidiary	68.00%	No
25	Pharma Force Labs	Subsidiary	63.00%	No
26	Pharmaforce Excipients Private Limited	Subsidiary	63.00%	No
27	Prolijune Lifesciences Private Limited	Subsidiary	100.00%	No
28	Qualitek Starch Private Limited	Subsidiary	60.47%	No
29	Relax Pharmaceuticals Private Limited	Subsidiary	63.00%	No
30	Shree Jee Laboratory Private Limited	Subsidiary	100.00%	No
31	Superba Warehousing LLP	Subsidiary	51.00%	No
32	Upakarma Ayurveda Private Limited	Subsidiary	90.00%	No
33	Vetbesta Labs	Subsidiary	60.48%	No
34	A S Packers	Associate	50.00%	No
35	ANM Pharma Private Limited	Associate	34.00%	No
36	J K Print Packs	Associate	33.00%	No
37	N. S. Industries	Associate	48.00%	No
38	Sirmour Remedies Private Limited	Associate	40.00%	No
39	Superba Buildwell	Joint Venture	60.00%	No
40	Superba Buildwell (South)	Joint Venture	70.00%	No
41	Superba Developers	Joint Venture	70.00%	No

Note: Mankind Consumer Products Private Limited was incorporated on May 2, 2024 as the wholly owned subsidiary of the Company.

## VI. CSR Details

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

(ii) Turnover (in INR): 9264.81 Cr (Standalone)

(iii) Net worth (in INR): 9623.81 Cr (Standalone)

## VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY2024			FY2023		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Procedures are established within the Company to accommodate external complaints, adhering to the ISO 14001 and ISO 45001 standards. A register is strategically positioned near the factory entrance to document any grievances from the neighboring community. No complaints received.	0	0	0	0	0	0
Investors (other than shareholders)	A mechanism has been established within the Company. This mechanism identifies specific representatives and advisors to comprehend and address any potential concerns, if any.-No complaints received	0	0	0	0	0	0

Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY2024			FY2023		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Shareholders	<p>Yes, the Company has a grievance redressal mechanism in place. The Company has appointed Kfin Technologies Limited as the Share Transfer Registrars who are responsible for resolving investors'/ shareholders' queries, concerns, enquiries or complaints. Shareholders can submit their grievances via email to <a href="mailto:investors@mankindpharma.com">investors@mankindpharma.com</a> or <a href="mailto:einward.ris@kfintech.com">einward.ris@kfintech.com</a>. Furthermore, in accordance with SEBI Circular(s) (No. SEBI/HO/OIAE/OIAE_IAD-1/P/CIR/2023/131) dated July 31, 2023 (as updated from time to time), shareholders have access to the Online Dispute Resolution (ODR) Portal for resolving their complaints. The Company has provided the aforementioned SEBI Circular and the link to the ODR Portal on the Company's website at <a href="http://www.mankindpharma.com">www.mankindpharma.com</a>.</p>	260	0	NA	NA	NA	NA
Employees and workers	<p>Access to a Whistle-Blower mechanism is provided for all personnel within the organisation. This mechanism allows for direct communication with the designated ombudsman via an email address specified in the policy. Link of the policy - <a href="https://www.mankindpharma.com/assets/pdf/corporate-governance/vigilmechanism-policy.pdf">https://www.mankindpharma.com/assets/pdf/corporate-governance/vigilmechanism-policy.pdf</a>. Additionally, the Human Resource team can be contacted through email, phone, or personal approach for resolution of any grievances. No complaints received.</p>	0	0	0	0	0	0
Customers	<p>Complaints can be raised through various channels such as telephone calls to Mankind's toll-free number, emails to the mailbox (<a href="mailto:contact@mankindpharma.com">contact@mankindpharma.com</a>), fax, or postal mails received at Mankind's offices. These complaints can be in any form - written, electronic, or oral communication - reported by customers, hospitals, regulatory agencies, government laboratories, retailers, distributors, etc. These complaints may allege deficiencies related to the identity, quality, reliability, safety and/or efficacy of a product after its distribution beyond the control area of the Mankind quality systems. No complaints received.</p>	0	0	0	0	0	0
Value Chain Partners	<p>The contractors and vendors have access to the whistle and blower mechanism, wherein they can reach out to the designated ombudsman via an email address mentioned in the said policy. Link of the policy - <a href="https://www.mankindpharma.com/assets/pdf/corporategovernance/vigil-mechanism-policy.pdf">https://www.mankindpharma.com/assets/pdf/corporategovernance/vigil-mechanism-policy.pdf</a>. No complaints received.</p>	0	0	0	0	0	0
Others (Anonymous)	Not applicable	0	0	0	0	0	0

26. Overview of the Company's material responsible business conduct and sustainability issues pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, rationale for identifying the same approach to adapt or mitigate the risk along with its financial implications, as per the following format:

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy Management	<p><b>Opportunity:</b>-Reduce reliance on traditional energy sources</p> <ul style="list-style-type: none"> <li>- Achieve cost savings and enhance brand image (positively positioning as carbon neutral)</li> <li>- Renewable Energy sources</li> <li>- Energy conservation programs</li> </ul>	<ul style="list-style-type: none"> <li>- With the transition from conventional to renewable energy sources, the Company sees this as an opportunity to explore avenues for reduction in CO2 emissions as well as overall cost reduction.</li> <li>- It aims to transition towards green energy, aligning with eco-friendly practices and contributing to a sustainable future.</li> </ul>		Positive
2	Water management	<p><b>Opportunity:</b></p> <ul style="list-style-type: none"> <li>- Decrease reliance on freshwater withdrawal by implementing treated waste water recycling: Reuse of steam condensate: rainwater collection and reuse techniques, leading to cost reductions and reduction in fresh water intake</li> <li>- Enhance brand image through initiatives such as achieving water neutrality/ positivity and participating in water offset programs.</li> </ul>	Emphasise the implementation of water conservation initiatives within the Company, contributing to its transformation into a water-positive organisation in the years to come.		Positive
3	Waste management and sustainable packaging	<p><b>Opportunity:</b></p> <ul style="list-style-type: none"> <li>- Implement sustainable packaging initiatives.</li> <li>- Establish traceability in waste management.</li> <li>- Strive to achieve zero waste-to-landfill.</li> </ul>	The Company is committed to adopting more sustainable raw materials to decrease overall waste generation.		Positive
4	Emission	<p><b>Opportunity:</b></p> <ul style="list-style-type: none"> <li>Attain carbon neutrality.</li> <li>- Shifting to renewable source of fuels.</li> </ul>	<ul style="list-style-type: none"> <li>- Invest in new technologies aimed at reducing emissions.</li> <li>- The transition towards eco-friendly processes.</li> </ul>		Positive
5	Access to healthcare	<p><b>Opportunity:</b></p> <ul style="list-style-type: none"> <li>- Develop a comprehensive pipeline of products to address unmet medical needs.</li> <li>- Enhance brand image.</li> </ul>	Establish an advanced supply chain management system using Artificial intelligent (AI)		Positive

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Health, safety and the well-being of employees	<b>Opportunity:</b> - Ensure safe workplaces. - Enhance brand reputation.	- Implement a world-class healthcare system. - Enhance the overall health management system of the Company.		Positive
7	CSR	<b>Opportunity:</b> - Improve brand image. - Secure social license to operate.	- Work towards community betterment. - Enhance healthcare services. - Facilitate access to education.		Positive
8	Regulatory Compliances	<b>Opportunity:</b> Enhance the integration of Environmental, Social and Governance (ESG) principles into business functions.	Implement a robust governance structure and incorporate ESG principles within it.		Positive
9	Promotion of diversity and inclusiveness	<b>Opportunity:</b> - Improve brand image. - Enhance talent retention.	Develop new policies to enhance diversity and inclusion within the Company.		Positive
10	Sustainable supply chain management	<b>Risk:</b> Increased market competition due to multiple players. Focus on streamlining operations and cost optimisation.	- Escalating single source of suppliers for sourcing raw materials. - Recognising the importance of a stable supply chain in the pharmaceutical industry. - Anticipate, prevent and mitigate potential concerns that may lead to disruptions in the supply chain.	The Company establishes a comprehensive code of conduct for its suppliers and partners. Regular audits ensure strict adherence to these guidelines. - Actively shifts toward cost-effective and low-carbon logistics solutions. This commitment not only benefits the environment but also optimises resource utilisation. - Ensuring seamless availability of medicines worldwide, the Company maintains an integrated supply chain. This approach benefits customers, patients, partners and healthcare organisations alike.	Positive



SECTION B:

MANAGEMENT AND PROCESS DISCLOSURES

SUSTAINABLE DEVELOPMENT GOALS



Embedding the sections of the National Guidelines for Ethical Business Practices into the organisational framework, policies and procedures assurance the incorporation of stakeholder interests into the core of the business.

This Section is aimed to assist businesses in showcasing the systems, policies and procedures established for embracing the Principles and Core Elements of NGRBC. Establishing robust governance empowers businesses to contribute to broader developmental objectives.

Mankind Pharma possesses a solid sustainability governance structure that acts as a roadmap for endorsing, implementing and supervising decisions and actions aligned with sustainability. The Risk Management Committee at the Board level offers strategic direction, while the Apex Leadership Team guarantees efficient execution with measurable outcomes.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	The policies have been approved by either the Board, the responsible Internal Committee, or the respective department, depending on the context.								
c. Weblink of the policies, if available	Access to the policies is facilitated through two avenues: (1) the Company's official website, <a href="http://www.mankindpharma.com">www.mankindpharma.com</a> and (2) the Intranet portal, designated exclusively for employees of the Company.								
2. Whether the Company has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Company and mapped to each principle.	<ul style="list-style-type: none"> <li>- Environmental Management System-(ISO 14001)</li> <li>- Occupational Health and Safety Management System-(ISO 45001)</li> <li>- EPR- Plastic Waste Management</li> <li>- IS-14489-3rd Party Safety Audit</li> <li>- NBC 2016 and other applicable IS standards are being followed</li> <li>- Good Manufacturing Practice (cGMP) compliance certification for facilities</li> <li>- Information Security Management System - (ISO 27001)</li> </ul>								
5. Specific commitments, goals and targets set by the Company with defined timelines, if any.	<p><b>Environment</b></p> <ul style="list-style-type: none"> <li>• Plastic Neutral by FY'24</li> <li>• Hazardous Waste - 70% for co-processing and 30% for landfilling by 2027 (Base year FY'21)</li> <li>• Implementation of Wild life Conservation plan for 2nos of Schedule-1 species in Sotanala area</li> <li>• Carbon neutral by 2030 (Base year FY'21)</li> <li>• 100% Renewable Power by 2030</li> <li>• Reduce ground water intensity in Operations by 50% by 2030 (Base year FY'20)</li> </ul> <p><b>Social</b></p> <ul style="list-style-type: none"> <li>• Ensuring the wellbeing of our employees and partners</li> </ul> <p><b>Governance</b></p> <ul style="list-style-type: none"> <li>• Implementation of effective stakeholder engagement strategy for collaboration to address key sustainability issues backed by Sustainability council.</li> <li>• Highest standards of compliance and ethics backed by robust corporate governance</li> </ul>								
6. Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	In alignment with the Company's strategic objectives, the key performance targets are actively established, rigorously reviewed and effectively implemented. This process ensures that the Company's actions and initiatives are always in sync with overarching goals. The Company's ongoing commitment to social responsibility and sustainable practices involves regular assessments of its progress. These evaluations play a crucial role in ensuring that the Company's operations align with its values. By maintaining a robust review mechanism, the Company strives to uphold our corporate ethos and contribute positively to our stakeholders and the wider community. This approach underscores commitment to excellence, responsibility and sustainable growth.								

