

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L24230MH1999PLC120720
2.	Name of the Listed Entity	Wockhardt Limited
3.	Year of incorporation	1999
4.	Registered office address	D-4, M.I.D.C. Chikalhana, Aurangabad 431 006
5.	Corporate address	Wockhardt Towers, Bandra Kurla Complex, Bandra (East), Mumbai 400 051
6.	E-mail	investorrelations@wockhardt.com
7.	Telephone	+91 22 2653 4444
8.	Website	www.wockhardt.com
9.	Financial year for which reporting is being done	1 st April, 2022 to 31 st March, 2023
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11.	Paid-up Capital	₹ 72,04,41,615/-
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: Mr. Debashis Dey Designation: Company Secretary Telephone: +91 22 2653 4444 Email: investorrelations@wockhardt.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).	Standalone basis (For India Operations only)

II. 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	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	70%
2.	Trade	Wholesale Trading	30%

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 pharmaceuticals, medicinal and chemical products	210	100%

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

Location	Number of plants	Number of offices	Total
National	8	2	10
International	4	17	21

17. Markets served by the entity:**a. Number of locations:**

Locations	Number
National (No. of States)	Pan India
International (No. of Countries)	29

b. What is the contribution of exports as a percentage of the total turnover of the entity? 46%**c. A brief on types of customers: Healthcare providers are our direct customers and patients are the end consumers.****IV. Employees****18. Details as at the end of Financial Year:****a. Employees and workers (including differently abled):**

EMPLOYEES						
S. No.	Particulars	Total	Male		Female	
			No.	%	No.	%
1.	Permanent	2,637	2,450	93%	187	7%
2.	Other than Permanent (Contractual)	341	340	100%	1	0%
3.	Total	2,978	2,790	94%	188	6%
WORKERS						
S. No.	Particulars	Total	Male		Female	
			No.	%	No.	%
1.	Permanent	103	99	96%	4	4%
2.	Other than Permanent	62	62	100%	0	0%
3.	Total	165	161	98%	4	2%

b. Differently abled Employees and workers:

DIFFERENTLY ABLED EMPLOYEES:						
S. No.	Particulars	Total	Male		Female	
			No.	%	No.	%
1.	Permanent	0	0%	0	0	0%
2.	Other than Permanent (Contractual)	0	0%	0	0	0%
3.	Total	0	0%	0	0	0%
DIFFERENTLY ABLED WORKERS:						
Sr. No.	Particulars	Total	Male		Female	
			No.	%	No.	%
1.	Permanent	0	0%	0	0	0%
2.	Other than Permanent	0	0%	0	0	0%
3.	Total	0	0%	0	0	0%

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	2	20%
Key Management Personnel	3	0	0%

20. Turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	35%	3%	38%	24%	2%	26%	23%	2%	25%
Contractual	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

Note: Data for contractual workers is not considered, as contractual workers are floating manpower and keep changing as per the requirements of the Company.

V. Holding, Subsidiary and Associate Companies (including joint ventures)
21. (a) Names of holding / subsidiary / associate companies / joint ventures

The Company does not have any holding, associate or joint venture company. The details of subsidiary companies are given in Annexure to Board's Report in Form AOC-1.

(b) Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No):

Yes, The following entities undertakes various sustainability initiatives, which furthers the scope and reach of the initiatives taken by Wockhardt Limited in this regard:

1. Wockhardt Infrastructure Development Limited
2. Wockhardt UK Holdings Limited
3. CP Pharmaceuticals Limited
4. Wallis Group Limited
5. The Wallis Laboratory Limited
6. Wockhardt Bio AG
7. Wockhardt UK Limited
8. Wockpharma Ireland Limited
9. Pinewood Laboratories Limited
10. Wockhardt Holding Corp
11. Pinewood Healthcare Limited

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

(ii) **Turnover (in ₹):** ₹ 10,72,47,43,429/-

(iii) **Net worth (in ₹):** ₹ 13,37,75,78,797/-

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	https://www.wockhardt.com/wp-content/uploads/2023/04/stakeholders-relationship-policy.pdf	Nil	Nil	No Complaints received	Nil	Nil	No Complaints received
Investors (other than shareholders)							
Shareholders							
Employees and workers							
Customers							
Lenders							
Regulators							
Value Chain Partners							

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.	Ethical Governance	Opportunity	The Company conducts its business in most ethical manner with high standards of Corporate Governance facilitates long term value creation for all the stakeholders of the Company.	N.A.	Positive: Wockhardt has clearly spelt out policies on code of conduct, whistleblowing, anti-bribery and corruption etc. Clearly defined organisation structure with roles and responsibilities and strong governance mechanisms. This ensures smooth conduct of business with integrity. Penal actions are taken for violation of these policies. The above actions facilitates value creation for all its stakeholders.
2.	Data Privacy and information Security	Risk	Risk of leaking personal information thereby compromising privacy. Risk of critical corporate information being compromised.	Data Privacy impact analysis, data privacy policy and notices. Continuing efforts to secure data privacy. The Company's Information Security policies and procedures, continually strives to identify potential threats and working out mitigations to reduce such exposure.	Negative: Leakage of person information and privacy infringement could affect reputation. Non-compliance with regulations. Potential penalty by regulators. Compromise of corporate information could affect Organisation. Cyber Attack on information systems could affect operations and consequently the financial performance of the Company.

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)
3.	Digital Transformation	Opportunity	New technologies could change the way of working and improve the efficiencies manifold		Positive: Wockhardt continually strive to embrace emerging technologies and ecommerce platforms could change the way of working. Machine learning, Robotic process automation, AI etc. could increase efficiencies manifold, there could be opportunities to help patients improve their care and medication through digital interventions.
4.	Pricing regulations	Risk	Government regulations puts pricing caps on specified medical products from time to time. The price regulations are aimed to help affordability of medicines to common public. Such unforeseen actions by the Government may also impact financials.	"Life Wins" is our motto. At the heart of our business is the clear objective to supply affordable medicines to public at an affordable price and give them every chance to recover.	Negative: Pricing caps in some situations could shrink the profitability.
5.	Supply Chain disruptions	Risk	Volatile global geo political development may give rise to situations where there could be disruptions to the supply chain. We always endeavour for a stable supply chain to deliver medicines	The Company has a robust Vendor identification and empanelment process that meets quality standards and regulatory expectations. The Company also strives to grow the vendor base to overcome disruptions. In addition, the Company has implemented Cost effective logistics arrangements which also ensures timely delivery of materials and products to Plants and Customers respectively	Negative: Supply chain disruptions may result in delayed supply to customers and potentially affecting patient care. Supply Side constraints could affect manufacturing operations.

