



## Annexure - II

### Business Responsibility and Sustainability Report

| SECTION A: GENERAL DISCLOSURES  |  |   |   |                                 |
|---------------------------------|--|---|---|---------------------------------|
| I. Details of the Listed Entity |  |   |   |                                 |
| S. No.                          | Required Information   |   |   |                                 |
| 1                               | Corporate Identity Number (CIN) of the Listed Entity   | L24222TN1992PLC022994   |   |                                 |
| 2                               | Name of the Listed Entity  | M/s Orchid Pharma Limited   |   |                                 |
| 3                               | Year of incorporation  | 01-07-1992  |   |                                 |
| 4                               | Registered office address  | Plot No. 121-128, 128A-133, 138-151, 159-164, SIDCO Industrial Estate, Alathur, Chengalpattu, Alathur Industrial Estate, Kanchipuram, Chengalpattu, Tamil Nadu – 603110 |   |                                 |
| 5                               | Corporate address  | -   |   |                                 |
| 6                               | E-mail   | <a href="mailto:cs@orchidpharma.com">cs@orchidpharma.com</a>  |   |                                 |
| 7                               | Telephone  | (91)-44- 2744 4471  |   |                                 |
| 8                               | Website  | <a href="http://www.orchidpharma.com">www.orchidpharma.com</a>  |   |                                 |
| 9                               | Financial year for which reporting is being done   | 31st March, 2024  |   |                                 |
| 10                              | Name of the Stock Exchange(s) where shares are listed  | 1. BSE Limited (BSE)<br>2. The National Stock Exchange of India Ltd. (NSE)  |   |                                 |
| 11                              | Paid-up Capital  | Rs. 50,71,91,050  |   |                                 |
| 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. Kapil Dayya, Company Secretary & Compliance officer, <a href="mailto:cs@orchidpharma.com">cs@orchidpharma.com</a> , (91)-44- 2744 4471                              |   |                                 |
| 13                              | Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together). | The report is prepared on the standalone basis  |   |                                 |
| 14                              | Name of assurance Provider   | Not Applicable  |   |                                 |
| 15                              | Type of assurance obtained   | Not Applicable  |   |                                 |
| II. Products/Services           |  |   |   |                                 |
| 16                              | Details of business activities (accounting for 90% of the turnover)  |   |   |                                 |
|                                 | S. No.   | Description of Main Activity  | Description of Business Activity  | % of Turnover of the entity     |
|                                 | 1  | Manufacturing   | Integrated API manufacturing with wide portfolio of cephalosporin (Both sterile and oral) | 99.48%                          |
| 17                              | Products/Services sold by the entity (accounting for 90% of the entity’s Turnover):  |   |   |                                 |
|                                 | S. No.   | Product/Service   | NIC Code  | % of total Turnover contributed |
|                                 | 1  | Pharmaceutical products   | 21001   | 99.48%                          |

| III. Operations   |  |  |  |             |                               |           |           |           |           |
|---|--|--|--|-------------|-------------------------------|-----------|-----------|-----------|-----------|
| 18  | Number of locations where plants and/or operations/offices of the entity are situated: |  |  |             |                               |           |           |           |           |
|   | Location   | Number of Plants   | Number of offices  |             | Total                         |           |           |           |           |
|   | National   | 3  | 2  |             | 5                             |           |           |           |           |
|   | International  | 0  | 0  |             | 0                             |           |           |           |           |
| 19  | Markets Served by the entity   |  |  |             |                               |           |           |           |           |
|   | a.   | Number of locations  |  |             |                               |           |           |           |           |
|   |  | Locations  |  | Number      |                               |           |           |           |           |
|   |  | National (No. of States)   |  | 13          |                               |           |           |           |           |
|   |  | International (No. of countries)   |  | 60          |                               |           |           |           |           |
|   | b.   | What is the contribution of exports as a percentage of the total turnover of the entity? |  | 81%         |                               |           |           |           |           |
| c.  | A brief on type of customers   |  | The company sells products on a purchase -order basis to the manufacturers of Finished Dosage form drug. They belongs to countries of EUROPE, UK, US , Japan etc. Customer from rest of the world also getting business with different specifications. |             |                               |           |           |           |           |
| IV. Employees   |  |  |  |             |                               |           |           |           |           |
| 20  | Details as at the end of Financial Year:   |  |  |             |                               |           |           |           |           |
|   | a.   | Employees and workers (including differently abled):                                     |  |             |                               |           |           |           |           |
|   |  | S. No.   | Particulars  | Total (A)   | Male                          |           | Female    |           |           |
|   |  |  |  |             | No. (B)                       | % (B / A) | No. (C)   | % (C / A) |           |
|   |  | EMPLOYEES  |  |             |                               |           |           |           |           |
|   |  | 1.   | Permanent (D)  | 871         | 846                           | 97%       | 25        | 3%        |           |
|   |  | 2.   | Other than Permanent (E)   | 52          | 50                            | 96%       | 2         | 4%        |           |
|   |  | 3.   | Total employees (D + E)  | 923         | 896                           | 97%       | 27        | 3%        |           |
|   |  | WORKERS  |  |             |                               |           |           |           |           |
|   |  | 4.   | Permanent (F)  | 0           | 0                             | 0%        | 0         | 0%        |           |
|   |  | 5.   | Other than Permanent (G)   | 0           | 0                             | 0%        | 0         | 0%        |           |
|   |  | 6.   | Total workers (F + G)  | 0           | 0                             | 0%        | 0         | 0%        |           |
|   |  | b.   | Employees and workers (including differently abled):   |             |                               |           |           |           |           |
|   |  |  | S. No  | Particulars | Total (A)                     | Male      |           | Female    |           |
|   |  |  |  |             |                               | No. (B)   | % (B / A) | No. (C)   | % (C / A) |
|   | DIFFERENTLY ABLED EMPLOYEES  |  |  |             |                               |           |           |           |           |
|   | 1.   |  | Permanent (D)  | 1           | 1                             | 100%      | 0         | 0%        |           |
|   | 2.   |  | Other than Permanent (E)   | 0           | 0                             | 0%        | 0         | 0%        |           |
|   | 3.   |  | Total differently abled employees (D + E)  | 1           | 1                             | 100%      | 0         | 0%        |           |
|   | DIFFERENTLY ABLED WORKERS  |  |  |             |                               |           |           |           |           |
|   | 4.   |  | Permanent (F)  | 0           | 0                             | 0%        | 0         | 0%        |           |
|   | 5.   |  | Other than permanent (G)   | 0           | 0                             | 0%        | 0         | 0%        |           |
|   | 6.   |  | Total differently abled workers (F + G)  | 0           | 0                             | 0%        | 0         | 0%        |           |
|   | 21   | Participation/Inclusion/Representation of women  |  |             |                               |           |           |           |           |
|   |  |  |  | Total (A)   | No. and percentage of Females |           |           |           |           |
| No. (B)   |  |  |  |             | % (B / A)                     |           |           |           |           |
| Board of Directors  |  | 8  | 1  | 13%         |                               |           |           |           |           |
| Key Management Personnel*   |  | 4  | 0  | 0%          |                               |           |           |           |           |
| * Company was having one female key managerial personnel (Company Secretary) till December, 2023. |  |  |  |             |                               |           |           |           |           |



|    |  |   |        |        |  |        |        |  |        |        |
|----|--|---|--------|--------|--|--------|--------|--|--------|--------|
| 22 | Turnover rate for permanent employees and workers (Disclose trends for the past 3 years) |   |        |        |  |        |        |  |        |        |
|    |  | FY 2023-24<br>(Turnover rate in current FY) |        |        | FY 2022-23<br>(Turnover rate in previous FY) |        |        | FY 2021-22<br>(Turnover rate in the year prior to the previous FY) |        |        |
|    |  | Male  | Female | Total  | Male   | Female | Total  | Male   | Female | Total  |
|    | Permanent Employees  | 20.80%                                      | 25.45% | 20.93% | 20.02%                                       | 24.14% | 20.15% | 31.33%   | 42.25% | 31.70% |
|    | Permanent Workers  | NA  | NA     | NA     | NA   | NA     | NA     | NA   | NA     | NA     |

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

|  |   |   |  |                                   |  |
|--|---|---|--|-----------------------------------|--|
| 23   | Name of holding / subsidiary / associate companies / joint ventures |   |  |                                   |  |
|  | S.No.   | Name of the holding / subsidiaries / associate companies / joint ventures (A) | Indicate whether holding/ Subsidiary/ Associate/ Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|  | 1   | Dhanuka Laboratories Ltd. - Incorporated in India                             | Holding company  | 69.84%*                           | No   |
|  | 2   | Orchid Bio-Pharma Limited - Incorporated in India                             | Wholly owned subsidiary  | 100%                              | No   |
|  | 3   | Orchid Pharmaceuticals Inc. - Incorporated in USA                             | Wholly owned subsidiary  | 100%                              | No   |
|  | 4   | Orgenus Pharma Inc. - Incorporated in USA                                     | Step-down subsidiary   | 100%                              | No   |
|  | 5   | Orchid Pharma Inc./ Karalex Pharma LLC, USA - Incorporated in USA             | Step-down subsidiary   | 100%                              | No   |
|  | 6   | Bexel Pharmaceuticals Inc. - Incorporated in USA                              | Wholly owned subsidiary  | 100%                              | No   |
|  | 7   | Diakron Pharmaceuticals Inc. - Incorporated in USA                            | Subsidiary   | 76.65%                            | No   |
|  | 8   | Orbion Pharmaceuticals Private Limited - Incorporated in India                | Associate  | 26.00%                            | No   |
| * The Company vide its Board Resolution dated June 27, 2023 allotted 99,02,705 equity shares to Qualified Institutional Buyer consequent to which the percentage of share held by Dhanuka Laboratories Limited decreased from 89.96 to 72.40. Further, the percentage of share held by the Dhanuka Laboratories Limited decreased to 69.84 after the sale of 13,00,000 shares by the promoter company. |   |   |  |                                   |  |

#### VI. CSR Details

|    |       |   |                |
|----|-------|---|----------------|
| 24 | (i)   | Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) | Yes            |
|    | (ii)  | Turnover (in Rs.)   | 819.37 crores  |
|    | (iii) | Net worth (in Rs.)  | 1218.32 crores |