## 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)

Mankind Pharma Limited is steadfast in its dedication to fostering sustainable and responsible business practices through its comprehensive Environmental, Social and Governance (ESG) agenda. With a focus on serving both the planet and people, the Company is committed to generating value for all stakeholders.

Central to this commitment is the emphasis on strong corporate governance, where transparency and balance are recognised as fundamental values shaping interactions with stakeholders and guiding operational decisions. The Company prioritises open communication and accountability, ensuring that all stakeholders are well-informed and actively engaged. By adhering to robust governance protocols, Mankind Pharma aims to cultivate trust and confidence among stakeholders.

In pursuit of environmental sustainability, significant measures have been implemented to address waste and water management challenges, resulting in notable improvements in energy and water efficiency. The integration of Environment, Health and Safety (EHS) practices into growth strategy underscores the Company's commitment to holistic sustainability.

Furthermore, initiatives to reduce energy consumption, such as equipment upgrades and the adoption of energy-efficient technologies, exemplify our proactive approach towards mitigating environmental impact. The exploration of alternative, lower-emission fuels and investments in renewable energy sources further signify our commitment to reducing reliance on fossil fuels and decreasing emissions.

To minimise waste and emissions, comprehensive measures are in place, including the implementation of co-processing across all sites, reduction of paper usage and optimisation of packaging. Technological advancements, such as the introduction of wet scrubbers and sophisticated sludge dewatering techniques, contribute to mitigating hazardous waste quantities. Additionally, collaborative efforts with suppliers to adopt sustainable practices in supply chain management demonstrate our commitment to reducing indirect emissions.

The Company extends its commitment beyond environmental stewardship to create a meaningful social impact. It actively engages with the communities it serves, striving to be a solution provider for pressing societal challenges. Mankind's aim is to generate positive outcomes for the environment, society and stakeholders alike, while consistently seeking opportunities for enhancement in every facet of its operations.

Mr. Satish Kumar Sharma (Whole Time Director)

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

P-1 "Corporate HR Head"

P-2 "Corporate Purchase Head"

P-3 "Corporate HR Head"

P-4 "Corporate HR, Secretarial & Investor Relation Department"

P-5 "Corporate HR Head"

P-6 "President Operations & Corporate EHS Head"

P-7 "Corporate HR Head"

P-8 "Corporate HR & Corporate EHS"

P-9 "Corporate HR & Corporate IT"

### 9. Does the Company have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

The Company's Risk Management Committee oversees sustainability-related matters, particularly those about Environmental, Social and Governance (ESG) factors. The Committee is responsible for reporting to and updating the Board on actions to be taken, if necessary, to address any relevant concerns.

The composition of the Risk Management Committee is as follows:

**Mr. Sheetal Arora** - CEO and Whole-Time Director

Designation: Chairperson

**Mr. Bharat Anand** – Independent Director

Designation: Member

**Mrs. Vijaya Sampath** – Independent Director

Designation: Member

**Mr. Ashutosh Dhawan** - CFO

Designation: Member

**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)										
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9		
Performance against above policies and follow up action					Yes														The policies undergo a periodic review, or as necessitated, under the supervision of the Board, the accountable Internal Committee, or the respective department, as applicable.	
Compliance with statutory requirements of relevance to the principles and, rectification of any non-compliances																			A comprehensive review of all regulatory and statutory compliances is currently underway. Should any instances of non-compliance be identified, they are addressed within a structured and time-bound programme.	Statutory compliances, as applicable, are evaluated on a monthly basis at each manufacturing site and 6 months at the Corporate level, under the Management Review Meeting (MRM).

	P1	P2	P3	P4	P5	P6	P7	P8	P9	
11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.										Yes, TUV India Pvt. Ltd.

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
The entity does not consider the Principle material to its business (Yes/No)										
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)										
The entity does not have the financial or/human and technical resources available for the task (Yes/No)										Not Applicable
It is planned to be done in the next financial year (Yes/No)										
Any other reason (please specify)										



## Principle 1

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

### SUSTAINABLE DEVELOPMENT GOALS



While the core objective of business activities is to enhance human welfare, Company can also have diverse impacts on society and the environment. Adopting responsible business practices can significantly mitigate these effects.

Hence, Mankind Pharma strike a balance between human needs, environmental sustainability and the pursuit of prosperity. The Company has established a strong and equitable governance framework that promotes and enforces ethical values across the Company's culture, safeguarding the interests of all stakeholders. To prevent unethical practices, Mankind Pharma's Code of Conduct

outlines goals, responsibilities and rules for all employees and senior management, directors etc. which are mandatory for everyone to follow. This Code of Conduct emphasises the Company's commitment to uphold necessary ethical standards and prepares all employees to incorporate these principles into their daily activities. Any deviations, if discovered or reported, are addressed with appropriate seriousness and transparency.

## Essential Indicator

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	7	P1 to P9	100%
Key Managerial Personnel	7	P1 to P9	100%
Employees other than Board of Directors and KMPs	674	Safety, Excel, Batch production, Behavioural, technical, MDP, LMD protocol,	100%
Workers	516	Good Housekeeping, maintenance of reactors, pump maintenance, 5S, handling biological indicators	100%

### 2. Details of fines /penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by Directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year:

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NIL	NA	NA	NA	NA
Settlement	NIL	NA	NA	NA	NA
Compounding fee	NIL	NA	NA	NA	NA

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

### 3. Of the instances disclosed in Question 2 above, details of the Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed.

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

### 4. Does the Company 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, the Company has an anti-corruption or anti-bribery policy in place. Web-link of the policy: <https://www.mankindpharma.com/code-of-conduct>

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

	FY2024	FY2023
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

Stakeholder group from whom compliant is received	FY2024		FY2023	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	NIL	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 conflict of interest.**

Not Applicable

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

	FY2024	FY2023
Number of days of accounts payables	45	46

**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	FY2024	FY2023
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	28.82%	33.34%
	b. Number of trading houses where purchases are made from	118	113
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	58.10%	75.94%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	94.10%	98.77%
	b. Number of dealers / distributors to whom sales are made	12,144	11,750
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	4.28%	3.80%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	43.08%	45.98%
	b. Sales (Sales to related parties / Total Sales)	5.77%	1.63%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	95.48%	98.64%
	d. Investments ( Investments in related parties / Total Investments made)	95.73%	97.03%

## Leadership Indicators

**1. Awareness programmes 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
4	Covering all 9 Principles	100%

**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, the Company has in place a 'Code of Conduct' which is applicable to the board members as well. The Code of Conduct outlines guiding principles which assist in performing the duties in an ethical manner. Further, the board members periodically disclose to the Board the details of their interest in other entities pursuant to the requirement of the Companies Act, 2013. Transaction with the board members or any entity in which such board members are concerned or interested have to be approved by the Audit Committee/ the Board of Directors, as applicable. In such cases, the interested directors abstain themselves from the discussions at the meetings.







## Principle 2

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

### SUSTAINABLE DEVELOPMENT GOALS



Mankind Pharma is dedicated to producing products that have minimal impact on the environment and the communities they serve. They provide their stakeholders with essential information about best practices through various resources. The Company is committed to minimizing environmental harm through proactive waste management strategies. The Company efficiently collects and recycles plastic waste and responsibly handles hazardous and non-hazardous waste. It also aims to dispose of 70% of hazardous waste through co-processing, aligning with its ESG goals.

## Essential Indicator

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

Segment	FY2024	FY2023	Details of improvements in environmental and social impacts
R & D	2.10%	0	<p>The Company has acquired several essential equipment pieces, including a mist blower, BIBO system, scrubber, dust collector and an HVAC system with HEPA filtration. The purpose of these investments is as follows:</p> <p><b>Risk Mitigation:</b> Primary goal is to minimise the risk of potent exposure in the environment due to human movement.</p> <p><b>Contamination Control:</b> The Company aim to prevent contamination from external air entering the designated area.</p> <p><b>Fume Prevention:</b> The laboratory and manufacturing equipment will effectively manage acidic or solvent fumes.</p> <p><b>Particle Protection:</b> Personnel working in the manufacturing area will be safeguarded against inhaling PM 2.5 particles.</p> <p><b>HVAC Efficiency:</b> The HVAC system recirculates air from the manufacturing environment, ensuring that no potent particles escape through the system.</p>
Capex	10%	100%	

In some cases, the approved Capex got spilled over to next FY, as some Capex items were not completed in previous years due to TAT.

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

Yes, Mankind Pharma has created a thorough Supplier Code of Conduct, embracing sustainable practices across its supply chain. Priority suppliers, including those judged crucial and strategic to the business's operations, are gradually receiving this code. In addition to legal compliance requirements, the Supplier Code of Conduct covers a broad range of principles and guidelines, including Environmental, Health and Safety (EHS) standards.

Apart from creating this strong code, Mankind Pharma is also actively interacting with its important suppliers, carrying out sustainability analyses to appraise their efficacy. By means of transparent communication, the organisation offers input and suggestions, directing its suppliers toward ongoing enhancement of their sustainability methodologies.

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

57% of the critical & strategic suppliers were assessed on supplier code of conduct.

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.

**(a) Plastics (including packaging)**

Mankind pharma has inventorised the plastic waste generation based on the products introduced in to the Indian market. Mankind has engaged a couple of Waste Management Agencies (WMA) to collect the Plastic waste on geo neutral model, as per CPCB Guidelines and send the same for its recycling at authorised recycling facilities ensuring the generated plastic waste is recycled in an environmentally safe manner.

**(b) E-waste**

Mankind pharma has inventorised the electronic waste generated from both manufacturing plants and its head office and the same is given to authorised recyclers in an environmentally safe manner.

**(c) Hazardous waste**

Mankind pharma has inventorised the quantity of hazardous waste generation from its manufacturing sites. The same is getting disposed for landfilling as well as co-processing as per the finger print analysis against each categories of hazardous waste. The Company has taken its target of disposal of hazardous waste to the tune of 70% for co-processing and 30% for land filling, under Company's ESG Goals.

**(d) Other waste**

Mankind pharma has inventorised the Biomedical and other waste generated from manufacturing plants and the same is given to authorised vendors in an environmentally safe manner.

**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, Mankind Pharma takes a proactive approach to waste management, formulating tailored strategies for each category of waste to minimise environmental harm. Recognising the significance of plastic waste, the Company has registered with the Central Pollution Control Board (CPCB) under the Plastic Waste Management Rules, 2016. Adopting a state-wise model, Mankind Pharma ensures efficient collection of plastic waste across the nation. As EPR target 8008 MT of Plastic waste was collected and sent for recycling at authorised recycler facilities.



## 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?

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
	Plastic waste*	100% Plastic waste generation is sent for recycling	Cradle to Grave	No	Yes, In CPCB

\*Life cycle assessment of products has not been carried out during the assessment period, however, it is planned to carry out in due course of time.