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.

PRINCIPLE 1 (P1) - Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable.

PRINCIPLE 2 (P2) - Businesses should provide goods and services in a manner that is sustainable and safe.

PRINCIPLE 3 (P3) - Businesses should respect and promote the well-being of all employees, including those in their value chains.

PRINCIPLE 4 (P4) - Businesses should respect the interests of and be responsive to all its stakeholders.

PRINCIPLE 5 (P5) - Businesses should respect and promote human rights.

PRINCIPLE 6 (P6) - Businesses should respect and make efforts to protect and restore the environment.

PRINCIPLE 7 (P7) - Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

PRINCIPLE 8 (P8) - Businesses should promote inclusive growth and equitable development.

PRINCIPLE 9 (P9) - Businesses should engage with and provide value to their consumers in a responsible manner.

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				
b. Has the policy been approved by the Board? (Yes/No)					Yes				
c. Web Link of the Policies, if available	https://www.wockhardt.com/investors/corporate-governance/policies-codes/								
2. Whether the entity has translated the policy into procedures. (Yes/No)					Yes				
3. Do the enlisted policies extend to your value chain partners? (Yes/No)					Yes				
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fair-trade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>Our Manufacturing sites follow stringent quality standards. Some of the quality standards awarded to our manufacturing sites are as follows:</p> <ol style="list-style-type: none"> 1. WHO GMP/22043238/24389/B 2. ANSM (France) 19MPP006HPT01 3. PMDA Japan AA38601 4. WHO GMP/CERT/AD/112706/2022/11/41496 5. WHO GMP/CERT/AD/92370/2021/11/35705 6. UK GMP 8913 Insp GMP 8913/12228-0008 7. ISO 13485:2016 8. ISO 14001:2015 9. ISO 45001:2018 								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The same is under finalization.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	N.A.								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements:	<p>Wockhardt is deeply committed to ESG initiatives.</p> <p>Our Environmental efforts focus on energy-efficient operations, reduction of our carbon footprint, conservation of water and waste reduction.</p> <p>Socially, we invest in well-being of our employees through diversity, equity, inclusion & better working Condition. We also advance the causes of the society through the product safety, sustainable sourcing of raw materials and by supporting health and education of local communities through our special projects.</p> <p>Our Governance practices are rigidized through a diversified and independent Board, transparency through established clear and accessible communication channels along with regular reporting and public disclosures, Stakeholder engagement, ethical conduct and accountability.</p> <p>Through rigorous compliance and responsible marketing, we ensure patient safety and trust. Additionally, our R&D projects target critical health challenges such as Diabetes and AMR, advancing access to affordable medications. By embracing ESG principles, we aim to positively impact society, enhance stakeholder value, and contribute to a healthier, more sustainable world. Our dedication to ESG drives our purpose and defines us as a responsible pharmaceutical industry leader.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>Name: Dr. Huzaifa Khorakiwala</p> <p>Designation: Executive Director</p>								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Corporate Social Responsibility Committee of the Board oversees the matters related to Environmental, Social, and Governance.								

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	Corporate Social Responsibility Committee of the Board									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Audit Committee and Corporate Social Responsibility Committee of the Board									Quarterly								

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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
		An Independent assessment of the BRSR initiatives by the Company was conducted by Ernst & Young during FY 2022-23.							

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE
PRINCIPLE 1 - BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.
Essential Indicators
1. Percentage coverage by training and awareness 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	4	The Company conducts familiarisation programmes for its Directors & KMPs at regular intervals which covers topics such as ESG parameters and targets, corporate governance practices, employee well-being, innovation & R&D, leadership and various other regulatory updates.	100%
Key Managerial Personnel			
Employees other than BOD and KMPs	6760	The Employees & Workers undergo various trainings/awareness sessions as induction training at the time of joining and various technical and compliance training during the course of employment on Skill upgradation, Health & Safety Measures and Leadership.	82%
Workers			

Note: The Company has one of the best Learning and Development Department in the industry, which has won many prestigious awards like the Golden Peacock Award, Best Training Team of the Year, and Best Chief Learning Officer Award.

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

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

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

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
N.A.	N.A.

4. Does the entity have an Anti-Corruption or Anti-Bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy:

Yes, Wockhardt Limited is committed to the prevention, deterrence and detection of fraud, bribery and other corrupt business practices. Wockhardt Limited is committed to conduct its business activities with honesty, integrity with highest possible ethical standards.

The Company has implemented a stringent Anti-bribery and Anti-corruption Policy which applies to all employees/ associates worldwide who may be working for any affiliates and subsidiaries of Wockhardt Limited at all levels including Directors, Senior Management, Officers and other employees (whether permanent, fixed-term or temporary), Consultants, Contractors, Trainees, Seconded Staff, Casual Workers, Volunteers, Interns, Agents, or any other Business Associate of Wockhardt Limited.

A copy of the Anti-bribery and Anti-corruption Policy is available on the website of the Company and can be accessed at <https://www.wockhardt.com/wp-content/uploads/2023/04/anti-bribery-and-corruption-policy.pdf>.

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

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

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

	FY 2022-23		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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

Leadership Indicators

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

Total number awareness programmes held	Topics/principles covered under the training	%age of partners covered (by value of business done with such partners) under the awareness programmes
5	Learning and Development Department organises training programmes from time to time for value chain partners covering topics such like Business code of conduct, Anti-Trust & Fair Competition, Anti-Bribery and corruption policy, EHS Policy and Human Right Equal opportunity policy, in which a lot of emphasis is given on technical training, which is job-related.	80%

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

Yes, Pursuant to the requirement of the Companies Act, 2013 and SEBI Listing Regulations, all the Board members provide disclosure of conflict of interest in Form MBP-1 at the first Board Meeting held during any financial year and upon occurrence of any event of change in interest. Conflicted Board members, if any, do not participate in discussion or vote on matter concerning conflict.

