



August 4, 2023

BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai – 400 001

The National Stock Exchange of India Limited
Exchange Plaza, Bandra-Kurla Complex,
Bandra (E), Mumbai – 400 051

Scrip Code: 532531

Scrip Code: STAR

Dear Madam/ Sir,

Sub: Submission of Business Responsibility & Sustainability Report for FY23

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility & Sustainability Report (BRSR) for the financial year ended March 31, 2023.

This is for your information and records.

Thanks & Regards,
For **Strides Pharma Science Limited**,

Manjula Ramamurthy
Company Secretary
ICSI Membership No.: A30515



Encl. As above

Strides Pharma Science Limited

CIN: L24230MH1990PLC057062

Corp Off: Strides House, Bilekahalli, Bannerghatta Road, Bengaluru - 560 076, India | Tel: +91 80 6784 0000 Fax: +91 80 6784 0700

Regd Off: 201, Devavrata, Sector 17, Vashi, Navi Mumbai – 400 703, India | Tel: +91 22 2789 2924 / 3199 Fax: +91 22 2789 2942

corpcomm@strides.com, www.strides.com

Business Responsibility and Sustainability Report (BRSR)

Section A: General Disclosures

Details of the listed entity:

S. No.	Question	Response
1.	Corporate Identity Number (CIN) of the Entity	L24230MH1990PLC057062
2.	Name of the Listed Entity	Strides Pharma Science Limited (“Strides” / “Company”)
3.	Year of Incorporation	1990
4.	Registered Office Address	201, Devavrata, Sector 17, Vashi, Navi Mumbai – 400 703
5.	Corporate Address	Strides House, Bilekahalli, Bannerghatta Road, Bengaluru – 560 076
6.	E-mail	investors@strides.com
7.	Telephone	+91 80 6784 0290
8.	Website	www.strides.com
9.	Financial Year for which report is being done	FY 2022-23
10.	Name of the Stock Exchange(s) where shares are listed	<ul style="list-style-type: none"> The National Stock Exchange of India Limited (NSE) BSE Limited
11.	Paid-up Capital (INR.)	903,027,040
12.	Name and contact details (<i>telephone, email</i>) of the person who may be contacted in case of queries on the BRSR report	Mr. Christoph Funke Chief Operations Officer (COO) Ph: +91 80 6784 0347 Email: investors@strides.com
13.	Reporting Boundary (<i>Standalone or Consolidated basis</i>)	Financial disclosures – For Strides, on a standalone basis Other disclosures - For Strides and two of its Wholly owned Subsidiaries based in India, i.e., Arco Lab Private Limited (Arcolab) and Vivimed Life Sciences Private Limited (Vivimed)

Products and Services:

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

S. No.	Description of Main Activity	Description of Business Activity	%Turnover of the entity
1.	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical, and botanical products	100%

15. Product/ Services sold by the entity (accounting for 90% of the entity’s turnover):

S. No.	Product/ Service	NIC Code	%of total turnover contributed
1.	Manufacturing	21002	100%

Operations:

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

Location	Number of Plants	Number of Offices	Total
National	5 <ul style="list-style-type: none"> Bengaluru, Karnataka: 2 facilities & 1 R&D Centre Puducherry: 1 facility Alathur, Tamil Nadu: 1 facility* 	2 <ul style="list-style-type: none"> Registered office at Navi Mumbai, Maharashtra Corporate office at Bengaluru, Karnataka 	7
International**	4 <ul style="list-style-type: none"> USA- 1 facility at Chestnut Ridge Italy- 1 facility Singapore- 1 facility Kenya- 1 facility^ 	8 <ul style="list-style-type: none"> US UK Singapore South Africa Italy Canada Switzerland Kenya^ 	12

*: Held by Vivimed Life Sciences Pvt Ltd, a Wholly owned Subsidiary of the Company

** : Plants and offices are of step-down subsidiaries

^: Universal Corporation Limited was a subsidiary of Strides up to September 30, 2022. Effective September 30, 2022, it is an Associate Company of Strides.