#### VII. Transparency and Disclosures Compliances

|    |   |  |  |  |         |  |  |         |
|----|---|--|--|--|---------|--|--|---------|
| 25 | Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy) | FY 2023-24<br>(Current Financial Year)     |  |         | FY 2022-23<br>(Previous Financial Year)    |  |         |
|    |   |  | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks |

|    |   |  |   |    |   |     |    |   |
|----|---|--|---|----|---|-----|----|---|
|    | Communities   | Yes,<br><a href="http://www.orchidpharma.com/downloads/Stakeholder%20Engagement%20Policy.pdf">http://www.orchidpharma.com/downloads/Stakeholder%20Engagement%20Policy.pdf</a><br><a href="http://www.orchidpharma.com/downloads/Environmental,%20Social%20and%20Governance%20Policy.pdf">http://www.orchidpharma.com/downloads/Environmental,%20Social%20and%20Governance%20Policy.pdf</a> | - | -  | - | -   | -  | - |
|    | Investors (other than shareholders)   | Yes,<br><a href="http://www.orchidpharma.com/downloads/Stakeholder%20Engagement%20Policy.pdf">http://www.orchidpharma.com/downloads/Stakeholder%20Engagement%20Policy.pdf</a>  | 8 | 8  | - | -   | -  | - |
|    | Shareholders  | Yes,<br><a href="https://smartodr.in/login">https://smartodr.in/login</a>  | 1 | 0  | - | 1   | 1* | - |
|    | Employees and workers   | Yes,<br><a href="http://www.orchidpharma.com/downloads/Policy%20on%20%20Whistle%20Blower.pdf">http://www.orchidpharma.com/downloads/Policy%20on%20%20Whistle%20Blower.pdf</a>  | 0 | NA | - | Nil | NA | - |
|    | Customers   | Yes,<br><a href="http://www.orchidpharma.com/downloads/Stakeholder%20Engagement%20Policy.pdf">http://www.orchidpharma.com/downloads/Stakeholder%20Engagement%20Policy.pdf</a>  | 3 | 0  | - | Nil | NA | - |
|    | Value Chain Partners (Including customers)  | Yes,<br><a href="http://www.orchidpharma.com/downloads/Stakeholder%20Engagement%20Policy.pdf">http://www.orchidpharma.com/downloads/Stakeholder%20Engagement%20Policy.pdf</a>  | 0 | NA | - | Nil | NA | - |
|    | * The complaint pending as on March 31, 2023 was resolved to the satisfaction of the investor in the first week on April 2023.  |  |   |    |   |     |    |   |
| 26 | Overview of the entity's material responsible business conduct issues   |  |   |    |   |     |    |   |
|    | Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format: |  |   |    |   |     |    |   |



| S.No. | Material issue identified                | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk/opportunity   | In case of risk, approach to adapt or mitigate  | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|-------|--|--|--|---|--|
| 1     | Corporate Governance and Business Ethics | Risk and Opportunity                       | <p>Risk: Failing to maintain the highest standards of corporate governance and business ethics can lead to regulatory repercussions, financial losses, and damage to our reputation.</p> <p>Opportunity: Compliance and Ethical &amp; responsible governance practices will result in long-term value creation for all stakeholders.</p> | <ul style="list-style-type: none"> <li>- Adopting a zero-tolerance policy for breach of ethics and integrity.</li> <li>- Regular engagement with regulatory agencies to ensure compliance and reduce any possibility of noncompliance.</li> <li>- Regular trainings for employee on compliance related matters</li> </ul> | Positive and Negative  |
| 2     | Product Quality and Safety               | Risk                                       | Risk: Failing to meet quality standards and regulatory compliance can result in regulatory actions that can negatively impact the business.  | <ul style="list-style-type: none"> <li>- Ensuring strict compliance with global quality standards and applicable local regulatory requirements through regular quality checks</li> <li>- Maintaining strong complaint redressal mechanism</li> </ul>  | Negative   |
| 3     | Diversity, Equity and Inclusivity        | Opportunity                                | Opportunity: Establishing diverse and inclusive workforce which will help the company in enhancing performance of the workforce by having personnel with varied skillset and experiences   | <ul style="list-style-type: none"> <li>- Attracting and developing the right talent, ensuring professional development and personal well-being throughout their tenure with the Company.</li> <li>- Providing programmes that are specifically designed for roles which require upgraded skills</li> </ul>                | Positive   |
| 4     | Occupational Health and Safety           | Risk                                       | Risk: Failing to maintain adequate safety at the workplace can lead to enquiries by the statutory authorities which could affect the operations of the company.  | <ul style="list-style-type: none"> <li>- Conducting regular trainings for occupational health and use of safety measures.</li> <li>- Provision of First Aid boxes, emergency exits and having well-ventilated workplace.</li> </ul>   | Negative   |

|  |   |                      |             |   |  |          |
|--|---|----------------------|-------------|---|--|----------|
|  | 5 | Community engagement | Opportunity | Opportunity: Helping company in making intervention for the well-being of the community.                      | <ul style="list-style-type: none"> <li>- Actively discussing the issues/ concerns of the community near the manufacturing units</li> <li>- Carrying out appropriate actions to redress issues of the community</li> </ul>  | Positive |
|  | 6 | Waste management     | Risk        | Risk: Inappropriate and inefficient management of waste which could be hazardous for the various stakeholders | <ul style="list-style-type: none"> <li>- Disposable of waste in appropriate manner</li> <li>- Sustainably sourcing the input materials</li> <li>- Entering into contracts with the recyclers for the reduction of the waste generated and sustainably disposing it.</li> </ul> | Negative |



## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

| Disclosure Questions                 |  |  | P1  | P2  | P3  | P4  | P5  | P6  | P7  | P8  | P9  |
|--------------------------------------|--|--|---|-----|-----|-----|-----|-----|-----|-----|-----|
| Policy and management processes      |  |  |   |     |     |     |     |     |     |     |     |
| 1                                    | a  | Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) | Yes   | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
|                                      | b  | Has the policy been approved by the Board? (Yes/No)  | Yes   | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
|                                      | c  | Web Link of the Policies, if available   | <a href="http://www.orchidpharma.com/invr_corporategovernance.html">http://www.orchidpharma.com/invr_corporategovernance.html</a>   |     |     |     |     |     |     |     |     |
| 2                                    | Whether the entity has translated the policy into procedures. (Yes/No)   |  | Yes   | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| 3                                    | Do the enlisted policies extend to your value chain partners? (Yes/No)   |  | Yes   | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| 4                                    | Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. |  | ISO14001:2015, ISO 45001: 2018, USFDA, EUGMP, KFDA & PMDA Certificates  |     |     |     |     |     |     |     |     |
| 5                                    | Specific commitments, goals and targets set by the entity with defined timelines, if any.  |  | The company has identified material ESG issues which will help Orchid in setting targets and measures. Orchid strives to become a sustainable company and, in the process, to develop targets.  |     |     |     |     |     |     |     |     |
| 6                                    | Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.   |  | Orchid is committed to formalizing its efforts to enhance sustainability practices by adhering to the guidelines set forth in NGRBC, and is actively work on developing targets and assessing its performance against them.   |     |     |     |     |     |     |     |     |
| 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)                                     |  | In today's world, ESG is a gateway to new frontiers of transformation. The transition from individual to community has prompted businesses to reconsider their business strategies, and the core of these strategies revolve around innovation, awareness, and sustainable processes. Hence, ESG has become the foundation of our sustainable and long term growth charter. We have embarked on a journey where the nation's sustainable development and its people's comprehensive growth are a big part of our responsibility framework. We remain committed to positively impacting the lives of our consumers and the community at large. As an organization, we have been catering to the needs and reaching the underprivileged who could not access basic medicines. And, we continue to focus on balancing our goals of sustainable profitability and long-term value creation with our overarching commitment to responsible growth, as an organization and as a responsible corporate citizen. We have in place a detailed strategic plan to achieve significant growth in the short, medium, and long term. The key growth drivers would include scaling up the existing products and launching new products and penetrating into newer markets in both API and Formulations business. We also strive to accomplish a strong balance sheet with industry-leading best practices. We, as an organization, are more resolute than ever, to embed our ESG priorities into the DNA of our core operations across people, practices, and processes because real |     |     |     |     |     |     |     |     |

|    |  |  |  |     |     |     |     |     |  |     |   |     |     |     |     |     |     |     |     |     |
|----|--|--|--|-----|-----|-----|-----|-----|--|-----|---|-----|-----|-----|-----|-----|-----|-----|-----|-----|
|    |  | sustainability for us lies in staying comm itted to responsible growth for all, for now, and tomorrow.   |  |     |     |     |     |     |  |     |   |     |     |     |     |     |     |     |     |     |
| 8  | Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).   |  | The Board of the Company is responsible for the implementation and oversight of the Business Responsibility policy(ies).   |     |     |     |     |     |  |     |   |     |     |     |     |     |     |     |     |     |
| 9  | Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. |  | Yes, Shri Mridul Dhanuka, Whole T ime Director, oversees the Business Responsibility and Sustainability initiatives of the Company.  |     |     |     |     |     |  |     |   |     |     |     |     |     |     |     |     |     |
| 10 | Details of Review of NGRBCs by the Company:  |  |  |     |     |     |     |     |  |     |   |     |     |     |     |     |     |     |     |     |
|    | Subject for Review   |  | Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee   |     |     |     |     |     |  |     | Frequency (Annually/Half yearly/ Quarterly/ Any other – please specify) |     |     |     |     |     |     |     |     |     |
|    |  |  |  |     |     |     |     |     |  |     |   |     |     |     |     |     |     |     |     |     |
|    |  |  | P 1  | P 2 | P 3 | P 4 | P 5 | P 6 | P 7  | P 8 | P 9   | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
|    | a  | Performance against above policies and follow up action  | As a standard procedure, the Board annually reviews the Company's Business Responsibility policies or when needed. This assessment includes evaluating the effectiveness of the policies and making necessary adjustments to both policies and procedures. |     |     |     |     |     |  |     | Annually  |     |     |     |     |     |     |     |     |     |
|    | b  | Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances  | The Company complies with relevant regulations, and the Managing Director (MD) issues a Statutory Compliance Certificate to the Board of Directors regarding applicable laws.  |     |     |     |     |     |  |     | On-going basis  |     |     |     |     |     |     |     |     |     |
|    | 11   | Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency. |  | No  |     |     |     |     |  |     |   |     |     |     |     |     |     |     |     |     |
| 12 | If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:   |  |  |     |     |     |     |     |  |     |   |     |     |     |     |     |     |     |     |     |
|    | Questions  |  |  |     |     |     |     |     | P 1  | P 2 | P 3   | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |     |     |     |
|    | The entity does not consider the principles material to its business (Yes/No)  |  |  |     |     |     |     |     | All Principles are covered by the Policies |     |   |     |     |     |     |     |     |     |     |     |
|    | The entity is not at a stage where it is in a position t o formulate and implement the policies on specified principles (Yes/No)   |  |  |     |     |     |     |     |  |     |   |     |     |     |     |     |     |     |     |     |
|    | The entity does not have the financial or/human and technical resources available for the task (Yes/No)  |  |  |     |     |     |     |     |  |     |   |     |     |     |     |     |     |     |     |     |
|    | It is planned to be done in the next financial year (Yes/No)   |  |  |     |     |     |     |     |  |     |   |     |     |     |     |     |     |     |     |     |





## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

#### Essential Indicators

|   |  |  |   |                 |                   |  |  |
|---|--|--|---|-----------------|-------------------|--|--|
| 1 | Percentage coverage by training and aw areness programmes on any of the principles during the financial year:  |  |   |                 |                   |  |  |
|   | Segment  | Total number of training and awareness programmes held | Topics/ principles covered under the training and its impact  |                 |                   |  | %age of persons in respective category covered by the awareness programmes |
|   | Board of Directors   | 1  | An induction session is arranged for every independent Director, on his/her appointment to the Board of Directors. The induction session, amongst others, includes an overview of the Company, its vision and mission, th e industry in which it operates, its business strategies, risk management, and the roles and responsibilities as a member of the Risk Management Committee and Board. On an ongoing basis, Orchid's Board conducts meetings and updates regarding ESG, Code of Conduct for Prevention of Insider Trading, Code of Conduct for Directors and Senior Management, Corporate Governance, Risk Management, IT & Cybersecurity, changes in the regulatory environment as applicable were made at the meeting. Further, Independent Dir ectors meet separately without the attendance of non-independent Directors to review the performance of non-independent Directors, and Board as a whole, and the performance of the Chairman of the Board. |                 |                   |  | 100%   |
|   | Key Managerial Personnel   | 1  | Orchid's Code of Conduct serves to guide our actions, which are governed by integrity, honesty, fair dealing, and compliance with all applicable laws. The mandatory training on the Code of Conduct is designed to provide a framework against which conduct, and behaviour can be measured. It covers in detail the expected code as but is not limited to the equal opportunity employer, data and people privacy, conflict of interest, insider trading, bribery, improper payment, compliance, human rights, safe and secure work environment, POSH, etc.  |                 |                   |  | 100%   |
|   | Employees other than BoD and KMPs  | 20   | HR Policies, Ethics, Integrity & Code of Conduct, etc.  |                 |                   |  | 55%  |
| 2 | Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on an entity's website): |  |   |                 |                   |  |  |
|   | Monetary   |  |   |                 |                   |  |  |
|   |  | NGRBC Principle  | Name of the regulatory/ enforcement   | Amount (In INR) | Brief of the Case | Has an appeal been preferred? (Yes/No) |  |