PRINCIPLE 2 - BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFES

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the Environmental and Social Impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	100%	100%	Investments by Wockhardt in Research and Development helped in reducing negative Environmental Impact by reducing the use of water and effluent discharge, reducing air pollution by reducing emissions of SOx, NOx, CO, HC, reducing Carbon Emissions by reducing the use of Energy. Wockhardt's investment in pharmaceutical research, including in NCE's and Biologicals, has Social Impact by improving the efficacy of medicines and drugs with reduced costs of manufacturing thus have wider social impact as the medicines become more affordable.
Capex	5.12%	0.27%	1. Installation of New Compressor (3800 M3/hr. Capacity) which has resulted in less power consumption and energy saving, Noise reduction and Improved efficiency. 2. Installation of Screw Chiller (300 TR) which helped in maintaining process parameters , in quality and yield helping in saving improvement ultimately saving resources. 3. Power Access Project which helped in in monitoring and control of energy consumption. 4. Procurement & installation of new LDO fired boiler (instead of Furnace oil) for Pilot Plant (L-1) resulting in Reduction in emissions / Pollution due change of fuel from Furnace oil to LDO (comparatively low sulphur content).

- 2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No): No**
b. If yes, what percentage of inputs were sourced sustainably? N.A.
- 3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste:**

Recycling of material waste is not allowed in the pharmaceutical industry as per existing provisions of the Drugs and Cosmetic Act, and further considering the potential impact on consumer health, recycled material is not used for the manufacturing and packaging of the Company's products. However the Company recycles various packaging and other products which are outside the purview of the aforesaid regulatory restrictions.

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:**

The Company has a mechanism for recalling unsold products at the end of their shelf life at the distributor level and disposing of them as per applicable regulations.

Leadership Indicators

1. **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 2022-23	FY 2021-22
Iso-Propyl Alcohol (IPA)	87%	92%
Acetonitrile	94%	97%

2. **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:**

Recycling of waste is not allowed in the pharmaceutical industry as per existing provisions of the Drugs and Cosmetic Act, and further considering the potential impact on consumer health, recycled material is not used for the manufacturing and packaging of the company's products.

	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste						
Hazardous waste						
Other waste						

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

Recycling of waste is not allowed in the pharmaceutical industry as per existing provisions of the Drugs and Cosmetic Act, and further considering the potential impact on consumer health, recycled material is not used for the manufacturing and packaging of the company's products.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category

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

Essential Indicators

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

Category	% of employees covered by										
	Total	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No.	%	No.	%	No.	%	No.	%	No.	%
Permanent											
Male	2,450	2,450	100%	2,351	96%	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Female	187	187	100%	183	98%	187	100%	N.A.	N.A.	N.A.	N.A.
Total	2,637	2,637	100%	2,534	96%	187	100%	N.A.	N.A.	N.A.	N.A.
Other than Permanent (Contractual)											
Male	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Female	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Total	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

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

Category	% of employees covered by										
	Total	Health Insurance		Accident Insurance*		Maternity Benefits*		Paternity Benefits		Day Care Facilities	
		No.	%	No.	%	No.	%	No.	%	No.	%
Permanent											
Male	99	99	100%	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Female	4	4	100%	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Total	103	103	100%	0		0		0		0	
Other than Permanent (Contractual)											
Male	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Female	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Total	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

* No claims made during the year

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

Benefits	FY 22-23			FY 21-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	100%	100%	Yes	100%	100%	Yes
Superannuation	100%	100%	Yes	100%	100%	Yes

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, accessible to differently abled employees and workers.

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 a Diversity, Inclusion and Equal Opportunity Policy, a copy of which is available on the website of the Company at <https://www.wockhardt.com/wp-content/uploads/2023/04/diversity-inclusion-and-equal-opportunity-policy.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	N.A.	N.A.	N.A.	N.A.
Female	100%	100%	N.A.	N.A.
Total	100%	100%	N.A.	N.A.

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 <i>(If Yes, then give details of the mechanism in brief)</i>
Permanent Workers	The Company has created several mechanisms through policies, processes and guidelines across all our business operations including for receiving grievances from employees, workers and other stakeholders. No reprisal or retaliatory action is taken against any employee or stakeholder for raising concerns. The Company investigates, addresses and responds to the concerns and takes appropriate corrective action in response to any violation.
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 2022-23			FY 2021-22		
	Total employees / workers in respective category	No. of employees / workers in respective category, who are part of association(s) or Union	%	Total employees / workers in respective category	No. of employees / workers in respective category, who are part of association(s) or Union	%
Total Permanent Employees	2,637	92	3%	2,962	98	7%
– Male	2,450	92	3%	2,740	98	3%
– Female	187	0	0%	222	0	44%
Total Contractual	403	0	0%	245	0	0%
– Male	402	0	0%	245	0	0%
– Female	1	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No.	%	No.	%		No.	%	No.	%
Employees										
Male	2,790	2,559	91	1,380	49	2,625	2,500	95	1,650	62
Female	187	187	100	74	39	218	189	86	56	25
Total	2,978	2,742	92%	1,454	48%	2,843	2,689	94	1,706	60%

Category	FY 2022-23					FY 2021-22				
	Total	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No.	%	No.	%		No.	%	No.	%
Workers										
Male	161	161	100	161	100	115	115	100	115	100
Female	4	4	100	4	100	4	4	100	4	100
Total	165	165	100	165	100	119	119	100	119	100

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

Performance Review for FY 2022-23 to be initiated during the FY 2023-24.

Category	FY Current Financial Year			FY Previous Financial Year		
	Total	No.	%	Total	No.	%
Employees						
Male						
Female						
Total						
Workers						
Male						
Female						
Total						

10. Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage such system?** Yes, covered through ISO 45001, ISO 13485 and ISO 14001.
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?** Yes, Monthly reports prepared for incident management, Near miss, and accidents.
- Whether you have processes for workers to report the work related hazards and to remove themselves from such risks: (Yes/No)** Yes.
- 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 2022-23	FY 2021-22
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 work place:

Each manufacturing facility has defined SOP to ensure safe and healthy workplace. Health and safety related trainings/ programs are conducted periodically to ensure awareness.

