BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

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**	8th July, 1999
4.	**Registered office address**	D-4, M.I.D.C. Chikalthana, Chhatrapati Sambhajinagar, Maharashtra, India, 431 006
5.	**Corporate address**	Wockhardt Towers, Bandra Kurla Complex, Bandra (East), Mumbai, Maharashtra, 400 051
6.	**Email address**	investorrelations@wockhardt.com
7.	**Telephone**	+91 22 2653 4444
8.	**Website**	www.wockhardt.com
9.	**Financial year for which reporting is being done**	1st April, 2025 to 31st March, 2026
10.	**Name of the Stock Exchange(s) where shares are listed**	National Stock Exchange of India Limited and BSE Limited
11.	**Paid-up Capital**	₹ 81,24,60,845/-
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: Ms. Rashmi Mamtura Designation: Company Secretary & Compliance Officer 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)
14.	**Name of assurance provider**	SGS India Private Limited
15.	**Type of assurance obtained**	Reasonable assurance ISAE3000 (revised) standard for BRSR Core parameters.

Note: The Independent Assurance Statement and the GHG Assurance Statement issued by SGS India Private Limited are provided in **Annexure I** and **Annexure II** of the report, respectively.

II. Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	81%
2.	Trade	Wholesale Trading	19%

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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manufacture of pharmaceuticals, medicinal and chemical products	210	81%
2.	Wholesale trade, except of motor vehicles and motorcycles	466	19%

III. Operations

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

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

19. Market Served by the entity:

a. Number of locations:

Locations	Number
National (No. of States)	28
International (No. of Countries)	49

b. What is the contribution of exports as a percentage of the total turnover of the entity? : 56.86%

c. A brief on types of customers: Stockiest/ Institutions are our direct customers and patients are the end consumers.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled)

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	EMPLOYEES					
1.	Permanent (D)	2,552	2,357	92.36%	195	7.64%
2.	Other than Permanent (E)	1,051	921	87.63%	130	12.37%
3.	**Total employees (D + E)**	**3,603**	**3,278**	**90.98%**	**325**	**9.02%**
	WORKERS					
1.	Permanent (F)	12	12	100%	0	0%
2.	Other than Permanent (G)	469	467	99.57%	2	0.43%
3.	**Total workers (F + G)**	**481**	**479**	**99.58%**	**2**	**0.42%**

b. Differently abled Employees and workers: Nil

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

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	2	22.22%
Key Management Personnel	4	1	25%

Note: Dr. Habil Khorakiwala, Chairperson and Executive Director, and Dr. Murtaza Khorakiwala, Managing Director, are members of the Board of Directors, and are also designated as Key Managerial Personnel.

22. Turnover rate for permanent employees and workers

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	27.17	34.15	**61.32**	27.23	4.25	**24.49**	25.64	2.24	**27.88**
Permanent Workers	22.03	0	**22.03**	13.07	0	**13.07**	6.22	1.04	**7.25**

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

23. (a) Name of the holding / subsidiary / associate companies / joint ventures and % of shares held by the listed entity:

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

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

Yes, the following subsidiaries 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

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

(ii) Turnover (in ₹): ₹ 17,38,69,94,357

(iii) Net worth (in ₹): ₹ 26,42,57,59,143

VII. Transparency and Disclosures Compliances:

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 25-26			FY 24-25		
		Number of complaints fi during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints fi during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	https://www.wockhardt.com/wp-content/uploads/2025/11/wockhardt-stakeholders-relationship-policy-updt-oct-25.pdf	Nil	Nil	N.A.	Nil	Nil	N.A.
Investors (other than shareholders)		Nil	Nil	N.A.	Nil	Nil	N.A.
Shareholders		8	Nil	All complaints/queries have been resolved within prescribed statutory timelines.	8	Nil	All complaints/queries have been resolved within prescribed statutory timelines.
Employees and workers		Nil	Nil	N.A.	Nil	Nil	N.A.
Customers		Nil	Nil	N.A.	3	Nil	Based on investigation CAPA (Corrective and preventing action) has been initiated and SOP (Standard Operating Procedure) elaborated and checklist incorporated for QR code verification and shared to customer. customer has accepted proposed CAPA and hence complaint has been closed.
Value Chain Partners		Nil	Nil	N.A.	Nil	Nil	N.A.
Other (specify)		Nil	Nil	N.A.	Nil	Nil	N.A.

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

Sl. No.	Material issue identified	Indicate whether risk or opportunity	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	Conduct of business in most ethical manner with high standards of corporate governance facilitates long term value creation for all the stakeholders of the Company. Corporate governance facilitates long term value creation for all the stakeholders of the Company.	At Wockhardt, we have a well-defined Code of Business Conduct highlighting the Company's commitment to conduct business with integrity and professionalism. – CSR Committee reviews ESG-related risks and recommends appropriate remedial/ mitigation measures.	**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 polices. The above actions facilitates value creation for all its stakeholders.

Sl. No.	Material issue identified	Indicate whether risk or opportunity	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)
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. We encourage and train our staff to enhance their skills as to adopt to new emerging technologies.	**Negative:** Leakage of personal information and privacy infringement can affect reputation. Non-compliance with regulations can result in potential penalties by regulators. A compromise of corporate information could affect the organization. A cyber attack on information systems could affect operations and consequently the financial performance of the company.
3.	Digital Transformation	Opportunity	Transitioning to digital tools enables enhanced efficiency and effectiveness of operational processes, resulting in increased productivity across operations.	At Wockhardt, we have invested in automation and digitization to enhance the efficiency and effectiveness of our processes. We have initiated AI Project which includes automation of P2P, O2C & R2R. We are also looking for enhancement of use of Technology to increase efficiency and accuracy in business and entire operations.	**Positive:** Wockhardt continually strive to embrace emerging technologies which could change the way of working. Machine learning, Robotic process automation, AI etc. could increase efficiencies manifold. The new technologies can be used in research & development and production planning and to optimise manpower utilisation
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. Any non- compliance could result in plant shutdown, penalties, fines, etc. Adherence to the applicable regulatory requirements is a key priority, and at Wockhardt, we ensure that the regulatory compliances for health and safety, quality, human rights are followed at all times.
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.

Sl. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
6.	Product Quality & Safety	Risk	Due to the pharmaceutical industry's significant vulnerability to product quality and safety issues, addressing risks related to product responsibility is critical. Failure in safety & quality measure can result in financial & reputational loss.	At Wockhardt we have implemented proper systems to ensure the quality and safety of our products as per the regulatory norms. We have a dedicated Pharmacovigilance function to monitor and track any complaints received for our products. The team also ensure that the complaints received are timely addressed. Also we have mandated the Pharmacovigilance training to all our employees for all the locations.	**Positive:** By adhering to the highest product quality and safety, the company can create a positive brand image and reputation leading to increase in customer base. To achieve that we have rigorous quality programmes that identifies gaps on continuous basis and takes necessary correction actions which is a continuous improvement programmes. **Negative:** In the case of poor product quality, the Company can face reputational as well as operational damage. This may also lead to a decrease in customer satisfaction and trust. Further the likelihood of observation during regulatory inspection may be possible.

Section B: Management And Process Disclosures

Management and Process disclosure questions

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/ cer t i f i c ations/ l abels/ 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.	• World Health Organization – Good Manufacturing Practices certification by State FDA and CDSCO (Cert. No. WHO-GMP/22043238/24389/B) • ANSM (France) Certification (Certificate No. 19MPP006HPT01) • PMDA-Japan Certification (Reference No. AA38601) • ISO 14001 Certification • ISO 13485:2016 • EN ISO 13485:2016 • ISO 45001:2018 • ISO 9001 • Certificate from Repak Limited (Approved body of the European Union (Packaging) Regulation 2014) • E-Incarnation Recycling Private Limited (E-Waste Certificate) • Kedia Rainwater Harvesting Pvt. Ltd. (Rainwater Harvesting Certificate) • Shell Energy UK Limited (Renewable Energy Certificates)								

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.	Each employee should receive at least 4 man-hours of occupational health and safety training every year.	The same is under implementation				1. Reduction in non-renewable energy consumption: The Company reduced its non-renewable energy consumption by ~5.9% (20,246.10 GJ), from 340,999.21 GJ to 320,753.11 GJ, demonstrating a gradual shift towards a more sustainable energy mix. 2. Improvement in energy intensity: Energy intensity (PPP-adjusted) improved from 729.01 to 590.64 GJ/Mn USD, reflecting a ~19% enhancement in energy efficiency. 3. Reduction in Scope 2 emissions: Scope 2 emissions decreased significantly by ~19% (11,673.60 tCO_2e), from 61,310.66 to 49,637.06 tCO_2e, driven by improved energy sourcing and efficiency measures. 4. Reduction in NOx emissions: NOx emissions declined by ~10.8%, from 1,801.54 to 1,607.13 mg/Nm^3, indicating improved air emission control. 5. Reduction in SOx emissions: SOx emissions reduced substantially by ~48%, from 535.54 to 276.90 mg/Nm^3, reflecting effective emission abatement initiatives. 6. Reduction in particulate matter (PM): PM emissions decreased by ~18%, from 1,834.64 to 1,496.35 mg/Nm^3, demonstrating enhanced pollution control performance. 7. Reduction in water intensity: Water intensity improved by ~18%, decreasing from 0.000028 to 0.000023 KL/Rs, indicating better water resource management. 8. E-waste and battery waste management: The Company maintained 100% recycling of e-waste and battery waste through authorized recyclers, ensuring full regulatory compliance. 9. Reduction in non-hazardous waste generation: Non-hazardous waste generation reduced significantly by ~66.8%, from 5,534.45 MT to 1,837.31 MT, driven by waste minimization and resource efficiency initiatives. 10. E-waste recycling compliance: Continued achievement of 100% e-waste recycling through government-approved vendors, reinforcing strong waste management practices. 11. Green initiatives and resource conservation: Ongoing initiatives such as rainwater harvesting, zero liquid discharge (ZLD) systems, and operational efficiency improvements contributed to enhanced environmental performance.	The same is under implementation.		
6. Performance of the entity against the specifi 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

Wockhardt is deeply committed to ESG initiatives.