|   |   |                 |   |  |  |    |
|---|---|-----------------|---|--|--|----|
|   | Penalty/ Fine   | Nil             | Nil   | Nil  | NA                                     | NA |
|   | Settlement  | Nil             | Nil   | Nil  | NA                                     | NA |
|   | Compounding fee   | Nil             | Nil   | Nil  | NA                                     | NA |
|   | Non-Monetary  |                 |   |  |  |    |
|   |   | NGRBC Principle | Name of the regulatory/ enforcement agencies/ judicial institutions | Brief of the Case  | Has an appeal been preferred? (Yes/No) |    |
|   | Imprisonment  | Nil             | Nil   | NA   | NA                                     |    |
|   | Punishment  | Nil             | Nil   | NA   | NA                                     |    |
| 3 | Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed. |                 |   |  |  |    |
|   | Case Details  |                 |   | Name of the regulatory/ enforcement agencies/ judicial institutions  |  |    |
|   | Not Applicable  |                 |   |  |  |    |
| 4 | Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.        |                 |   | <p>The company is deeply committed to ethical conduct, firmly opposing practices such as bribery or kickbacks and actively discouraging employees and stakeholders from engaging in such behaviour. We maintain a strict zero -tolerance policy against bribery and corruption, dedicated to upholding our business relationships with professionalism, fairness, and ethical integrity. To effectively combat bribery, we have implemented comprehensive guidelines and stringent control measures. We have clearly defined consequences for misconduct and encourage employees to promptly report any wrongdoing. Our corporate governance practices are anchored in principles of honesty and integrity, ensuring full compliance with legal and regulatory requirements. The principles of anti-corruption and bribery are captured in codes of conduct of the Company. Furthermore, we provide a Whistleblower mechanism for reporting any concerns or instances of misconduct.</p> <p>Code of Conduct for Board of Directors and Senior Management:<br/><a href="http://www.orchidpharma.com/downloads/codeofconduct/C ode%20of%20Conduct%20for%20Board%20of%20Directors% 20and%20Senior%20Management%20.pdf">http://www.orchidpharma.com/downloads/codeofconduct/C ode%20of%20Conduct%20for%20Board%20of%20Directors% 20and%20Senior%20Management%20.pdf</a></p> <p>Code for Independent Directors:<br/><a href="http://www.orchidpharma.com/downloads/codeofconduct/C ode for Independent Directors.pdf">http://www.orchidpharma.com/downloads/codeofconduct/C ode for Independent Directors.pdf</a></p> <p>Code of Conduct on Prevention of Insider Trading Regulations:<br/><a href="http://www.orchidpharma.com/downloads/codeofconduct/C ode%20of%20Conduct%20under%20Insider%20Trading%20R egulations v-2.1.pdf">http://www.orchidpharma.com/downloads/codeofconduct/C ode%20of%20Conduct%20under%20Insider%20Trading%20R egulations v-2.1.pdf</a></p> <p>Whistleblower Policy:<br/><a href="http://www.orchidpharma.com/downloads/Policy%20on%20 %20Whistle%20Blower.pdf">http://www.orchidpharma.com/downloads/Policy%20on%20 %20Whistle%20Blower.pdf</a></p> |  |    |



|   |  |  |  |   |   |
|---|--|--|--|---|---|
| 5 | Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:  |  |  |   |   |
|   |  | FY 2023-24   |  | FY 2022-23                              |   |
|   |  | (Current Financial Year)   |  | (Previous Financial Year)               |   |
|   | Directors  | Nil  |  | Nil                                     |   |
|   | KMPs   | Nil  |  | Nil                                     |   |
|   | Employees  | Nil  |  | Nil                                     |   |
|   | Workers  | Nil  |  | Nil                                     |   |
| 6 | Details of complaints with regard to conflict of interest:   |  |  |   |   |
|   |  | FY 2023-24   |  | FY 2022-23                              |   |
|   |  | (Current Financial Year)   |  | (Previous Financial Year)               |   |
|   |  | Number   | Remarks                                | Number                                  | Remarks                                 |
|   | Number of complaints received in relation to issues of Conflict of Interest of the Directors   | Nil  | -                                      | Nil                                     | -                                       |
|   | Number of complaints received in relation to issues of Conflict of Interest of the KMPs  | 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 conflicts of interest. | Not Applicable   |  |   |   |
| 8 | Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:   |  |  |   |   |
|   |  | FY 2023-24<br>(Current Financial Year)   |  | FY 2022-23<br>(Previous Financial Year) |   |
|   | Number of days of accounts payables  | 135  |  | 123                                     |   |
| 9 | Open-ness of business<br>Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:     |  |  |   |   |
|   | Parameter  | Metrics  | FY 2023-24<br>(Current Financial Year) |   | FY 2022-23<br>(Previous Financial Year) |
|   | Concentration of Purchases   | a. Purchases from trading houses as % of total purchases                               | NA                                     |   | NA                                      |
|   |  | b. Number of trading houses where purchases are made from                              | NA                                     |   | NA                                      |
|   |  | c. Purchases from top 10 trading houses as % of total purchases                        | NA                                     |   | NA                                      |
|   | Concentration of Sales   | a. Sales to dealers / distributors as % of total sales                                 | NA                                     |   | NA                                      |
|   |  | b. Number of dealers / distributors to whom sales are made                             | NA                                     |   | NA                                      |
|   |  | c. Sales to top 10 dealers / distributors as % of total sales to dealers /distributors | NA                                     |   | NA                                      |
|   | Share of RPTs in   | a. Purchases (Purchases with related parties / Total Purchases)                        | 37.80%                                 |   | 35.48%                                  |
|   |  | b. Sales (Sales to related parties / Total Sales)                                      | 2.05%                                  |   | 1.42%                                   |

|                       |   |   |  |        |
|-----------------------|---|---|--|--------|
|                       |   | c. Loans & advances (Loans & advances given to related parties / Total loans & advances)  | 76.53%   | 69.92% |
|                       |   | d. Investments (Investments in related parties / Total Investments made)  | 21.61%   | 0%     |
| 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 |        |
|                       | Nil   |   |  |        |
| 2                     | Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No)<br>If yes, provide details of the same. | Yes, every Director of the Company annually discloses any concerns or interests they have in the Company or other entities, including any changes, which encompass shareholding interests. Additionally, Directors annually declare under the Code of Conduct that they will always act in the Company's best interests and ensure that any other business or personal associations do not conflict with the Company's operations or their role. During Board meetings, Directors abstain from participating in items where they have a concern or interest. To identify and monitor conflicts of interest involving the Directors and Key Managerial Personnel (KMPs), the Corporate Secretarial team maintains a database of the Directors and the entities in which they are interested. This list is shared with the Finance department to monitor and track transactions entered into by the Company with these parties. Additionally, the Senior Management affirms annually that they have not engaged in any material financial and commercial transactions that could potentially conflict with the Company's interests. |  |        |



## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

#### Essential Indicators

|    |   |  |  |  |
|----|---|--|--|--|
| 1. | Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.  |  |  |  |
|    |   | FY 24 - Current Financial Year   | FY 23 - Previous Financial Year  | Details of improvements in environmental and social impacts  |
|    | R&D   |  |  | As Orchid is engaged in the production of formulations and APIs, its investments are primarily focused on enhancing IT infrastructure, reducing air emissions, improving effluent discharge processes, and increasing energy efficiency. |
|    | Capex   |  |  |  |
| 2. | Does the entity have procedures in place for sustainable sourcing? (Yes/No)<br>If yes, what percentage of inputs were sourced sustainably?  |  | Entity has procedures (Yes/No): Y<br><br>The company is dedicated to sustainability and actively works to influence its supply chain partners to minimize their environmental impact. On a national scale, priority is always given to sourcing from local suppliers within India. The company strives to empower suppliers who contribute to a responsible supply chain by implementing best practices. |  |
| 3. | Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life   |  |  |  |
|    |   | Process Description  |  |  |
|    | (a) Plastics (including packaging)  | Plastic waste is managed in compliance with the Plastic Waste Management Rules.  |  |  |
|    | (b) E-waste   | Disposed of in accordance with the E-waste Management Rules, 2016.   |  |  |
|    | (c) Hazardous waste   | Hazardous waste are disposed as per the authorization obtained and procedure contained in the authorization order.                                     |  |  |
|    | (d) Other waste   | The Company has Standard Operating Procedure for returned products which provides the guidelines for safe handling and disposable of expired products. |  |  |
| 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. |  | Extended Producer Responsibility (EPR) applicable (Yes/No): Yes<br>Describe: The company is compliant with Extended Producer Responsibility (EPR) regulations and holds certifications from the Central Pollution Control Board (CPCB) for both Brand Owner (BO) and Importer categories.  |  |

#### 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 results communicated in public domain, provide the web-link |
|    | Our company is dedicated to environmental stewardship, even though we have not yet conducted a Life Cycle Assessment (LCA) for our products. We recognize the importance of understanding the environmental impacts associated with our products throughout their entire life cycles. Therefore, we are proactively planning to undertake LCA evaluations. These assessments will be a crucial part of our ongoing efforts to reduce our carbon footprint and enhance our environmental performance. |                           |                                 |  |   |  |

|    |  |                                |  |   |                                 |   |   |
|----|--|--------------------------------|--|---|---------------------------------|---|---|
| 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                    |   |   |
|    | NA   |                                | NA   |   | NA                              |   |   |
| 3. | Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).   |                                |  |   |                                 |   |   |
|    | Indicate Input Material  |                                | Recycled or re-used input material to total material |   |                                 |   |   |
|    |  |                                | FY 24 - Current Financial Year                       |   | FY 23 - Previous Financial Year |   |   |
|    | As a manufacturer of pharmaceutical products, our company adheres to strict industry standards and regulatory requirements. Consequently, materials are not reused or recycled in our production processes to ensure the highest quality and safety of our products.   |                                |  |   |                                 |   |   |
| 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:  |                                |  |   |                                 |   |   |
|    |  | FY 24 - Current Financial Year |  |   | FY 23 - Previous Financial Year |   |   |
|    | Plastics (including packaging)   | 0                              | 0  | 0   | 0                               | 0 | 0 |
|    | E-waste  | 0                              | 0  | 0   | 0                               | 0 | 0 |
|    | Hazardous Waste  | 0                              | 0  | 0   | 0                               | 0 | 0 |
|    | Other Waste  | 0                              | 0  | 0   | 0                               | 0 | 0 |
|    |  |                                |  |   |                                 |   |   |
| 5. | Reclaimed products and their packaging materials (as percentage of products sold) for each product category.   |                                |  |   |                                 |   |   |
|    | Indicate product category  |                                |  | Reclaimed products and their packaging materials as % of total products sold in respective category |                                 |   |   |
|    | NA   |                                |  | 0   |                                 |   |   |