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.

Name of Product / Service	Description of the risk / concern	Action Taken
	Mankind pharma has done the LCA for its Plastic waste services and not found any significant social, Environmental Concerns or risks arising from disposal and recycling of such plastic waste. The Company will soon be conducting LCA of its identified products.	

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	
	FY2024	FY2023
	NIL	NIL

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

	FY2024			FY2023		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging) (MT)	0	6,275	2,047.31*	NIL	3,584	2,227.6*
E-waste (MT)	0	1.6	N.A.	None, however, e-waste is sent to authorised recycler	0.671	N.A.
Hazardous waste (MT)	0	5.57	312.25	N.A.	3.93	283.21
Other waste (MT)	0	0	28.009	N.A.	N.A.	26.2

\*Pre Plastic Waste included in both year under safely Disposed, last year not covered. Now its corrected.

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
	None

## Principle 3

Business should respect and promote the wellbeing of all employees, including those in their value chains

### SUSTAINABLE DEVELOPMENT GOALS



Mankind Pharma, a people-focused Company, is dedicated to creating an inclusive and accessible work environment. The Company's commitment to employee well-being is evident in its proactive health and safety measures and its focus on continuous learning and skill development. Mankind Pharma upholds the highest standards of ethical conduct and compliance, ensuring a sustainable and responsible business practice. The Company's commitment to diversity and inclusivity, environmental responsibility and workplace safety is integrated into all business operations, demonstrating its dedication to empowering its diverse workforce and maintaining a safe and ethical work environment for everyone.

## Essential indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities*	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	17,997	17,997	100%	17,997	100%	N.A.	N.A.	75	0.42%	0	0
Female	431	431	100%	431	100%	20	4.64%	N.A.	N.A.	0	0
<b>Total</b>	<b>18,428</b>	<b>18,428</b>	<b>100%</b>	<b>18,428</b>	<b>100%</b>	<b>20</b>	<b>0.11%</b>	<b>75</b>	<b>0.41%</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent employees</b>											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

\*1 day care facility is provided for Paonta Sahib Unit-1 & 2 (Common), for both employees and workers

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities*	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent Workers</b>											
Male	1,049	1,049	100%	1,049	100%	N.A.	N.A.	30	2.86%	0	0
Female	63	63	100%	63	100%	1	1.59%	N.A.	N.A.	0	0
<b>Total</b>	<b>1,112</b>	<b>1,112</b>	<b>100%</b>	<b>1,112</b>	<b>100%</b>	<b>1</b>	<b>0.09%</b>	<b>30</b>	<b>2.70%</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent workers</b>											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

\*One day care facility is provided for Paonta Sahib Unit-1 & 2 (Common), for both employees and workers

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

	FY2024	FY2023
Cost incurred on well- being measures as a % of total revenue of the Company	0.35%	0.31%

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

The Company also offers provisions for PF, Gratuity and ESI to the employees and the details are provided below:

Benefits	FY2024			FY2023		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	99.64	80.66	Yes	99.45	95.19	Yes
Gratuity	99.67	80.66	Yes	99.45	95.19	Yes
ESI	6.40	47.84	Yes	10.19	38	Yes
Others- please specify	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

### 3. Accessibility of workplaces

Are the premises/offices of the Company 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 Company in this regard.

Mankind Pharma is committed to fostering an inclusive and accessible work environment for all its employees. The Company has implemented various initiatives across its locations aimed at enhancing the workplace experience. Mankind Pharma has incorporated facilities such as ramps and elevators, among other amenities like modification in washrooms, to ensure the accessibility of its manufacturing sites, administrative offices and corporate headquarters for individuals with disabilities. By prioritizing inclusivity and accessibility, the organisation demonstrates its dedication to empowering its diverse workforce.

### 4. Does the Company have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

The Company takes great pride in offering a discrimination-free workplace where all workers can reach their full potential and flourish, irrespective of their age, colour, origin, nationality, disability, religion, race, caste, gender, sex, or sexual orientation. Mankind Pharma is adamant that fostering inclusivity and embracing diversity are not just moral requirements, but also potent engines of economic expansion and sustained competitive advantage.

This dedication to diversity and inclusivity is codified in the code of conduct of the organisation, which specifically forbids discrimination on the basis of personal characteristics. By adhering to these values, Mankind Pharma fosters an environment where all workers are respected, encouraged to pursue their goals and feel empowered to bring forth their diverse perspectives.

Web-link of the policy- <https://www.mankindpharma.com/code-of-conduct#f>

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	Yes
Other than permanent workers	Yes
Permanent employees	Yes
Other than permanent employees	Yes

Yes, there is a whistle-blower mechanism available to employees and workers. They can contact the designated ombudsman by email and at the address stated in the policy.

Link of the policy - <https://www.mankindpharma.com/assets/pdf/corporate-governance/vigil-mechanism-policy.pdf>.

They can also reach out to the human resource team over mail/Phone/Personal approach to get their grievances resolved.

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

Category	FY2024			FY2023		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Total Permanent Employees</b>	18,428	0	0	17,491	0	0
- Male	17,997	0	0	17,113	0	0
- Female	431	0	0	378	0	0
<b>Total Permanent Workers</b>	1,112	0	0	977	0	0
- Male	1,049	0	0	923	0	0
- Female	63	0	0	54	0	0

**8. Details of training given to employees and workers:**

Category	FY2024					FY2023				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	17,997	10,429	57.95%	17,997	100%	17,113	1708	9.98%	13,849	80.93%
Female	431	156	36.19%	431	100%	378	97	25.6%	231	61.11%
<b>Total</b>	<b>18,428</b>	<b>10,585</b>	<b>57.44%</b>	<b>18,428</b>	<b>100%</b>	<b>17,491</b>	<b>1805</b>	<b>10.32%</b>	<b>14,080</b>	<b>80.5%</b>
<b>Workers</b>										
Male	1,049	1,049	100%	1,049	100%	923	324	35.1%	923	100%
Female	63	63	100%	63	100%	54	24	44.44%	54	100%
<b>Total</b>	<b>1,112</b>	<b>1,112</b>	<b>100%</b>	<b>1,112</b>	<b>100%</b>	<b>977</b>	<b>348</b>	<b>35.62%</b>	<b>977</b>	<b>100%</b>

**9. Details of performance and career development reviews of employees and workers:**

Category	FY2024			FY2023		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	17,997	13,438	74.67%	17,113	15,790	92.27%
Female	431	281	65.20%	378	266	70.37%
<b>Total</b>	<b>18,428</b>	<b>13,719</b>	<b>74.45%</b>	<b>17,491</b>	<b>16,056</b>	<b>91.80%</b>
<b>Workers</b>						
Male	1,049	691	65.87%	923	750	81.26%
Female	63	31	49.21%	54	40	74.07%
<b>Total</b>	<b>1,112</b>	<b>722</b>	<b>64.93%</b>	<b>977</b>	<b>790</b>	<b>80.86%</b>



## 10. Health and Safety Management System:

### a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Yes. At Mankind Pharma, the Environmental, Health and Safety (EHS) division is at the forefront of creating a sustainable and enduring work environment. The division's goal is to achieve a 'zero' impact on individuals, processes and the environment by implementing a comprehensive EHS system that is integrated into all business operations. The EHS team is dedicated to cultivating a safety culture and ensuring compliance with all pertinent legal and regulatory standards related to pollution control, workplace and plant safety and the health of employees and contractors.

Moreover, the EHS division contributes to Mankind Pharma's efforts to minimise its environmental footprint by providing strategic guidance on waste reduction, reuse and recycling initiatives. The Company's pursuit of ISO 14001 and 45001 certifications, which focus on environmental management and occupational health and safety standards respectively, underscores its commitment to sustainability. All three Paonta manufacturing facilities as well as Sikkim unit have already achieved these ISO 14001 & ISO 45001 certifications.

Mankind Pharma's commitment to sustainability, health and safety extends beyond its own workforce. The Company's EHS system encompasses all internal and external stakeholders, including employees, vendors and contractors, ensuring a holistic approach to creating a safe and ethical work environment for everyone.

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

Mankind Pharma places a high priority on maintaining a safe and secure work environment. The Company conducts regular process safety risk assessments to proactively identify and address potential hazards. These assessments are not mere formalities; they are conducted with a deep understanding of the importance of environmental conservation and worker safety. Mankind Pharma demonstrates its commitment to compliance and ethical business practices by securing all necessary permits to manage both routine and non-routine work-related hazards.

The Company has implemented integrated process safety management systems that meticulously evaluate all existing procedures and any forthcoming innovations for potential risks. Utilizing techniques such as Process Hazard Analysis, Equipment Safety Study, HAZOP (Hazard and Operability Study), What-if Analysis and Risk Matrix assessments, interdisciplinary teams collaborate to conduct comprehensive process safety

studies. These rigorous assessments ensure that no detail is overlooked when identifying and mitigating potential risks.

Furthermore, Mankind Pharma regularly performs thorough audits and comprehensive risk-based assessments to gauge the effectiveness of its health and safety protocols at each site. Thanks to its stringent monitoring and continuous improvement processes, the Company is able to maintain the highest standards of environmental responsibility and workplace safety.

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

Yes. Mankind Pharma prioritises a culture of open communication and safety. The Company has established an extensive near-miss reporting system, enabling employees to report potential hazards without fear of repercussions. During regular review meetings, management scrutinises these reports and swiftly addresses any identified issues with appropriate action plans.

Recognising the importance of providing employees with multiple channels to voice their health and safety concerns, Mankind Pharma encourages workers to raise issues during the department's regular safety meetings as well as regular site safety committee meetings. Here, dedicated teams formulate action plans with set deadlines to ensure timely resolution. Moreover, the Company has instituted a Standard Operating Procedure for Incident Reporting and Investigation. This provides a clear protocol for employees to report any incidents or issues directly to their managers. In the event of an incident at a site, a multidisciplinary team conducts a thorough investigation to determine the necessary actions. To maintain a proactive stance on safety, Mankind Pharma has implemented a Hazard Identification and Risk Assessment (HIRA) system. This system facilitates the identification of work-related hazards and the execution of routine risk assessments. Understanding the value of teamwork, the Company regularly convenes safety committee meetings. These meetings bring together management, employees and independent contractors to collaboratively identify and address health and safety issues. These legally compliant meetings foster open communication and ensure that the views of all stakeholders are considered.

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

Yes. At Mankind Pharma, the wellbeing of its employees is paramount. The Company's commitment extends beyond workplace safety, offering comprehensive medical and healthcare services to all staff members. Recognising that a healthy workforce is a productive one, Mankind Pharma proactively facilitates complimentary

health screenings for all employees. These regular check-ups represent a strategic investment in the long-term health and wellbeing of the Company's workforce, rather than a mere procedural requirement. This approach underscores Mankind Pharma's dedication to fostering a healthy work environment and promoting the overall wellness of its employees.

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

Safety Incident /Number	Category	FY2024	FY2023
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	NIL	NIL
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	NIL	NIL
No. of fatalities	Employees	NIL	NIL
	Workers	NIL	NIL
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	NIL	NIL

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

The Company prioritises compliance with legal and regulatory requirements related to pollution control, worker safety and employee and contractor health. The EHS team actively supports waste reduction, reuse and recycling initiatives. Production facilities hold ISO 14001/45001 certifications, ensuring comprehensive coverage. All internal and external stakeholders, including personnel, suppliers and contractors, are part of the robust health and safety system.

