

Annexure - F to the Board's Report

Business Responsibility and Sustainability Report

[Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015]

The present report has been compiled in accordance with the guidelines set forth by the Securities and Exchange Board of India (SEBI) for Business Responsibility and Sustainability Reporting (BRSR). Its principal aim is to demonstrate enhanced transparency regarding the ways in which enterprises generate value by actively contributing to a sustainable economy. The report highlights our unwavering dedication to creating long-term value for our stakeholders while simultaneously promoting sustainable development.

SECTION A: GENERAL DISCLOSURES

1) DETAILS OF THE ENTITY

Sl. No.	Particulars	Response
1.	Corporate identity Number (CIN) of the Entity	L24299TG2018PLC128171
2.	Name of the Entity	SUVEN PHARMACEUTICALS LIMITED
3.	Year of incorporation	2018
4.	Registered office address	# 8-2-334, SDE Serene Chambers, 3 rd floor, Avenue 7, Road No. 5, Banjara Hills, Hyderabad, Telangana - 500034
5.	Corporate address	# 8-2-334, SDE Serene Chambers, 3 rd floor, Avenue 7, Road No. 5, Banjara Hills, Hyderabad, Telangana - 500034
6.	E-mail	khrao@suvenpharm.com
7.	Telephone	+914023549414/ 1142 / 3311
8.	Website	www.suvenpharm.com
9.	Financial year for which reporting is being done	2022 - 2023
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE), National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	₹25,45,64,956 (Divided into 254564956 equity shares of ₹1/- each)
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name - K Hanumantha Rao Designation - Company Secretary Telephone - 914023549414 E-mail id - khrao@suvenpharm.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are made on standalone basis for Suven Pharmaceuticals Limited.

2) PRODUCTS/SERVICES

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Manufacturing and trading of Active Pharmaceutical Intermediates and Formulations	97.57%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manufacture of other pharmaceutical	21009	100%

3) OPERATIONS

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

Location	Number of Plants	Number of offices	Total
National	5	1	6
International	0	1	1

17. Markets served by the entity:

- a) Number of locations

Locations	Number
National (No. of States)	7
International (No. of Countries)	25

- b) Contribution of exports:

What is the contribution of exports as a percentage of the total turnover of the entity?	97%
--	-----

- c) Type of Customers

A brief on types of customers	<p>Suven Pharma functions within the Business-to-Business (B2B) operations, functioning as an all-encompassing Contract Development and Manufacturing Organization (CDMO). This means that the company is equipped with strong capabilities ranging from the initial stages of process research and development all the way to commercial manufacturing.</p> <p>In its role as a valued partner, Suven Pharma collaborates with prominent names in the Global Life Science and Fine Chemical industries, supporting them on their path of innovation. The array of services provided by Suven Pharma covers a wide spectrum, including Custom Synthesis, Process Research and Development, Scaling Up processes, and the Contractual Manufacturing of various intermediates, Active Pharmaceutical Ingredients (APIs), and formulations.</p> <p>Suven is a complete solution provider in the biopharmaceutical industry, catering to the multifaceted needs of global pharmaceutical enterprises.</p>
-------------------------------	---

4) EMPLOYEES

18. Details at the end of the year 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)	1165	1102	94.59%	63	5.41%
2.	Other than Permanent (E)	0	0	-	0	-
3.	Total employees (D + E)	1165	1102	94.59%	63	5.41%
Workers						
1.	Permanent (F)	0	0	-	0	-
2.	Other than Permanent (G)	1411	1303	92.35%	108	7.65%
3.	Total workers (F + G)	1411	1303	92.35%	108	7.65%

b) Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently Abled Employees						
1.	Permanent (D)	0	0	-	0	-
2.	Other than Permanent (E)	0	0	-	0	-
3.	Total employees (D + E)	0	0	-	0	-
Differently Abled Workers						
1.	Permanent (F)	0	0	-	0	-
2.	Other than Permanent (G)	0	0	-	0	-
3.	Total workers (F + G)	0	0	-	0	-

19. Participation/Inclusion/Representation of women:

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	5	1	16.66%
Key Management Personnel**	4	0	-

**Key Management Personnel includes Managing Director, Vice-President – Corporate Affairs, Company Secretary and Chief Financial Officer.

20. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years)

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2022-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.27%	1.10%	12.37%	13.34%	1.21%	14.55%	13.65%	0.57%	14.22%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

21. Names of holding / subsidiary / associate companies / joint ventures:

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Jasti Property and Equity Holdings Private Limited (In its capacity as sole trustee of Jasti Family Trust)	Holding	0	No
2.	Suven Pharma Inc.	Subsidiary	100%	No
3.	Casper Pharma Private Limited	Wholly owned Subsidiary	100%	No

6. CORPORATE SOCIAL RESPONSIBILITY (CSR) DETAILS

22. S. No.	Requirement	Response	
		FY 2022-23	FY 2021-22
1.	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes	
	Turnover (in ₹ Lakhs)	1,33,007.98	1,32,022.21
	Net worth (in ₹ Lakhs)	1,74,938.06	1,52,069.32

7. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

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

For more detailed information, please refer to the Grievance Redressal Policy, accessible through the following web link: https://www.suvenpharm.com/images/pdf/policies/BRSR_Policies.pdf

24. Overview of the entity's material responsible business conduct issues:

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

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.	Energy Management and GHG Emission	Risk	The pharmaceutical industry contributes to global GHG emissions due to its energy-intensive processes leading to climate change and environmental degradation. Government and regulatory bodies are increasingly implementing stricter emissions regulations, which can lead to fines and penalties.	To mitigate this risk, Suven engages in numerous initiatives to lower Greenhouse Gas emissions and efficiently manage energy consumption. These efforts encompass various projects such as the installation of on-site solar power generation systems, the substitution of outdated machinery with energy-efficient alternatives, the exchange of CFL bulbs for LED lights, and the integration of cutting-edge technologies, among others.	Negative – Inefficient energy use can lead to higher utility bills, which directly impact operational costs. Relying heavily on energy-intensive processes without efficient management can expose a company to price fluctuations, affecting budget predictability and financial stability.
2.	Water & Wastewater Management	Risk	Water is a critical component in pharmaceutical, used for various purposes such as cleaning, formulation, and quality control and any issues with water quality can lead to product contamination. Pharmaceutical companies are subject to strict regulations regarding water usage, waste disposal, and environmental protection.	Suven has implemented Zero Liquid Discharge (ZLD) program, which aims at eliminating liquid waste from operations. The company has implemented a waste management system and protocol that aligns with Local Regulations at all of its facilities, aimed at minimizing risks. Right from the inception, Suven places emphasis on the meticulous segregation of various waste categories at their point of origin.	Negative – Improper water and waste management may lead to related to legal actions, fines, reputation damage, and operational disruptions.
3.	Product Quality & Safety	Opportunity	In the pharmaceutical industry, ensuring product quality and safety holds significant importance. Suven certified to ISO standards (i.e., ISO 9001, ISO 14001, and ISO 45001) to maintain consistent and controlled production process in accordance with quality standards. Additionally, Suven employs efficient Quality Management Systems to oversee and regulate quality throughout every phase of product development and manufacturing.	-	Positive – Certified to ISO standards robust Quality Management Systems, leads to cost savings, enhanced reputation, and broader market access, ultimately improving financial performance.

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)
4.	Labor Practices	Opportunity	Suven maintains favourable labour practices to draw and retain talented professionals in a competitive job landscape. It additionally acknowledges and compensates exceptional employee accomplishments with diverse incentives, bonuses, and recognition initiatives. Suven has established and enforced rigorous safety protocols within its manufacturing and research sites to ensure worker protection from potential risks.	-	Positive – It helps in talent retention and innovation, curbing turnover expenses and boosting productivity. Rigorous safety measures further mitigate risks, averting costs linked to accidents and legal repercussions.
5.	Materials Sourcing & Efficiency	Risk	As Suven depends on import for KSM and APIs, delay in sourcing materials or production can lead to project delays for pharmaceutical companies that are relying on Suven's services. These delays strain client relationships, lead to loss of business, and harm the company's reputation within the industry.	To mitigate the risk, Suven regularly assesses supplier capabilities, financial stability, and contingency plans to ensure their ability to meet demands even during unforeseen circumstances.	Negative – Delays in project timelines and strained client relationships will lead to a business loss that directly impacts the Company's revenue and profitability.
6.	Business Ethics	Opportunity	To growing consumer and regulatory expectations for ethical conduct, Suven showcases its dedication to ethical behaviour, expanding its access to diverse markets and opportunities. Ethical practices are closely aligned with sustainable business models, and Suven's emphasis on ethical behaviour reflects a commitment to environmentally conscious approaches. This approach enhances sustainability across drug development and manufacturing processes.	-	Positive – It will lead to financial gains through expanded market access, improved reputation, and cost savings through sustainable practices. By aligning with ethical and environmentally conscious approaches, Suven can drive growth, and enhance its long-term viability.

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.

S. No.	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
	Particulars of the Policies	Anti-Corruption and Anti-Bribery Policy	Supplier Code of conduct	Code of Conduct for Employees	Stakeholder Management Policy	Human Rights policy	Environmental Policy	Policy on Responsible Advocacy	Corporate Social Responsibility Policy	Cyber Security Policy
	c) Web Link of the Policies, if available	https://www.suvenpharm.com/images/pdf/policies/BRSR_Policies.pdf								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes, Suven has translated the policies into procedures.								
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, these extend to value chain partners wherever it is relevant and to the extent applicable.								
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.	Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGRBC)	ISO 9001:2015 – Quality Management System	cGMP - Current Good Manufacturing Practice	ISO 45001:2018 – Occupational Health & Safety Management System	Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGRBC)	Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGRBC)	ISO 14001:2015 – Environmental Management System	Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGRBC)	Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGRBC)
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>During the financial year 2022-23, Suven has established a range of objectives to strengthen its sustainability endeavours and overall corporate social responsibility. These goals encompass the following:</p> <ol style="list-style-type: none"> 1. Suven aims to reduce its purchased electricity by a 5.2% by 2024 target year. This can be achieved through implemented project like installation of In-house Solar power generation system. 2. Suven is committed to Absolute NetZero by the year 2062 by adopting renewable fuels, renewable power, and energy conservation practices. 3. Suven is committed to reduce 10% of its Scope 1 and Scope 2 emissions by the year 2028, the base year shall be 2022. 								