Our Environmental efforts focus on energy-efficient operations, reduction of our carbon footprint, conservation of water and waste reduction.

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.

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. 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.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Dr. Huzaifa Khorakiwala Designation: Executive Director								
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								

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

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated: 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	Percentage 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, research & development, leadership and various other regulatory updates.	100%
Key Managerial Personnel	1	Leadership Development Program (IIM-C)	25%
Employees other than BoD and KMPs	250	• POSH Compliance and Business Ethics (7 programmes): 935 participants (Male: 719, Female: 144) – Strengthened awareness on workplace ethics and prevention of sexual harassment. • ESG Training (4 programmes): 893 participants (Male: 723, Female: 170) – Improved understanding of ESG principles and sustainability practices. • DPDPA (1 programme): 727 participants (Male: 603, Female: 124) – Enhanced awareness on data protection and privacy regulations. • Cyber Security (1 programme): 727 participants (Male: 603, Female: 124) – Strengthened cyber risk awareness and data security practices. • Leveraging AI for Smart Work & Communication (4 programmes): 161 participants (Male: 124, Female: 37) – Improved productivity through AI adoption. • Ethics, Professional Conduct & Corporate Responsibility (2 programmes): 54 participants (Male: 50, Female: 4) – Reinforced ethical standards and corporate responsibility. • Goal Setting (1 programme): 20 participants (Male: 17, Female: 3) – Enhanced individual performance planning. • Train the Trainer (1 programme): 31 participants (Male: 27, Female: 4) – Built internal training capabilities. • Leadership Qualities & Team Management (1 programme): 11 participants (Male: 5, Female: 6) – Strengthened leadership and team management skills. • Excel Dashboard (1 programme): 6 participants (Male: 5, Female: 1) – Improved data handling and reporting skills. • Sales Training Program (6 programmes): 196 participants (Male: 155, Female: 8) – Enhanced sales capabilities and customer engagement. • LOGO Quiz (18 programmes): 11,099 participants (Male: 10,212, Female: 887) – Promoted organizational awareness and engagement. • Refresher / Booster (3 programmes): 66 participants (Male: 64, Female: 2) – Reinforced learning and knowledge retention. • Safety Talks (21 programmes): 71 participants – Reinforced day-to-day hazard awareness and safe behaviour at the workplace. • Induction Training (23 programmes): 213 participants – Ensured new employees were oriented on EHS policies, site rules and emergency procedures. • Safety-Related Training (16 programmes): 94 participants – Enhanced competency in safety procedures, PPE usage and risk management. • Fire Fighting (2 programmes): 8 participants – Strengthened emergency response capability and fire prevention awareness. • Classroom / Specialized Training (16 programmes): 325 participants – Covered advanced EHS topics including compliance, environment management and technical skills.	100%

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Workers	204	• **Safety Talks** (6 programmes): 26 participants – Promoted awareness of workplace hazards and safe work practices among contract workmen. • **Induction Training** (28 programmes): 150 participants – Ensured contractor workforce understood site EHS requirements before commencing work. • **Safety-Related Training** (11 programmes): 52 participants – Covered SOP-based safety procedures including PPE selection, hazardous waste handling and incident reporting. • **Environment-Related Training** (1 programme): 6 participants – Improved awareness of environmental compliance and waste management obligations. • **Fire Fighting** (12 programmes): 87 participants – Enhanced emergency preparedness and firefighting response skills. • **Tool Box Talks** (105 sessions): 567 participants – Provided on-the-job safety briefings covering daily work-specific hazards and controls.	100%

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

	Monetary				
	NGRBC Principle	Name of the regulatory / enforcement agencies judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred (Yes/No)
Penalty / Fine	1	Superintendent, Central GST Range-11, Division-III, Ghaziabad	Penalty of ₹ 28,07,984/-	Demand raised due to adjustment of GST amount in the returns filed for FY 2019-20 on account of excess GST paid during earlier years.	Yes
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 institution	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 nonmonetary action has been appealed:**

Sr. No.	Case Details	Name of the regulatory/enforcement agencies judicial institutions
1.	Demand order issued by Superintendent, Central GST Range-11, Division-III, Ghaziabad, Meerut, Uttar Pradesh	Appeal filed with GST Appellate Authority and hearing yet to be held.

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. The Company 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 individuals worldwide working for all 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/2024/09/anti-bribery-and-anti-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 25-26	FY 24-25
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest

	FY 25-26		FY 24-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	N.A.	Nil	N.A.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	N.A.	Nil	N.A.

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: No such cases, hence not applicable.

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

	FY 25-26	FY 24-25
i) Accounts payable x 365 days	183,595	173,740
ii) Cost of goods/services procured	909	840
iii) Number of days of accounts payables	202	207

Note: This data forms part of the BRSR Core parameters and has been audited by SGS India Private Limited for FY 2025–26.

9. Open-ness of business, Provide details of concentration of purchases and sales with trading houses, dealers, and related parties alongwith loans and advances & investments, with related parties, in the following format

(₹ in Crore)

Parameter	Metric	FY 25-26	FY 24-25
Concentration of Purchases	a. i) Purchases from trading houses	15.24	3.21
	ii) Total purchases	309	276
	iii) Purchases from trading houses as % of total purchases	4.93	1.16
	b. Number of trading houses where purchases are made	26	17
	c. i) Purchases from top 10 trading houses	13.4	2.8
	ii) Total purchases from trading houses	15.24	3.21
	iii) Purchases from top 10 trading houses as % of total purchases from trading houses	87.93	87.23

Parameter	Metric	FY 25-26	FY 24-25
Concentration of Sales	a. i) Sales to dealer / distributors	614.04	515.65
	ii) Total Sales	1,739	1,402
	iii) Sales to dealer / distributors as % of total sales	35.30	36.77
	b. Number of dealers / distributors to whom sales are made	2821	2,898
	c. i) Sales to top 10 dealers / distributors	143.11	171.48
	ii) Total Sales to dealer / distributors	614.04	515.65
	iii) Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	23.31	33.26
Share of RPTs in	a. i) Purchases (Purchases with related parties)	17.73	8
	ii) Total Purchases	603	604
	iii) Purchases (Purchases with related parties as % of Total Purchases)	2.94	1.32
	b. i) Sales (Sales to related parties)	387.43	273
	ii) Total Sales	1739	1,402
	iii) Sales (Sales to related parties as % of Total Sales)	22.28	19.47
	c. i) Loans & advances given to related parties	0	0
	ii) Total loans & advances	131	185
	iii) Loans & advances given to related parties as % of Total loans & advances	0	0
	d. i) Investments in related parties	297	297
	ii) Total Investments made	709	719.8
	iii) Investments in related parties as % of Total Investments made	41.89	41.24

Leadership Indicators

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

Total number of awareness programmes held	Topics / Principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	Principle 6	35%

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

Yes, the Company's Code on Business Conduct and Ethics for the Members of the Board of Directors and Senior Management encourages Board Members, including Senior Management Personnel, to consult the Chairman of the Board or the Compliance Officer for any queries regarding conflicts of interest. Any Director or Senior Management Personnel who becomes aware of a conflict or potential conflict shall bring it to the attention of the Chairman of the Board or the Compliance Officer.

Further, pursuant to the requirements of the Companies Act, 2013, and SEBI Listing Regulations, all Board Members provide a disclosure of conflict of interest in Form MBP-1 at the first Board Meeting held during any financial year and at subsequent meetings in case of a change in interest. Conflicted Board Members, if any, do not participate in discussions or vote on matters concerning the conflict.

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

Essential Indicators

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

	FY 25-26	FY 24-25	Details of improvements in environmental and social impacts
R&D	100%	100%	The CAPEX investments in Research and Development helps 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. Improves Social Impact by improving the efficacy of drugs with reduced costs of manufacturing thus have wider social impact as the medicines become more affordable. Wockhardt R&D, Biotech Park are Governed through International Standards Complying regulations as per GMP, USFDA, Drugs and Cosmetic Act, International Standard Organisation (ISO) Quality and Environmental laws.
Capex	2.77%	2.32%	1. At Daman Kadaiya Plant: – Energy-efficient Screw Air Compressors installed – Lower electricity consumption, reduced carbon footprint. – ETP Pumps replaced – Continuous effluent treatment maintained, reduced pollution load to environment. 2. At Daman Bhimpore Plant: – High Efficiency RO Plant installed – RO/UF reject water reused in cooling tower, boiler and flushing areas, reducing fresh water intake and improving groundwater levels. – New Cooling Tower installed – Reduced load on chillers and reduced fresh water intake. – Ambulance procured – Improved employee health, emergency preparedness and community safety. 3. At Biotech Park Plant: – New 8 TPH Briquette Boiler commissioned – LSHS (Low Sulphur Heavy Stock) fuel replaced with briquette, drastically reducing SOx emissions and greenhouse gas emissions, improving air quality. – Three new 300 TR Chillers installed – significant energy saving and cooling efficiency improvement, reducing electricity consumption and carbon footprint. – ETP Agitators upgraded – Primary chemical treatment efficiency improved from 35% to 40%, enhancing effluent quality before discharge. – ETP Pumps replaced with high-efficiency models – Energy saving and prevention of breakdown in effluent treatment. – Fixed Fire Suppression System, Horizontal Life Lines, SCBA & PAPR, Ambulance Van, Warehouse Sprinklers installed – improved occupational health, safety and emergency preparedness.

2. a) **Does the entity have procedures in place for sustainable sourcing? (Yes/No)** Yes, the Supply Chain and Quality Assurance departments check and ensure all vendors and suppliers during on boarding and registration for our company, as per the standard operating procedures and checklist, which includes sustainability, ESG (Environmental, Social, and Governance), and EHS (Environment, Health, and Safety) standards being followed for all vendors and suppliers.

   b) **If yes, what percentage of inputs were sourced sustainably?** 100%

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

   (a) Plastics (Including Packaging)

   - Procurement of plastic packaging from the EPR certified vendors those are obtained their EPR certificates from CPCB under PWM Rules, 2016.
   - We have Brand Owner and Import category EPR certificate for the environmentally sound management of the product until the end of its life.