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

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

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:

As per the Company's procedure for handling incidents and accidents involving safety-related incidents, corrective and preventive actions are taken and reviewed on a quarterly basis.

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): No.****2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners:**

At all our Plants, Timely payment of statutory dues to contract labours is reviewed by taking a challan from the contractors.

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

No such instance of rehabilitation, hence not applicable.

	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 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
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	100% - All vendors working inside factory are assessed under internal safety audit
Working Conditions	100% - Complies as per Factories act

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:

Contract labour working assessment is done on yearly basis at all locations. Instructions available in SOPs, batch processing record for usage of PPEs, MSDS available, periodic training to each employee on Good Manufacturing, good laboratory, Good Engineering practices etc. Assessment for the same is in place during vendor approval through questionnaires and regular audits.

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 stakeholders are determined based on the significance of their impact on the business and the impact of the business on them.

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
Shareholders & Investors	No	<ul style="list-style-type: none"> Quarterly results Stock exchange disclosures Annual Report Annual General Meeting Interviews Press/Media releases Investor/analysts calls and meet Dedicated Investor relations Team Share Transfer Agents Email Website 	Regular least one engagement on a quarterly basis	<ul style="list-style-type: none"> Resolving queries Business performance highlights Business updates Economic value / Sustainable wealth creation Minority shareholder interest Transparency & disclosure To discuss publicly available Company information
Vendors	No	<ul style="list-style-type: none"> Direct interactions Supplier meets Email Website 	Need based	<ul style="list-style-type: none"> New business opportunities Business transparency Training and development of marketing partners Business ethics and transparency Resolving queries
Customers	No	<ul style="list-style-type: none"> Visits and meetings Dedicated programmes for doctors, healthcare professionals, etc. Email SMS Calls communication Media Campaigns, advertising, etc Website submission Dedicated Customer Care number 	Need based	<ul style="list-style-type: none"> Regular updates on Launch of new products New product features are shared with customers Product quality Innovation Affordable medicines Safety initiatives Access to healthcare Emergency medicines Cure for difficult diseases Customer feedbacks
Bankers	No	<ul style="list-style-type: none"> Meetings and calls Conferences Email Website 	Need based	<ul style="list-style-type: none"> Economic value Compliance and covenants

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
Employees & Workers	No	<ul style="list-style-type: none"> • Training Sessions • Seminars • Surveys • Workshops • Capacity building • Appraisals newsletters & rewards • Health & safety committee meetings • Direct interactions • Events • Email • Website 	Regular	<ul style="list-style-type: none"> • Professional growth • Work-life balance • Diversity and equal opportunity for all • Knowledge sharing, Learning and development • Organization culture / workplace • Minimum wages • Working conditions • Health & safety
Service Providers	No	<ul style="list-style-type: none"> • Direct interactions • Supplier meets • Email • Website 	Need based	<ul style="list-style-type: none"> • New business opportunities • Business transparency • Training and development of partners and suppliers • Business ethics and transparency • Resolving queries
Government Authorities	No	<ul style="list-style-type: none"> • Need basis Participation in industry level consultation groups • Policy advocacy • Participation in forums • Email • Website • Stock exchange disclosures 	Need based	<ul style="list-style-type: none"> • Seeking clarifications and relaxation • Communicating challenges and providing recommendations • Compliance and good governance • Sustainable practices • Inclusive growth • Resolving queries
Communities	No	<ul style="list-style-type: none"> • Direct engagement • Visits and camps • Community needs assessments • Social projects and engagement • Email • Website 	Regular	<ul style="list-style-type: none"> • Infrastructure development • Education & healthcare • Environmental protection • Generating local employment opportunities
Value Chain Partners	No	<ul style="list-style-type: none"> • Direct interactions • Supplier meets • Email • Website 	Need based	<ul style="list-style-type: none"> • New business opportunities • Business transparency • Training and development of partners and suppliers • Business ethics and transparency • Resolving queries
Any other, please specify	N.A.	N.A.	N.A.	N.A.

PRINCIPLE 5 - BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicators

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	2,637	2,167	82	2,625	1,950	74
Other than permanent	341	N.A	N.A	218	N.A	N.A
Total Employees	2,978	2,167	72	2,843	1,950	68%
Workers						
Permanent	103	103	100	119	119	100
Other than permanent	62	62	100	78	78	100
Total Workers	165	165	100	197	197	100

Note:

1. Every 10th day of the month is fixed for POSH related training and awareness by our Learning and Development Department.
2. The workers are given training on relevant aspect in their induction at the time of joining.

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

Category	FY 2022-23						FY 2021-22					
	Total	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage			
		No.	%	No.	%		No.	%	No.	%		
Employees												
Permanent												
Male	2,351	0	0%	2,351	100%	2,625	0	0%	2,625	100%		
Female	183	0	0%	183	100%	218	0	0%	218	100%		
Other than Permanent												
Male	340	340	100%	0	0%	322	322	100%	0	0%		
Female	1	1	100%	0	0%	0	0	0%	0	0%		
Workers												
Permanent												
Male	99	0	0%	99	100%	115	0	0%	115	100%		
Female	4	0	0%	4	100%	4	0	0%	4	100%		
Other than Permanent												
Male	62	47	76%	15	24%	78	53	68%	25	32%		
Female	0	0	0%	0	0%	0	0	0%	0	0%		

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

		Male		Female	
		Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
1. a	Board of Directors (BoD)- Executive Directors	3	2,40,00,000	Nil	Nil
1. b	Board of Directors (BoD)- Non-Executive Directors	5	16,00,000	2	10,00,000
2.	Key Managerial Personnel	3	1,42,22,197	Nil	Nil
3.	Employees other than BoD and KMP	2,346	5,68,252	183	6,60,000
4.	Workers	99	3,14,040	4	2,76,543

Note:

- Executive Directors includes Chairman, Managing Director and Executive Director.
- Non-Executive Directors includes Independent Directors and Non-Executive Directors.
- Key Managerial Personnel includes Managing Director and Company Secretary. During the FY 2022-23. Mr. Pramod Gupta, erstwhile Chief Financial Officer (CFO) resigned from his position and Mr. Deepak Madnani was appointed as the new CFO of the Company w.e.f. 7th June, 2022, hence the remuneration of CFO is not comparable for determination of Median remuneration and is not considered for the same.