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met									
Governance, leadership, and oversight										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements									
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).									

4. Suven plans to increase its research and development (R&D) and capital expenditure (Capex) investments in specific technologies aimed at enhancing the environmental and social impacts of its products. The objective is to achieve improvement of 20 % in these impacts by the year 2025.

5. Based on the need and claims the coverage of health insurance to all the employees will be increased.

6. To implement mechanism to recycle and reuse waste generated within the operations.

Suven has set specific commitments, goals and targets during the period 2022-23, hence the performance of the Company against the specific commitments, goals and targets along with reasons will be reported next year.

As the Director responsible for business responsibility, I am proud to report that our company has made significant progress in addressing key Environmental, Social and Governance (ESG) principles. Suven is a successful manufacturer of critical medicines that secure lives. But Suven Pharma doesn't stop at healing lives; it is also committed to give people a better life. It prioritises the promotion of education, healthcare, women empowerment, environmental sustainability, rural development, safe drinking water and protection of environment and mid-day meal Programs.

Our focus on sustainability has not only helped us meet our targets but also improved the overall impact of our operations on the environment, our stakeholders and the communities we serve. We have achieved important milestones such as increasing our engagement with suppliers to ensure ethical sourcing practices and investing in local communities through various initiatives. We are committed to continuously improving our ESG performance and are setting new targets for the future.

- Shri Venkateswarlu Jasti,
Managing Director
DIN: 00278028

The Corporate Social Responsibility Committee has been entrusted with the highest authority to oversee and implement the Business Responsibility Policies. This committee bears the responsibility of ensuring the policies' compliance with relevant laws and regulations, as well as their alignment with the company's objectives and mission.

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9															
		9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details	<p>The Corporate Social Responsibility Committee has been assigned the authority to make decisions regarding all matters pertaining to sustainability issues. The Committee's responsibilities encompass supervising the formulation and execution of policies, procedures, and programs pertaining to sustainability. These responsibilities extend to managing the company's environmental impact, social responsibility, and governance practices, among other related areas.</p> <p>The Company's Corporate Social Responsibility Committee comprises of:</p> <table border="1"> <thead> <tr> <th>Name</th> <th>Position on the Committee</th> <th>Designation</th> </tr> </thead> <tbody> <tr> <td>Shri Venkata Ramudu Jasthi DIN: 03055480</td> <td>Chairman</td> <td>Non-Executive Director</td> </tr> <tr> <td>Smt. Deepanwita Chattopadhyay DIN: 02357160</td> <td>Member</td> <td>Independent Director</td> </tr> <tr> <td>Shri Venkateswarlu Jasti DIN: 00278028</td> <td>Member</td> <td>Executive Director</td> </tr> <tr> <td>Dr. V Sambasiva Rao DIN: 09233939</td> <td>Member</td> <td>Independent Director</td> </tr> </tbody> </table>									Name	Position on the Committee	Designation	Shri Venkata Ramudu Jasthi DIN: 03055480	Chairman	Non-Executive Director	Smt. Deepanwita Chattopadhyay DIN: 02357160	Member	Independent Director	Shri Venkateswarlu Jasti DIN: 00278028	Member	Executive Director	Dr. V Sambasiva Rao DIN: 09233939
Name	Position on the Committee	Designation																							
Shri Venkata Ramudu Jasthi DIN: 03055480	Chairman	Non-Executive Director																							
Smt. Deepanwita Chattopadhyay DIN: 02357160	Member	Independent Director																							
Shri Venkateswarlu Jasti DIN: 00278028	Member	Executive Director																							
Dr. V Sambasiva Rao DIN: 09233939	Member	Independent Director																							

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Performance against above policies and follow up action	Yes, performance against enlisted policies and necessarily follow up actions are duly reviewed by the Risk and Management Committee.									Annually							
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes, we comply with statutory requirements relevant to the principles with regard to Statutory requirements and review was undertaken by the Board of Directors.									Annually								

11. Independent assessment/ evaluation of the working of its policies by an external agency:

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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
		<p>Yes, all the policies of the Company are evaluated internally, and such policies are developed as a result of detailed consultations and research on the best practices adopted by organisations across the industry.</p> <p>J. Sundharsan & Associates, specialising in Compliance, Governance and Sustainability advisory has provided a 'limited assurance' on certain Identified Sustainability Indicators based on NGBRC.</p>							

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

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

This particular section is deemed inapplicable to the Company as the Company’s enlisted policies comprehensively cover all aspects as required under each of the 9 principles.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

The purpose of this section is to assist entities in showcasing their ability to effectively incorporate the principles and core elements into critical processes and decisions. The Company has complied with all mandatory disclosures stipulated under the Business Responsibility and Sustainability Reporting (BRSR) framework. Moreover, the Company is currently in the process of disclosing leadership indicators in its forthcoming financial years.