   (b) E-waste:

   Refurbishment and Processing:

   - Working items are repaired, formatted, and upgraded for resale.
   - Non-working items with salvageable parts are used for repairs or repurposing.
   - Scrap materials are documented and moved for authorized e-waste disposal.

Safe Disposal and Compliance:

- Non-usable and hazardous e-waste is handed over to authorized e-waste recyclers as per government norms.
- Maintain proper disposal records and obtain certificates from recycle
- Submit necessary compliance reports to regulatory authorities if required

Compliance and Legal Considerations:

- Follow guidelines laid down by the Central Pollution Control Board (CPCB) and local regulatory authorities.
- Obtain necessary permissions and certifications from authorized agencies for e-waste handling.
- Ensure data security by properly erasing or destroying storage devices before disposal.

(c) Hazardous Waste

- In-process non-recoverable material i.e. Hazardous waste is delivered to the TSDF site (GEPIL) as per authorized by the Pollution Control Board for Incineration and Secured landfilling.

(d) Other Waste (Non-Hazardous Waste/Scrap)

- Rejected plastic packaging material is destroyed through registered recycle
- Canteen waste from R&D is sent to an authorized facility for biogas generation, while canteen waste from Shendra is used for bio composting within the premises.

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 standard operating procedure (SOP) 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):

Nil, as per the Drugs & Cosmetics Act, pharmaceutical companies are not allowed to use recycled material in pharma manufacturing.

Indicate input material	Recycled or re-used input material to total material	
	FY 25-26	FY 24-25

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

As per the Drugs & Cosmetics Act, pharmaceutical companies are not allowed to use recycled material in pharma manufacturing. We are planning to take up a Life Cycle Assessment of the Pharma products in the coming financial year. Our commitment lies in minimizing the environmental impact through responsible practices within our operations.

	FY 25-26			FY 24-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	–	–	38.51 tonne	–	–	30.051 tonne
E-waste	–	–	0.68 tonne	–	–	0.33 tonne
Hazardous waste	–	–	51.92 tonne	–	–	12.9 tonne
Other waste	–	–	1,840.35 tonne	–	–	5,537.57 tonne

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

Essential Indicators

1. **Details of well-being of Employees and workers**

   a. **Details of measures for the well-being of employees**

Category	% of employees covered by										
	Health Insurance			Accident Insurance		Maternity Benefit		Paternity Benefit		Day Care Facility	
	Total (A)	Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Employees											
Male	2,357	2,357	100%	2,357	100%	0	0%	0	0%	0	0%
Female	195	195	100%	195	100%	195	100%	0	0%	0	0%
Total	**2,552**	**2,552**	**100%**	**2,552**	**100%**	**195**	**7.64%**	**0**	**0%**	**0**	**0%**
Other than Permanent Employees											
Male	921	0	0%	0	0%	0	0%	0	0%	0	0%
Female	130	0	0%	0	0%	0	0%	0	0%	0	0%
Total	**1,051**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefit		Paternity Benefit		Day Care Facility	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	12	12	100%	12	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	**12**	**12**	**100%**	**12**	**100%**	**0**	**0%**	**0**	**0%**	**0**	**0%**
Other than Permanent workers											
Male	467	0	0%	0	0%	0	0%	0	0%	0	0%
Female	2	0	0%	0	0%	0	0%	0	0%	0	0%
Total	**469**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**

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

	FY 25-26	FY 24-25
Cost incurred on wellbeing measures as a % of total revenue of the company	0.31%	0.27%

Note: This data forms part of the BRSR Core parameters and has been audited by SGS India Private Limited for FY 2025–26.

2. **Details of retirement benefits, for Current FY and FY 24-25**

Benefits	FY 25-26			FY 24-25		
	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
Others please specify	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

3. **Accessibility of workplaces -**

Are the premises / offices of the 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	No Paternity Leave Policy			
Female	100%			
Total	**100%**			

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

	Yes/No ***(If Yes, then give details of the mechanism in brief)***
Permanent Workers	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 25-26			FY 24-25		
	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						
– Male	2,357	0	0%	2,016	0	0.00%
– Female	195	0	0	174	0	0.00%
Total Permanent Workers						
– Male	12	0	0%	106	80	75.47%
– Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers

Category	FY 25-26					FY 24-25				
	Total (D)	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	2,847	2,847	100%	1,366	48%	2,016	2,016	100%	1,150	57%
Female	329	329	100%	111	34%	174	174	100%	78	44.8%
Total	**3,176**	**3,176**	**100%**	**1,477**	**46.5%**	**2,190**	**2,190**	**100%**	**1,228**	**56%**
Workers										
Male	626	626	100%	626	100%	106	106	100%	106	100%
Female	4	4	100%	4	100%	0	0	0%	0	0%
Total	**630**	**630**	**100%**	**630**	**100%**	**106**	**106**	**100%**	**106**	**100%**

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

Category	FY 25-26			FY 24-25		
	Total (A)	No. (B)	% (B/A)	Total (A)	No. (B)	% (B/A)
Employees						
Male	2,847	N.A.	N.A.	2,016	N.A.	N.A.
Female	329	N.A.	N.A.	174	N.A.	N.A.
Workers						
Male	626	N.A.	N.A.	106	N.A.	N.A.
Female	4	N.A.	N.A.	0	N.A.	N.A.

10. Health and safety management system

a. **Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?** Yes, covered through ISO 45001, ISO 13485 and ISO 14001.

b. **What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?** Following are the practices followed at site to identify work related hazards and assess risk on a routine & non-routine basis:

- Standard Operating procedures
- EHS Risk Assessment
- Earth pit monitoring
- Pressure vessel checks
- Safety work permit initiation before starting any non-routine work
- Statutory compliance as per schedule.
- Workplace inspection
- Identification and reporting of unsafe act / unsafe condition / near-miss
- Personal Protection Equipment (PPE) for all the workers.

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

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

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

Safety Incident/Number	Category	FY 25-26	FY 24-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers		
Total recordable work-related injuries	Employees		
	Workers		
No. of fatalities	Employees		
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees		
	Workers		

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

Measures taken at site to maintain safe and healthy work place:

- Conducting regular EHS risk assessment
- EHS training
- Ensure use of appropriate PPEs
- Reporting of Unsafe act, Unsafe conditions, Near-miss
- Accident / Incident investigation
- Well- maintained equipment
- Promoted safety culture in employees where safety is prioritized at all levels of the organization.
- Emergency preparedness
- Employee Health monitoring
- Ensuring employees use personal protection equipment while working in hazardous areas.

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

	FY 25-26			FY 24-25		
	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					
Health & Safety	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

At the site, a structured procedure is in place for accident and incident investigation. During such investigations, if any concern relating to health and safety is identified, corrective and preventive action plans are raised in accordance with the established standard operating procedures. These measures are implemented to maintain workplace safety and to address significant risks or concerns arising from assessments of health and safety practices and working conditions.

Leadership Indicators

1. **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, the timely payment of statutory dues to contract labour is monitored through a structured review process. As part of this process, contractors are required to provide challans evidencing the deduction and deposit of statutory dues, which are verified to ensure compliance with applicable regulations.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 25-26	FY 24-25	FY 25-26	FY 24-25
Employees	Nil			
Workers	Nil			

3. **Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?** No.

4. **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%
Working Conditions	

5. **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 partner**

   Contract labour working conditions are assessed annually across all locations. As part of this process, instructions prescribed in Standard Operating Procedures are followed, including documentation in batch processing records for the usage of Personal Protective Equipment (PPE), availability of Material Safety Data Sheets (MSDS), and periodic training for employees on Good Manufacturing, Good Laboratory, and Good Engineering Practices. Further, vendor approval procedures incorporate structured assessments through questionnaires and regular audits, ensuring that corrective and preventive actions are identified and implemented to address any significant risks or concerns relating to health and safety practices within the value chain.

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**

   Stakeholders are determined based on the significance of their impact on the Company's business and the impact of the Company's business on them. Groups or individuals within a business, who work directly within the business, such as employees, full time consultants and contractual support staff as Internal Stakeholders, and Groups or individuals outside a business who are affected in some way by the decisions of the business, such as investors, lenders, value chain partners, customers, community, media and the Government as External Stakeholders.

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	• 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	• 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	• Direct interactions • Supplier meets • Email • Website • Regulatory compliances notifications • Contracts terms & conditions	Need based	• New business opportunities • Business transparency • Training and development of marketing partners • Business ethics and transparency • Resolving queries
Customers	No	• Visits and meetings • Pharmacovigilance • Dedicated training programmes for doctors, healthcare professionals, etc., medicines pamphlets, brouchers • Email • SMS • Calls • Communication Pharmacovigilance • Annual Report • Media Interview • Campaigns •Website submission • Dedicated Customer Care number	Need based	• 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	• Meetings and calls • Conferences • Email • Website • Audited financial report	Need based	• Economic value • Compliance and covenants
Employees & Workers	No	• Training Sessions • Seminars • Surveys • Workshops • Capacity building • Appraisals newsletters & rewards • Health & safety committee meetings • Direct interactions • Events • Email • Website • Newsletters	Regular	• 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

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
Service Providers	No	• Direct interactions • Supplier meets • Email • Website • Service contract • Newsletter	Need based	• New business opportunities • Business transparency • Training and development of partners and suppliers • Business ethics and transparency • Resolving queries
Government Authorities	No	• Need basis Participation in industry level consultation groups • Policy advocacy • Participation in forums • Email • Website • Stock exchange disclosures	Need based	• Seeking clarifications and relaxation • Communicating challenges and providing recommendations • Compliance and good governance • Sustainable practices • Inclusive growth • Resolving queries
Communities	No	• Direct engagement • Visits and camps • Community needs assessments • Social projects and engagement • Email • Website	Regular	• Infrastructure development • Education & healthcare • Environmental protection • Generating local employment opportunities
Value Chain Partners	No	• Direct interactions • Supplier meets • Email • Website	Need based	• New business opportunities • Business transparency • Training and development of partners and suppliers • Business ethics and transparency • Resolving queries

Leadership Indicators

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

   The Company's operations adhere to local regulatory requirements such as Pollution Control Board norms, which necessitate stakeholder consultations, both internal and external. The Company has a dedicated CSR team as part of its corporate sustainability function, responsible for identifying and implementing social projects and programs through reputed NGOs in line with the CSR Policy, with updates on the programs, partners, and impact provided to the Board for approval through the CSR Committee. The Company believes in effective stakeholder engagement to achieve long-term sustainability goals and overall growth, and the Board of Directors prioritizes accomplishing the ESG targets.