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No):

Yes, The Corporate Social Responsibility Committee is responsible for addressing the human rights impacts or issues caused or contributed to by the business, if any. The Focal points of contacts are:

- Dr. Huzaifa Khorakiwala – Executive Director
- Mr. Prasanna Bharatan - Global Head - Internal Audit Assurance and Enterprise Risk Management.

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

The Human Resources Department of the Company is responsible for the Human Rights Policy design, implementation and updation. Every unit, place of businesses of the Company endeavours to identify, assess and manage human rights impacts within the framework described in the Wockhardt's Human Rights Policy.

A copy of Human Rights Policy is available on the website of the Company at <https://www.wockhardt.com/wp-content/uploads/2023/04/human-rights-policy.pdf>.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/ Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

The Company has Prevention of Sexual Harassment Policy for Prevention & Redressal of Complaints of Sexual Harassment and matter connected therewith or incidental thereto at the workplace on the basis of Natural Justice & Confidentiality.

Further, the company has a Whistle Blower Policy/ Vigil Mechanism for the Directors and employees to report genuine concerns or grievances about unethical behaviour, actual or suspected fraud or violation of Company's Code of Conduct or Ethics Policy.

The Complaints of Sexual Harassment and matter connected therewith are handled confidentially with the facts made available only to those who need to know in order to investigate and resolve the matter. In case of complaints through Whistle Blower/ Vigil Mechanism, The Whistle blower, Vigilance Officer, Chairman and members of Audit Committee, the subjects and everybody involved in the process shall maintain confidentiality of all matters under this policy.

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

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	100% by POSH Committee
Discrimination at workplace	100% Inspected by Government Labour Officer
Child Labour	100% Inspected by Government Labour Officer
Forced Labour /Involuntary Labour	100% Inspected by Government Labour Officer
Wages	100% Inspected by Government Labour Officer
Others – please specify	100% Timely inspected & Audited by various Government authorities i.e. Labour Officer, Factory Inspector, Employment Officer, Apprentice Advisor, Certifying Surgeon

Note: For Plants, Internal assessment is done on half yearly basis, External agencies may do any assessment on need basis. Apart from this, For Employees HR Internal assessment is done in IA audits. Prevention of Sexual Harassment Policy and Whistle Blower Policy is in place for raising complaints.

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above:

There were no risks / concerns arising from the assessments at Question 9 above.

Leadership Indicators

1. 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, Ramps and Wheelchairs are made available at site location and also Manual support is provided whenever required.

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

Essential Indicators

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	4,84,58,053 Units	5,89,78,007 Units
Total fuel consumption (B)	36,702 MT/A	37,435 MT/A
Energy consumption through other sources [C]	Nil	Nil
Total energy consumption (A+B+C)	4,84,94,755 MT/Annum	5,90,15,442 MT/Annum
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	N.A.	N.A.
Energy intensity (optional) – the relevant metric may be selected by the entity	N.A.	N.A.

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:

An Independent assessment of the BRSR initiatives taken by the Company, including the initiatives taken by the Company to protect the environment, was conducted by Ernst & Young during FY 2022-23.

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: N.A.

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	4,78,458 KL	5,43,536 KL
(ii) Groundwater	Nil	Nil
(iii) Third party water (MIDC)	28,055 KL	35,219 KL
(iv) Seawater / desalinated water	Nil	Nil
(v) Others (Tanker)	4,905 KL	2,068 KL
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	5,11,418 KL	5,80,823 KL
Total volume of water consumption (in kilolitres)	5,11,418 KL	5,80,823 KL
Water intensity per rupee of turnover (Water consumed / turnover)	N.A.	N.A.
Water intensity (optional) – the relevant metric may be selected by the entity	N.A.	N.A.

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: An Independent assessment of the BRSR initiatives taken by the Company, including the initiatives taken by the Company to protect the environment, was conducted by Ernst & Young during FY 2022-23.

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

Yes, the Company has implemented a mechanism for Zero Liquid Discharge in its plants, detailed as follows:

At Ankleshwar Plant - We are sending treated effluent for further treatment at CETP as per PCB norms & guideline.

At Plants located at Daman & Shendra - treated through Internal ETP, hazardous waste is treated as per PCB norms, ETP water is used in garden. D-4 - treated through Internal ETP, hazardous waste is treated as per PCB norms, ETP water is used in garden.

At Biotech Park Plant: We are sending treated effluent for further treatment at CETP (Common effluent treatment plant operated by SMS group and MIDC) as per MPCB norms & guideline.

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	ppm	135.34	122.09
Sox	Kg/Day	49.46	100.82
Particulate matter (PM)	Mg/NM3	124.9	125.33
Persistent organic pollutants (POP)		Nil	Nil
Volatile organic compounds (VOC)		Nil	Nil
Hazardous air pollutants (HAP)		Nil	Nil
Others – please specify		Nil	Nil

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: Yes, PCB Authorized environment auditor & NABL/MOEF approved laboratory have conducted independent assessment of the air emissions by various manufacturing units of the Company.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	19,167	32,846
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,12,712	1,43,853
Total Scope 1 and Scope 2 emissions per rupee of turnover		Nil	Nil
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		Nil	Nil

Note:

- The emission is measured for Biotech Park Plant, Waluj only.
- The Plant do generated CH₄ methane gas from Anaerobic reactors but the same is burnt in flare system and not directly contributing to GHG.
- Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency:** Yes, by authorised officials of the Pollution Control Board.

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

Biomass Boiler Project in Biotech Park Plant, Waluj and Ankleshwar Plant, Gujrat, reduces Green House Gas emissions and pollution.