In terms of fire safety, all manufacturing plants have well-established fire protection and prevention systems. In addition to above, all three Paonta Manufacturing Units are equipped with dedicated fire tenders and trained crews to handle emergencies.

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

The Company did not receive any complaints from employees and workers during the current reporting period. The details are provided below:

	FY2024			FY2023		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	NIL	NIL	NIL	NIL	NIL	NIL
Health & Safety	NIL	NIL	NIL	NIL	NIL	NIL

**14. Assessments for the year:**

Safety Incident /Number	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of the Company's all manufacturing plants & Offices
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.**

Not Applicable

## Leadership Indicators

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

Yes, for both Employees & Workers

2. Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.

At Mankind Pharma, we're very serious about following the law and conducting business ethically. The organisation has put in place strong systems to guarantee that, in all of our dealings with value chain partners, all necessary statutory obligations are taken out and deposited in compliance with the relevant laws. To ensure the highest levels of compliance, this process is routinely examined through thorough audit procedures.

Additionally, we aggressively obtain from our contractors the documentation and certifications that are required in relation to statutory obligations, such as contributions to the Employee State Insurance Corporation (ESIC) and Provident Fund (PF), for their contractual workers and employees. We can make sure that our partners are meeting their legal obligations by using this due diligence. At Mankind Pharma, we hold the values of integrity and moral behaviour in all business dealings to be upheld throughout our entire value chain. This dedication to ethical and sustainable business practices, in our opinion, benefits not only our partnerships but also the ecosystem as a whole

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

Gender	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	
	FY2024	FY2023	FY2024	FY2023
Employees	0	0	0	0
Workers	0	0	0	0

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

No, At Mankind Pharma, there's an understanding that continuous learning and skill development are key to fostering a dynamic and engaged workforce. To support the growth and empowerment of the employees for future opportunities, skill upgradation programs are periodically conducted during their employment tenure. These training initiatives are carefully tailored to address the specific needs of various cadres and functional areas, equipping the employees with relevant and valuable skills. By investing in the talent, not only is their performance within the Company enhanced, but they are also prepared to pursue meaningful employment opportunities even after retirement, leveraging the diverse skillsets they have acquired through the programs. This commitment to lifelong learning and professional development is a testament to Mankind Pharma's dedication to its people and their long-term success.

5. Details on assessment of value chain partners:

Safety Incident /Number	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	57
Working Conditions	

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.

Not Applicable





## Principle 4

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

### SUSTAINABLE DEVELOPMENT GOALS



Mankind Pharma, a leading pharmaceutical Company, is deeply committed to engaging with its stakeholders. The Company values the insights gained from these interactions and uses them to drive its sustainability initiatives. Mankind Pharma's commitment to open dialogue ensures that stakeholder views are incorporated into decision-making processes. The Company also prioritises the needs of marginalised communities, demonstrating its dedication to social responsibility. Through its actions, Mankind Pharma strives to create a positive impact on both its immediate community and the wider world.

## Essential indicators

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

Mankind Pharma recognises the role that stakeholder participation plays in promoting sustainable growth. The organisation aggressively sought feedback from both internal and external stakeholders through organised consultations, such as questionnaires and interviews. Concerning the organisation's sustainability priorities, senior management and function heads offered insights. The success of Mankind Pharma's sustainability initiatives was assessed with input from external stakeholders, including consumers & Community around where CSR projects were implemented. Sustainability sourcing is taken on top priority, as a part of the exercise, suppliers & service providers are assessed based on the best ESG practices. After a thorough analysis of the data, stakeholders are ranked according to how important they are to the Company's performance and vice versa. By taking an inclusive stance, Mankind Pharma makes sure that its sustainability programs meet the requirements and standards of its diverse stakeholder community.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Healthcare Professionals	No	<ul style="list-style-type: none"> <li>In Person Meetings</li> <li>Digital channels</li> <li>Sharing specific scientific updates and practices regarding newer therapies</li> </ul>	Frequently and need-based	<p>The Company engages with healthcare professionals to update them regarding its products, newer therapies, patient need and science of medicines. Key topics of concern:</p> <ul style="list-style-type: none"> <li>- Product quality</li> <li>- Product availability</li> </ul>
Customers	No	<ul style="list-style-type: none"> <li>Conducting regular customer surveys</li> <li>Website &amp; Brochure</li> <li>Receiving feedback to monitor trends through review meetings and calls</li> </ul>	Frequently and need-based	<p>The Company interacts with its customers to keep them updated about its offerings and resolve any grievances. Key topics of concern:</p> <ul style="list-style-type: none"> <li>- Access to affordable products</li> <li>- Availability of the products</li> <li>- Customer care</li> <li>- Quality of products</li> </ul>
Suppliers	No	Engagement with suppliers on a continuous basis through scheduled meetings, weekly email briefings, regular phone calls and partner events	Half yearly and need-based	<p>Regular interaction with suppliers is necessary to continuously keep track of the quality of raw materials and understand any supply chain issues that might occur. Key areas of interest:</p> <ul style="list-style-type: none"> <li>- Long term contracts</li> <li>- New technology or equipment</li> <li>- Pricing</li> </ul>
Regulators	No	<ul style="list-style-type: none"> <li>One-on-one meetings</li> <li>E-mails</li> <li>Mandatory submissions</li> <li>Periodic audits</li> </ul>	Periodic and need-based	<p>The Company engages with regulators for compliance, guidelines and technical guidance to consistently improve governance. Key topics of concern:</p> <ul style="list-style-type: none"> <li>- Change in laws and regulations</li> <li>- Regulatory compliance</li> <li>- Timely disclosures</li> </ul>

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
NGO's/ Communities	Yes	<ul style="list-style-type: none"> <li>• Direct engagement at facility and project sites</li> <li>• Dedicated CSR-team-led engagement</li> <li>• Health Awareness Campaigns</li> <li>• Engagement through NGO Partners</li> </ul>	Continuous and need-based	<p>The Company engages with communities through different CSR initiatives undertaken by the Company to improve the overall living conditions and support in the sustainable development of the communities. Key topics of concern</p> <ul style="list-style-type: none"> <li>- CSR activities</li> <li>- Livelihood development</li> <li>- Access to education and healthcare</li> <li>- Creating Healthcare Awareness</li> </ul>
Investors and leadership	No	<ul style="list-style-type: none"> <li>• Annual reports and quarterly results</li> <li>• General meetings</li> <li>• Media releases</li> <li>• Performance and Business update calls</li> <li>• Investor meetings</li> </ul>	Annual and need based	<p>The Company engages with investors and leaderships as they help in maintaining the business performance and discuss future growth plans with them. Key topics of concern:</p> <ul style="list-style-type: none"> <li>- Business Performance</li> <li>- Stable business growth</li> <li>- Company's reputation</li> <li>- Corporate governance</li> <li>- ESG</li> </ul>
Employees	No	<p>The Company uses both digital and physical channel of communication for:</p> <ul style="list-style-type: none"> <li>• Quarterly reviews to address employee queries at corporate and manufacturing locations</li> <li>• New Year and other festive events, sporting events</li> <li>• Blood donation camps</li> <li>• Outbound training programmes</li> <li>• Newsletter</li> </ul>	Ongoing and need based	<p>The Company continuously engages with employees through various training programmes and career development activities. Key topics of concern:</p> <ul style="list-style-type: none"> <li>- Well-being</li> <li>- Work environment</li> <li>- Health and safety</li> <li>- Career growth</li> <li>- Capacity building</li> <li>- Upskilling the employees</li> </ul>

## 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.**

At Mankind Pharma, Consultation with respective stakeholders is performed by the relevant business and functional heads. Feedback received from such consultations are provided to the senior management and/or the Board, wherever necessary.

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

Yes, Mankind Pharma, with contributions from a diverse group of stakeholders, has conducted a comprehensive materiality assessment. This process enabled the Company to identify and prioritise the environmental, social, governance and economic issues that are crucial to its long-term sustainability and success. As a result of this assessment, Mankind Pharma gained a deeper understanding of the key issues impacting its operations and value creation. Armed with this knowledge, the Company has set ambitious goals to drive its sustainability agenda forward, ensuring a prosperous future for both the Company and its stakeholders.

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

Mankind Pharma is dedicated to improving the communities in which we live, especially the weaker and more marginalised ones. We make an effort to comprehend the particular needs and demands of our surrounding communities by actively engaging with them. The Company has taken steps to support various community services educational initiatives, livelihood, sanitation, Hygiene, Drip Irrigation, Renewable solar lighting, Plantation, Health & healthcare facilities, Youth skill development out of a strong sense of responsibility. Our desire to make a difference and enhance the lives of people who live in our communities motivates these efforts.







## Principle 5

Business should respect and promote human rights

### SUSTAINABLE DEVELOPMENT GOALS



Mankind Pharma, a leading pharmaceutical Company, is committed to creating a secure and inclusive environment for all. The Company has implemented strong policies, including Prevention of Sexual Harassment (POSH) and a whistleblower mechanism, to ensure that all concerns are addressed. Mankind Pharma values open dialogue and transparency, fostering a culture where everyone's rights and dignity are respected. The Company is dedicated to providing a safe and welcoming workplace, demonstrating its commitment to upholding 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	FY2024			FY2023		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	18,428	18,428	100%	17,491	17,491	100%
Other than Permanent	0	0	0	0	0	0
<b>Total Employees</b>	<b>18,428</b>	<b>18,428</b>	<b>100%</b>	<b>17,491</b>	<b>17,491</b>	<b>100%</b>
<b>Workers</b>						
Permanent	1,112	1,112	100%	977	977	100%
Other than Permanent	0	0	0	0	0	0
<b>Total Workers</b>	<b>1,112</b>	<b>1,112</b>	<b>100%</b>	<b>977</b>	<b>977</b>	<b>100%</b>

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

Category	FY2024					FY2023				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees*</b>										
<b>Permanent</b>	<b>18,428</b>	<b>63</b>	<b>0.34%</b>	<b>18,365</b>	<b>99.66%</b>	<b>17,491</b>	<b>7,552</b>	<b>43.18%</b>	<b>9,939</b>	<b>56.82%</b>
Male	17,997	41	0.23%	17,956	99.77%	17,113	7,427	43.40%	9,686	56.60%
Female	431	22	5.10%	409	94.90%	378	125	33.06%	253	66.93%
<b>Other than Permanent</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>	<b>1,112</b>	<b>70</b>	<b>6.29%</b>	<b>1,042</b>	<b>93.71%</b>	<b>977</b>	<b>423</b>	<b>43.30%</b>	<b>554</b>	<b>56.70%</b>
Male	1,049	70	6.67%	979	93.33%	923	377	40.85%	546	59.15%
Female	63	0	0%	63	100%	54	46	85.19%	8	14.81%
<b>Other than Permanent</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

\*The majority of employees transitioned out of the specified salary range due to a recent realignment of salaries in accordance with statutory requirements during the annual increment cycle.