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

   Yes, stakeholders' consultation is undertaken on all matters pertaining to the management of environmental and social topics. For environmental inputs, we have open forums and communication with stakeholders. For social inputs, we also have open forums and communication with stakeholders. Only after receiving and deliberating on suggestions from stakeholders are they incorporated into policies.

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

   At Group level, the company enagages with vulnerable and marginalized stakeholder groups through Wockhardt Foundation, the CSR Arm of the Company.

   Wockhardt Foundation is committed to uplifting the underserved and disadvantaged sections of society through structured programs that are scalable, impactful, and sustainable. The Foundation addresses the needs of vulnerable and marginalized communities by executing its flagship initiatives namely, Mobile 1000, GUR+, Pronto Toilet, Wockhardt E-Learning Program, Wockhardt Hunger Project, Wockhardt Foundation Junior College of Arts and Science and Khel Khel Mein Programme. Each initiative is designed with the belief that "Service to Man is Service to God"—upholding Wockhardt Foundation's core mission of social service, compassion, and inclusive development. The detailed information about the initiatives is accessible at Wockhardt Foundation's website - https://www.wockhardtfoundation.org

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 25-26			FY 24-25		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	2,552	2,552	100%	2,190	2,190	100%
Other than Permanent	1,051	1,051	100%	441	441	100%
Total Employees	**3,603**	**3,603**	**100%**	**2,631**	**2,631**	**100%**
Workers						
Permanent	12	12	100%	106	106	100%
Other than Permanent	469	469	100%	672	187	27.83%
Total Workers	**481**	**481**	**100%**	**778**	**293**	**37.66%**

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

Category	FY 25-26					FY 24-25				
	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	2,552	0	0%	2,552	100%	2,190	0	0%	2,190	100%
Male	2,357	0	0%	2,357	100%	2,016	0	0%	2,016	100%
Female	195	0	0%	195	100%	174	0	0%	174	100%
Other than Permanent	1,051	0	0%	0	0%	441	0	0%	0	0%
Male	921	0	0%	0	0%	355	0	0%	0	0%
Female	130	0	0%	0	0%	86	0	0%	0	0%
Workers										
Permanent	12	0	0%	12	100%	106	106	100%	0	0%
Male	12	0	0%	12	100%	106	106	100%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Other than Permanent	469	0	0%	0	0%	672	0	0%	0	0%
Male	467	0	0%	0	0%	645	0	0%	0	0%
Female	2	0	0%	0	0%	27	0	0%	0	0%

3. **Details of remuneration/salary/wages**

a. **Median remuneration / wages**

	Male		Female	
	Number	Median remuneration/ salary/ wages Number of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	14,00,000	2	7,50,000
Key Managerial Personnel	3	2,80,00,000	1	35,04,494
Employees other than BoD and KMP	2357	6,20,000	195	8,00,000
Workers	12	3,00,013	0	0

Note: 1. Key Managerial Personnel includes Dr. Habil Khorakiwala, Chairman and Executive Director, Dr. Murtaza Khorakiwala, Managing Director, Deepak Madnani, Chief Financial Officer, and Rashmi Mamtura, Company Secretary of the Company.

2. Permanent employees and permanent workers are considered.

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

	FY 25-26	FY 24-25
Gross wages paid to females as % of total wages	13.91 %	8.93%

Note: This data forms part of the BRSR Core parameters and has been audited by SGS India Private Limited for FY 2025–26.

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, the Human Resource Department Heads at respective locations are responsible for addressing any human rights impacts or issues caused or contributed to by the business, if any.

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/2024/09/human-rights-policy.pdf

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

	FY 25-26			FY 24-25		
	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. **Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format**

	FY 25-26	FY 24-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

Wockhardt believes in offering equal employment opportunities and hence prohibits discrimination on the basis of religion, nationality, sex, marital status etc. The Company strictly prohibits any kind of sexual harassment by / of its Associates. The Company has a Prevention of Sexual Harassment Policy for Prevention & Redressal of Complaints of Sexual Harassment and matters 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 behavior, actual or suspected fraud or violation of the Company's Code of Conduct or Ethics Policy. In case of complaints through the Whistle Blower/ Vigil Mechanism, the Whistle blower, Vigilance Officer, Chairman and members of the Audit Committee, the subjects and everybody involved in the process maintains confidentiality of all matters under this policy. No unfair treatment is meted out to a Whistle Blower by virtue of his / her having reported a Protected Disclosure under this policy. Adequate safeguards against victimization of complainants are provided to the Whistle Blower.

9. **Do human rights requirements form part of your business agreements and contracts?:** Yes.

10. **Assessments for the year**

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

11. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above:** There were no risks / concerns arising from the assessments at Question 10 above.

Leadership Indicators

1. **Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints:** There were no complaints, hence no business process was modified/ introduced as a result of addressing human rights grievances/ complaints.

2. **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, as a healthcare organization all our facilities are accessible to differently abled visitors. Ramps and Wheelchairs are made available at site locations and also necessary assistance is provided whenever required.

3. **Details on assessment of value chain partners**

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	100%
Sexual harassment	
Discrimination at workplace	
Wages	
Forced/involuntary labour	
Others – please specify	

4. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above:** No such case of anti-competitive conduct or adverse orderls from regulatory authorities.

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 25-26	FY 24-25
From renewable sources		
Total electricity consumption (A)	422.91 GJ	414.64 GJ
Total fuel consumption (B)	183,711.26 GJ	153,444.7 GJ
Energy consumption through other sources (C)	0 GJ	0 GJ
Total energy consumed from renewable sources (A+B+C)	184,134.18 GJ	153,859.34 GJ
From non-renewable sources		
Total electricity consumption (D)	**252,551.08 GJ**	**235,237.79 GJ**
Total fuel consumption (E)	**68,202.03 GJ**	**105,761.41 GJ**
Energy consumption through other sources (F)	0 GJ	0 GJ
Total energy consumed from non-renewable sources (D+E+F)	320,753.11 GJ	340,999.21 GJ
Total energy consumed (A+B+C+D+E+F)	504,887.29 GJ	494,858.56 GJ
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.000029 GJ/₹	0.000016 GJ/₹
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	590.64 GJ/Mn USD*	729.012 GJ/Mn USD*
Energy intensity in terms of physical output	0.00033 GJ/Unit	0.00043 GJ/Unit
Energy intensity (optional) – the relevant metric may be selected by the entity	N.A.	N.A.

Note:

1. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: The BRSR Core data for FY 2025–26 has been audited by SGS.
2. *Energy intensity per rupee of turnover, adjusted for Purchasing Power Parity (PPP), has been calculated in accordance with the SEBI circular. The PPP conversion rate has been sourced from the IMF.
3. Emission calculations have been carried out using emission factors published by DEFRA and the EPA.

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.**

Not Applicable.

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

Parameter	FY 25-26	FY 24-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	457,502 kL	453,949 kL
(ii) Ground water	19,849.46 kL	31,446.8 kL
(iii) Third Party Water	290,941.54 kL	276,599 kL
(iv) Seawater / desalinated water	0 kL	0 kL
(v) Others	41,755.66 kL	0 kL
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**810,048.66 kL**	**761,994.8 kL**
Total volume of water consumption (in kilolitres)	**406,722 kL**	**404,733.8 kL**
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.000023 KL/₹	0.000028 kL/₹
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	475.8 KL/Mn USD*	596.29 kL/Mn USD*
Water intensity in terms of physical output	0.00029 kL/Unit	0.00035 kL/Unit
Water intensity (optional) – the relevant metric may be selected by the entity	N.A.	N.A.

Note:

1. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: The BRSR Core data for FY 2025–26 has been audited by SGS.
2. Wockhardt Limited's Biotech Park facility in Waluj (Aurangabad) has installed 8 patented rainwater harvesting (KFP) structures, enabling ~24 million litres of annual groundwater recharge and reducing reliance on external water sources.

3. The Company's facilities at Bhimpore and Kadaiya actively contribute to groundwater replenishment through rainwater harvesting (approximately 7.54 million litres and 6.31 million litres respectively) and reuse of treated effluent for gardening, thereby reducing dependence on fresh groundwater extraction.
4. Wockhardt has implemented the use of reclaimed wastewater across its facilities at Shendra, R&D, Daman (Bhimpore), and Kandiya, resulting in the reuse of 41,755.66 kL of water.

4. Provide the following details related to water discharged:

Parameter	FY 25-26	FY 24-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
– No treatment	Nil	Nil
– With treatment - please specify level of treatment	Nil	Nil
(ii) To Ground water		
– No treatment	Nil	Nil
– With treatment - please specify level of treatment	Nil	Nil
(iii) To Sea water		
– No treatment	Nil	Nil
– With treatment - please specify level of treatment	Nil	Nil
(iv) Sent to third-parties		
– No treatment	Nil	Nil
– With treatment - please specify level of treatment	361,571 kL sent to CETP	303,258 kL sent to common effluent treatment plant (CETP)
(v) Others		
– No treatment	Nil	Nil
– With treatment - please specify level of treatment	41,755.66 kL of wastewater is treated annually using tertiary treatment methods at Wockhardt Ltd's Shendra plant, R&D facility, and Daman plants (Bhimpur and Kadaiya). The treated water is reused for gardening purposes.	54,003 kL annually Wockhardt Ltd, Shendra plant, R&D plant, Daman (Bhimpur and Kadaiya) Plants are using the treated waste water for gardening.
Total water discharged (in kilolitres)	**403,326.66 KL**	**357,261 kL**

Note:

1. 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, The BRSR Core data for FY 2025–26 has been audited by SGS India Private Limited.
2. For Wockhardt Ltd, Biotech Park, Chhatrapati Sambhajinagar and Ankleshawar, Gujarat Plant, Waste water received in effluent treatment plant is treated in ETP and after treatment the treated waste water is discharged to common effluent treatment plant ('CETP').
3. Zero Liquid Discharge (ZLD) is implemented at factories in Shendra and at the R&D units in Chhatrapati Sambhajinagar and Daman (Bhimpur and Kadaiya). The treated wastewater is used for gardening within the factory premises. No liquid is discharged outside the factories or Research and Development units.