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	286.44	1184.239 MT
E-waste	Nil	Nil
Bio-medical waste	Nil	4.068 MT
Construction and demolition waste	1.15 MT	19.55 MT
Battery waste	15.69 MT	Nil
Radioactive waste	N.A.	N.A.
Other Hazardous waste. Please specify, if any.	300.282 MT	878.92 MT
Other Non-hazardous waste generated. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Cleaned empty drums-MS:121 Cleaned HDPE Drums:16336 Nos Wood from pallet, packing: 5.6 MS Scrap : 16 Paper scrap: 3.1	Cleaned empty drums-MS:18 Cleaned HDPE Drums:18181 Nos Wood from pallet, packing: 2.133 MS Scrap : 8.8 Paper scrap: 1.7
Total	603.56 MT	2086.77 MT
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	1,400 MT	1,629 MT
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	1,400 MT	1,629 MT

Parameter	FY 2022-2023	FY 2021-2022
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	51.98 MT	67.61 MT
(ii) Landfilling	100 MT	440.06 MT
(iii) Other disposal operations	1.15 MT	9.64 MT
Total	153.13 MT	517.31 MT

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: Yes, by NABL, MOEF approved laboratory & PCB authorized environment auditor.

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

The Company has laid down guidelines for management and handling of hazardous waste practises to reduce usage of hazardous and toxic chemicals and also formal SOPs for collection, handling, storage, and disposal of hazardous and toxic chemicals, hazardous waste, and other waste.

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:

No location is present in ecologically sensitive areas.

Sr. 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.

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

No project were undertaken by the Company in FY 2022-23.

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 slink

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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, Compliance requirements are tracked through quarterly Compliance Reports taken from the respective functional heads. Exceptions, if any, are followed up for timely closure.

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

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

The Company proposes to shift to renewable sources to meet its energy requirements in a gradual manner. Presently the Company only uses energy from non-renewable sources. However, various through implementation of various energy consumption optimisation measures, the Company was able to achieve significant reduction in overall energy consumption during the year under review vis-à-vis the previous year as detailed below.

Parameter	FY 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption	Nil	Nil
Total fuel consumption	Nil	Nil
Energy consumption through other sources	Nil	Nil
Total energy consumed from renewable sources	Nil	Nil
From non-renewable sources		
Total electricity consumption (MSEDCL)	4,86,97,996 KWH	5,92,49,093 KWH
Total fuel consumption (DG + Boiler)	43,974 lit.	45,749 lit.
Energy consumption through other sources	Nil	Nil
Total energy consumed from non-renewable sources	4,87,41,970 units	5,92,94,842 units

Note:

- Total electricity consumption is calculated in Kilowatt Hours and Total fuel consumption (DG + Boiler) is calculated in Litres.**
- Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency:** An Independent assessment of the BRSR initiatives taken by the Company, including the initiatives taken by the Company for optimisation of Energy Consumption, was conducted by Ernst & Young during FY 2022-23.

2. Provide the following details related to water discharged:

All our plants and R&D facilities in Aurangabad have zero liquid discharge. Waste water is treated at the site by an effluent treatment plant and reused for irrigation and landscaping.

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Nil	Nil
No treatment		
With treatment – please specify level of treatment		
(ii) To Groundwater	Nil	Nil
No treatment		
With treatment – please specify level of treatment		
(iii) To Seawater	Nil	Nil
No treatment		
With treatment – please specify level of treatment		

Parameter	FY 2022-23	FY 2021-22
(iv) Sent to Third parties		
No treatment	Nil	Nil
With treatment – please specify level of treatment	Treated Effluent used for gardening after Primary, Secondary & Tertiary Treatment: 2,33,583 KL	Treated Effluent used for gardening after Primary, Secondary & Tertiary Treatment: 25,375 KL
(v) Others	Nil	Nil
No treatment		
With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	2,33,583 KL	25,375 KL

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: Yes, NCT (CTEP), NABL/MOEF approve laboratory & PCB authorized environment auditor.

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

No Plant is located in ecologically sensitive areas, hence not applicable.

- 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:**

R&D Plant:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	ETP	All treated effluent is used within premises.(ZLD)	Complied.

Shendra Plant:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	ISO 14001 & ISO 45001 certification of the site	Site is assessed by ISO certifying agency - Afnor France & awarded with ISO 14001 & ISO 45001	ISO 14001 & ISO 45001 Certified site
2	ETP	All treated effluent is used within premises.(ZLD)	Complied.
3	Fuel (Boiler)	Briquette usages	Complied.

Biotech Park Plant, Waluj:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	LSHS Low sulphur fuel started using to replace Furnace Oil	As per the guidelines from PCB initiated the drive to switch over from Furnace oil (High sulphur) to Low sulphur High stock by making the required changes in Boiler and storage tanks	Lower sulphur emissions as compared to previous
2	Enhanced the shelf life of Briquette Boiler Bag filter	Installed PHE (PRE HEAT EXCHANGER) to reduce the stack temperature and also installed the flask back arrestor to enhance the life of Bag filter and improve its working	Less emissions of particulate matter from briquette Boiler stack
3	Reduce the waste water generation by 60 CMD by installing second stage RO in process water generation plant (CSRO)	Earlier the process water generation was with single stage RO ,now with addition of second stage RO the recovery has been improved	less water consumption by 60 CMD and less waste water generation
4	Pure steam condensate recovery (Total condensates recovered 34140 KL)	Header line of steam modified and all condensate collected for steam generation thereby reduce the load on boiler	Fuel consumption of Boiler and water consumption of Boiler reduced