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE



A) ESSENTIAL INDICATORS:

- Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	03	<ul style="list-style-type: none"> Compliances with the requirement of BRSR Code of Conduct and Director's Independence criterion Insider Trading Regulations 	100%
Key Managerial Personnel	03	<ul style="list-style-type: none"> Prevention of Sexual Harassment Insider Trading Regulations Compliances with the requirement of BRSR 	100%
Employees other than BOD and KMPs	02	<ul style="list-style-type: none"> Prevention of Sexual Harassment 	100%
Workers	0	NA	NA

- 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:

MONETARY					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NA	NA	Nil	NA	NA
Settlement	NA	NA	Nil	NA	NA
Compounding fee	NA	NA	Nil	NA	NA
NON-MONETARY					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	NA	NA	NA	NA	
Punishment	NA	NA	NA	NA	

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
This section is not applicable to Suven.	

4. Anti-corruption or Anti-bribery policy:

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>Suven Pharmaceuticals Limited (SPL) has implemented a comprehensive anti-corruption and anti-bribery policy that is seamlessly integrated into its Code of Business Conduct and Ethics. This signifies the company's commitment to maintaining high standards of professionalism and integrity.</p> <p>The policy is all-encompassing, covering all individuals associated with SPL, including employees and stakeholders, regardless of roles or locations. It meticulously defines corrupt and bribery-related activities, setting a clear standard for ethical benchmark.</p> <p>In the face of policy breaches, Suven places strong emphasis on stringent repercussions, utilizing disciplinary measures and even potential legal recourse to ensure adherence. A well-structured framework for penalties enhances the transparency and equity of this process.</p> <p>By integrating these extensive components, Suven has established a sturdy ethical framework that permeates its entire operational landscape.</p> <p>The policy can be accessed at the given link: https://www.suvenpharm.com/images/pdf/policies/BRSR_Policies.pdf</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 2022-23 (Current Financial Year)	FY 2021-22 (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 2022-23 (Current Financial Year)		FY 2021-22 (Current Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

7. Corrective Actions:

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	This section is not applicable to the Company as there were no fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.
---	---

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE



A) 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:

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	Nil	Nil	NA
Capex	Nil	Nil	NA

2. Sustainable sourcing:

Does the entity have procedures in place for sustainable sourcing? (Yes/No)	Yes, Suven has a sustainable procurement policy, and takes great care to ensure that all materials are sourced in an environmentally and socially responsible manner. To achieve this, the company has implemented a comprehensive Supplier Code of Conduct that outlines the standards and expectations for suppliers. In line with company's commitment to sustainability, we meticulously evaluate all key suppliers using well-defined internal procedures. This evaluation process includes a thorough assessment of various crucial aspects of their operations, encompassing Ethics, Labour practices, Health and Safety protocols, Environmental impact, and overall Management systems. By conducting these rigorous assessments, the company aims to identify suppliers who align with values and principles, while also promoting continuous improvement in their practices. The company's ultimate goal is to build a robust and sustainable supply chain that fosters positive impacts across all levels of operations.
If yes, what percentage of inputs were sourced sustainably?	100%

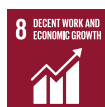
3. Processes in place to reclaim products for reuse, recycle and safe disposal of products at the end of life:

Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.	Suven takes great pride in maintaining a highly efficient and environmentally conscious waste management system across all the facilities. From the very beginning, we ensure that all types of waste are carefully segregated right at the source of generation. (a) Plastics (including packaging): Discarded plastic materials are sorted and routed to appropriate destinations, such as recyclers or co-processors, depending on their properties and types. (b) E-waste: E-waste, undergoes a systematic disposal process, where it is either sold to authorized recyclers or directed to dismantlers for further processing. (c) Hazardous waste and (d) other waste: As for Hazardous and Other wastes, they are sent to authorized parties for recycling, reprocessing, co-processing, or landfilling, depending on the nature and type of waste.
--	---

4. Extended Producer Responsibility (EPR) plan:

Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.	Yes. Extended Producer Responsibility (EPR) is applicable to entity's activities. Suven is working in-line with Extended Producer Responsibility (EPR) requirements. Suven is currently in the process of obtaining the necessary EPR certificate from the Centralized Extended Producers Responsibility Portal for Plastic Packaging.
---	--

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS



A) ESSENTIAL INDICATORS:

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1102	1039	94.28%	1102	100%	NA	NA	0	-	0	-
Female	63	52	82.54%	63	100%	63	100%	0	-	63	100%
Total	1165	1091	93.65%	1165	100%	63	5.40%	0	-	63	5.40%
Other than Permanent employees											
Male	0	NA	-	NA	-	NA	-	NA	-	NA	-
Female	0	NA	-	NA	-	NA	-	NA	-	NA	-
Total	0	NA	-	NA	-	NA	-	NA	-	NA	-

B) Details of measures for the well-being of workers:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	0	NA	-	NA	-	NA	-	NA	-	NA	-
Female	0	NA	-	NA	-	NA	-	NA	-	NA	-
Total	0	NA	-	NA	-	NA	-	NA	-	NA	-
Other than Permanent workers											
Male	1303	0	-	0	-	0	-	0	-	0	-
Female	108	0	-	0	-	108	100%	0	-	0	-
Total	1411	0	-	0	-	108	7.65%	0	-	0	-

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

Benefits	FY 2022-23 (Current Financial Year)			FY 2021-22 (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%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	NA	100%	100%	NA
ESI	6.355	100%	Yes	8.57%	100%	Yes
Others: Pension	-	-	-	-	-	-

3. Accessibility of workplaces:

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, the premises / offices of the entity are accessible to differently abled employees and workers.