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

Zero Liquid Discharge (ZLD) is implemented at factories in Shendra and at the R&D units in Chhatrapati Sambhajinagar and Daman (Bhimpur and Kadaiya). The treated wastewater is used for gardening within the factory premises. No liquid is discharged outside the factories or Research and Development units.

1. For Treated waste water from ETP we have not provided the ZLD, However we have signed an agreement with MIDC and CETP for discharge of treated waste water to CETP.
2. For treated sewage waste water we are partially recycling for gardening and remaining we are sending to CETP.

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

Parameter	Please specify unit	FY 25-26	FY 24-25
NOx	mg/Nm3	1,607.13	1801.54
SOx	mg/Nm3	276.9	535.54
Particulate matter (PM)	mg/Nm3	1,496.35	1,834.64
Persistent organic pollutants (POP)	mg/Nm3	Nil	Nil
Volatile organic compounds (VOC)	mg/Nm3	1,000.31	891
Hazardous air pollutants (HAP)	mg/Nm3	Nil	Nil
Others – please specify	mg/Nm3	Nil	Nil

Note:

1. 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, The BRSR Core data for FY 2025–26 has been audited by SGS
2. The NOx data for FY 2024–25 has been converted from ppm to mg/Nm^3 to ensure consistency and standardization in reporting.

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

Parameter	Unit	FY 25-26	FY 24-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	10,430.89	8,738.84
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	49,637.06	61,310.66
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO2e/Rs	0.0000035	0.0000049
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO2e/Mn USD	70.27*	103.2*
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO2e/Unit	0.00003	0.00006
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	N.A.	N.A.	N.A.

Note:

1. 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, The BRSR Core data for FY 2025–26 has been audited by SGS India Private Limited.
2. *Total Scope 1 and Scope 2 intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) is added as per the SEBI circular. The PPP conversion rate has been sourced from the IMF.

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

Since inception (January 2013 to March 2026), by utilizing briquette boilers across our facilities, we have achieved a cumulative reduction of 80,098.18 tCO_2 emissions. Refrigerants remain another significant source of greenhouse gas emissions. To address this, we have implemented a preventive maintenance schedule to minimize leakages and reduce refrigerant consumption. Additionally, we are transitioning to refrigerants with lower ozone depletion potential, thereby further mitigating overall GHG emissions.

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

Parameter	FY 25-26	FY 24-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	38.51 metric tonne	30.051 metric tonne
E-waste (B)	0.68 metric tonne	0.33 metric tonne
Bio-medical waste (C)	3.04 metric tonne	3.11 metric tonne
Construction and demolition waste (D)	0 metric tonne	0 metric tonne
Battery waste (E)	0 metric tonne	0 metric tonne
Radioactive waste (F)	0 metric tonne	0 metric tonne
Other Hazardous waste. Please specify, if any. (G)	51.92 metric tonne	12.9 metric tonne
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1,837.31 metric tonne	5,534.45 metric tonne
Total waste generated (A+B+C+D+E+F+G+H)	**1,931.45 metric tonne**	**5,580.86 metric tonne**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00000011 metric tonne/Rs	0.00000039 metric tonne/`
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	2.26 metricTonne/Mn USD*	8.22 metricTonne/Mn USD*
Waste intensity in terms of physical output	0.0000013 metric tonne/ Unit	0.0000048 metric tonne/ Unit
Waste intensity (optional) – the relevant metric may be selected by the entity	N.A.	N.A.
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	939.08 metric tonne	4,656.084 metric tonne
(ii) Re-used	0 metric tonne	0 metric tonne
(iii) Other recovery operations	0 metric tonne	0 metric tonne
Total	**939.08 metric tonne**	**4,656.084 metric tonne**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	123.7 metric tonne	187.66 metric tonne
(ii) Landfilling	814.54 metric tonne	666.62 metric tonne
(iii) Other disposal operations	12.14 metric tonne	16.29 metric tonne
Total	**950.39 metric tonne**	**870.58 metric tonne**

Note:

1. 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, The BRSR Core data for FY 2025–26 has been audited by SGS India Private Limited..
2. *Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) is added as per the SEBI circular. The PPP conversion rate has been sourced from the IMF.

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

We believe in policy to minimize the waste generation at sources and ensure that in all manufacturing operations right from initial to final stage all due care is taken to minimize the waste generation and improve the productivity. We have SME to monitor the productivity daily and evaluate the results. We have SOP for handling of the waste right from the generator to the disposal, being a pharmaceutical manufacturing industry we use chemicals which are in line with GMP requirements i.e. less toxic and hazardous.

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

The Company has no operations/offices in/around ecologically sensitive areas.

Sl. 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

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

The Company has not executed new project so Environmental Impact Assessments (EIA) is not required in the reporting year because EIA is required for new projects.

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link

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

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

Sl. 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. **Water withdrawal, consumption and discharge in areas of water stress (in kilolitres)**

   1. **For each facility / plant located in areas of water stress, provide the following information:**

Name of the area	Nature of operations
Biotech Park, H-14/2,MIDC,Waluj, Chhatrapati Sambhajinagar	Pharmaceutical Manufacturing

2. Water withdrawal, consumption and discharge in the following format:

Parameter	FY 25-26	FY 24-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	457,502	453,949 kL
(ii) Ground water	0 kL	0 L
(iii) Third Party Water	45,057	39,172 kL
(iv) Seawater / desalinated water	0 kL	0 kL
(v) Others	0 kL	0 L
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**502,559**	**493,121 kL**
Total volume of water consumption (in kilolitres)	**185,979**	**224,831 kL**
Water intensity per rupee of turnover (Water consumed / turnover)	0.000011 KL/₹	0.000016 kL/₹
Water intensity (optional) – the relevant metric may be selected by the entity	N.A	N.A.
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	Nil	Nil
With treatment - please specify level of treatment	Nil	Nil
(ii) To Ground water		
No treatment	Nil	Nil
With treatment - please specify level of treatment	Nil	Nil
(iii) To Sea water		
No treatment	Nil	Nil
With treatment - please specify level of treatment	Nil	Nil
(iv) Sent to third-parties		
No treatment	Nil	Nil
With treatment - please specify level of treatment	316,580 kL Treated effluent send to common effluent treatment plant (CETP)	268,290 kL Treated effluent send to common effluent treatment plant (CETP)
(v) Others		
No treatment	Nil	Nil
With treatment - please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	**316,580 kL**	**2,68,290 kL**

Note:

1. 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, the BRSR Core data for FY 2025–26 has been audited by SGS India Private Limited.
2. The above-mentioned details pertain to the Biotech Park plant of the Company situated at Waluj, Chhatrapati Sambhajinagar, which is the Company's only facility located in a designated water-stressed area.
3. The Company's facility at Biotech Park, Waluj, Chhatrapati Sambhajinagar has implemented 8 patented rainwater harvesting (KFP) structures with an annual groundwater recharge capacity of approximately 24 million litres, supporting sustainable water management and reducing dependence on external water sources.

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

Parameter	Unit	FY 25-26	FY 24-25
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	10,319.93 tCO2e	9,019.11 tCO2e
Total Scope 3 emissions per rupee of turnover	tCO2e/₹	0.00000059 tCo2e/₹	0.00000064 tCO2e/₹
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	N.A.	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: Yes, the BRSR Core data for FY 2025–26 has been audited by SGS India Private Limited.

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.

The Company has no operations/offices in/around ecologically sensitive areas.

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Chiller Operation Optimization – Power Saving	Monthly monitoring and optimization of chiller operations at Shendra Manufacturing Facility (FY 2025-26). Apr–Oct 2025 monitored. Daily consumption reduced from ~4,200 kWh to ~3,600 kWh on average.	Cumulative monthly savings of ₹13.31 Lakhs (Apr–Oct 2025). Notable saving of ₹4.99 Lakhs in October due to operational efficiency during Diwali holidays.
2	CFL to LED Lighting Retrofit – Ankleshwar	Changed over from CFL to LED lights. Project cost: ₹92,275.	Projected saving: 7,71,419 kWh. Plant: BD 3-4.
3	Brine to Chilled Water for AHU – Ankleshwar	Changeover of utility from Brine to Chilled Water for AHU systems. Project cost: ₹4,80,000.	Projected saving: 40,12,800 kWh. Plant: CEPHA.
4	ATFD Modification – Ankleshwar	ATFD (Agitated Thin Film Dryer) modified for saving in time and power cost.	Projected saving: 15,60,000 kWh. Plant: MEE.
5	RO/UF/Purified Water Reject Reuse – Bhimpore	RO, UF, and purified water reject used in cooling towers and boilers instead of raw water. Monitored monthly Apr–Nov 2025. Total: ~5,397 KL reused.	Reduced fresh water intake; groundwater conservation.
6	Rainwater Harvesting – Bhimpore (Monsoon 2025)	Rainwater utilized as additional water source during monsoon season. Total collected Jul & Sep 2025: 349 KL.	Reduced dependency on water tankers during monsoon season.
7	AHU Condensate Water Reuse – Bhimpore	AHU condensate water collected and reused in the cooling tower instead of raw water. Monthly monitoring Apr–Nov 2025.	Water conservation; reduced fresh water intake.
8	High Efficiency RO Plant – Water Tanker Reduction	Pre-treatment high-efficiency RO plant installed after borewell to reduce hardness and TDS of water. Led to reduction in water tanker procurement. Sep–Nov 2025: 832 KL saved.	Cost savings on water tankers; improved water quality; reduced hardness/TDS in supply water.
9	AHU Night Shutdown – R&D Biology/Toxicology Lab	AHUs No. 04, 06, 09, 13 switched off nightly from 6:00 PM to 8:00 AM in NDD Biology/ Toxicology Lab.	Annual saving: 34,809 kWh (₹4.17 Lakhs @ ₹12/unit).
10	Chiller Descaling – 100 TR Trane Chiller	Evaporator and condenser of 100 TR Trane chiller chemically descaled to achieve approach temperature below 3°C.	Annual saving: 26,280 kWh (₹3.15 Lakhs @ ₹12/unit).
11	Night Shutdown of Air Compressors – R&D	310 CFM and 150 CFM air compressors switched off at night. Smaller 50 CFM compressor used for Biotech USP fermentation batches.	Annual saving: 10,878 kWh (₹1.30 Lakhs @ ₹12/unit).
12	AHU Shutdown – Formulation & Development Lab	AHUs No. 3, 24, 25 switched off and operated only when batches are planned in the area.	Annual saving: 75,600 kWh (₹9.07 Lakhs @ ₹12/unit).
13	LED Street Light Installation – R&D	35 LED fixtures (75W each) fitted for street light poles, replacing sodium vapour lamps.	Annual saving: 5,475 kWh (₹0.65 Lakhs @ ₹12/unit).
14	Regular Preventive Maintenance – Electrical Equipment	Periodic preventive maintenance of transformers, DG sets, air compressors, chillers, cooling towers, and split ACs for improved efficiency.	Annual saving: 12,950 kWh (₹1.55 Lakhs @ ₹12/unit).