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installation of 15 CFM lubricated air compressor for Purified water system (1 Cu.mt /Hr capacity) instead of existing 1000 CFM Non lubricated air compressor during less manufacturing demand resulting saving of electrical power units of 5000 KWH /Month .	Installation of 15 CFM Non lubricated air compressor for Purified Water system.	Power consumption is reduced by 5000 KWH/Month.
2	Installation of VFD (Variable frequency drive) for Air Handling Units of Non classified areas of HVAC resulting Electrical Units saving of 3000 KWH/month	Installation of VFD for 14 Nos AHU's of Non classified area for maintaining Temp & RH in the areas resulting electrical units saving of 3000 KWH/month.	Power consumption is reduced by 3000 KWH/Month.
3	Installed VFD (Variable frequency drive) for Air Handling Units 02 no's of Warehouse areas. AHUs run with 30 Hz Frequency resulting Electrical Units saving of 5400 KWH/month	Reduce the VFD frequency from 50 Hz to 30 Hz of AHU No -39 and AHU No -34 of Formulation -2 Warehouse which is Non-classified area for maintaining the Temperature and RH.	Power consumption is reduced by 5400 KWH/Month.
4	New Oil free process air comp installed (Atlas make 2619 CFM)	To improve the Process air Pressure and reduce air temp.	Process air Pressure increased from 2.4 kg/cm ² to 2.9 kg/cm ² in production area so that Fermentation production yield increased.
5	Enhanced the shelf life of Briquette Boiler (MR 15727) By Replacing Boiler all smoke tubes	On Proactive basis all Briquette Bolier tube replaced with new one. Boiler installed on 2012 so Tubes replaced after 10 year.	Improved in Boiler efficiency and life
6	Enhanced the shelf life of LSHS Boiler (MR 13359 & MR 13360) by Replacing Boiler all smoke tubes	On Proactive basis all FO Boiler tube replaced with new one. Boiler installed	Improved in Boiler efficiency and life.
7	Briquette Boiler bag Filters bags Replaced	Total 240 Nos. bags replaced	Less emissions of particulate matter from briquette Boiler stack

Ankleshwar Plant:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	ETP	Raw effluent treat in ETP than only send to CETP for further treatment.	Complied
2	Treated effluent discharge to CETP	Effluent discharge to CETP by monitoring PH & TSS.	Complied
3	Emission reduction.	Process scrubber provide in plants and monitoring to be done.	Complied
4	Spent carbon waste	Spent carbon waste to be send to co-processing unit.	Complied

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

The Company has an "On Site Emergency Response Plan" for business continuity and disaster management.

The Purpose of the Emergency Response Manual is to lay down a comprehensive plan to ensure adequate and coordinated response measures in the event of a mishap and the aim of the Emergency Response Manual is to list out possible contingencies evolved after a Safety Analysis and organize persons and resources to ensure a timely and credible response to emergencies with a view to minimize injuries to personnel and damage to property and the environment and to bring operations back to normal after an emergency.

The scope of the Manual is to:

1. Carry out a safety analysis, identify and classify critical control points.
2. Develop an emergency response plan to deal with emergencies in the plant.
3. Develop systems and procedures for shift safety briefing, charge and periodic safety inspections.

The Manual covers emergencies including any natural, man-made or work related situation, which can result in serious injuries to persons, extensive damage to property and equipment or to the environment. Emergencies which can range from natural disasters such as earthquakes and floods to deliberate acts of sabotage and installation or process related occurrences such as fire, explosion and leakage of toxic liquids or gases. While it may not be possible to completely eliminate emergency situations, it is definitely possible to control them. Further, respective Section/Department heads shall ensure that all possible emergencies are identified & every person in his/her department is aware of respective role regarding emergency response procedure. Rehearsals of on-site response plans assist in controlling a mishap. Emergency Evacuation is the immediate and urgent movement of people away from the threat or actual occurrence of Hazardous Event.

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: 4.**
- 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:**

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
2.	Indian Pharmaceutical Alliance (IPA)	National
3.	Confederation of Indian Industry (CII)	National
4.	Bombay Chamber of Commerce & Industry (BCCI)	State

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:**

No such case of anti-competitive conduct or adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken

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:**

No new projects were undertaken by the Company during FY 2022-23.

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

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

No such project was undertaken by the Company during FY 2022-23.

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)

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

The Company has laid down a detailed Stakeholders Grievance Policy to facilitate all stakeholders to file their grievances with the Company. Accordingly the concerned Stakeholders may reach out to the concerned officials of the Company for resolution of their grievances as follows:

Stakeholders	Contact	Contact details*
Retail Investors	<p>Level 1: RTA/ Investor Relations</p> <p>Escalation: Company Secretary</p>	<p>Level 1: RTA Link Intime India Pvt. Ltd. UNIT: Wockhardt Limited C-101, 247 Embassy Park, Lal Bahadur Shastri Marg, Vikhroli (west), Mumbai 40083 Phone: +91 22 4918 6270 Email: wockhardt@linkintime.co.in</p> <p>Investor Relations : Wockhardt Limited Wockhardt Towers G Block, Bandra Kurla Complex, Bandra East, Mumbai 400 051 Phone: +91 22 26534444 Email: Investorrelations@wockhardt.com</p> <p>Escalation Name: Debashis Dey Address: As above Phone: +91 22 26534444 Email: Ddey@wockhardt.com</p>
HNI/ Institutional Investors	<p>Level 1: Investor Relations</p> <p>Escalation: Company Secretary/ Head – Investor Relations</p>	<p>Level 1: Wockhardt Limited Wockhardt Towers G Block, Bandra Kurla Complex, Bandra East, Mumbai 400 051 Phone: +91 22 26534444 Email: Investorrelations@wockhardt.com</p> <p>Escalation Name: Debashis Dey Address: As above Phone: +91 22 26534444 Email: Ddey@wockhardt.com</p>
Lenders	<p>Level 1: Head – Treasury</p> <p>Escalation: CFO</p>	<p>Ganesh Gaikwad Address: As above Phone: +91 22 26534444 Email: GaneshG@wockhardt.com</p> <p>Deepak Madnani Address: As above Phone: +91 22 26534444 Email: DMadnani@wockhardt.com</p>