Suven has a "Policy on Rights of Persons with Disabilities" in place as a part of HR Manual. They provide an intensive support physical, psychological and otherwise, which may be required by a person with benchmark disability for daily activities, to take independent and informed decision to access facilities and participating in all areas of life including education, employment, family and community life and treatment and therapy.

Suven follows non-discrimination in employing people with disabilities. It ensures all facilities and amenities are provided to employees with disabilities to enable them to effectively discharge their duties in the establishment.

4. Equal Opportunity Policy:

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.

Suven has integrated Policy on Rights of Persons with Disabilities into their HR Manual, in accordance with the Rights of Persons with Disabilities Act, 2016, promoting equal opportunities. This policy is also in line with their Human Rights Policy, aimed at eradicating discrimination. They maintain stringent rules against any discrimination, encompassing aspects like race, gender, religion, and age. Their dedication to equal opportunities is evident in proactive steps to prevent and address instances of discrimination and harassment.

For detailed information and access to the policy, kindly visit the following web link: https://www.suvenpharm.com/images/pdf/policies/BRSR_Policies.pdf

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

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	NA
Other than Permanent Workers	Suven Pharmaceuticals Limited has implemented effective measures to address and resolve any grievances that may arise within the organization. To achieve this, two essential policies have been put in place as part of the Human Resources (HR) Manual: the Grievance Redressal Policy and the Open Door Policy. The Grievance Redressal Policy aims to provide a structured mechanism for employees to voice their concerns, or complaints. This policy ensures that all individuals working at any location within Suven Pharmaceuticals Limited are entitled to fair and impartial treatment in the resolution of their issues. By implementing this policy, the company ensures that employees' concerns are thoroughly heard, investigated, and resolved in a timely manner, fostering a positive work environment and employee satisfaction. In addition to the Grievance Redressal Policy, Suven has also embraced the Open Door Policy. This policy encourages open communication between employees and management, creating a culture of transparency and approachability. Under the Open Door Policy, employees have the freedom to express their ideas, suggestions, and even grievances directly to their superiors or higher management without fear of reprisal. This open channel of communication strengthens the bond between the workforce and the management, promoting a collaborative and harmonious work atmosphere.
Permanent Employees	
Other than Permanent Employees	NA

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	1165	0	-	1193	0	-
Male	1102	0	-	1127	0	-
Female	63	0	-	66	0	-
Total Permanent Workers	0	-	-	0	-	-
Male	0	-	-	0	-	-
Female	0	-	-	0	-	-

8. Details of training given to employees and workers:

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1102	1102	100%	778	70.60%	1127	1127	100%	792	70.28%
Female	63	63	100%	49	77.77%	66	66	100%	51	77.27%
Total	1165	1165	100%	827	70.99%	1193	1193	100%	843	70.66%
Workers*										
Male	0	NA	-	NA	-	0	NA	-	NA	-
Female	0	NA	-	NA	-	0	NA	-	NA	-
Total	0	NA	-	NA	-	0	NA	-	NA	-

*Company does not have permanent workers. Details of training given to workers other than permanent workers will provided in the next financial year.

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1102	1024	92.92%	1127	1074	95.29%
Female	63	60	95.23%	66	63	95.45%
Total	1165	1084	93.05%	1193	1137	95.30%
Workers*						
Male	0	NA	-	0	NA	-
Female	0	NA	-	0	NA	-
Total	0	NA	-	0	NA	-

Company does not have permanent workers. Details of performance and career development reviews pertaining to workers other than permanent workers will provided in the next financial year.

10. Health and safety management system:

Sl. No.	Particulars	Response
a)	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	Suven has implemented Occupational health and Safety Management System (ISO 45001) in all its facilities covering 100% of the entity.
b)	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Suven employs a structured procedure to perform risk evaluations for all the operations/activities conducted within its premises. The aim is to manage the risks either by enhancing the current safety measures or introducing new ones to reduce the risk to an acceptable threshold. Any remaining risk following the implementation of Engineering and Administrative controls will be addressed by utilizing Personal Protective Equipment.
c)	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	Yes, Suven has a process for workers to report work-related hazards. Workers can report work-related hazards to the immediate supervisor or Department Head. Also, the workers can report such hazards to the Safety Committee representative or Workers' Committee representative in Safety or Workers' Committee meeting. For immediate resolution, workers can also directly report to Safety In-Charge or Head.
d)	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes, employees/ workers of the entity have access to non-occupational medical and healthcare services.