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
15	Cassette AC Repair & Upgrade – R&D CPB Building	Repairing and servicing of cassette ACs with replacement of control cards and blower motors for DRA & AVL departments.	Annual saving: 46,800 kWh (₹5.61 Lakhs @ ₹12/unit).
16	Night Shutdown of Office/ Lab Lights & ACs	Office and laboratory lights and ACs manually switched off during night periods.	Annual saving: 3,640 kWh (₹0.43 Lakhs @ ₹12/unit).
17	Chiller Interlocking – Night Energy Saving	All 3 R&D chillers interlinked; one chiller kept off during night time along with cooling water pumps and cooling tower fan motor.	Annual saving: 27,594 kWh (₹3.31 Lakhs @ ₹12/unit).
18	AHU & Vacuum Pump Preventive Maintenance	Regular preventive maintenance of AHUs and vacuum pumps for better efficiency and performance.	Annual saving: 8,547 kWh (₹1.02 Lakhs @ ₹12/unit).
19	5-Star Rated Split ACs – NDD Biology Lab	Two new 1.5 TR Blue Star 5-star split ACs installed in NDD Biology Lab.	Annual saving: 666 kWh (₹0.08 Lakhs @ ₹12/unit).
20	5-Star Rated Split ACs – Wet Chemistry Lab	Two new 1.5 TR Blue Star 5-star split ACs installed in Wet Chemistry Lab (NCE).	Annual saving: 833 kWh (₹0.10 Lakhs @ ₹12/unit).
21	AC Replacement – IT Server Room	Two old ACs replaced with new 3-star rated AC units in IT server room, R&D building.	Annual saving: 2,083 kWh (₹0.25 Lakhs @ ₹12/unit).
22	AC Replacement – NCE AVL Department	Two old ACs replaced with new 3-star rated ACs in NCE-AVL department.	Annual saving: 2,083 kWh (₹0.25 Lakhs @ ₹12/unit).
23	AC Replacement – CRL HOD Cabin	Old 1.5 TR AC replaced with new 3-star AC unit in CRL HOD cabin.	Annual saving: 333 kWh (₹0.04 Lakhs @ ₹12/unit).
24	APFC Panel Capacitor Bank Maintenance	Periodical preventive maintenance of APFC (Automatic Power Factor Correction) panel capacitor bank. Average PF improved from 98.95 lag to 99.93 lag.	Annual saving: 45,856 kWh (₹5.50 Lakhs @ ₹12/unit).
25	TOD (Time of Day) Load Management	Maximum utilization of power in low-tariff hours under TOD scheme.	Annual incentive received for utilizing power in low tariff slots: ₹6.65 Lakhs.
26	UPS Battery Replacement – R&D	Old batteries in 40 KVA UPS replaced with new Ennerrocket batteries (65AH, 12V).	Maintained efficiency, performance, and safety of UPS systems.
27	Cooling Tower PVC Fill Replacement – R&D	PVC fills replaced in Advance Cooling Tower.	Maintained cooling efficiency and energy savings.
28	LED Street Lights Installation – R&D Grounds	25 new CG Make 100W LED street lights installed in R&D facility grounds (Sep 2025).	Energy savings by transitioning from CFL to LED; improved outdoor lighting.
29	Effluent Treatment Plant (ETP)	All treated effluent is reused within the premises.	• Complies with Pollution Control Committee guidelines. • Reduces groundwater intake (Water conservation). • Cost savings on water treatment and disposal.
30	Reverse Osmosis (RO) reject water reuse	RO reject water is reused for non-potable purposes such as toilet flushing, cooling towers, and wash basins.	• Reduces groundwater intake (Water conservation).

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
31	Rainwater harvesting	Rainwater is utilized during the monsoon season.	• Complies with Central Ground Water Authority (CGWA) guidelines. • Reduces groundwater intake (Water conservation). • Rainwater from terraces and sheds is collected in raw water storage tanks. • Minimizes the need for external water tankers.
32	Boiler Fuel Switch (Bhimpore unit)	Following Pollution Control Board (PCB) guidelines, the boiler fuel has been switched from Furnace Oil (FO) to natural gas.	Reduced emissions and complies with PCB guidelines.
33	Emission Reduction	Process scrubbers are regularly monitored and maintained.	Emissions are controlled.
34	Solid Waste Management (Plastic, Paper, Wood, Cardboard, Glass)	• Reusable plastic pallets are used instead of wooden pallets. • Plastic packaging waste is fully recycled through the Extended Producer Responsibility (EPR) action plan. • Non-hazardous solid waste is sealed and sent to an authorized recycler.	Complies with EPR guidelines.
35	Renewable Energy	Solar panels have been installed.	Complies with local authority guidelines and saves energy.
36	Hazardous Waste Reduction and Disposal	• Sources of hazardous waste generation are identified. • Online rejection is reduced. • Inventory management is implemented to prevent raw material expiration.	Hazardous waste is disposed of through a registered Common Hazardous Waste Treatment, Storage, and Disposal Facility (CHWTSD).
37	Occupational Health, Safety & Environment (OHSE) Programs	Increased employee participation in OHSE programs and activities, including National Safety Week, Road Safety Week, World Environment Day celebrations, and awareness sessions.	Improved employee engagement and increased productivity.
38	Community Social Responsibility (CSR) Programs	Regular online and classroom training sessions on Prevention of Sexual Harassment (POSH), Working Conditions, and ESG compliance.	Complies with authority guidelines.
39	Energy Saving - ETP Blower	Replaced a 40 HP Trilobe blower with a more efficient twin blower in the ETP.	10% energy savings.
40	ETP Chemical Treatment Efficiency Improvement	Improved ETP chemical treatment by switching from caustic flakes to caustic lye and using liquid Poly Aluminium Chloride instead of solid alum.	Increased primary chemical treatment efficiency from 35% to 40%.
41	ETP Motor Replacement	Replaced older, less efficient ETP motors with new, high-efficiency motors.	5% energy savings.

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
42	ETP Flow Meter Installation	Installed flow meters to monitor various streams in the ETP.	Enabled closer monitoring, control of incoming streams, and smoother operation of aeration tanks by preventing shock loads.
43	ETP Aeration Tank Diffuser Replacement	Replaced old aeration tank diffusers with new ones for better performance.	Increased Dissolved Oxygen (DO) levels from 1.0 to 1.5.
44	DG Room Acoustic Treatment	Installed acoustic enclosure in the Diesel Generator (DG) room to reduce workplace noise.	Reduced noise levels with an insertion loss of 25 dB.
45	Formulation Wastewater Streamlining	Improved civil works and piping to directly divert formulation wastewater to the ETP collection tank.	Facilitated easier stream identification and better treatment in the ETP.
46	Treated STP Wastewater Recycling for Gardening	Installed an additional dual media filter to treat sewage wastewater for gardening use.	Reduced freshwater consumption by 35 kiloliters per day.
47	Canteen Food Waste for Biogas	Approximately 50 kg of canteen food waste is sent daily to an MIDC-operated biogas generation facility.	Waste-to-energy initiative.
48	Employee Transportation Streamlining	Optimized employee transportation by reducing one bus through better monitoring of employee strength and shifts.	5% fuel savings.
49	Increased Site Green Coverage	Planted approximately 700 tree saplings during the fiscal year.	Increased site green coverage to 32%.
50	Briquette Boiler Bag Filter Maintenance	Regular preventive maintenance and timely replacement of bag filter bags in the briquette boiler.	Controlled boiler stack emissions.
51	Energy Saving - Lighting	Replaced 25 Sodium Vapor (SV) lamps (70W) with 50W LED flood lights in the ETP area.	28% energy savings compared to previous consumption.
52	Briquette Usage	The boiler, used for producing raw steam, has switched from Furnace Oil (FO) to Briquette as fuel.	Cost-effective, less polluting than fossil fuels, and easier to operate.
53	Condensate Recovery System Installation	Installed a system to recover steam condensate and return it to the boiler.	Reduced steam production operating costs and wastewater.

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

Yes, The organization has business continuity plan and "on site emergency plan" for risk mitigation. The organization has well documented standard operating procedure called "On site emergency plan and Mock drill" BT-SE-S007. This document is operated through centralized quality management system called "DMS" Document management system.

This SOP captures all the probable risk that can take place at site and mitigation measures for the identified risk. Mock drill is carried for the identified risk and observations are carried through subject matter expert for any gaps during the handling of simulated emergency. Action plan is taken for identified gaps for further compliance. In addition to above the site has standard operating procedure" Safety Audit and Risk assessment" BT-SE-S005 for identifying the risk at site and its severity and once identified action plan is prepared for compliance of observation if any. Overall the site has robust risk mitigation measures for handling any unforeseen incident to maintain the business continuity.