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

#### a. The details are provided below:

Gender	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)*	8	65,69,000	1	34,00,000
Key Managerial Personnel (KMP)	3	4,59,10,921**	0	0
Employees other than BoD and KMP	17,997	4,55,268	431	6,50,004
Workers	1,049	3,61,728	63	2,35,404

\* The remuneration paid to board of directors is as on March 31, 2024.

\*\* The median remuneration of Key Managerial Personnel (KMP) is exclusive of remuneration paid to Executive Directors since it is covered under median remuneration of Board of Directors.

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

	FY2024 Current Financial Year	FY2023 Previous Financial Year
Gross wages paid to females as % of total wages	3.52%	2.58%

**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, Mankind Pharma has a strong commitment to upholding human rights and creating an environment at work that is welcoming, secure and safe for all. To enable workers and contractors to raise concerns without fear, the Company has put strong policies in place, such as a whistle-blower mechanism, grievance redressal and Prevention of Sexual Harassment (POSH). Frequent meetings of the safety and canteen committees offer public forums for debating any issues pertaining to human rights. To quickly resolve issues, committed teams—including members of the Human Resources department and the Environmental, Health and Safety department—closely collaborate with site managers. Issues are escalated to the corporate level when required, guaranteeing thorough oversight and efficient resolution. Mankind Pharma hopes to establish a workplace that respects and upholds each person's rights and dignity by using this multifaceted approach.

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

At Mankind Pharma, the establishment of a secure and inclusive environment is of paramount importance. The organisation has implemented robust policies for the Prevention of Sexual Harassment (POSH) and whistle-blowing, providing team members with various channels to express any grievances or concerns. Whether it's through formal reporting procedures or direct communication with the dedicated human resources team via email, an atmosphere of openness and transparency is cultivated. This approach promotes open dialogue and ensures that no concern is left unaddressed.

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

The details are provided below:

	FY2024			FY2023		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	NIL	NIL	NIL	NIL	NIL	NIL
Discrimination at workplace	NIL	NIL	NIL	NIL	NIL	NIL
Child Labour	NIL	NIL	NIL	NIL	NIL	NIL
Forced Labour/Involuntary Labour	NIL	NIL	NIL	NIL	NIL	NIL
Wages	NIL	NIL	NIL	NIL	NIL	NIL
Other Human rights related issues	NIL	NIL	NIL	NIL	NIL	NIL

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

	FY2024	FY2023
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
Complaints on POSH as a % of female employees / workers	NIL	NIL
Complaints on POSH upheld	NIL	NIL

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

Employees who report violations or potential violations are protected by violations policy, which upholds confidentiality and a non-retaliatory culture. Workers don't have to worry about facing consequences when they report workplace problems like harassment, health and safety and supervisor behaviour. A Confidentiality Agreement must be signed by all parties and the policy offers a fair grievance procedure. Those who break the policy will face disciplinary action, which may include termination.

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

Yes

**10. Assessment for the year:**

	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child Labour	100
Forced Labour/Involuntary Labour	100
Sexual Harassment	100
Discrimination at workplace	100
Wages	100
Other- 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.**

Not Applicable

## Leadership Indicators

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

Not Applicable

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

None

**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?**

The Company is committed to creating a better and more accessible work environment for its employees. To this end, the manufacturing facilities, administration offices and corporate headquarters are equipped with ramps, elevators, modification in washrooms and other infrastructure to ensure easy access for differently abled individuals.

**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	
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	57
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.**

None



## Principle 6

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

### SUSTAINABLE DEVELOPMENT GOALS



At Mankind Pharma, the commitment to environmental sustainability is a cornerstone of its operations. Recognising the importance of reducing its carbon footprint, the Company has implemented several initiatives to promote sustainable practices. The Company also employs a comprehensive air treatment system to ensure air quality and conducts regular ambient air monitoring. A robust waste management system is in place at all locations, with dedicated areas for different types of waste. The Company is proactive in exploring innovative technologies to reduce plastic usage and is committed to the recycling of waste. Mankind Pharma continues to strive for excellence in its commitment to environmental sustainability, demonstrating its dedication to creating a better world for present and future generations.

## Essential indicators

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

	FY2024*	FY2023
<b>From renewable sources</b>		
Total electricity consumption (A) GJ	3,239	1,810
Total fuel consumption (B) GJ	0	0
Energy consumption sources (C) GJ	1,68,002	1,38,395
<b>Total energy consumed from renewable sources (A+B+C) GJ</b>	<b>1,71,241</b>	<b>1,40,205</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D) GJ	69,599	1,47,432
Total fuel consumption (E) GJ	88,494	90,914
Energy consumption sources (F) GJ	0	0
<b>Total energy consumed from non- renewable sources (D+E+F) GJ</b>	<b>1,58,093</b>	<b>2,38,346</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>3,29,334</b>	<b>3,78,551</b>
<b>Energy intensity per rupee of turnover</b>	<b>35.5</b>	<b>46.6</b>
(Total energy consumed / Revenue from operations) (GJ/Cr)		
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)</b>	<b>812.24</b>	<b>1,066.21</b>
<b>Energy intensity in terms of physical output</b>	<b>43.28<sup>#</sup></b>	<b>60.76</b>
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

Yes, TUV India Pvt. Ltd. has carried out the BRSR Core assessment.

\*During FY'24, Udaipur unit, Mankind Research centres, offices data is included as per the defined boundaries.

<sup>#</sup>Energy intensity considered for formulations units only as per million numbers of Tablets. (Udaipur API was in MT Production, hence not considered)

### 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, The Company is not an energy-intensive industry, but some of its manufacturing units have installed solar panels to reduce energy consumption from non-renewable sources. The Company values sustainability and is taking steps to reduce its carbon footprint.

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

	FY2024*	FY2023
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	3,32,660	2,92,684
(iii) Third party water	7,342	0
(iv) Seawater / desalinated water	0	0
(v) Others <sup>#</sup>	1,806	3,101
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>3,41,808</b>	<b>2,95,785</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>3,41,808</b>	<b>2,95,785</b>
<b>Water intensity per rupee of turnover</b>	<b>36.9</b>	<b>36.4</b>
(Total water consumption / Revenue from operations) (KI/Cr)		
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)</b>	<b>844.27</b>	<b>832.83</b>
<b>Water intensity in terms of physical output</b>	<b>45<sup>##</sup></b>	<b>47.5</b>
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

Yes, TUV India Pvt. Ltd. has carried out the BRSR Core assessment.

\*During FY'24, Udaipur unit, Mankind Research centres, offices data is included as per the defined boundaries.

<sup>#</sup>Others; Rain water collection & reuse Data.

<sup>##</sup>Water intensity considered for formulations units only as per million numbers of Tablets. (Udaipur API was in MT Production, hence not considered)

4. Provide the following details related to water discharged:

	FY2024 (Current Financial Year)	FY2023 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	None	None
- No treatment	None	None
- With treatment – please specify level of treatment	None	None
(ii) To Groundwater	None	None
- No treatment	None	None
- With treatment – please specify level of treatment	None	None
(iii) To Seawater	None	None
- No treatment	None	None
- With treatment – please specify level of treatment	None	None
(iv) Sent to third-parties	None	None
- No treatment	None	None
- With treatment – please specify level of treatment	None	None
(v) Others	None	None
- No treatment	None	None
- With treatment – please specify level of treatment	None	None
<b>Total water discharged (in kilolitres)</b>		

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

Yes, TUV India Pvt. Ltd. has carried out the BRSR Core assessment.

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

The Company treats its industrial effluent in state-of-the-art wastewater recycling facilities, ensuring that it is recycled for further use. The Company values sustainability and is taking steps to reduce its environmental impact.

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

Parameter	Unit	FY2024*	FY2023
NOx	MT	59.76	13.324
SOx	MT	5.42	2.622
Particulate matter (PM)	MT	121.23	17.253
Persistent organic pollutants (POP)	Mg/Nm <sup>3</sup>	-	-
Volatile organic compounds (VOC)	Mg/Nm <sup>3</sup>	-	-
Hazardous air pollutants (HAP)	Mg/Nm <sup>3</sup>	-	-
Others – please specify Mercury, Cadmium, Chromium etc.	Mg/Nm <sup>3</sup>	-	-

\*During FY'24, Udaipur unit, Mankind Research centres, offices data is included as per the defined boundaries.

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

Yes, TUV India Pvt. Ltd. has carried out the BRSR Core assessment.

7. Provide details of greenhouse gas emissions (Scope1 and Scope 2 emissions) & its intensity, in the following format:

The details are provided below:

Parameter	Unit	FY2024***	FY2023
<b>Total Scope 1 emissions*</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	5,831	14,519
<b>Total Scope 2 emissions**</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	13,731	29,077
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO <sub>2</sub> e/Cr	2.1	5.4

Parameter	Unit	FY2024***	FY2023
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO2e/Cr	48.05	123.55
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output#</b>	tCO2e/Million Tablets	2.7	7.00
<b>Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity</b>		-	-

\*Factors taken from AR5 IPCC, WRI-2015-India-Specific-Road-Transport-Emission-Factors

\*\* 1% T&D Losses excluded 2024

Renewable power emission factor revised based on Source Document as well as Renewable Power Certificate issued by state electricity boards. RP certificates of 89% & 100% for Himachal & Sikkim respectively from State electricity Boards

\*\*\*During FY'24, Udaipur unit, Mankind Research centres, offices data is included as per the defined boundaries.

#Emission intensity considered for formulations units only as per million numbers of Tablets. (Udaipur API was in MT Production, hence not considered)

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

Yes, TUV India Pvt. Ltd. has carried out the BRSR Core assessment.

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

In a commendable effort to reduce greenhouse gas emissions, the organisation has replaced traditional fuels like diesel with bio-briquettes in all three of its manufacturing plants. These plants, located in Paonta Sahib, have also been equipped with solar energy panels to further minimise their carbon footprint. Udaipur plant has also commissioned the boiler using renewable fuel of Bio-briquette.

The organisation's manufacturing plant in Sikkim is currently in the process of installing solar energy panels, demonstrating a continued commitment to sustainable practices.

To ensure the air quality remains within acceptable limits, the organisation has implemented a comprehensive air pollution control devices. This system uses scrubbers, dust collectors, bag filters, cyclone separators and wet scrubbers to prevent air emissions before they are released into the atmosphere.

Moreover, the organisation conducts regular ambient air monitoring to assess the effectiveness of these pollution mitigation measures. This diligent monitoring ensures that the organisation's environmental impact is continually assessed and minimised.

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

The required details are provided below:

	FY2024 (Current Financial Year)	FY2023 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)*	8,322.31	5,811.6***
E-waste (B)	1.6	0.671
Bio-medical waste (C)	28.009	26.2243
Construction and demolition waste (D)	0	0
Battery waste (E)	9.55	12.488
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	323.571	283.216
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	731.791	1,652.201
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>9,416.82</b>	<b>7,786.4</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)(MT/Cr)	1.02	0.96
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	23.26	21.92
<b>Waste intensity in terms of physical output</b>	1.24	1.25



	FY2024 (Current Financial Year)	FY2023 (Previous Financial Year)
<b>Waste intensity (optional) –</b> the relevant metric may be selected by the entity	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	6.28	3.93**
(ii) Re-used	0	0
(iii) Other recovery operations	0	N.A.
<b>Total</b>	<b>6.28</b>	<b>3.93</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	27.7	28.40
(ii) Landfilling	81.62	78.82
(iii) Other disposal operations (Co-processing)	227.54	176.89
<b>Total</b>	<b>336.8</b>	<b>284.11</b>

\*Plastic waste quantity is of post consumer waste generated as brand owner. Plastic waste (recycled-6,275 MT & Safely disposed- 1,733 MT for FY'24) & (Recycled- 3,584 MT & Safely Disposed-1,801.3 MT for FY'23) respectively. Pre-consumer plastic waste is 314.3 MT for FY'24 and 426.29 MT for FY'23.