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

Safety Incident/Number	Category	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.29	0
Total recordable work-related injuries	Employees	0	0
	Workers	1	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Measures to ensure a safe and healthy workplace:

Describe the measures taken by the entity to ensure a safe and healthy workplace.	Suven has a well-established strategy for ensuring Health and Safety within the workplace, placing significant emphasis on the well-being of its employees as an integral aspect of its operations. The company routinely performs workplace assessments, provides comprehensive training to all staff members, diligently investigates any incidents that may occur, and maintains a thorough record of these efforts. Furthermore, Suven conducts regular medical checkups for its employees, consistently upholding the standards of Health and Safety.
---	--

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	NA	Nil	Nil	NA
Health & Safety	Nil	Nil	NA	Nil	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. Corrective Actions:

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.

Suven has diligently followed safety protocols in compliance with state and local regulations, ensuring the maintenance of high hygiene standards. As a testament to these efforts, there were no reported safety incidents throughout the year.

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



A) ESSENTIAL INDICATORS:

1. Identification of stakeholder group:

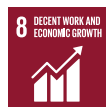
<p>Describe the processes for identifying key stakeholder groups of the entity</p>	<p>Suven recognizes and values the significance of various individuals, groups, institutions, and authorities that are directly or indirectly connected to their organization's activities and business operations. They refer to these entities as "key stakeholders."</p> <p>Their interaction with these stakeholders takes place through multiple channels of communication, ensuring an open and transparent dialogue. They firmly believe that effective engagement with stakeholders is pivotal in achieving their overarching goals of sustainable, scalable, and inclusive growth.</p> <p>By actively engaging with diverse stakeholder groups, they gain invaluable insights into their perspectives and concerns. This valuable feedback serves as a foundation for continuously enhancing business strategy and plans. They strive to incorporate constructive suggestions into their decision-making processes, aiming to foster mutually beneficial relationships and contribute positively to the healthcare ecosystem.</p>
--	--

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
Investors and Shareholders	No	<ul style="list-style-type: none"> • Email • Stock Exchange(SE) intimations • Analysts meet /conference calls • Annual General Meeting • annual report, • quarterly results, media releases • Company website • Newspaper advertisements 	Quarterly, Annual and on need basis	<ul style="list-style-type: none"> • To update the investors on Business and Financial performances of the Company • To address shareholder queries and to take suggestions • Understanding shareholder's expectations
Employees and workers	No	<ul style="list-style-type: none"> • Emails • Website • Notice board • Meetings 	On need basis	<ul style="list-style-type: none"> • To know the Concerns of Employees & workers and to take Feedbacks and suggestions • To encourage transparent engagement • Training & Development • Career Growth, Health & Safety of the employees and workers

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
Government / Regulatory Authorities	No	<ul style="list-style-type: none"> Periodical Regulatory filings Emails, letters and Representations 	Periodically as per the requirement under relevant Act/Rules Regulations	<ul style="list-style-type: none"> Our engagement with regulatory authorities is to ensure the compliances with the various applicable laws. To keep continuous Governance with highest standards of compliance. To discuss, understand and discharge responsibilities in matters pertaining to the Industry.
Customers	No	<ul style="list-style-type: none"> Calls Emails Physical and Virtual Meetings Feedbacks Website 	At Regular interval	<ul style="list-style-type: none"> To ensure timely supply of products and services To address customer queries, take suggestions and feedbacks. To understand the requirement of customers.
Suppliers and Contractors	No	<ul style="list-style-type: none"> Calls Emails Physical and Virtual Meetings 	Need basis	<ul style="list-style-type: none"> To ensure uninterrupted business operations with the sufficient material availability, timely availability of services, the meeting of quality and quantity supplies as per company's requirement. To settle payment related issues.
Local Communities	No	<ul style="list-style-type: none"> Field visits and digital channels through CSR implementing agency 	Need basis	<ul style="list-style-type: none"> To develop and improve the standard of society /community through the Corporate Social Responsibility. To improve environmental sustainability To promote science education among students.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS



A) ESSENTIAL INDICATORS:

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	1165	1165	100%	1127	1003	88.99%
Other than permanent	0	-	-	0	-	-
Total Employees	1165	1165	100%	1127	1003	88.99%
Workers						
Permanent	0	-	-	0	-	-
Other than permanent	1411	1411	100%	1207	984	81.52%
Total Workers	1411	1411	100%	1207	984	81.52%

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

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	1102	0	-	1102	100%	1127	0	-	1127	100%
Female	63	0	-	63	100%	66	0	-	66	100%
Other than Permanent										
Male	0	-	-	-	-	0	-	-	-	-
Female	0	-	-	-	-	0	-	-	-	-
Workers*										
Permanent										
Male	0	-	-	-	-	0	-	-	-	-
Female	0	-	-	-	-	0	-	-	-	-
Other than Permanent										
Male	1303	0	-	1303	100%	1109	0	-	1109	100%
Female	108	0	-	108	100%	98	0	-	98	100%

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

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	5,40,000	1	3,60,000
Key Managerial Personnel*	4	59,44,241	0	-
Employees other than BoD and KMP	1098	5,22,495	63	4,97,701
Workers	0	0	0	0

4. Focal point for addressing human rights:

Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)	Yes, Suven has established a Works Committee as part of the direct touch initiative dedicated to addressing human rights concerns. Moreover, the head of the works committee holds responsibility for handling any human rights issues that may arise due to or be linked to the business.
--	--