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

**Essential Indicators**

|   |   |  |  |  |            |  |  |                    |  |   |            |                     |                |  |
|---|---|--|--|--|------------|--|--|--------------------|--|---|------------|---------------------|----------------|--|
| 1   | A   | Details of measures for the well-being of employees:   |  |  |            |  |  |                    |  |   |            |                     |                |  |
|   |   | Categor<br>y   | % of employees covered by                          |  |            |  |  |                    |  |   |            |                     |                |  |
|   |   |  | Total<br>(A)                                       | Health insurance                                     |            | Accident insurance                                 |  | Maternity benefits |  | Paternity Benefits                      |            | Day Care facilities |                |  |
|   |   |  |  | Numbe<br>r (B)                                       | %<br>(B/A) | Numbe<br>r (C)                                     | %<br>(C/A)                                     | Numbe<br>r (D)     | %<br>(D/A)   | Numbe<br>r (E)                          | %<br>(E/A) | Numbe<br>r (F)      | %<br>(F/A<br>) |  |
|   |   | Permanent employees  |  |  |            |  |  |                    |  |   |            |                     |                |  |
|   |   | Male   | 846  | 846  | 100%       | 846  | 100%   | NA                 | NA   | 846                                     | 100<br>%   | 0                   | 0%             |  |
|   |   | Female   | 25   | 25   | 100%       | 25   | 100%   | 25                 | 100%   | NA                                      | NA         | 0                   | 0%             |  |
|   |   | Total  | 871  | 871  | 100%       | 871  | 100%   | 25                 | 3%   | 846                                     | 96%        | 0                   | 0%             |  |
|   |   | Other than Permanent employees   |  |  |            |  |  |                    |  |   |            |                     |                |  |
|   |   | Male   | 50   | 50   | 100%       | 50   | 100%   | NA                 | NA   | 50                                      | 100<br>%   | 0                   | 0%             |  |
|   |   | Female   | 2  | 2  | 100%       | 2  | 100%   | 2                  | 100%   | NA                                      | NA         | 0                   | 0%             |  |
|   |   | Total  | 52   | 52   | 100%       | 52   | 100%   | 2                  | 4%   | 50                                      | 96%        | 0                   | 0%             |  |
|   |   | B  | Details of measures for the well-being of workers: |  |            |  |  |                    |  |   |            |                     |                |  |
|   |   |  | Categor<br>y                                       | % of workers covered by                              |            |  |  |                    |  |   |            |                     |                |  |
|   | Total<br>(A)  |  |  | Health insurance                                     |            | Accident insurance                                 |  | Maternity benefits |  | Paternity Benefits                      |            | Day Care facilities |                |  |
|   |   |  |  | Numbe<br>r (B)                                       | %<br>(B/A) | Numbe<br>r (C)                                     | %<br>(C/A)                                     | Numbe<br>r (D)     | %<br>(D/A)   | Numbe<br>r (E)                          | %<br>(E/A) | Numbe<br>r (F)      | %<br>(F/A<br>) |  |
|   | Permanent workers   |  |  |  |            |  |  |                    |  |   |            |                     |                |  |
|   | Male  |  | 0  | 0  | 0%         | 0  | 0%   | 0                  | 0%   | 0                                       | 0%         | 0                   | 0%             |  |
|   | Female  |  | 0  | 0  | 0%         | 0  | 0%   | 0                  | 0%   | 0                                       | 0%         | 0                   | 0%             |  |
|   | Total   |  | 0  | 0  | 0%         | 0  | 0%   | 0                  | 0%   | 0                                       | 0%         | 0                   | 0%             |  |
|   | Other than Permanent workers  |  |  |  |            |  |  |                    |  |   |            |                     |                |  |
|   | Male  |  | 0  | 0  | 0%         | 0  | 0%   | 0                  | 0%   | 0                                       | 0%         | 0                   | 0%             |  |
|   | Female  |  | 0  | 0  | 0%         | 0  | 0%   | 0                  | 0%   | 0                                       | 0%         | 0                   | 0%             |  |
|   | Total   |  | 0  | 0  | 0%         | 0  | 0%   | 0                  | 0%   | 0                                       | 0%         | 0                   | 0%             |  |
|   | C   | Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format: |  |  |            |  |  |                    |  |   |            |                     |                |  |
|   |   |  |  |  |            | FY 2023-24<br>(Current Financial Year)             |  |                    |  | FY 2022-23<br>(Previous Financial Year) |            |                     |                |  |
| Cost incurred on well-being measures as a % of total revenue of the company |   |  |  | 4%   |            |  |  | 3%                 |  |   |            |                     |                |  |
| 2   | Details of retirement benefits, for Current FY and Previous Financial Year. |  |  |  |            |  |  |                    |  |   |            |                     |                |  |
|   | Benefi<br>ts  | FY 2023-24<br>(Current Financial Year)   |  |  |            | FY 2022-23<br>(Previous Financial Year)            |  |                    |  |   |            |                     |                |  |
|   |   | No. of employees covered as a % of total employees   | No. of workers covered as a % of total workers     | Deducted and deposited with the authority (Y/N/N.A.) |            | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers |                    | Deducted and deposited with the authority (Y/N/N.A.) |   |            |                     |                |  |
|   |   | PF   | 100%   | NA   | Y          | 100%   | 100%   |                    | Y  |   |            |                     |                |  |

|   |   |   |   |                     |  |  |
|---|---|---|---|---------------------|--|--|
| 3 | Accessibility of workplaces   |   |   |                     |  |  |
|   | Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard. |   | Yes, as a principle the Company through its Equal Employment Opportunity policy prohibits any kind of discrimination against any person with a disability in any matter related to employment as per the Right of Person with Disabilities Act, 2016, and Transgender persons (Protection of Rights) Act 2019. Various corporate offices and sites of Orchid have ramps for easy movement of differently -abled people and wheelchair-accessible restrooms are available. |                     |  |  |
| 4 | Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.   |   | Yes, the Company has adopted an Equal employment opportunity and nondiscrimination policy in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016, and provides a framework that is committed to the empowerment of persons with disabilities.<br><br>Website Link:<br><a href="https://orchidpharma.com/downloads/Equal%20Opportunity%20Policy.pdf">https://orchidpharma.com/downloads/Equal%20Opportunity%20Policy.pdf</a>               |                     |  |  |
| 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%  | 86%   | 100%                | 100%   |  |
|   | Female  | 100%  | 67%   | 100%                | 100%   |  |
|   | Total   | 100%  | 84%   | 100%                | 100%   |  |
| 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, the Company strives to create a fair, open, and transparent culture where employees can openly present their views. Company transparently communicates its policies and practices such as plans, compensation, performance metrics, performance pay grids and calculation, career enhancements, compliance, and other processes.<br>Company has implemented a comprehensive Whistle-blower mechanism and Prevention of Sexual Harassment at Workplace (POSH) policy. The Whistle-blower mechanism allows employees to report any concerns or grievances, including instances of sexual harassment. The company takes these reports seriously and follows a stringent process outlined in the POSH policy to address them promptly and effectively.<br>The grievance mechanism is designed to ensure that all employees and workers have a safe and confidential avenue to raise their concerns, regardless of their category |   |                     |  |  |
|   | Other than Permanent Workers  |   |   |                     |  |  |
|   | Permanent Employees   |   |   |                     |  |  |
|   | Other than Permanent Employees  |   |   |                     |  |  |
| 7 | Membership of employees and worker in association(s) or Unions recognised by the listed entity:   |   |   |                     |  |  |
|   | Category  | FY 2023-24<br>(Current Financial Year)  |   |                     | FY 2022-23<br>(Previous Financial Year)              |  |
|   |   | Total employees / workers in respective category (A)  | No. of employees / workers in respective category, who are part of association(s) or Union (B)  | % (B/A)             | Total employees / workers in respective category (C) | No. of employees/ workers in respective category, who are part of association(s) or Union(D) |
|   | Total Permanent Employees   | Orchid Pharma's employees are currently not part of any employee association or Union.  |   |                     |  |  |
|   | Male  |   |   |                     |  |  |
|   | Female  |   |   |                     |  |  |
|   | Total Permanent Employees   |   |   |                     |  |  |
|   | Male  |   |   |                     |  |  |
|   | Female  |   |   |                     |  |  |





|           |   |   |  |            |                         |           |   |                                  |            |                         |            |  |
|-----------|---|---|--|------------|-------------------------|-----------|---|----------------------------------|------------|-------------------------|------------|--|
| 8         | Details of training given to employees and workers: |   |  |            |                         |           |   |                                  |            |                         |            |  |
|           | Category  | FY 2023-24<br>(Current Financial Year)  |  |            |                         |           | FY 2022-23<br>(Previous Financial Year)   |                                  |            |                         |            |  |
|           |   | Total<br>(A)  | On Health and<br>safety measures   |            | On Skill<br>upgradation |           | Total<br>(A)  | On Health and<br>safety measures |            | On Skill<br>upgradation |            |  |
|           |   |   | No.<br>(B)   | %<br>(B/A) | No.<br>(C)              | % (C/A)   |   | No.<br>(B)                       | %<br>(B/A) | No.<br>(C)              | %<br>(C/A) |  |
|           | Employees   |   |  |            |                         |           |   |                                  |            |                         |            |  |
|           | Male  | 896   | 510  | 57%        | 0                       | 0%        | 913   | 855                              | 94%        | 777                     | 85%        |  |
|           | Female  | 27  | 2  | 7%         | 0                       | 0%        | 28  | 5                                | 18%        | 5                       | 18%        |  |
|           | Total   | 923   | 512  | 55%        | 0                       | 0%        | 941   | 860                              | 91%        | 782                     | 83%        |  |
|           | Workers   |   |  |            |                         |           |   |                                  |            |                         |            |  |
|           | Male  | 0   | 0  | 0%         | 0                       | 0%        | 0   | 0                                | 0%         | 0                       | 0%         |  |
|           | Female  | 0   | 0  | 0%         | 0                       | 0%        | 0   | 0                                | 0%         | 0                       | 0%         |  |
|           | Total   | 0   | 0  | 0%         | 0                       | 0%        | 0   | 0                                | 0%         | 0                       | 0%         |  |
|           | 9   | Details of performance and career development reviews of employees and worker:  |  |            |                         |           |   |                                  |            |                         |            |  |
|           |   | Category  | FY 2023-24<br>(Current Financial Year)   |            |                         |           | FY 2022-23<br>(Previous Financial Year)   |                                  |            |                         |            |  |
| Total (A) |   |   | No. (B)  |            | % (B / A)               | Total (c) | No. (D)   |                                  | % (D / C)  |                         |            |  |
| Employees |   |   |  |            |                         |           |   |                                  |            |                         |            |  |
| Male      |   | 896   | 747  |            | 83%                     | 913       | 657   |                                  | 72%        |                         |            |  |
| Female    |   | 27  | 20   |            | 74%                     | 28        | 7   |                                  | 25%        |                         |            |  |
| Total     |   | 923   | 767  |            | 83%                     | 941       | 664   |                                  | 71%        |                         |            |  |
| Workers   |   |   |  |            |                         |           |   |                                  |            |                         |            |  |
| Male      |   | 0   | 0  |            | 0%                      | 0         | 0   |                                  | 0%         |                         |            |  |
| Female    |   | 0   | 0  |            | 0%                      | 0         | 0   |                                  | 0%         |                         |            |  |
| Total     |   | 0   | 0  |            | 0%                      | 0         | 0   |                                  | 0%         |                         |            |  |
| 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, the Company has inculcated Dupont Safety Culture which covers Work Permit System, enforcement of Safety Standards, assessment of Near Miss Incidents, CAPA, display of MSDS, usage of PPE's .  |                                  |            |                         |            |  |
|           |   | b.  | What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?              |            |                         |           | Orchid is committed to provide a safe and healthy workplace by minimizing the risk of accidents, injury and exposure to health risks and it complies with applicable laws and regulations with respect to safety at workplace.<br>Orchid has taken an initiative to frame a comprehensive policy with respect to health and safety management system such as Process Hazard Analysis, Pre start-up safety review, Plant safety audit, Job safety analysis, Work Permit system, What if study, Work place monitoring, Noise monitoring, Illumination monitoring. Various facilities are available at Orchid manufacturing sites and Corporate Offices and its subsidiaries corporate offices premises such as proper ventilation, hygiene & sanitation, yearly safety audit, emergency exits, first aid box, etc |                                  |            |                         |            |  |
|           | c.  | Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N) |  |            |                         | Yes       |   |                                  |            |                         |            |  |
|           | d.  | Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)         |  |            |                         | Yes       |   |                                  |            |                         |            |  |