\*\*3.93 MT under recycled categories was of only used Oil sent for recycling at authorised recycler,

\*\*\*Post consumer plastic waste was not considered during FY'23 of earlier submission. It is now corrected. Increase in quantity due to EPR target given by CPCB

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

Yes, TUV India Pvt. Ltd. has carried out the BRSR Core assessment.

**10. Briefly describe the waste management practices adopted in your establishment. 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.**

At every location of the Company, a robust waste management system is in place. The Company takes responsibility for collecting plastic waste and ensures its recycling through a third-party. In an effort to enhance waste collection and recycling, the Company collaborates with regional businesses and has partnered with a waste management agency.

The Company is proactive in its approach and is exploring innovative technologies to reduce plastic usage in its operations. Each manufacturing plant within the Company's network has its own waste management system, ensuring the highest standards of environmental responsibility.

Hazardous waste, bio-medical waste, e-waste and other categories of waste are stored in dedicated areas. These areas are designed with impervious flooring to prevent soil contamination, adhering to the respective waste management rules. Each type of waste is properly labelled and stored. The Company maintains forms, as a record, as per the statutory requirement, which is acknowledged by the EHS Department whenever waste is moved to the storage area.

The Company ensures that all hazardous waste is disposed of at a PCB authorised common treatment, storage and disposal facility (CTSDF). The method of disposal, whether landfilling or incineration, is determined based on the fingerprint analysis of the waste. Majority of the Company's plants have adopted a co-processing method, disposing its hazardous waste in cement plants for energy recovery, in compliance with statutory permissions.

Bio-medical waste from the Company's three Poanta Plants is sent for incineration at PCB approved incinerators. In Sikkim, where no incineration facility is available, the Company follows the BMW rules and performs deep burial of bio-medical waste within its premises.

E-waste is sent for recycling to approved recyclers and battery waste is disposed of to authorised dealers or recyclers.

In its product formulation process, the Company has made significant strides in environmental responsibility. It has substituted hazardous solvents with aqueous-based alternatives in some of its formulated products. This not only reduces the usage of hazardous chemicals but also helps to avoid safety and environmental incidents. The Company continues to strive for excellence in its commitment to environmental sustainability.

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:

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

Yes, fully in compliance

If not, provide details of all such non-compliances, in the following format:

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



## 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 - Not Applicable
- (ii) Nature of operations –
- (iii) Water withdrawal, consumption and discharge in the following format:

	FY2024 (Current Financial Year)	FY2023 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	–	–
(ii) Groundwater	–	–
(iii) Third party water	–	–
(iv) Seawater / desalinated water	–	–
(v) Others	–	–
<b>Total volume of water withdrawal (in kilolitres)</b>	–	–
<b>Total volume of water consumption (in kilolitres)</b>	–	–
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	–	–
<b>Water intensity (optional) –</b> the relevant metric may be selected by the entity	–	–
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water		
- No treatment	–	–
- With treatment – please specify level of treatment	–	–
(ii) Into Groundwater		
- No treatment	–	–
- With treatment – please specify level of treatment	–	–
(iii) Into Seawater		
- No treatment	–	–
- With treatment – please specify level of treatment	–	–
(iv) Sent to third-parties		
- No treatment	–	–
- With treatment – please specify level of treatment	–	–
(v) Others		
- No treatment	–	–
- With treatment – please specify level of treatment	–	–
<b>Total water discharged (in kilolitres)</b>	–	–

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

Yes, TUV India Pvt. Ltd. has carried out the BRSR Core assessment.

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

Parameter	Unit	FY2024	FY2023
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	The details of Scope-3 emission are Being worked out by the Company including mapping for scope-3 emission of both Upstream & Downstream for Logistics.	
<b>Total Scope 3 emissions per rupee of turnover</b>	MT CO <sub>2</sub> /Rupee turnover		
<b>Total Scope 3 emission intensity</b>	Kgs		

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

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

Not Applicable

**4. If the entity provided below taken 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:**

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
-----------------------	----------------------------------------------------------------------------------	---------------------------

**1. Advanced Sludge Dewatering System:**

- The Company undertook an initiative to introduce the sophisticated and energy-efficient sludge dewatering system known as the Volute Press. This system was successfully implemented in both Unit-2 and the Sikkim Plant. The quantity of hazardous waste has been significantly reduced due to the lower moisture content compared to traditional wastewater treatment methods.

**2. Cutting-Edge Zero Liquid Discharge (ZLD) Technology:**

- At the Sikkim Plant, the organisation has adopted MVR (Mechanical Vapor Recompression) Technology as part of its ZLD process, which was under commissioning for the reporting period. Also, Incorporated paddle dryer. The incorporation of a paddle dryer reduces the sludge quantity, achieving moisture content levels below 10%.

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

Yes, The Company is having a business continuity & disaster management plan. Business continuity plan by way of risk management such as identification & mitigation of risks associated with various functions covering entire supply chain. If the risk is found unacceptable, related mitigation measures are planned to bring down the risks to acceptable level in a time bound programme.

The organisation's information technology (IT) team has put in place a disaster recovery capability so that, in an emergency, users can access vital IT infrastructure and systems.

Onsite emergency plan considering the operations and hazardous material that is stored and used in the processes are thoroughly evaluated and an emergency plan is prepared on several safety & Environmental scenarios. Quarterly Mock-drills are conducted to see the efficiencies of the emergency plan.

**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?**

The Company has not experienced any significant adverse impact incidents on the environment arising from the supply chain during the reporting periods. The Company's EHS Management Systems identify and evaluate the actual or potential aspects of its activities, services and facilities that may have an impact on the environment and climate change. The Company is constantly monitoring existing and proposed regulations, including those pertaining to climate change and other issues, such as emission trading schemes, energy efficiency requirements, reporting requirements, climate-related taxes, etc. The businesses are informed of new developments and possible risks based on this.

**7. % of Value chain partners (by value of business done with such partners) that were assessed for Environmental Impacts?**

57% of the value chain partners of critical & strategic suppliers have been assessed 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.

### SUSTAINABLE DEVELOPMENT GOALS



The Company is committed to responsible action. As a mindful contributor to public policy and regulatory frameworks, the Company actively collaborates with governmental bodies and industry associations. It recognises its duty towards stakeholders, including customers, employees, suppliers, vendors and local communities. By aligning its operations with the interests of all stakeholders, the Company promotes sustainable development while ensuring compliance with relevant regulations

## Essential indicators

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

The Company has six affiliations with trade and industry chambers/associations as mentioned in the table below.

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

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/ National)
1	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
2	Indian Pharmaceutical Alliance (IPA)	National
3	Indian Drug Manufacturers Association (IDMA)	National
4	QCFI (Quality Circle forum of India)	National
5	Confederation of Indian Industries	National
6	Federation of Pharma Entrepreneurs (FOPE)	National

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

There have been no adverse orders against the Company pertaining to anti-competitive conduct from regulatory bodies.

Name of the authority	Brief of the case	Corrective action taken
Not Applicable		

## Leadership Indicators

**1. Details of public policy positions advocated by the Company:**

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
None					



## Principle 8

Businesses should promote inclusive growth and equitable development.

### SUSTAINABLE DEVELOPMENT GOALS



The Company prioritises inclusive growth as a fundamental element for achieving organisational success. The Company is dedicated to creating sustainable value while ensuring equitable access to development opportunities. Through specific Corporate Social Responsibility (CSR) initiatives, Mankind actively promotes fairness and long-term benefits in the areas where it operates. By fostering sustainable and equitable growth, the Company contributes to a more just and balanced society for all stakeholders.

## Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the Company, 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
Not Applicable					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by the Company, 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	Amount sent on R&R activities during FY 2023-24 (In INR)
Not Applicable						

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

The organisation is deeply committed to making a positive impact on the community. The Code of Conduct of the Company provides mechanism to receive and redress any concerns against misconduct. The Code of Conduct is available on the website of the Company which provides mechanism for redressal of grievances.

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

	FY2024	FY 2023
Directly sourced from MSMEs/small producers	28.00	27.05
Directly from Within India	95.59	97.55

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	FY2024 Current Financial Year	FY2023 Previous Financial Year
Rural	11.59	13.20
Semi-urban	19.96	19.92
Urban	28.52	28.29
Metropolitan	39.93	38.58

(Place to be categorised 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
Not Applicable	

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

S. No	State	Aspirational District	Amount spent (In INR)
1	Odisha	Koraput	19,00,000

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/vulnerable groups? (Yes/No) - No, the Company does not have any preferential procurement policy focusing on suppliers from marginalised/ vulnerable groups.
- (b) From which marginalised/vulnerable groups do you procure? – Not Applicable
- (c) What percentage of total procurement (by value) does it constitute?

The Company is firmly committed to supporting local economies and providing equal opportunities for all suppliers. This commitment is reflected in its efforts to source raw materials locally whenever possible. The Company also adheres to a strict code of conduct for suppliers, ensuring that all business transactions are conducted ethically and responsibly.

However, it's important to note that the Company's supplier selection process does not specifically consider factors related to marginalised or vulnerable groups. While this approach ensures impartiality, it also means that these groups may not receive additional consideration or support.