5. Internal mechanisms in place to redress grievances related to human rights issues:

Describe the internal mechanisms in place to redress grievances related to human rights issues.	At Suven, the Code of Conduct incorporates guidance on human rights matters. Suven provides a Whistle Blower Policy, Grievance Redressal Policy, and Open Door Policy, which enables and encourages stakeholders to raise concerns regarding any violations of the Code of Conduct. The Works Committee handles all reported concerns diligently. Furthermore, employees have the option to report issues directly to the head of the works committee.
---	--

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

7. Prevention of discrimination and harassment cases:

Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases	The Whistle Blower Policy, Open Door Policy, Prevention Of Sexual Harassment (POSH) Policy implemented by Suven, mentions a clause on confidentiality of complaint / Protection against victimization. It states that the disclosures of wrongful conduct are submitted on a confidential basis or submitted anonymously. Such disclosures are confidential to the extent possible, convenient with the need to conduct an adequate investigation. Suven takes stringent actions against any Director, Supervisor or employee found to have so violated this clause.
--	--

8. Human rights requirements forming part of your business agreements and contracts:

Do human rights requirements form part of your business agreements and contracts? (Yes/No)	Yes, As a component of the vendor onboarding process, the human rights-related criteria are addressed, and written consent is obtained regarding Suven's Supplier Code of Conduct.
--	--

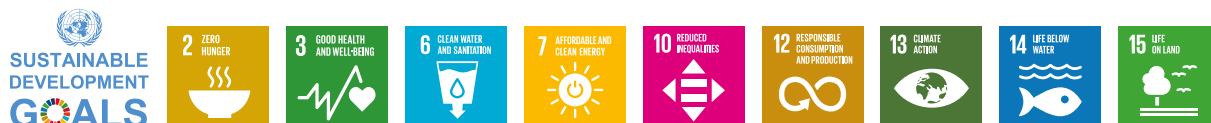
9. Assessments for the year:

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

10. Corrective Actions to address significant risks / concerns arising from the assessments:

Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.	Suven has taken corrective actions to address significant risk such as conducting physical inspections of employees and other workers on the shop floor, performing safety audits, EHS (Environment, Health, and Safety) assessments, labour and ethics audits, internal audits, statutory inspections, and providing regular training sessions for education purposes.
---	---

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT



A) ESSENTIAL INDICATORS:

1. Details of total energy consumption (in Gigajoule) and energy intensity, in the following format:

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	1,72,565.60	1,84,442.60
Total fuel consumption (B)	5,41,804.90	5,30,734.70
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	7,14,370.50	7,15,177.33
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	53.70	54.10

*Turnover details for computation of energy consumption and energy intensity is in Lakhs for better representation of facts.

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

Suven has not carried out any independent assessment/ evaluation by an external agency.

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.

This particular section is not applicable, as Suven has not been identified as designated consumer under Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2022-2023	FY 2021-2022
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	47328.4	50716.1
(iii) Third party water	198925.3	216887.7
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	246253.7	267603.8
Total volume of water consumption (in kilolitres)	246253.7	267603.8
Water intensity per rupee of turnover (Water consumed / turnover)	18.5	20.2
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

*Turnover details for computation of energy consumption and energy intensity is in Lakhs for better representation of facts.

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

Suven has not conducted any independent assessment/ evaluation by an external agency.

4. Mechanism for Zero Liquid Discharge:

Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.	<p>Yes, Suven has successfully implemented a comprehensive Zero Liquid Discharge(ZLD) program, which has the objective of completely eliminating liquid waste from operations. This program encompasses all aspects of business activities and is specifically designed to minimize the discharge of pollutants into the environment. The ZLD system treats wastewaters, recycling them for reuse in utilities, thus helping to decrease fresh water consumption.</p> <p>To achieve this, significant investments have been made in advanced treatment and discharge systems. The water processed through effluent treatment plant(s) is efficiently treated and subsequently utilized for in-house plantation purposes.</p> <p>Furthermore, Suven maintains an ongoing commitment to continuous improvement, constantly exploring innovative approaches to enhance our processes and further reduce environmental footprint.</p>
---	---

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

Parameter	Please specify unit	FY 2022-2023	FY 2021-2022
NOx	MT	18.7	21.2
SOx	MT	54.5	53.3
Particulate matter (PM)	MT	53.3	27.3
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

Suven has not carried out any independent assessment/ evaluation by an external agency.

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

Parameter	Unit	FY 2022-2023	FY 2021-2022
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	48,593.75	47,497.79
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	33,723	35,462
Total Scope 1 and Scope 2 emissions per rupee of turnover		6.18	6.28
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

Suven has not conducted any independent assessment/ evaluation by an external agency.