|   |   |  |                                       |  |   |                                       |         |
|---|---|--|---------------------------------------|--|---|---------------------------------------|---------|
| 11  | Details of safety related incidents, in the following format:   |  |                                       |  |   |                                       |         |
|   | Safety Incident/Number  |  |                                       | Category   | FY 2023-24                              | FY 2022-23                            |         |
|   | 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.   |  |                                       | <div>- Familiarization with operating procedures and matters to be taken care of.</div> <div>- Use of Personal Protective Equipment (PPE) as per PPE matrix.</div> <div>- Conduct of Refresher classroom Training Safety and Induction Training</div> <div>- Application of Work Permit system and Safety Data Sheet maintance</div> <div>- Examination Pre employment Skin &amp; ENT screening</div> <div>- Environment monitoring</div> <div>- Regular preventive maintenance program, Plant safety audits and Safety Observation Audit</div>  |   |                                       |         |
| 13  | Number of Complaints on the following made by employees and workers:  |  |                                       |  |   |                                       |         |
|   |   | FY 2023-24<br>(Current Financial Year) |                                       |  | FY 2022-23<br>(Previous Financial Year) |                                       |         |
|   |   | Filed during the year                  | Pending resolution at the end of year | Remarks  | Filed during the year                   | Pending resolution at the end of year | Remarks |
|   | Working Conditions  | Nil                                    | NA                                    | -  | Nil                                     | NA                                    | -       |
| Health & Safety   | Nil   | NA                                     | -                                     | Nil  | NA                                      | -                                     |         |
| 14  | Assessments for the year:   |  |                                       |  |   |                                       |         |
|   |   |  |                                       | % of your plants and offices that were assessed (by entity or statutory authorities or third parties)  |   |                                       |         |
|   | Health and safety practices   |  |                                       | 100%   |   |                                       |         |
|   | Working Conditions  |  |                                       | 100%   |   |                                       |         |
| 15  | Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions. |  |                                       | Nil  |   |                                       |         |
| Leadership Indicators   |   |  |                                       |  |   |                                       |         |
| 1   | Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).   |  |                                       | Yes  |   |                                       |         |
| 2   | Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.   |  |                                       | <div>To ensure that statutory dues are deducted and deposited by the value chain partners of the Company, the Company implements the following measures:</div> <div>- Compliance Monitoring: We closely monitor and track the compliance related to statutory dues by our contractors who supply third-party resources. This includes verifying that all necessary deductions and deposits are made in accordance with applicable laws and regulations.</div> <div>- Regular Checks: As part of our routine invoice processing checks, we specifically review and validate the deduction and</div> |   |                                       |         |



|   |   |   |            |   |            |
|---|---|---|------------|---|------------|
|   |   | <i>deposit of statutory dues by our value chain partners. This allows us to identify any discrepancies or non-compliance promptly.</i><br><i>- Contractual Obligations: Our contracts with value chain partners explicitly outline their responsibility to deduct and deposit statutory dues. We ensure that these contractual obligations are well-defined and communicated effectively to all parties involved.</i><br><i>- Collaboration and Communication: We maintain open lines of communication with our value chain partners, providing guidance and support regarding the correct deduction and deposit of statutory dues. This collaborative approach ensures that everyone involved is well-informed and aligned with regulatory requirements.</i> |            |   |            |
| 3 | Provide the number of employees / workers having suffered high consequence work - related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment: |   |            |   |            |
|   |   | Total no. of affected employees/workers   |            | No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment |            |
|   |   | FY 2023-24  | FY 2022-23 | FY 2023-24  | FY 2022-23 |
|   | Employees   | Nil   | Nil        | Nil   | Nil        |
|   | Workers   | Nil   | Nil        | Nil   | Nil        |
| 4 | Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)   |   | No         |   |            |
| 5 | Details on assessment of value chain partners:  |   |            |   |            |
|   |   | % of value chain partners (by value of business done with such partners) that were assessed   |            |   |            |
|   | Health and safety practices   | Nil   |            |   |            |
|   | Working Conditions  | Nil   |            |   |            |
| 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.   |   | Nil        |   |            |

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

**Essential Indicators**

|   |  |   |   |   |  |
|---|--|---|---|---|--|
| 1 | Describe the processes for identifying key stakeholder groups of the entity.   | The Company identifies individuals or groups impacted by its activities and recognizes their significance in adding value to its business chain, both presently and in the future. Accordingly, key stakeholders identified by the Company include customers, investors, government entities, shareholders, regulators, value chain partner s, and employees. Orchid acknowledges the impact of its policies, decisions, products, services, and operations on these stakeholders. Aligned with its policies, practices, and procedures, Orchid actively engages with its stakeholders to address difference s in a just, fair, equitable, and consistent manner, and implements corrective actions when necessary. The Company also collaborates with relevant stakeholders to enhance sustainable and responsible business practices. |   |   |  |
| 2 | List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group. |   |   |   |  |
|   | Stakeholder Group  | Whether identified as Vulnerable & Marginalized Group (Yes/No)  | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other   | Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement  |
| 1 | Shareholders & Investors   | No  | Annual General Meeting, email, Stock Exchange (SE) intimations, investor/analysts meet/conference calls, annual reports, quarterly results, media releases and Company's website.   | Ongoing   | Share price movement, dividends, profitability and financial stability, climate change risks, cyber risks and growth prospects etc.  |
| 2 | Employees  | No  | Senior leaders’ communication/talk /forum, Employee Communication (CEO Online), goal setting and performance appraisal meetings/ review, arbitration, wellness initiatives, engagement survey, email, intranet, websites, poster campaigns, circulars, a quarterly publication, and newsletters | Ongoing   | Operational efficiencies, improvement areas, long-term strategy plans, training and awareness, responsible marketing, brand communication, health, safety and engagement initiatives |
| 3 | Customers  | No  | Website, complaints management, helpdesk, conferences, customer surveys, face-toface meetings, E-mail, Customer feedbacks   | Ongoing   | Customers form a vital part of the Company’s stakeholder engagement group to ensure quality services. The key areas of interest for customers are new products and regulations.      |



|   |                                |    |  |         |   |
|---|--------------------------------|----|--|---------|---|
| 4 | Suppliers/Value Chain Partners | No | Vendor meets, Virtual modes such as e-mail, telephonically   | Ongoing | Quality, timely delivery and payments, ESG consideration (sustainability, safety checks, compliances, ethical behaviour), ISO and OHSAS standards, collaboration and digitalisation opportunities   |
| 5 | Governments                    | No | Advocacy meetings with local/state/ national government and ministries, seminars, media releases, conferences. | Ongoing | Helps and guides in terms of connecting with Govt. Schemes in the same area for increased effectiveness, changes in regulatory frameworks, skill and capacity building, employment, environmental measures), policy advocacy, timely contribution to exchequer/ local infrastructure, proactive engagement. |

#### Leadership Indicators

|   |  |
|---|--|
| 1 | <p>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.</p> <p>At Orchid, the stakeholder engagement mechanism is a key driving force towards strengthening and diversifying the stakeholder relationship, which further facilitates the identification of key material issues impacting the Company's growth. The stakeholder engagement and materiality assessment exercise conducted in FY 2023 -24 led to the prioritization of material issues, mapping of the risks relevant to each material topic, and development of consequent risk mitigation steps. The primary outcome of the stakeholder engagement exercise resulted in the identification and prioritization of material issues relevant to environmental, social, governance, and economic aspects. The identified material issues were presented to the highest governing member and the Board for their feedback and guidance on strategizing the sustainable growth model of the Company. As part of the Company's efforts to continually engage with internal and external stakeholder groups for the identification of key material issues impacting them, the stakeholder engagement exercise undergoes periodic review.</p> |
| 2 | <p>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.</p> <p>Yes, Orchid has always maintained a regular and proactive engagement with the Company's key stakeholders, allowing it to effectively work on its ESG strategies and be transparent about the outcomes. In response to current regulations and interactions with stakeholders, the Company performs periodic evaluations to update and reissue policies as needed.</p>  |
| 3 | <p>Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.</p> <p>Not Applicable</p>   |

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

**Essential Indicators**

|                         |  |  |  |            |                           |   |              |  |            |                              |            |
|-------------------------|--|--|--|------------|---------------------------|---|--------------|--|------------|------------------------------|------------|
| 1                       | Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format: |  |  |            |                           |   |              |  |            |                              |            |
| Category                |  | FY 2023-24<br>(Current Financial Year) |  |            |                           | FY 2022-23<br>(Previous Financial Year) |              |  |            |                              |            |
|                         |  | Total<br>(A)                           | No. employee's<br>workers covered<br>(B) |            | % (B/A)                   |   | Total<br>(C) | No. employee's<br>workers<br>covered (D) |            | % (D/C)                      |            |
| Employees               |  |  |  |            |                           |   |              |  |            |                              |            |
| Permanent               | 871  | 0                                      |  | 0%         |                           | 849                                     | 0            |  | 0%         |                              |            |
| Other than<br>permanent | 52   | 0                                      |  | 0%         |                           | 92                                      | 0            |  | 0%         |                              |            |
| Total<br>Employees      | 923  | 0                                      |  | 0%         |                           | 941                                     | 0            |  | 0%         |                              |            |
| Workers                 |  |  |  |            |                           |   |              |  |            |                              |            |
| Permanent               | 0  | 0                                      |  | 0%         |                           | 0                                       | 0            |  | 0%         |                              |            |
| Other than<br>permanent | 0  | 0                                      |  | 0%         |                           | 0                                       | 0            |  | 0%         |                              |            |
| Total<br>Employees      | 0  | 0                                      |  | 0%         |                           | 0                                       | 0            |  | 0%         |                              |            |
| 2                       | Details of minimum wages paid to employees and workers, in the following format:   |  |  |            |                           |   |              |  |            |                              |            |
| Category                |  | FY 2023-24<br>(Current Financial Year) |  |            |                           | FY 2022-23<br>(Previous Financial Year) |              |  |            |                              |            |
|                         |  | Total<br>(A)                           | Equal to Minimum<br>Wage                 |            | More than<br>Minimum Wage |   | Total (D)    | Equal to<br>Minimum<br>Wage              |            | More than<br>Minimum<br>Wage |            |
|                         |  |  | No.<br>(B)                               | %<br>(B/A) | No. (C)                   | %<br>(C/A)                              |              | No.<br>(E)                               | %<br>(E/D) | No.<br>(F)                   | %<br>(F/D) |
| Employees               |  |  |  |            |                           |   |              |  |            |                              |            |
| Permanent               | 871  | -                                      | -  | 871        | 100%                      | 849                                     | -            | -  | 849        | 100%                         |            |
| Male                    | 846  | -                                      | -  | 846        | 100%                      | 823                                     | -            | -  | 823        | 100%                         |            |
| Female                  | 25   | -                                      | -  | 25         | 100%                      | 26                                      | -            | -  | 26         | 100%                         |            |
| Other than<br>permanent | 52   | 52                                     | 100%                                     | -          | -                         | 92                                      | 92           | 100%                                     | -          | -                            |            |
| Male                    | 50   | 50                                     | 100%                                     | -          | -                         | 90                                      | 90           | 100%                                     | -          | -                            |            |
| Female                  | 2  | 2                                      | 100%                                     | -          | -                         | 2                                       | 2            | 100%                                     | -          | -                            |            |
| Workers                 |  |  |  |            |                           |   |              |  |            |                              |            |
| Permanent               | -  | -                                      | -  | -          | -                         | -                                       | -            | -  | -          | -                            |            |
| Male                    | -  | -                                      | -  | -          | -                         | -                                       | -            | -  | -          | -                            |            |
| Female                  | -  | -                                      | -  | -          | -                         | -                                       | -            | -  | -          | -                            |            |
| Other than<br>permanent | -  | -                                      | -  | -          | -                         | -                                       | -            | -  | -          | -                            |            |
| Male                    | -  | -                                      | -  | -          | -                         | -                                       | -            | -  | -          | -                            |            |
| Female                  | -  | -                                      | -  | -          | -                         | -                                       | -            | -  | -          | -                            |            |