In its ongoing efforts to support diverse suppliers, the Company has made significant purchases from Micro, Small and Medium Enterprises (MSMEs). This not only contributes to the growth of these businesses but also promotes economic diversity and resilience. The Company continues to explore opportunities to further enhance its supplier diversity and inclusion efforts.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by the Company (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
None				

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
Not Applicable		

## 6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised group
1	Support to the Tata Memorial Cancer Hospital for research and development and medical treatment	306	The Company's CSR initiative are undertaken with a view to provide aid to vulnerable and marginalised section of the society and rural masses, who were excluded from socioeconomic and educational opportunities
2	Project Mission Life (Lifestyle for Environment) of Govt. of India	650	
3	Support to Radhaka Autism Welfare Society for Ambulance and other support	100	
4	Support to Armed Forces Flag Day Fund for Education of children Ex-serviceman and War widows	150	
5	Support to Oscar for Life Charitable Trust for benefits of Pet animals	55 pet animals	
6	Support to Vidhya Wati Sewa Trust for Education and Health	50	
7	Support to Give Foundation for acid attack survivors	10	
8	Support to Global Inspiration Enlightenment Organisation for Education and Health care services	150	
9	Support to SAATHI for HIV positive pregnant women	500	
10	Consultation Charges paid to Doctor for free medical advise	350	
11	Support to medical treatment to Needy patient	1	
12	Support for Healthcare activities through Impact guru foundation	200	
13	Support to the hospital to meet its recurring expenditure through JC Juneja Foundation	40,000	
14	Distribution of relief material to migrant, orphanages and old age homes for wellness and stationary distribution labourers through Naadan Pariendey	250	
15	Support for purchase of medical equipment and cataract surgeries through Shroff eye hospital	60	
16	Support for purchase of medical equipment and cataract surgeries through puspahgiri vitreo retina institute	60	
17	Medical equipment to the hospital of Banaras Hindu university	5,000	
18	Midday Meal for Govt. school children through Annamrita foundation	10,400	
19	Prevention and Empowerment of Leprosy and Lymphatic Filariasis Patientsthrough Lepra Society	25,000	
20	Preventive and strengthening of primary healthcare service through Mamta HIMC at sirmaour districts of Himachal Pradesh	75,000	
21	Sustainable and Resilient Mountain Communities through a Holistic Development Approach in 10 villages of District- Sirmour through partner AT India	1,400	
22	Establishment of 200 classrooms in Govt. Schools in UP & Uttarakhand through Seeds Impact	16,000	
23	Health Camps at Raigar, Nashik & Mussoorie	1,000	
24	Xerox Machine, Scanner & Printer from one of the Govt. High School, South Sikkim	300	
25	Holistic Village Development in different Villages at Raigad & Nashik Block through swades foundation	6,000	
26	Support to Vishram Bhawan for care takers of Patients through Bhaorao dev ras nyas	20,000	
27	Support to a patient suffering from type A Aortic Dissection through M3M Foundation	3	
28	payment to devendra trading Company for repairing work for paonta location	150	



## Principle 9

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

### SUSTAINABLE DEVELOPMENT GOALS



Mankind is committed to customer-centric practices. By actively engaging with customers, the Company gains valuable insights into their needs and aligns its operations accordingly. Prioritizing consumer satisfaction and fostering loyalty gives the Company a competitive edge, driving growth and profitability. Additionally, the Company maintains a comprehensive Product Quality Management System to address consumer complaints promptly, ensuring compliance with health authority guidelines. With a focus on patient safety, the Company also upholds a robust pharmacovigilance policy. Through transparent product labelling and adherence to regulatory standards, the Company ensures safe and responsible usage for consumers.

## Essential indicators

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

The Company has a comprehensive Product Quality Management System to facilitate timely resolution of consumer complaints received in terms of product quality. Complaints can be received in any form i.e., written, electronic or oral communication reported by customers, hospitals, regulatory agencies, government laboratories, retailers, distributors, etc., that alleges deficiencies related to the identity, quality, reliability, safety and/or efficacy of a product after it is distributed beyond the control area of Mankind quality systems.

Complaints can be raised by complainant via various methods such as telephone calls received on Mankind's toll-free no., emails at mailbox ([contact@mankindpharma.com](mailto:contact@mankindpharma.com)), fax, any postal mails received at Mankind's offices etc. The Company has a policy in place meeting all the health authority guidelines for addressing complaints in a timely manner to satisfy the complainant and adhere to the compliance requirements, as well as to implement adequate preventive measures to prevent future occurrences.

Also, the Company has an established global pharmacovigilance policy, which is supported by a Product Safety committee. The pharmacovigilance policy highlights the Company's commitment and efforts towards patient safety.

### 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
Environmental and social parameters relevant to the product	-
Safe and responsible usage	100% of the Company's products carry information about its responsible and safe usage. Due to the criticality associated with the safe and responsible consumption of medicines, the Company displays relevant information on the product labels as per the requirements of national and international drug regulatory bodies.
Recycling and/or safe disposal	-

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

Number of consumer complaints in respect of the following:	FY2024(Current Financial Year)			FY2023(Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	None	None	-	None	None	-
Advertising	None	None	-	None	None	-
Cyber-security	None	None	-	None	None	-
Delivery of essential services	None	None	-	None	None	-
Restrictive Trade Practices	None	None	-	None	None	-
Unfair Trade Practices	None	None	-	None	None	-
Other	7	0	The complaints include packaging defects along with complaints caused due to improper storage and handling of products	3	0	The complaints include packaging defects along with complaints caused due to improper storage and handling of products

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

	Number	Reasons for recall
Voluntary recalls	1	Products were recalled to ensure our compliance to the quality standards
Forced recalls	4	Product Out of Specifications, regulatory recommendations

5. Does the Company 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, <https://www.mankindpharma.com/privacy-policy>

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

Every product has a label that tells customers about its ingredients, composition, best storage practices, manufacturing date and expiration date. There are also safety guidelines for the product on the label. A crucial component of consumer safety and regulatory compliance on product labelling.

7. Provide the following information relating to data breaches:

	Provide the following information relating to data breaches:
a. Number of instances of data breaches along-with impact	No such incident has been reported yet
b. Percentage of data breaches involving personally identifiable information of customer	Not Applicable
c. Impact, if any, of the data breaches	Not Applicable

## Leadership Indicators

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

The information regarding the product and services can be accessed on the Company's website.

LINK -<https://www.mankindpharma.com/Company/our-brand>

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

Every product carries a label, serving as a critical guide for consumers. It provides essential information such as the product's ingredients, composition, optimal storage methods, manufacturing date and expiration date. Additionally, it outlines safety guidelines pertinent to the product. Product labelling plays a pivotal role in ensuring consumer safety and adhering to regulatory compliance. Regulatory bodies like the FDA stipulate labelling rules for various consumer goods, including food and cosmetics. For the safe handling and prevention of accidents, chemicals and hazardous materials must be stored in accordance with legally established requirements and best practices. This approach underscores the importance of product labelling in safeguarding consumer interests and maintaining regulatory standards.

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

As the Company is in the pharmaceutical business, there are numerous generic pharmaceutical companies that provide similar products. Hence, the discontinuation of any product does not impact the community at large.

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 whole? (Yes/No)

The organisation is committed to ensuring that all product labels are comprehensive, encompassing essential details such as the product name, manufacturer and marketer information, active ingredients and more, in line with the Drugs and Cosmetics Act. This approach, guided by ethical, legal and compliance considerations, places a high emphasis on transparency and accountability.

While meticulously adhering to all applicable laws and regulations, the organisation may choose to highlight specific scientific attributes on the labels. Furthermore, a 'Pack Insert' containing detailed information is provided to both patients and healthcare providers. This ensures they have all the necessary information for the safe and effective use of the medication, with patient safety being the utmost priority. However, it should be noted that a customer satisfaction survey has not been conducted.

# Independent Assurance Statement

To the Board of Directors  
**Mankind Pharma Limited,**  
 208, Okhla Phase III, Okhla Industrial Estate,  
 New Delhi, Delhi-110012

Mankind Pharma Limited (hereafter 'Mankind') engage TUV India Private Limited (TUVI) to conduct independent external assurance of BRSR Core disclosures ([09 attributes as per Annexure I - Format of BRSR Core](#)) following the ([BRSR Core – Framework for assurance and ESG disclosures for value chain stipulated in SEBI circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated 12/07/2023](#)). Mankind developed Business Responsibility and Sustainability Report (hereinafter 'the BRSR') for the period April 01, 2023 to March 31, 2024. The BRSR is based on the National Guidelines on Responsible Business Conduct (NGRBC), [SEBI circular: SEBI/HO/CFD/CMD-2/P/CIR/2021/562, dated 10/05/2021](#) followed by the [notification number SEBI/LAD-NRO/GN/2023/131, dated 14/06/2023](#) pertaining to Business Responsibility and Sustainability Report (BRSR) requirement. This assurance engagement was conducted in reference with BRSR, the terms of our engagement and ISAE 3000 (Revised) requirement.

## Management's Responsibility

Mankind developed BRSR and is responsible for the collection, analysis, authenticity of data and disclosure of the information presented in the BRSR (web-based and print), including website maintenance, integrity and for ensuring its quality and accuracy with reference to the criteria stated in the BRSR, such that it's free of misstatements (intentional or unintentional, qualitative or quantitative, including omissions). Mankind will be responsible for providing complete and true information and data. Further responsible for archiving and reproducing the disclosed data to the stakeholders and regulators upon request.

## Scope and Boundary

The scope of work includes the assurance of the following [09 attributes as per Annexure I - Format of BRSR Core](#) disclosed in the BRSR report. The BRSR core requirements encompass essential disclosures pertaining to organisation's Environmental, Social and Governance (ESG). In particular, the assurance engagement included the following:

- i. Review of [09 attributes as per Annexure I - Format of BRSR Core](#) submitted by Mankind
- ii. Review of the quality of information
- iii. Review of evidence (on a random samples) for all 9 attributes and its KPI

TUVI has verified the below [09 attributes as per Annexure I - Format of BRSR Core](#) disclosed in the BRSR

Attributes	KPI
Green-house gas (GHG) footprint Boundary: Scope 1 Boundary – Consumption from all manufacturing units, research centres and offices. Scope 2 Boundary – Consumption from all manufacturing units, research centres and offices.	Total Scope 1 emissions (with breakup by type) - GHG (CO2e) Emission in MT - Direct emissions from organisation's owned- or controlled sources Total Scope 2 emissions in MT - Indirect emissions from the generation of energy that is purchased from a utility provider GHG Emission Intensity (Scope 1+2), Total Scope 1 and Scope 2 emissions (MT) / Total Revenue from Operations adjusted for PPP GHG Emission Intensity (Scope 1+2), (Total Scope 1 and Scope 2 emissions (MT) /Product Output( in Million Tablets)
Water footprint Boundary: All manufacturing units, research centres and offices.	Total water consumption (in kL) Water consumption intensity - kL / Total Revenue from Operations adjusted for PPP Water consumption intensity - kL /Product Output (in Million Tablets) Water Discharge by destination and levels of Treatment (kL)

Attributes	KPI
Energy footprint	Total energy consumed in GJ
Boundary: Refer attribute "Green-house gas (GHG) footprint"	% of energy consumed from renewable sources - In % terms
	Energy intensity -GJ/ Rupee adjusted for PPP
	Energy intensity -GJ/Product Output( in Million Tablets)
Embracing circularity - details related to waste management by the entity	Plastic waste (A) (MT)
	E-waste (B) (MT)
	Bio-medical waste (C) (MT)
	Battery waste (D) (MT)
Boundary: All manufacturing units, research centres and offices.	Total waste generated (A + B + C + D ) (MT)
	Waste intensity
	<ul style="list-style-type: none"> <li>• MT / Rupee adjusted for PPP</li> <li>• MT /Product Output (in Million Tablets)</li> </ul>
	Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (MT)
	Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (Intensity)
	✓ Waste Recycled Recovered /Total Waste generated
	For each category of waste generated, total waste disposed by nature of disposal method (MT)
	For each category of waste generated, total waste disposed by nature of disposal method (Intensity)
	✓ Waste Recycled Recovered /Total Waste generated
Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the Company - In % terms
	Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)
	1) Number of Permanent Disabilities
	2) Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)
	3) No. of fatalities
Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid - In % terms
	Complaints on POSH
	1) Total Complaints on Sexual Harassment (POSH) reported
	2) Complaints on POSH as a % of female employees / workers
	3) Complaints on POSH upheld
Enabling Inclusive Development	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India - In % terms – As % of total purchases by value
	Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent / on contract) as % of total wage cost - In % terms – As % of total wage cost