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

During the internal quality audit, no direct signifi t adverse environmental impact from the value chain was observed. However, potential risks were identifi due to inadequate implementation of Environmental Health and Safety (EHS) procedures, lack of monitoring systems, and improper material handling in warehouses.

To mitigate these risks, the entity has recommended the following measures:

- Strengthening EHS policy visibility and implementation across all areas.
- Enhancing documentation and monitoring mechanisms.
- Regular calibration and maintenance of equipment.
- Reinforcing SOPs and employee training to ensure environmental compliance.

These steps aim to proactively address potential environmental impacts and improve overall sustainability practices within the value chain.

7. **Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts:** 40% of VCPs were assessed for environmental impacts.

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

Essential Indicators

1. a) **Number of affiliations with trade and industry chambers/ associations:** 2

   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.**

Sl. 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 anticompetitive conduct by the entity, based on adverse orders from regulatory authorities:** Not applicable, No such cases of anticompetitive conduct or adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken

Leadership Indicators

1. **Details of public policy positions advocated by the entity:** Not applicable, we engage with public policy matters indirectly through our participation in industry associations and forums relevant to the pharmaceutical sector. However, we do not have any specific public policy positions at the individual entity level during the reporting period.

Sl. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually / Half yearly / Quarterly / Others – please specify)	Web Link, if available

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 2025-26, Hence Not Applicable.

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:** Wockhardt has not undertaken any new green field projects, so rehabilitation and resettlement are not applicable.

Sl. 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 ₹)

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

The Company has laid down a detailed Stakeholders Grievance Policy to facilitate of all external 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. A copy of the Stakeholders Grievance Policy is available on the website of the Company at www.wockhardt.com/wp-content/uploads/2025/11/wockhardt-stakeholders-relationship-policy-updt-oct-25.pdf. 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.

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

	FY 25-26	FY 24-25
Directly sourced from MSMEs/ small producers	29.52%	24%
Directly from within India	29.69%	53%

Note: This data forms part of the BRSR Core parameters and has been audited by SGS India Private Limited for FY 2025–26.

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

Location	FY 25-26		FY 24-25	
	% of Job Creation based on the wages paid.	% of Job Creation based on the head count	% of Job Creation based on the wages paid.	% of Job Creation based on the head count
Rural	0.77%	1.53%	1.26%	2.59%
Semi-urban	11.15%	15.60%	5.13%	12.95%
Urban	11.29%	16.85%	36.70%	55.44%
Metropolitan	76.56%	65.99%	56.90%	29.02%

Note: This data forms part of the BRSR Core parameters and has been audited by SGS India Private Limited for FY 2025–26.

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.wockhardt.com/adverse-event-reporting/. The Company has laid down a detailed Stakeholders Grievance Policy to facilitate all external stakeholders to file their grievances with the Company. A copy of the Stakeholders Grievance Policy is available on the website of the Company at www.wockhardt.com/wp-content/uploads/2025/11/wockhardt-stakeholders-relationship-policy-updt-oct-25.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	100%
Safe and responsible usage	100% as per Drugs and Cosmetics Act
Recycling and/or safe disposal	100%

Note: All the products strictly follow the local environmental laws, better efficacy and cost supports the social impact in the community. The safe and responsible usage, storage and safe disposal of every pharmaceutical product is prescribed and stated as per the Drugs and Cosmetics Act on leaflets and packaging. Further, recycling of waste is not allowed as per the Drugs and Cosmetics Act.

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

	FY 25-26		Remarks	FY 24-25		Remarks
	Received during the year	Pending resolution at the end of year		Received during the year	Pending resolution at the 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	0	0	N.A.	3	0	N.A.

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

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

Note: This data forms part of the BRSR Core parameters and has been audited by SGS India Private Limited for FY 2025–26.

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 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.

   Cyberattack Reporting: We have no Reported Cyber attack for the FY 25-26. Following preventive measures have been implemented to minimise the attack surface:

   a) Wockhardt has implemented an Intelligent AI-based SOC (Security Operations Center) solution provided by Airtel, which is monitored 24x7.

   b) Security Orchestration, Automation, and Response (SOAR) platforms have been implemented to automate and streamline security operations, including incident response and threat hunting.

   c) User and Entity Behaviour Analytics (UEBA) technologies are employed to analyse user and entity behaviours and detect anomalies indicative of insider threats or compromised accounts.

   d) AI-based Moving target defence is utilised to detect and respond to zero-day malware on desktops and serve₹

   e) AI-based ATP (Advanced Threat Protection) email protection is in place.

   f) Network Access Control (NAC) solution is implemented to quarantine desktops and laptops that have outdated Windows patches, antivirus signatures, or are infected with malware.

   g) These preventive measure provide comprehensive strengthening of cybersecurity measures to mitigate cyber threats.

7. **Provide the following information relating to data breaches:**

   1. **Number of instances of data breaches:** Nil.
   2. **Percentage of data breaches involving personally identifiable information of customers:** 0%
   3. **Impact, if any, of the data breaches:** Not applicable.

Note: This data forms part of the BRSR Core parameters and has been audited by SGS India Private Limited for FY 2025–26.

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 it's 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 www.wockhardt.com/wp-content/uploads/2025/11/wockhardt-stakeholders-relationship-policy-updt-oct-25.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 Pharmaceutical Company, regulatory authorities and medical practitioners are informed regarding any discontinuation of our medicines under drugs listed in the national list of essential medicines if regulatory authorities inform us to continue production of essential medicine, then we continue its production until we receive regulatory authorities' permission to discontinue manufacturing. 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).**

   Yes, Wockhardt Ltd conducts surveys through its proprietary platform Miqnaf (Infinity), where Territory Managers collect feedback from medical practitioners on product satisfaction and usage, supporting consumer satisfaction insights.

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INDEPENDENT ASSURANCE STATEMENT

Independent Assurance Statement to Wockhardt Limited on its BRSR Core Report for the FY 2025-26

The Board of Directors,

Wockhardt Limited,
Wockhardt Towers, Bandra Kurla Complex,
Bandra (East), Mumbai 400 051, Maharashtra, India.

Nature of the Assurance

SGS India Private Limited (hereinafter referred to as 'SGS India') was engaged by Wockhardt Limited (the 'Company') to conduct an independent assurance of the Company's Business Responsibility and Sustainability Reporting (BRSR) (the 'Core Report') for the reporting period of April 1, 2025, to March 31, 2026. SGS India has conducted a Reasonable level of Assurance for the BRSR core indicators. This assurance engagement was conducted in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) and ISAE 3410.

Reporting Framework

The Report has been prepared following

1. Master Circular for compliance with the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 by listed entities: BRSR Core and Non-Core Framework for Assurance and ESG Disclosures for Value Chain (Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026), dated 30 January 2026.
2. Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.
3. ISO 14064-1:2018 Standard.

Intended Users of this Assurance Statement

This Assurance Statement is provided with the intention of informing all Wockhardt Limited internal and external Stakeholders.

Responsibilities

The information in the report and its presentation is the responsibility of the management of the Company. SGS India has not been involved in the preparation of any of the material included in the report.

Our responsibility is to express an opinion on the text, data, and statements within the defined scope of assurance, aiming to inform the management of the Company, and in alignment with the agreed terms of reference. We do not accept or assume any responsibility beyond this specific scope. The Statement shall not be used for interpreting the overall performance of the Company, except for the aspects explicitly mentioned within the scope.

Assurance Standard

SGS has conducted a Reasonable level of Assurance for BRSR core parameters under 9 ESG Attributes, including all essential indicators as specified under BRSR standards and amendments made as on date. This engagement was performed in accordance with the International Standard on Assurance Engagement (ISAE) 3000 (revised) and ISAE 3410 (Assurance Engagements other than Audits or Reviews of Historical Financial Information).

Our evidence-gathering procedures were designed to obtain a 'Reasonable' level of assurance, which is a high level of assurance

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in accordance with ISAE 3000(revised) standard, but is not absolute certainty. It involves obtaining sufficient appropriate evidence to support the conclusion that the information presented in the report is fairly stated and is free from material misstatements.

Statement of Independence and Competence

The SGS Group of companies is the world leader in inspection, testing, and assurance, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social, and ethical auditing and training; and environmental, social, and sustainability report assurance. SGS India affirms our independence from Wockhardt Limited, being free from bias and conflicts of interest with the organization, its subsidiaries, and stakeholders.

The assurance team was assembled based on their knowledge, experience, and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification, and GHG Validation Lead Auditors, and experience on the SRA Assurance.

Scope of Assurance

The assurance process involved assessing the quality, accuracy, and reliability of BRSR Indicators, including all KPIs within the report, for the period from April 1, 2025, to March 31, 2026. The reporting scope and boundaries include Wockhardt Limited office, Shendra Manufacturing Facility, Biotech Park Facility, R&D Facility, Ankleshwar Facility, Daman Bhimpore Facility, Daman Kadaiya Facility within India.

Assurance Methodology

The assurance comprised a combination of desktop review, interactions with key personnel involved in developing the report, on-site visits, and remote data verification. Specifically, SGS India undertook the following activities:

- Assessment of the suitability of the applicable criteria in terms of their comprehensiveness, reliability, and accuracy.
- Interaction with key personnel responsible for collecting, consolidating, and calculating the BRSR core and essential indicators, and assessing the internal control mechanisms in place to ensure data quality.
- Application of analytical procedures and verification of documents on a sample basis for the compilation and reporting of the KPIs.
- Assessing the aggregation process of data at the Head Office level.
- Critical review of the report regarding the plausibility and consistency of qualitative and quantitative information related to the KPIs.

Limitations

SGS India did not come across any limitation to the agreed scope of the assurance engagement. SGS India verified data on a sample basis; the responsibility for the authenticity of the data entirely lies with the Company. The assurance scope excluded forward-looking statements, product- or service-related information, external information sources, and expert opinions. SGS India has not been involved in the evaluation or assessment of any financial data/performance of the company. Our opinion on financial indicators is based on the third-party financial reports audited by the Company. SGS India does not take any responsibility for the financial data reported in the audited financial reports of the Company.