7. Project related to reducing Green House Gas emission:

Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.	<p>Yes, Suven has been handling multiple projects to reduce Green House Gas emissions. The implemented or ongoing project includes installation of In-house Solar power generation system, replacing old equipment with energy-efficient equipment, replacing CFL bulbs with LED, implementing latest technologies etc.</p>
--	---

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

Parameter	FY 2022-2023	FY 2021-2022
Total Waste generated (in metric tonnes)		
Plastic waste (A)	42.81	45.17
E-waste (B)	4.77	1.40
Bio-medical waste (C)	3.94	5.42
Construction and demolition waste (D)	0	0
Battery waste (E)	3.56	3.83
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G) Other Hazardous wastes includes Expired materials/products, Spent carbon, Process organic residues, Mixed/Spent solvents, Waste oil, ZLD sludge and salts, etc	9438.73	8123.59
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) Other Non-hazardous wastes includes Coal ash, packing material, detoxified glass waste, detoxified containers, other scarp etc	3277.38	3419.86
Total (A + B + C + D + E + F + G + H)	12771.18	11599.27
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	3428.38	3601.61
(ii) Re-used	10.17	10.31
(iii) Other recovery operations	3448.15	3954.16
Total	6886.70	7566.08
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	145.47	147.07
(ii) Landfilling	5739.01	3886.12
(iii) Other disposal operations	0	0
Total	5884.48	4033.19

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

Suven has not conducted any independent assessment/ evaluation by an external agency.

9. Waste management practices adopted in the establishment:

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.	Suven has a formal procedure for Management of Hazardous and other waste. The procedure is in-line with the Local regulations. The waste generated in the operations is being segregated at source. The waste is packed in suitable packing arrangements as per the comparability requirements and stored in dedicated compartments with a labelling arrangement. The waste is being sent to any one of the disposal options as prescribed by authority, such as Recycle, Reprocess, Co-process, Incineration, and Landfill.
--	--

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Suven does not have any operations/offices in/around ecologically sensitive areas.			

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

Environmental Impact Assessment is not applicable to Suven.

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

Yes, Suven is fully compliant with all the applicable environmental laws/regulations/guidelines in India including but not limited to Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules.

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT



A) ESSENTIAL INDICATORS:

1. A) Affiliations with trade and industry chambers/ associations:

Number of affiliations with trade and industry chambers/ associations.	Suven Pharmaceuticals Limited has affiliations with 3 trade and 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 (State/National)
1.	Pharmaceuticals Export Promotion Council of India (Pharmexcil)	National
2.	Bulk Drug Manufacturers Association (BDMA)	National
3.	Federation of Telangana Chambers of Commerce and Industry (FTCCI)	State

2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities:

Name of authority	Brief of the case	Corrective action taken
Suven has not engaged in any anti-competitive conduct.		

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT



A) ESSENTIAL INDICATORS:

- 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
This section is not applicable to Suven as there were no projects that required Social Impact Assessment (SIA) to be undertaken under the law.					

- 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 ₹)
This section is not applicable to Suven as there were no projects that required Rehabilitation and Resettlement (R&R).						

- Community redressal mechanism:

Describe the mechanisms to receive and redress grievances of the community.	Suven has established a grievance redressal policy. Anyone associated with the company can contact wbm@suvenpharm.com to report their concerns. The company will review the matter and, based on its nature, forward it to the appropriate department head at the relevant site. The concerned department will then reach out to the stakeholder, discuss the issue, and work on resolving it promptly. Suven has also designated site-level administrators to address and resolve any concerns from local communities.
---	--

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

Category	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	27.64%	18.96%
Sourced directly from within the district and neighbouring districts	33.22%	29.51%

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER



A) ESSENTIAL INDICATORS:

1. Consumer Complaints and feedback:

Describe the mechanisms in place to receive and respond to consumer complaints and feedback.	Not applicable since Suven is engaged in CDMO business model wherein it supplies R&D based raw materials and other speciality chemicals on a campaign basis to other global innovator companies. Hence it does not have end users of the products either in India or abroad.
--	--

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

Category	As a percentage to total turnover
Environmental and social parameters relevant to the product	
Safe and responsible usage	Suven is in the process of estimating turnover of products and/ services as a percentage of turnover from all products/service.
Recycling and/or safe disposal	

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

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

Particulars	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

5. Cyber security policy:

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, Suven maintains a comprehensive Cyber Security Policy that outlines the company's strategic approach to information security. This policy forms the foundation of the SUVEN Information Security Management System (ISMS). The ISMS proactively identifies, mitigates, monitors, detects, and manages information security risks to safeguard controlled information assets, data, and information. Regular data backups ensure protection against unauthorized access and modifications during storage, with provisions for timely recovery in case of incidents or disasters.

The policy includes detailed procedures for backup methods, schedules, locations, and retention, along with evidence of restoration tests. Suven implements perimeter Gateway security for IT Systems and ensures endpoint security for users. Sensitive data is encrypted for storage using a backup solution. Suven employs qualified professionals and performs background verifications to validate candidate information. The Cyber Security Policy is a dynamic document subject to periodic independent review and management evaluation as per the SUVEN Governance Support Process. Mandatory reviews of the policy occur at least once every three years from the effective date.

For more details on the policy, please refer to the provided link:

https://www.suvenpharm.com/images/pdf/policies/BRSR_Policies.pdf

6. Corrective Actions:

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

This section does not find applicability within the context of Suven since there were no issues relating to the same.