|   |  |  |  |   |   |                                       |
|---|--|--|--|---|---|---------------------------------------|
| 3 | Details of remuneration/salary/wages, in the following format:   |  |  |   |   |                                       |
| a |  | Male                                   |  | Female                                  |   |                                       |
|   |  | Number                                 | Median remuneration/salary/wages of respective category  | Number                                  | Median remuneration/ salary/ wages of respective category |                                       |
|   | Board of Directors (BoD)   | 2                                      | 3,55,10,053  | 0                                       | -   |                                       |
|   | Key Managerial Personnel (KMP  | 2                                      | 33,72,730  | 0                                       | -   |                                       |
|   | Employees other than BoD and KMP   | 894                                    | 45,792   | 27                                      | 27,777  |                                       |
| b | Gross wages paid to females as % of total wages paid by the entity, in the following format:   |  |  |   |   |                                       |
|   |  | FY 2023-24<br>(Current Financial Year) |  | FY 2022-23<br>(Previous Financial Year) |   |                                       |
|   | Gross wages paid to females as % of total wages  | 2.15%                                  |  | 2.61%                                   |   |                                       |
| 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) |  | No   |   |   |                                       |
| 5 | Describe the internal mechanisms in place to redress grievances related to human rights issues.  |  | Orchid understands the importance of human rights and is dedicated to upholding the human rights of its employees, communities, and suppliers. Orchid has Whistle-Blower Policy in place to cater to all the complaints regarding human rights and the employees/ affiliates address their complaints or grievances or report instances to the Vigilance and Ethics Officer of the Company. No reprisal or retaliatory action is taken against any employee/ affiliate for raising concerns under this policy. |   |   |                                       |
| 6 | Number of Complaints on the following made by employees and workers:   |  |  |   |   |                                       |
|   |  | FY 2023-24                             |  |   | FY 2022-23  |                                       |
|   |  | Filed during the year                  | Pending resolution at the end of year  | Remarks                                 | Filed during the year                                     | Pending resolution at the end of year |
|   | Sexual Harassment  | Nil                                    | Nil  | -                                       | Nil   | Nil                                   |
|   | Discrimination at workplace  | Nil                                    | Nil  | -                                       | Nil   | Nil                                   |
|   | Child Labour   | Nil                                    | Nil  | -                                       | Nil   | Nil                                   |
|   | Forced Labour/Involuntary Labour   | Nil                                    | Nil  | -                                       | Nil   | Nil                                   |
|   | Wages  | Nil                                    | Nil  | -                                       | Nil   | Nil                                   |
|   | Other human rights related issues  | Nil                                    | Nil  | -                                       | Nil   | Nil                                   |
| 7 | Complaints filed under the Sexual Harassment of Women at Work place (Prevention, Prohibition and Redressal) Act, 2013, in the following format:                |  |  |   |   |                                       |
|   |  | FY 2023-24<br>(Current Financial Year) |  | FY 2022-23<br>(Previous Financial Year) |   |                                       |
|   | Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)                            | 0                                      |  | 0                                       |   |                                       |
|   | Complaints on POSH as a % of female employees / workers  | NA                                     |  | NA                                      |   |                                       |
|   | Complaints on POSH upheld  | NA                                     |  | NA                                      |   |                                       |

|                              |   |  |
|------------------------------|---|--|
| 8                            | Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.   | <p>The Company condemn all forms of discrimination, harassment, and unfair practices, and provide complete protection to complainants.</p> <p>To prevent adverse consequences to the complainant in discrimination and harassment cases, the Company has established mechanisms in line with its POSH Policy. These mechanisms ensure that individuals who report such incidents are protected from unfair treatment.</p> <p>The company also has whistle blower policy in place which ensures that no unfair treatment is done with the Whistleblower by virtue of his/her having reported a Protected Disclosure under the policy.</p> |
| 9                            | Do human rights requirements form part of your business agreements and contracts? (Yes/No)  | No   |
| 10                           | Assessments for the year:   |  |
|                              |   | <b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>   |
|                              | Child labour  | 100%   |
|                              | Forced/involuntary labour   | 100%   |
|                              | Sexual harassment   | 100%   |
|                              | Discrimination at workplace   | 100%   |
|                              | Wages   | 100%   |
| 11                           | Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.       | <p>The Company operates in the employee/worker friendly manner. Based on internal assessments, no practice detrimental to the well-being of the employees was identified. Therefore, there was no requirement for the corrective action, hence, no corrective action is underway.</p>  |
| <b>Leadership Indicators</b> |   |  |
| 1                            | Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.                                     | Not applicable as the Company has not received any human rights grievance/complaint.   |
| 2                            | Details of the scope and coverage of any Human rights due-diligence conducted.  | The Company has not conducted any Human rights due diligence during the FY 2023-24.  |
| 3                            | Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016? | Yes, most of the locations of the company are accessible to differently abled persons.   |
| 4                            | Details on assessment of value chain partners:  |  |
|                              |   | <b>% of value chain partners (by value of business done with such partners) that were assessed</b>   |
|                              | Sexual Harassment   | <p>During the FY 2023-24, the Company has not performed any assessment of value chain partners with respect to the following points.</p>   |
|                              | Discrimination at workplace   |  |
|                              | Child Labour  |  |
|                              | Forced Labour/Involuntary Labour  |  |
|                              | Wages   |  |
| 5                            | Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.       | Not Applicable   |





## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

### PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

#### Essential Indicators

|    |   |   |                                  |
|----|---|---|----------------------------------|
| 1. | Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:   |   |                                  |
|    |   | FY 24<br>Current Financial Year   | FY 23<br>Previous Financial Year |
|    | From renewable sources (in Gigajoules)  |   |                                  |
|    | Total electricity consumption (A)   | -   | -                                |
|    | Total fuel consumption (B)  | -   | -                                |
|    | Energy consumption through other sources (C)  | -   | -                                |
|    | Total energy consumed from renewable sources (A+B+C)  | -   | -                                |
|    | From non-renewable sources (in Gigajoules)  |   |                                  |
|    | Total electricity consumption (D)   | 208948.2185   | 94802                            |
|    | Total fuel consumption (E)  | 8807.7987   | 322.29                           |
|    | Energy consumption through other sources (F)  |   | 50843                            |
|    | Total energy consumed from non-renewable sources (D+E+F)  | 217756.0172   | 145967.29                        |
|    | Total energy consumed (A+B+C+D+E+F)   | 217756.0172   | 145967.29                        |
|    | Energy intensity per rupee of turnover<br>(Total energy consumed (GJ) / Revenue from operations)  | 0.00002657603002  | 0.0000219204                     |
|    | Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed (GJ) / Revenue from operations adjusted for PPP)**   | 9517.308443   | 12759.3785                       |
|    | Energy intensity in terms of physical output (GJ/MT of production)  | 420.930985  | 760.1869125                      |
|    | Energy intensity (optional) – the relevant metric may be selected by the entity   |   |                                  |
|    | **The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88  |   |                                  |
|    | Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)<br>If yes, name of the external agency.   | Assurance has been carried out (Yes/No) : No<br><br>Name of external agency: Not applicable   |                                  |
| 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. | Have sites? (Yes/No) : No<br><br>Targets achieved? (Yes/No) : No<br><br>In case targets have not been achieved, provide the remedial action taken, if any: Not Applicable |                                  |
| 3. | Provide details of the following disclosures related to water, in the following format:   |   |                                  |
|    | Parameter   | FY 24 - Current Financial Year  | FY 23<br>Previous Financial Year |
|    | Water withdrawal by source (in kilolitres)  |   |                                  |
|    | (i) Surface water   | 0   | 0                                |
|    | (ii) Groundwater  | 0   | 148413                           |
|    | (iii) Third Party Water (Tanker Water)  | 170089  | 0                                |
|    | (iv) Seawater/desalinated water   | 0   | 0                                |
|    | (v) Others  | 0   | 0                                |
|    | Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)  | 170089  | 148413                           |
|    | Total volume of water consumption (in kilolitres)   | 170089  | 254402                           |

|    |   |  |                                 |   |
|----|---|--|---------------------------------|---|
|    | Water intensity per rupee of turnover (Total Water consumption / Revenue from operations) KL/Turnover   | 0.00002075850959   | 0.00003820423487                |   |
|    | Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)         | 7433.95979   | 11118.96853                     |   |
|    | Water intensity in terms of physical output (KL/MT of Production)   | 328.7887574  | 382.0423487                     |   |
|    | Water intensity (Optional) – the relevant metric may be selected by the entity  |  |                                 |   |
|    | Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.            | Has been carried out by an external agency (Yes/No): No<br><br>Name of external agency: Not Applicable   |                                 |   |
| 4. | Provide the following details related to water discharged:  |  |                                 |   |
|    | Parameter   | FY 24 - Current Financial Year   | FY 23 - Previous Financial Year |   |
|    | Water discharge by destination and level of treatment (in kilolitres)   |  |                                 |   |
|    | (i) To Surface water  |  |                                 |   |
|    | - No treatment  | 0  | 0                               |   |
|    | - With treatment – please specify level of treatment  | 0  | 0                               |   |
|    | (ii) To Groundwater   |  |                                 |   |
|    | - No treatment  | 0  | 0                               |   |
|    | - With treatment – please specify level of treatment  | 0  | 0                               |   |
|    | (iii) To Seawater   |  |                                 |   |
|    | - No treatment  | 0  | 0                               |   |
|    | - With treatment – please specify level of treatment  | 0  | 0                               |   |
|    | (iv) Sent to third-parties  |  |                                 |   |
|    | - No treatment  | 0  | 0                               |   |
|    | - With treatment – please specify level of treatment  | 0  | 0                               |   |
|    | (v) Others  |  |                                 |   |
|    | - No treatment  | 0  | 0                               |   |
|    |   | - With treatment – please specify level of treatment   | 0                               | 0 |
|    |   | Total water discharged (in kilolitres)   | 0                               | 0 |
|    | Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.            | Assurance has been carried out by an external agency (Yes/No) : No<br>Name of external agency: Not Applicable  |                                 |   |
| 5. | Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation. Mechanism implemented?(Yes/No): | The company employs a zero liquid discharge (ZLD) effluent treatment plant, which includes advanced components such as a Membrane Bio Reactor (MBR), Reverse Osmosis (RO) system, Solvent Stripping Column, Thermal Evaporators (both Single Effect and Multiple Effect Evaporators - MEE), and a Dryer plant. These integrated technologies treat the entire volume of trade effluent, allowing for its complete recycling back into the utility processes. |                                 |   |



|  |  |  |                                |                                 |
|--|--|--|--------------------------------|---------------------------------|
| 6.   | Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:   |  |                                |                                 |
|  | Parameter  | Please specify unit  | FY 24 - Current Financial Year | FY 23 - Previous Financial Year |
|  | NOx  | µg/m3  | 20                             | 105                             |
|  | SOx  | µg/m3  | 17                             | 47                              |
|  | Particulate matter (PM)  | µg/m3  | 59                             | 37                              |
|  | Persistent organic pollutants matter (POP)   | µg/m3  | -                              | -                               |
|  | Volatile organic compounds (VOC)   | µg/m3  | -                              | -                               |
|  | Hazardous air pollutants (HAP)   | µg/m3  | -                              | -                               |
|  | Others – please specify  | µg/m3  | -                              | -                               |
|  | Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.   | Assurance has been carried out by an external agency(Yes/No) : No<br><br>Name of external agency: Not Applicable |                                |                                 |
| 7.   | Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:  |  |                                |                                 |
|  | Parameter  | Unit   | FY24 - Current Financial Year  | FY23* - Previous Financial Year |
|  | Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)   | Metric tonnes of CO2 equivalent  | 339.9385083                    | 4594                            |
|  | Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)   | Metric tonnes of CO2 equivalent  | 41557.47901                    | 381028                          |
|  | Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)   | Metric tonnes of CO2equivalent / Turnover  | 0.000005113369725              | 0.00005790989638                |
|  | Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)   | Metric tonnes of CO2 equivalent / rupee turnover adjusted for PPP  | 1831.180836                    | 16854.10839                     |
|  | Total Scope 1 and Scope 2 emission intensity in terms of physical output (Total Emissions / MT production)   | Metric tonnes of CO2 equivalent/ MT of production  | 80.98936348                    | 1004.145509                     |
|  | Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity  | NA   |                                |                                 |
|  | For estimation of Scope 1 GHG emissions, we have referred 2006 IPCC Guidelines for National Greenhouse Gas Inventories and IPCC Fifth Assessment Report for GWP values. For estimation of scope 2 GHG emissions, the emission factors prescribed as per CO2 Baseline Database for the Indian Power Sector, published by Central Electricity Authority (CEA), Ministry of Power, Government of India, has been considere d. |  |                                |                                 |
| Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. | Assurance has been carried out by an external agency(Yes/No) : No<br><br>Name of external agency: Not Applicable   |  |                                |                                 |