The assurance scope excludes:

- Disclosures other than those mentioned in the assurance scope.
- Data reviews outside the operational sites as mentioned in the reporting boundary.
- Validation of any data and information other than those presented in "Findings and Conclusions."
- The assurance engagement considers an uncertainty of ±5% based on the materiality threshold for Assumption/ estimation/measurement errors and omissions.
- The Company's statements that describe the expression of opinion, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.
- Mapping of the Report with reporting frameworks other than those mentioned in the Reporting Criteria above.

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Findings and Conclusions

Based on the procedures we have performed and the evidence we have obtained, we are satisfied that the information presented by the Company in its report (as per the table below) is complete, accurate, reliable, fairly stated in all material respects, and is prepared in line with the BRSR requirements.

The list of BRSR Core Indicators that were verified within this assurance engagement is given below:

Sr.No.	BRSR Core Attribute	BRSR Core Indicator
1	Greenhouse gas (GHG) footprint	≈ Total scope 1 emissions ≈ Total scope 2 emissions ≈ GHG emission intensity (scope 1 +2)
2	Water footprint	≈ Total water consumption ≈ Water consumption intensity ≈ Water discharge by destination and levels of treatment
3	Energy footprint	≈ Total energy consumed ≈ % of energy consumed from renewable sources ≈ Energy intensity
4	Embracing circularity	≈ Plastic waste ≈ E-waste ≈ Bio medical waste ≈ Construction and demolition waste ≈ Battery waste ≈ Radioactive waste ≈ Other hazardous waste ≈ Other non-hazardous waste ≈ Total waste generated ≈ Waste intensity ≈ Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations. ≈ For each category of waste generated, the total waste disposed of by the nature of the disposal method
5	Employee well-being and safety	≈ Spending on measures towards the well-being of employees as a % of the total revenue of the Company ≈ Details of safety-related incidents for employees
6	Enabling gender diversity in business	≈ Gross wages paid to females as % of wages paid. ≈ Complaints on POSH
7	Enabling inclusive development	≈ Input material sourced from MSMES/ small producers as % of total purchases. ≈ Job creation in smaller towns: Wages paid to people employed in smaller towns as % of total wage cost
8	Fairness in engaging with customers and suppliers	≈ Instances involving loss/breach of data of customers as a percentage of total data breaches or cybersecurity events. ≈ Number of days of accounts payable
9	Openness of business	≈ Concentration of purchases & sales done with trading houses, dealers, and related parties ≈ Loans and advances & investments with related parties

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For and on behalf of SGS India Private Limited

Kalpesh Thombare Technical Reviewer and National Manager – ESG & Sustainability Services, SGS India. 26th June 2026.	**Chirag Bafna** Lead Verifier and Senior Technical Associate – ESG & Sustainability Services, SGS India. Team Member: Ms. Vaibhavi Kulkarni (Technical Associate) 26th June 2026.

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GHG Assurance Statement

Wockhardt Limited

Wockhardt Towers, Bandra Kurla Complex,
Bandra (East), Mumbai 400 051, Maharashtra, India.

SGS India Private Limited (hereinafter referred to as SGS India) was contracted by Wockhardt Limited (the 'Company') to conduct an independent assurance of its annual Greenhouse Gas (GHG) inventory for Scope 1, Scope 2, and Scope 3 pertaining to the reporting period of 01st April 2025 to 31st March 2026. The Company has developed its GHG inventory in accordance with the GHG Protocol Corporate Accounting and Reporting Standard and ISO 14064-1 standard. SGS India has conducted Reasonable Level Assurance for Scope 1 and Scope 2 and Limited Level Assurance for Scope 3 Data. This assurance engagement was conducted in accordance with the "International Standard on Assurance Engagements (ISAE) 3410".

SGS India verified the following parameters given in the Table below:

Scope 1, Scope 2, and Scope 3 Data

Scope	Actual emission (tCo2)
Scope 1 GHG emissions in metric tons of CO2 eq	**10430.89**
Scope 2 GHG emissions in metric tons of CO2 eq	**49637.06**
Scope 3 GHG emissions in metric tons of CO2 eq	**10319.93**

Verification Statement no: BA_ESG_ 2397879_GHG_V1
Statement Date: 26th June 2026.

This Statement is issued, on behalf of Client, by SGS India ("SGS") under its General Conditions for ESG Assurance Services. A full copy of this statement may be consulted at SGS India. This Statement does not relieve Client from compliance with any regulations that applied to it. Stipulations to the contrary are not binding on SGS and therefore SGS shall have no responsibility vis-à-vis parties other than its Client.
This Statement is not valid without the full verification scope, objectives, criteria and findings available on the Statement.

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INDEPENDENT ASSURANCE STATEMENT

Independent Assurance Statement to Wockhardt Limited on its GHG Inventory for FY 2025-26

The Board of Directors,

Wockhardt Limited

Wockhardt Towers, Bandra Kurla Complex,
Bandra (East), Mumbai 400 051, Maharashtra, India.

Nature of the Assurance

SGS India Private Limited (hereinafter referred to as SGS India) was contracted by Wockhardt Limited (the 'Company') to conduct an independent assurance of its annual Greenhouse Gas (GHG) inventory for Scope 1, Scope 2, and Scope 3 pertaining to the reporting period of 01st April 2025 to 31st March 2026. The Company has developed its GHG inventory in accordance with the GHG Protocol Corporate Accounting and Reporting Standard and ISO 14064-1 standard. SGS India has conducted Reasonable Level Assurance for Scope 1, and Scope 2, and Limited Level Assurance for Scope 3 data. This assurance engagement was conducted in accordance with the "International Standard on Assurance Engagements (ISAE) 3410".

Intended Users of this Assurance Statement

This Assurance Statement is provided with the intention of informing all Wockhardt Limited's Stakeholders.

Responsibilities

The information in the report and its presentation are the responsibility of the management of the Company. SGS India has not been involved in the preparation of any of the material included in the report.

Our responsibility is to express an opinion on the text, data, calculation, and statements within the defined scope of verification, aiming to inform the Management of the Company, and in alignment with the agreed terms of reference. We do not accept or assume any responsibility beyond this specific purpose, and it is not intended for use in interpreting the overall performance of the Company, except for the aspects explicitly mentioned within the scope. The Company holds the responsibility for preparing and ensuring the fair representation of the verification scope.

Assurance Standard

SGS India has conducted Reasonable Level Assurance for Scope 1 & Scope 2, and Limited Level Assurance for Scope 3 data. This engagement was performed in accordance with the International Standard on Assurance Engagement (ISAE) 3410. Our evidence-gathering procedures were designed to obtain a 'Reasonable Level of assurance', which involves the underlying assumption that the control environment and controls are reliable.

Statement of Independence and Competence

The SGS Group of companies is the world leader in inspection, testing and assurance, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirm our independence from Wockhardt Limited, being free from bias and conflicts of interest with the organization, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and

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comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance.

Scope of Assurance

The assurance exercise included the evaluation of quality, accuracy, and reliability of the GHG Inventory on Scope 1, Scope 2 and Scope 3 data for the period 01st April 2025 to 31st March 2026.
The scope of verification covers the following aspects:
The reporting scope and boundaries include Wockhardt Limited office, Shendra Manufacturing Facility, Biotech Park Facility, R&D Facility, Ankleshwar Facility, Daman Bhimpore Facility, Daman Kadaiya Facility within India.

Assurance Methodology

The assurance comprised a combination of pre-assurance research, interaction with the key personnel engaged in the process of developing the company's GHG inventory, on-site visits, and remote desk review & verification of data. Specifically, SGS India executed the following activities:

- Interaction with key personnel from the head office and selected manufacturing locations to understand and review the current processes in place for developing the Company's GHG inventory.
- Assessment of internal control mechanism to ensure the reliability and accuracy of emission data.
- Review of the data management system used for collection and consolidation of emission data.
- Review of consistency of data/information within the GHG inventory and between the inventory and source.
- Evaluation of the appropriateness of the quantification methods used to arrive at Scope 1, Scope 2, and Scope 3 emissions with respect to the specific requirements of the GHG Protocol.
- Assurance of emission data on a sample basis, including conversion factors and emissions factors.

Limitations

The assurance scope excludes:

- Disclosures other than those mentioned in the assurance scope.
- Data review outside the operational sites as mentioned in the reporting boundary.
- Validation of any data and information other than those presented in "Findings and Conclusion."
- The assurance engagement considers an uncertainty of ±3% based on materiality threshold for Assumption/ estimation/measurement errors and omissions.
- The Company's statements that describe the expression of opinion, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.
- Strategy and other related linkages expressed in the Report.
- Mapping of the Report with reporting frameworks other than those mentioned in Reporting Criteria above.

SGS India verified data on a sample basis; the responsibility for the authenticity of data entirely lies with the Company. The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions.

Findings and Conclusions

Scope 1, Scope 2 and Scope 3 inventory:

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the information presented by the Company in its GHG Inventory report is not prepared, in all material respects, in accordance with the reporting criteria.

SGS India verified the following parameters given in the Table below:

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Scope 1, Scope 2 and Scope 3 Data:

Description	FY 2025-26
Scope 1: Direct carbon emissions from owned/controlled operations- Unit-tCO_2Eq	
a. Direct emissions from stationary combustion	4613.55
b. Direct emissions from mobile combustion	38.20
c. Direct emissions from fugitive consumption	5679.77
d. Direct emissions from process consumption	99.38
Scope 1 Total Emission	**10430.89**
Scope 2: Indirect carbon emissions- Unit-tCO_2Eq	
a. Indirect emissions from purchased/acquired electricity	49,637.06
Scope 2 Total Emission	**49,637.06**
Scope 3: Indirect carbon emissions- Unit-tCO2Eq	
Category 1: Purchased goods and services	223.30
Category 5: Waste generated in operations	1.84
Category 9: Downstream Transportation and Distribution	10094.79
Scope 3 Total Emission	**10319.93**

For and on behalf of SGS India Private Limited

Kalpesh Thombare Technical Reviewer and National Manager – ESG & Sustainability Services, SGS India. 26th June 2026.	**Chirag Bafna** Lead Verifier and Senior Technical Associate – ESG & Sustainability Services, SGS India. Team Member: Ms. Vaibhavi Kulkarni (Technical Associate) 26th June 2026.