Stakeholders	Contact	Contact details*
Customers – Quality Complaints	<p>Level 1: Dy. Head- Quality</p> <p>Escalation: Quality Head</p>	<p>Pravin Kulkarni Address: As above Phone: +91 22 26534444 Email: Kulkarni.Pravin@wockhardt.com</p> <p>Dr. Sanjeev Sharma Address: Wockhardt Biotech Park H-14/2, MIDC Area Waluj, Maharashtra – 431136 Phone: +91 240 6664444 Email: SanjeevS@wockhardt.com</p>
Customers – Market Complaints	<p>Level 1: Divisional Business Head</p> <p>Escalation: India Business Head</p>	<p>Ortho/ Neuro : Gautam Chakraborty (Email: GChakraborty@wockhardt.com) Diabetes : LCS Vishnu (Email: LCSSriVishnu@wockhardt.com) Antibiotic Drug Discovery: Shambhu Khetawat (Email: SKhetawat@wockhardt.com) Nephrology: Amit Kumar Chib (Email: ACHib@wockhardt.com) Pharma: Anil Singh (Email: Anil.Singh@wockhardt.com) Institutions: Pradeep Gupta (Email: PradeepG@wockhardt.com) Address: Wockhardt Limited Wockhardt Towers G Block, Bandra Kurla Complex, Bandra East, Mumbai 400 051 Phone: +91 22 26534444</p> <p>Amrut Medhekar Address: As above Phone: +91 22 26534444 Email: AmrutM@wockhardt.com</p>
Value Chain Partners – Supplier/ contractors	<p>Level 1: GM – Supply Chain</p> <p>Escalation: President – Supply Chain</p>	<p>Rita Lobo Address: As above Phone: +91 22 26534444 Email: rlobo@wockhardt.com</p> <p>Prakash Gupta Address: As above Phone: +91 22 26534444 Email: PrakashG@wockhardt.com</p>

Stakeholders	Contact	Contact details*
Value Chain Partners – Distributors	Level 1: AVP – Distribution Escalation: President – Supply Chain	Shailesh Tekriwal Address: As above Phone: +91 22 26534444 Email: AmrutM@wockhardt.com Prakash Gupta Address: As above Phone: +91 22 26534444 Email: AmrutM@wockhardt.com
Community	Level 1: Local Admin Escalation: Head - Local Admin	Aurangabad: Mahendra Manwatkar Address: Benchmark, Paithan Rd, Nakshtra Wadi MBR, Aurangabad, Maharashtra 431001 Phone: +91 240 660 6300 Email: MManwatkar@wockhardt.com Mumbai & rest of India: Pravin Kharat Address: Wockhardt Limited Wockhardt Towers G Block, Bandra Kurla Complex, Bandra East, Mumbai 400 051 Phone: +91 22 26534444 Email: PKharat@wockhardt.com Aurangabad: Monisha Brahma Address: Benchmark, Paithan Rd, Nakshtra Wadi MBR, Aurangabad, Maharashtra 431001 Phone: +91 240 660 6300 Email: MBrahma@wockhardt.com Mumbai: Debolina Partap Address: Wockhardt Limited Wockhardt Towers G Block, Bandra Kurla Complex, Bandra East, Mumbai 400 051 Phone: +91 22 26534444 Email: Dpartap@wockhardt.com
Regulators	Level 1: Company Secretary/ Compliance Officer Escalation: Managing Director	Name: Debashis Dey Address: As above Phone: +91 22 26534444 Email: Ddey@wockhardt.com Name: Dr. Murtaza Khorakiwala Address: As above Phone: +91 22 26534444 Email: MKhorakiwala@wockhardt.com

In addition to the above, stakeholders may approach the concerned Company Officials at the Corporate office at: **Wockhardt Towers, G Block, Bandra Kurla Complex, Bandra East, Mumbai 400 051 from Monday – Friday between 11.00 am to 5.00 pm.**

A copy of the Stakeholders Grievance Policy is available on the website of the Company at <https://www.ockhardt.com/wp-content/uploads/2023/04/stakeholders-relationship-policy.pdf>.

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

Being a pharmaceutical company, we do not discriminate any vendor on the basis of geography or size and provide equal opportunity. Vendors are appointed based on Regulatory approval.

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	14.65%	38.15%
Sourced directly from within the district and neighbouring districts	33.45%	35.78%

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:

Consumer complaints and feedback can be conveyed to the company through email, phone call, or the Wockhardt ADR Collection Form. The web-link of contact details is <https://www.ockhardt.com/adverse-event-reporting/>.

The Company has laid down a detailed Stakeholders Grievance Policy to facilitate all stakeholders to file their grievances with the Company. A copy of the Stakeholders Grievance Policy is available on the website of the Company at <https://www.ockhardt.com/wp-content/uploads/2023/04/stakeholders-relationship-policy.pdf>.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	N.A.
Safe and responsible usage	100% as per Drugs and Cosmetics Act
Recycling and/or safe disposal	N.A.

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

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	N.A.	Nil	Nil	N.A.
Advertising	Nil	Nil	N.A.	Nil	Nil	N.A.
Cyber-security	Nil	Nil	N.A.	Nil	Nil	N.A.
Delivery of essential services	Nil	Nil	N.A.	Nil	Nil	N.A.
Restrictive Trade Practices	Nil	Nil	N.A.	Nil	Nil	N.A.
Unfair Trade Practices	Nil	Nil	N.A.	Nil	Nil	N.A.
Other	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

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

	Number	Reasons for recall
Voluntary recalls	Nil	N.A.
Forced recalls	1	Statutory Recall

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 a Cybersecurity Policy which ensures the confidentiality, integrity, and availability of the company's Pharma IP, digital assets and the Operational Technology (OT) assets through the implementation of effective cybersecurity controls and practices. The Policy aims to mitigate the risk of cyber threats, unauthorized access, data breaches, and other malicious activities that may compromise the company's assets.

A copy of the Cybersecurity Policy is available on the website of the Company at <https://www.wockhardt.com/wp-content/uploads/2023/07/wockhardt-cybersecurity-policy.pdf>.

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

The Company does not advertise its product which are usually prescription drugs, in compliance with the applicable regulations. Further there were no issues related to 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.

Leadership Indicators

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 about its products and services which can be accessed at <https://www.wockhardt.com/about-us/products/india-branded-business/>

For further details on any product, the concerned stakeholders may also reach out to us using the contact details/ communication mode provided in under Stakeholders Grievance Policy. A copy of the which is available on the website of the Company at <https://www.wockhardt.com/wp-content/uploads/2023/04/stakeholders-relationship-policy.pdf>.

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

Safety Information and dosage guidelines are provided on the product packages as per The Drugs and cosmetics Act. Further, regular training & guidelines are provided to the healthcare providers, who may guide their patients accordingly.

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

Being a Pharmaceuticals Company this is not applicable to us. The Company promptly complies with any discontinuation of Pharma Product directive issued by the concerned authorities in any market.

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

5. 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: Nil