| 8.        | <p><b>Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. Have project? (Yes/No): Yes</b></p>  | <p>Yes, the Company is actively engaged in several projects aimed at reducing greenhouse gas (GHG) emissions. These initiatives focus on conserving energy and optimizing resource usage within our manufacturing facilities. Below are some key measures we have undertaken:</p> <p><b>Energy Conservation Initiatives:</b><br/> <b>Power Consumption Reduction:</b> We have enhanced our manufacturing processes to boost energy efficiency, benefiting all products in terms of power consumption per kilogram of Active Pharmaceutical Ingredients (APIs).</p> <p><b>Water and Energy Reduction Measures:</b> While our products do not broadly affect consumer energy and water usage, we consistently work on reducing our own consumption.</p> <p><b>Effluent Streamlining:</b> We are optimizing effluent streams to lower energy usage in our Ecology plant. For example, halting certain operations has led to notable energy and steam savings.</p> <p><b>Operational Controls:</b> Implementing operational controls for pumps and fans based on plant operations has resulted in further energy savings.</p> <p><b>Cooling Circuit Optimization:</b><br/> We have achieved considerable energy savings by optimizing power consumption in our cooling circuits, using temperature-based cutoffs for radiator fans, improving Plate Heat Exchangers (PHE), and managing chill water pumps according to plant needs.</p> <p><b>Renewable Energy Trials:</b><br/> We are experimenting with renewable energy fuels, such as rice husk, in our boilers to reduce coal usage, effectively replacing a portion of our coal consumption.</p> <p><b>Insulation Improvements:</b><br/> Improving insulation in our refrigeration systems has led to significant energy savings.</p> <p><b>Compressed Air and Nitrogen Leak Prevention:</b><br/> Conducting air audits and addressing leaks in compressed air and nitrogen systems across our plant has resulted in substantial energy savings.</p> <p><b>Solvent Recovery Facility:</b><br/> Our solvent recovery facility, equipped with multiple distillation columns, extracts, washes, and recovers impure solvents from API production. A large percentage of the feed is recycled as pure/recovered solvent, reducing the need for fresh solvents. The distillation process is managed through advanced systems like DCS, PLC, and SCADA, ensuring safety and efficiency. The purified solvent mixtures are then reused in production, minimizing the requirement for new solvents.</p> |           |                                   |                                    |  |  |  |
|-----------|---|---|-----------|-----------------------------------|------------------------------------|--|--|--|
| 9.        | <p><b>Provide details related to waste management by the entity, in the following format:</b></p> <table border="1"> <thead> <tr> <th data-bbox="140 1973 858 2038">Parameter</th><th data-bbox="858 1973 1214 2038">FY 24 –<br/>Current Financial Year</th><th data-bbox="1214 1973 1522 2038">FY 23 -<br/>Previous Financial Year</th></tr> </thead> <tbody> <tr> <td> </td><td> </td><td> </td></tr> </tbody> </table> |   | Parameter | FY 24 –<br>Current Financial Year | FY 23 -<br>Previous Financial Year |  |  |  |
| Parameter | FY 24 –<br>Current Financial Year   | FY 23 -<br>Previous Financial Year  |           |                                   |                                    |  |  |  |
|           |   |   |           |                                   |                                    |  |  |  |



|   |   |                     |
|---|---|---------------------|
| <b>Total Waste generated (in metric tonnes)</b>   |   |                     |
| Plastic waste (A)   | 0   | 0                   |
| E-waste (B)   | 0   | 0                   |
| Bio-medical Waste (C)   | 0.12  | 1.858               |
| Construction and Demolition Waste (D)   | 0   | 0                   |
| Battery Waste (E)   | 182.35  | 185                 |
| Radioactive Waste (F)   | 0   | 0                   |
| Other Hazardous Waste. Please specify, if any. (G)  | -   | -                   |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)                 | 11.36   | 12.83               |
| Total (A + B + C + D + E + F + G + H)   | 193.83  | 200                 |
| Waste intensity per rupee of turnover (Total Waste generated/Revenue from operations) MT/Turnover   | 0.00000002365597959   | 0.00000003003453972 |
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste generated/Revenue from operations adjusted for PPP)   | 8.471590909   | 8.741258741         |
| Waste intensity in terms of physical output waste (MT/ MT of Production)  | 0.3746810485  | 0.3003453972        |
| Waste intensity (optional) -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  | 89.61   | 179.63              |
| (ii) Re-Used  | 0   | 0                   |
| (iii) Other recovery operations   | 0   | 0                   |
| Total   | 89.61   | 179.63              |
| <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  | 68.52   | 55.9                |
| (ii) Landfilling  | 1176.37   | 1110.47             |
| (iii) Other disposal operations   | 0   | 0                   |
| Total   | 1244.89   | 1166.37             |
| Indicate if any independent assessment/evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. | Assurance has been carried out by an external agency(Yes/No): No<br>Name of external agency: Not Applicable   |                     |
| 10  | <p><b>Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.</b></p> <p>Yes. The Company operates a highly efficient solvent recovery facility equipped with thirty distillation columns and additional extraction and washing capabilities. Impure solvents and mother liquor collected from API production are processed, with about 95% of the feed being recycled back as pure, recovered solvent.</p> <p>The aqueous layer resulting from the distillation is directed to the Effluent Treatment Plant for further processing. Solid wastes generated during distillation are collected and disposed of in compliance with regulations. The solvent recovery process is meticulously controlled through advanced systems like DCS, PLC, and SCADA, which manage temperature, flow, and pressure with integrated process and safety interlocks. Solvent storage tanks and systems are nitrogen-blanketed for safe operation.</p> <p>In the solvent recovery facility, solvent mixtures are separated from the mother liquor using various types of distillation columns (atmospheric and vacuum), operated at different temperatures based on the boiling points of the solvents. After distillation, the purified solvents are collected in a tank and reused in production, thereby reducing the need for fresh solvents.</p> |                     |

|   |   |   |  |   |  |                                 |
|---|---|---|--|---|--|---------------------------------|
| 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.  |  |                                 |
| -   | NA  |   | NA                                     | NA  |  |                                 |
| 12.   | Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:   |   |  |   |  |                                 |
| Name and brief details of project   |   | EIA Notification No.  | Date                                   | Whether conducted by independent external agency (Yes/No)   | Results communicated in public domain (Yes/No) | Relevant Web link               |
| NA  |   | NA  | NA                                     | NA  | NA   | NA                              |
| No EIA project was undertaken during the current FY   |   |   |  |   |  |                                 |
| 13.   | Is the entity compliant with the applicable environmental law/regulations/guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format: |   |  | Yes, Orchid Pharma is fully compliant with all applicable environmental laws, regulations, and guidelines in India. These include, but are not limited to, the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, and the Environment Protection Act and the rules thereunder. Our adherence to these regulations reflects our commitment to maintaining high environmental standards and ensuring sustainable operations across all our facilities. |  |                                 |
| S. No.  |   | Specify the law/regulation/ guidelines which was not complied | 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 |
| -   |   | NA  | NA                                     | NA  |  | NA                              |
| Leadership Indicators   |   |   |  |   |  |                                 |
| 1.  | Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):   |   |  |   |  |                                 |
| (i) Name of the area:   |   |   |  |   |  |                                 |
| (ii) Nature of operations:  |   |   | Pharmaceuticals manufacturing          |   |  |                                 |
| (iii) Water withdrawal, consumption and discharge in the following format:                            |   |   |  |   |  |                                 |
| Parameter   |   |   | Unit                                   | FY 24- Current Financial Year   |  | FY 23- Previous Financial Year  |
| (i) Surface water   |   |   | KL                                     | 0   |  | 0                               |
| (ii) Groundwater  |   |   | KL                                     | 0   |  | 148413                          |
| (iii) Third Party Water   |   |   | KL                                     | 170089  |  | 0                               |
| (iv) Seawater/desalinated water   |   |   | KL                                     | 0   |  | 0                               |
| (v) Others  |   |   | KL                                     | 0   |  | 0                               |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)                              |   |   | KL                                     | 170089  |  | 148413                          |
| Total volume of water consumption (in kilolitres)   |   |   | KL                                     | 170089  |  | 254402                          |
| Water intensity per rupee of turnover (Total Water consumption / Revenue from operations) KL/Turnover |   |   | KL / INR Turnover                      | 0.00002075850959  |  | 0.00003820423487                |



|   |   |  |   |                               |
|---|---|--|---|-------------------------------|
|   | Water intensity (Optional) – the relevant metric may be selected by the entity  |  | 0   | 0                             |
| Water discharge by destination and level of treatment (in kilolitres) |   |  |   |                               |
| (i)   | To Surface water  |  |   |                               |
|   | - No treatment  |  | 0   | 0                             |
|   | - With treatment – please specify level of treatment  |  | 0   | 0                             |
| (ii)  | To Groundwater  |  |   |                               |
|   | - No treatment  |  | 0   | 0                             |
|   | - With treatment – please specify level of treatment  |  | 0   | 0                             |
| (iii)   | To Seawater   |  |   |                               |
|   | - No treatment  |  | 0   | 0                             |
|   | - With treatment – please specify level of treatment  |  | 0   | 0                             |
| (iv)  | Sent to third-parties   |  |   |                               |
|   | - No treatment  |  | 0   | 0                             |
|   | - With treatment – please specify level of treatment  |  | 0   | 0                             |
| (v)   | Others  |  |   |                               |
|   | - No treatment  |  | 0   | 0                             |
|   | - With treatment – please specify level of treatment  |  | 0   | 0                             |
|   | Total water discharged (in kilolitres)  |  | 0   | 0                             |
|   | Indicate if any independent assessment/evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.   |  | Assurance has been carried out by an external agency(Yes/No): No<br>Name of external agency: Not Applicable   |                               |
| 2.  | Please provide details of total Scope 3 emissions & its intensity, in the following format:   |  |   |                               |
|   | Parameter   | Unit   | FY 24-Current Financial Year  | FY 23-Previous Financial Year |
|   | Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)  | Metric tonnes of CO2 equivalent                  | -   | -                             |
|   | Total Scope 3 emissions per rupee of turnover   | Metric tonnes of CO2 equivalent/ Turnover        | -   | -                             |
|   | Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity   | Metric tonnes of CO2 equivalent/MT of production | -   | -                             |
|   | Indicate if any independent assessment/evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.   |  | Assurance has been carried out by an external agency(Yes/No): No<br>Name of external agency: Not Applicable   |                               |
| 3.  | With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities. |  | Orchid Pharma is deeply committed to upholding regulatory environmental compliance and ethical standards across all operational domains. Though our facilities are located in industrial areas, with limited impact on biodiversity, we are dedicated to continually enhancing our practices to minimize environmental footprint and promote biodiversity conservation. |                               |