Attributes	KPI						
Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events - In % terms Number of days of accounts payable - (Accounts payable *365) / Cost of goods/services procured						
Open-ness of business	<table border="0"> <tr> <td style="vertical-align: top;">Concentration of purchases &amp; sales done with trading houses, dealers and related parties Loans and advances &amp; investments with related parties</td> <td style="vertical-align: top;"> <ol style="list-style-type: none"> <li>1) Purchases from trading houses as % of total purchases</li> <li>2) Number of trading houses where purchases are made from</li> <li>3) Purchases from top 10 trading houses as % of total purchases from trading houses</li> </ol> <ol style="list-style-type: none"> <li>1) Sales to dealers / distributors as % of total sales</li> <li>2) Number of dealers / distributors to whom sales are made</li> <li>3) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors</li> </ol> </td> </tr> <tr> <td></td> <td>Share of RPTs (as respective %age) in -</td> </tr> <tr> <td></td> <td> <ul style="list-style-type: none"> <li>• Purchases</li> <li>• Sales</li> <li>• Loans &amp; advances</li> <li>• Investments</li> </ul> </td> </tr> </table>	Concentration of purchases & sales done with trading houses, dealers and related parties Loans and advances & investments with related parties	<ol style="list-style-type: none"> <li>1) Purchases from trading houses as % of total purchases</li> <li>2) Number of trading houses where purchases are made from</li> <li>3) Purchases from top 10 trading houses as % of total purchases from trading houses</li> </ol> <ol style="list-style-type: none"> <li>1) Sales to dealers / distributors as % of total sales</li> <li>2) Number of dealers / distributors to whom sales are made</li> <li>3) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors</li> </ol>		Share of RPTs (as respective %age) in -		<ul style="list-style-type: none"> <li>• Purchases</li> <li>• Sales</li> <li>• Loans &amp; advances</li> <li>• Investments</li> </ul>
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The reporting boundaries for the above attributes include manufacturing units at Paonta Sahib, Sikkim and Udaipur, research centers and offices at Mumbai and Delhi. An on-site verification was conducted at Corporate Office and two manufacturing units between 20th Feb 2024 to 04th April 2024.

#### Onsite Verification

1. Mankind Pharma Ltd., Village-Kishanpura, PO-Jamniwala, Tehsil-Paonta Sahib, Himachal Pradesh-173025 – 20th and 21st Feb 2024
2. Mankind Pharma Ltd., Khatiyon No.5, Khasra Daring Block, Bermiok Elaka, Sikkim-737126 – 04th April 2024
3. Mankind Pharma Ltd., Okhla Phase III, Okhla Industrial Estate, New Delhi, Delhi-110020 – 22nd Feb 2024

The assurance activities were carried out together with a desk review as per reporting boundary.

#### Limitations

TUVI did not perform any assurance procedures on the prospective information disclosed in the Report, including targets, expectations and ambitions. Consequently, TUVI draws no conclusion on the prospective information. During the assurance process, TUVI did not come across any limitation to the agreed scope of the assurance engagement. TUVI did not verify any ESG goals and claim through this assignment. TUVI disclaims any liability or co-responsibility 1) for any decision a person or entity would make based on this assurance statement and 2) for any damages in case of erroneous data is reported. While TUVI verified the data with maximum sample desired for reasonable level of assurance; the responsibility for the authenticity of submitted data entirely lies with Mankind. Any dependence of person or third party may place on the BRSR Report is entirely at its own risk. TUVI has taken reference of the financial figures from the audited financial statements. Mankind will be responsible for the appropriate application of the financial data. The application of this assurance statement is limited w.r.t [SEBI circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated 12/07/2023](#). This assurance statement is intended solely for the information and use of Mankind and is not be used by anyone other than Mankind.



## Our Responsibility

TUVI's responsibility in relation to this engagement is to perform a reasonable level of assurance and to express a conclusion based on the work performed. Our engagement did not include an assessment of the adequacy or the effectiveness of Mankind's strategy, management of ESG-related issues or the sufficiency of the Report against BRSR reporting principles, other than those mentioned in the scope of the assurance. TUVI's responsibility regarding this verification is in reference to the agreed scope of work, which includes assurance of non-financial quantitative and qualitative information ([09 attributes as per Annexure I - Format of BRSR Core](#)) disclosed by Mankind. Reporting Organisation is responsible for archiving the related data for a reasonable time period. TUVI is responsible for

- i. Planning to obtain the reasonable assurance for BRSR attributes so that it is free from material misstatement,
- ii. Forming an independent opinion, based on the sampled evidence,
- iii. Reporting the opinion to The Board of Directors of 'Mankind'.

This assurance statement is prepared by considering that the data and information presented by 'Mankind' are free from material misstatement.

## Verification Methodology

During the assurance engagement, TUVI adopted a risk-based approach, focusing on verification efforts with respect to disclosures. TUVI has verified the disclosures and assessed the robustness of the underlying data management system, information flows and controls. In doing so:

- a) TUVI examined and reviewed the documents, data and other information made available by Mankind for non-financial [09 attributes as per Annexure I - Format of BRSR Core](#) (non-financial disclosures)
- b) TUVI conducted interviews with key representatives, including data owners and decision-makers from different functions of Mankind
- c) TUVI performed sample-based reviews of the mechanisms for implementing the sustainability-related policies and data management (qualitative and quantitative)
- d) TUVI reviewed the adherence to reporting requirements of "BRSR"

## Opportunities for Improvement

The following are the opportunities for improvement reported to Mankind. However, they are generally consistent with Mankind management's objectives and programs. Mankind already identified below topics and Assurance team endorse the same to achieve the Sustainable Goals of organisation.

- i. Mankind may perform GHG verification of all the indirect emission sources as per latest applicable standard.;
- ii. Mankind may strengthen its internal reporting by opting a smart cloud-based data management system and complement the same with periodic internal data and performance reviews;
- iii. Mankind may target net zero carbon and develop policies focusing on the GHG and energy reduction along with targets and timelines.

## Conflict of Interest

In the context of BRSR requirements set by SEBI, addressing conflict of interest is crucial to maintain high integrity and independence of assurance engagements. As per SEBI guidelines, assurance providers need to disclose any potential conflict of interest that could compromise the independence or neutrality of their assessments. TUVI diligently identifies any relationships, affiliations, or financial interests that could potentially cause conflict of interest. We proactively implement measures to mitigate or manage these conflicts, ensuring independence and impartiality in our assurance engagements. We provide clear and transparent disclosures about any identified conflicts of interest in our assurance statement. We recognise that failure to address conflict of interest adequately could undermine the credibility of the assurance process and the reliability of the reported information. Therefore, we strictly adhere to SEBI guidelines and take necessary measures to avoid, disclose, or mitigate conflicts of interest effectively.

## Our Conclusion

In our opinion, based on the scope of this assurance engagement, the disclosures on BRSR Core KPI described in the BRSR report along with the referenced information provides a fair representation of the 9 attributes and meets the general content and quality requirements of the BRSR. TUVI confirms its competency to conduct the assurance engagement for the BRSR as per SEBI guidelines. Our team possesses expertise in ESG verification, assurance methodologies and regulatory frameworks. We ensure independence, employ robust methodologies and maintain continuous improvement to deliver reliable assessments.

Disclosures: TUVI is of the opinion that the reported disclosures generally meet the BRSR requirements. Mankind refers to general disclosure to report contextual information about Mankind, while the Management & Process disclosures the management approach for each indicator ([09 attributes as per Annexure I - Format of BRSR Core](#)).

Reasonable Assurance: As per SEBI reasonable assurance requirements including scope of Assurance, Assurance methodologies (risk- based approach and data validation techniques), mitigating conflicts of interests, documentation on evidence and communication on findings, TUVI can effectively validate the accuracy and reliability of the information presented in the BRSR, instilling confidence in stakeholders and promoting transparency and credibility in ESG reporting practices.

BRSR complies with the below requirements

- a) Governance, leadership and oversight: The messages of top management, the business model to promote inclusive growth and equitable development, action and strategies, focus on services, risk management, protection and restoration of environment and priorities are disclosed appropriately.
- b) Connectivity of information: Mankind discloses [09 attributes as per Annexure I - Format of BRSR Core](#) and their inter-relatedness and dependencies with factors that affect the organisation's ability to create value over time.
- c) Stakeholder responsiveness: The Report covers mechanisms of communication with key stakeholders to identify major concerns to derive and prioritise the short, medium and long-term strategies. The Report provides insights into the organisation's relationships (nature and quality) with its key stakeholders. In addition, the Report provides a fair representation of the extent to which the organisation understands, takes into account and responds to the legitimate needs and interests of key stakeholders.
- d) Materiality: The material issues within 9 attributes and corresponding KPI as per BRSR requirement are reported properly.
- e) Conciseness: The Report reproduces the requisite information and communicates clear information in as few words as possible. The disclosures are expressed briefly and to the point sentences, graphs, pictorial, tabular representation is applied. At the same time, due care is taken to maintain continuity of information flow in the BRSR.
- f) Reliability and completeness: Mankind has established internal data aggregation and evaluation systems to derive the performance. Mankind confirms that, all data provided to TUVI, has been passed through QA/QC function. The majority of the data and information was verified by TUVI's assurance team (on sample basis) during the BRSR verification and found to be fairly accurate. All data, is reported transparently, in a neutral tone and without material error.
- g) Consistency and comparability: The information presented in the BRSR is on yearly basis. and founds reliable and complete manner. Thus, the principle of consistency and comparability is established.

**Independence and Code of Conduct:** TUVI follows IESBA (International Ethics Standards Board for Accountants) Code which, adopts a threats and safeguards approach to independence. We recognise the importance of maintaining independence in our engagements and actively manage threats such as self-interest, self-review, advocacy and familiarity. The assessment team was safeguarded from any type of intimidation. By adhering to these principles, we uphold the trust and confidence of our clients and stakeholders. In line with the requirements of the [SEBI circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated 12/07/2023](#), TUVI confirms that there is no conflict of interest with Mankind.

TUVI solely focuses on delivering verification and assurance services and does not engage in the sale of service or the provision of any non-audit/non-assurance services, including consulting.

Quality control: The assurance team complies with quality control standards, ensuring that the engagement partner possesses requisite expertise and the assigned team collectively has the necessary competence to perform engagements in reference with standards and regulations. Assurance team follows the fundamental principles of integrity, objectivity, professional competence, due care, confidentiality and professional behaviour. In accordance with International Standard on Quality Control, TUVI maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

### Our Assurance Team and Independence

TUVI is an independent, neutral third-party providing ESG Assurance services with qualified environmental and social specialists. TUVI states its independence and impartiality and confirms that there is "no conflict of interest" with regard to this assurance engagement. In the reporting year, TUVI did not work with Mankind on any engagement that could compromise the independence or impartiality of our findings, conclusions and observations. TUVI was not involved in the preparation of any content or data included in the BRSR, with the exception of this assurance statement. TUVI maintains complete impartiality towards any individuals interviewed during the assurance engagement.

For and on behalf of TUV India Private Limited



Manojkumar Borekar  
Product Head – Sustainability Assurance Service  
TUV India Private Limited



Date: 15/05/2024  
Place: Mumbai, India  
Project Reference No: 8122190291