|    |  |  |  |   |
|----|--|--|--|---|
| 4. | If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format: |  |  |   |
|    | S.No.  | Initiative undertaken                            | Details of the initiative (Web-link, if any, may be provided along with summary)   | Outcome of the initiative   |
|    | 1  | Effluent Treatment Plant (ETP)                   | Installation of an ETP at each of the manufacturing units for treating industrial effluent. The treated water is reused for gardening purposes.  | Conservation of water resources and reduction in industrial effluent discharge.   |
|    | 2  | Sewage Treatment Plant (STP)                     | Implementation of an STP at the manufacturing units for treating domestic effluent. The treated water is reused for gardening purposes.  | Efficient reuse of water and reduction in domestic effluent discharge.  |
|    | 3  | Zero Liquid Discharge (ZLD)                      | Adoption of ZLD techniques to ensure no liquid waste is discharged from our facilities.  | Elimination of liquid waste discharge and maximized water reuse.  |
|    | 4  | Hazardous Waste Co-processing                    | Converting hazardous waste like Spent Sulphuric Acid, Sodium Sulphate into useful products with partnerships with authorized end users. Disposal of hazardous waste to the cement industry for co-processing (as an alternative fuel/raw material).  | Converting hazardous waste like Spent Sulphuric Acid, Sodium Sulphate into useful products with partnerships with authorized end users. Disposal of hazardous waste to the cement industry for co-processing (as an alternative fuel/raw material). |
|    | 5  | Rainwater Harvesting                             | Implementation of rainwater harvesting systems across our facilities to capture and utilize rainwater effectively. The harvested rainwater undergoes initial treatment in our ETP before reuse.  | Maintenance of groundwater levels and reduced dependency on external water sources.   |
|    | 6  | Air Quality Management                           | Installation of scrubbers to remove contaminants from plant emissions.   | Improved air quality and healthier workplace environment.   |
|    | 7  | Screening and Replacement of Hazardous Chemicals | Rigorous screening of raw materials to ensure compliance with safety and environmental standards. Seeking alternative ingredients that are less harmful without compromising product quality.  | Reduction in the usage of hazardous and toxic chemicals, enhancing product safety and environmental compliance.   |
| 5. | Does the entity have a business continuity and disaster management plan? Give details in 100 words/web link.   |  | <p>Business Continuity Plans (BCP) are essential for ensuring that a company can recover from disruptions in production activities. For manufacturing plants, the specific objectives of BCP include identifying various threats that could interrupt business operations. It involves establishing advanced arrangements and procedures that enable rapid response to emergencies, ensuring the continuous operation of critical business functions. The plan aims to minimize employee injuries, prevent loss of life, and reduce damage and losses. It also focuses on protecting essential facilities, equipment, vital records, and other assets.</p> <p>BCP requires identifying crisis response teams and outlining their specific responsibilities. Effective decision-making processes are crucial to restoring operations promptly. The plan includes identifying alternative actions to mitigate or minimize the effects of the crisis and shorten response times. It quantifies the potential impact of various events in terms of financial loss, time, business disruption, and workforce impact. The goal is to ensure a swift recovery from emergencies and the timely resumption of full-scale manufacturing. Additionally, maintaining the quality of products, protecting the customer base, and preserving the company's brand during emergencies are critical components of the plan.</p> |   |





|    |   |   |
|----|---|---|
| 6. | <b>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.</b> | No significant adverse impact has been observed from the value chain, pertaining to environment. As an adaptation measure, we assess the critical vendors based on ESG parameters and have implemented vendor engagement programs to improve their capabilities, wherever required. |
| 7. | <b>Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.</b>  | Nil   |

| PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent |   |   |   |   |                        |
|---|---|---|---|---|------------------------|
| Essential Indicators  |   |   |   |   |                        |
| 1   | a.  | Number of affiliations with trade and industry chambers/ associations   |   |   |                        |
|   |   | Nil, During the financial year ended 31st March 2024, the Company was not associated with any industry chambers/associations.                           |   |   |                        |
|   | b.  | List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to |   |   |                        |
|   |   | S. No.  | Name of the trade and industry chambers/ associations       | Reach of trade and industry chambers/ associations<br>(State/National)                  |                        |
|   |   | Not Applicable  |   |   |                        |
| 2   | Provide details of corrective action taken or underway on any issues related to anti -competitive conduct by the entity, based on adverse orders from regulatory authorities. |   |   |   |                        |
|   | Name of authority   | Brief of the case   |   | Corrective action taken   |                        |
|   | Nil   |   |   |   |                        |
| Leadership Indicators   |   |   |   |   |                        |
| 1   | Details of public policy positions advocated by the entity:   |   |   |   |                        |
|   | Public policy advocated   | Method resorted for such advocacy   | Whether information available in public domain?<br>(Yes/No) | Frequency of Review by Board (Annually/ Half yearly/Quarterly/ Others – please specify) | Web Link, if available |
|   | Nil   |   |   |   |                        |



## PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

### Essential Indicators

|                       |   |  |                      |                      |   |  |   |
|-----------------------|---|--|----------------------|----------------------|---|--|---|
| 1                     | Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.  |  |                      |                      |   |  |   |
|                       | Name and brief details of project   |  | SIA Notification No. | Date of notification | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link                       |
|                       | Not Applicable  |  |                      |                      |   |  |   |
| 2                     | Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:                                      |  |                      |                      |   |  |   |
|                       | S.No.   | Name of Project for which R&R is ongoing | State                | District             | No. of Project Affected Families (PAFs)                     | % of PAFs covered by R&R                         | Amounts paid to PAFs in the FY (In INR) |
|                       | Not Applicable  |  |                      |                      |   |  |   |
| 3                     | Describe the mechanisms to receive and redress grievances of the community.   |  |                      |                      |   |  |   |
|                       | The company visits the nearby communities periodically to engage with them and redress their concerns and grievances. All community issues are adequately monitored and resolved on time.   |  |                      |                      |   |  |   |
| 4                     | Percentage of input material (inputs to total inputs by value) sourced from suppliers:  |  |                      |                      |   |  |   |
|                       | Parameter   |  |                      |                      | FY 2023-24 (Current Financial Year)                         | FY 2022-23 (Previous Financial Year)             |   |
|                       | Directly sourced from MSMEs/ small producers  |  |                      |                      | 23.59%  | 21.24%   |   |
|                       | Directly from within India  |  |                      |                      | 52.25%  | 46.96%   |   |
| 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  |  |                      |                      | FY 2023-24 (Current Financial Year)                         | FY 2022-23 (Previous Financial Year)             |   |
|                       | Rural   |  |                      |                      | 46%   | 44%  |   |
|                       | Semi-Urban  |  |                      |                      | 22%   | 22%  |   |
|                       | Urban   |  |                      |                      | 20%   | 21%  |   |
|                       | Metropolitan  |  |                      |                      | 12%   | 13%  |   |
| 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 your entity in designated aspirational districts as identified by government bodies:   |  |   |  |                                    |
|   | S.No   | State  | Aspirational District                       | Amount spent (In INR)  |                                    |
|   | Nil  |  |   |  |                                    |
| 3 | a.   | Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No) |   | No, the Company does not have any preferential procurement policy focusing on suppliers from marginalized/vulnerable groups. |                                    |
|   | b.   | From which marginalized /vulnerable groups do you procure?   |   | Not Applicable   |                                    |
|   | c.   | What percentage of total procurement (by value) does it constitute?  |   | Not Applicable   |                                    |
| 4 | Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:  |  |   |  |                                    |
|   | S. No.   | Intellectual Property based on traditional knowledge   | Owned/ Acquired (Yes/No)                    | Benefit shared (Yes / No)  | Basis of calculating benefit share |
|   | Nil  |  |   |  |                                    |
| 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 marginalized groups   |                                    |
|   | CSR projects undertaken by the company are focused on reaching out to and helping those in need. Company has undertaken CSR initiatives for the local community around the manufacturing unit. Initiatives are listed below:<br>- De clogging of water during Monsoon season with the help of JCBs,<br>- Food Distribution for underprivileged communities,<br>- Funeral expenses support to the locals near manufacturing unit<br>Company is not able to estimate the no. of beneficiaries. |  |   |  |                                    |



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

### Essential Indicators

|   |  |   |                                   |         |                          |                                   |         |
|---|--|---|-----------------------------------|---------|--------------------------|-----------------------------------|---------|
| 1 | Describe the mechanisms in place to receive and respond to consumer complaints and feedback.   | A well-established system is in place for dealing with customer feedback and complaints. Customers are provided multiple options to connect with the Company through email, telephone, website, social media, feedback forms, etc.  |                                   |         |                          |                                   |         |
| 2 | Turnover of products and/ services as a percentage of turnover from all products/service that carry informati on about:  |   |                                   |         |                          |                                   |         |
|   | Parameter  | As a percentage to total turnover (%)   |                                   |         |                          |                                   |         |
|   | Environmental and social parameters relevant to the product  | NA  |                                   |         |                          |                                   |         |
|   | Safe and responsible usage   | 100%  |                                   |         |                          |                                   |         |
|   | Recycling and/or safe disposal   | NA  |                                   |         |                          |                                   |         |
| 3 | Number of consumer complaints in respect of the following:   |   |                                   |         |                          |                                   |         |
|   |  | FY 2023-24  |                                   |         | FY 2022-23               |                                   |         |
|   |  | Received during the year  | Pending resolution at end of year | Remarks | Received during the year | Pending resolution at end of year | Remarks |
|   | Data privacy   | Nil   | NA                                | NA      | Nil                      | NA                                | NA      |
|   | Advertising  | Nil   | NA                                | NA      | Nil                      | NA                                | NA      |
|   | Cyber-security   | Nil   | NA                                | NA      | Nil                      | NA                                | NA      |
|   | Quality of Products  | 3   | 0                                 | -       | Nil                      | NA                                | NA      |
|   | Delivery of essential services   | Nil   | NA                                | NA      | Nil                      | NA                                | NA      |
|   | Restrictive Trade Practices  | Nil   | NA                                | NA      | Nil                      | NA                                | NA      |
|   | Unfair Trade Practices   | Nil   | NA                                | NA      | Nil                      | NA                                | NA      |
|   | Total  | 3   | 0                                 |         | Nil                      | NA                                |         |
| 4 | Details of instances of product recalls on account of safety issues:   |   |                                   |         |                          |                                   |         |
|   | Type   | Number  |                                   |         | Reasons for recall       |                                   |         |
|   | Voluntary recalls  | Nil   |                                   |         | NA                       |                                   |         |
|   | Forced recalls   | Nil   |                                   |         | NA                       |                                   |         |
| 5 | Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.   | Yes, the Company has Internal Cyber Security Policy. From governance perspective, cyber risks are monitored and mitigated through the Risk Management framework stated in Risk Management Policy.<br><br>Web-link of policy:<br><a href="http://www.orchidpharma.com/downloads/RMC%20Policy.pdf">http://www.orchidpharma.com/downloads/RMC%20Policy.pdf</a> |                                   |         |                          |                                   |         |
| 6 | Provide 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 | For FY 2023-24, there were no complaints received for issues pertaining to the delivery of essential services, advertising, action  |                                   |         |                          |                                   |         |

|                              |  |  |
|------------------------------|--|--|
|                              | recalls; penalty / action taken by regulatory authorities on safety of products / services.  | taken by regulatory authorities on the safety of products/services.  |
| 7                            | Provide the following information relating to data breaches:   |  |
| a.                           | Number of instances of data breaches along-with impact   | Nil  |
| b.                           | Percentage of data breaches involving personally identifiable information of customers   | NA   |
| c.                           | Impact, if any, of the data breaches   | NA   |
| <b>Leadership Indicators</b> |  |  |
| 1                            | Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).  | The Company's website provides detailed information on the products sold region-wise.<br>Website:<br><a href="http://www.orchidpharma.com/index.html">http://www.orchidpharma.com/index.html</a> |
| 2                            | Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.  | The company provides all the important and relevant information on the label of the product and adhere to regulatory guidelines.   |
| 3                            | Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.   | The company inform the customers and relevant stakeholders, months prior of discontinuation on any scheduled closure through press release and on the company website.                           |
| 4                            | Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No) | No   |