17. Markets Served by the Entity:

a. Number of Locations:

Location	Number
National (No. of States)	The company focuses on 'difficult to manufacture' products sold in over 100 countries
International (No. of Countries)	

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

93.76%, on a standalone basis ("Total turnover" considered for the calculation includes other income)

c. A Brief on types of customers

Our customers include wholesalers, large pharmacy chains, global donor-funded institutions, and large pharmaceutical companies.

Employees:

18. Details as at the end of Financial Year 2022- 23

S. No.	Particulars	Employees (including differently abled)				
		Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
1.	Permanent Employees	1,759	1,359	77%	400	23%
2.	Other than Permanent Employees	80	61	76%	19	24%
3.	Total Employees (1+2)	1,839	1,420	77%	419	23%

Note:

- Permanent Employee** includes all permanent employees on rolls of the Company and two of its Wholly owned Subsidiaries in India, viz., Arcolab and Vivimed
- Other than Permanent Employee** includes all individuals hired through third party vendors & other individuals hired on retainership and who provide consultancy to the Company in specific areas.

Workers (including differently abled)						
S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
4.	Permanent Workers	1,091	1,013	93%	78	7%
5.	Other than Permanent Workers	1,689	1,102	65%	587	35%
6.	Total Workers (4+5)	2,780	2,115	76%	665	24%

Note

- a) **Permanent Worker** includes all operators on the rolls of the Company and two of its wholly owned subsidiaries, in India, viz., Arcolab and Vivimed.
- b) **Other than Permanent Worker** includes those workers who are hired for contingent work and those who provide ancillary services; these workers are deployed in the company through third party vendors.

b. Differently abled Employees and Workers

Differently Abled Employees						
S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
1.	Permanent Employees	1	1	100%	0	0%
2.	Other than Permanent Employees	0	0	0%	0	0%
3.	Total Employees (1+2)	1	1	100%	0	0%

Differently Abled Workers						
S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
4.	Permanent Workers	0	0	-	0	-
5.	Other than Permanent Workers	0	0	-	0	-
6.	Total Workers (4+5)	0	0	-	0	-

19. Participation/ Inclusion/ Representation of Women

Particulars	Total (A)	Number of Female (B)	Percentage (B/A)
Board of Directors	6	1	17%
Key Management Personnel	3*	1	33%

*2 out of 3 Key Managerial Personnel is also part of the Board of Directors of the Company.

20. Turnover rate for permanent employees and workers:

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	28%	7%	35%	18%	5%	23%	12%	4%	16%
Permanent Workers	1%	0.1%	1%	1%	0.1%	1%	2%	1%	3%

Note: Percentage calculated is on "Total Permanent Employees" and "Total Permanent Workers" for respective heads

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

S. No.	Name of the holding/ subsidiary/ associate company/ joint venture (A)	Indicate whether holding/ subsidiary/ associate company/ joint venture	% of shares held by listed entity	Does the entity indicated at Column A, participate in the Business Responsibility initiatives of the entity (Yes/ No)
The details of the holding/ subsidiary/ associate/ joint venture companies are provided in Form No AOC-1, which is an annexure to the Board's Report.				

22. CSR Details:

(i). Whether CSR is applicable as per Section 135 of Companies Act, 2013	Yes, CSR is applicable for Strides. Details of CSR activities undertaken are provided as an Annexure to the Board's Report.
(ii). Turnover (in INR Million)	18,545 (on a Standalone basis)
(iii). Net Worth (in INR Million)	29,809 (on a Standalone basis)

Transparency and Disclosures Compliances:
23. Complaints/ Grievances on any of the Principles (1-9) under the National Guidelines on Responsible Business Conduct:

Stakeholder Group	Grievance Redressal Mechanism in place (Y/N)	Financial Year 2022- 23			Financial Year 2021- 22		
		Number of complaints filed	Number of complaints pending at close of year	Remarks	Number of complaints filed	Number of complaints pending at close of year	Remarks
Communities	Yes*	-	-	No complaints	-	-	No complaints
Investors (Other than shareholders)	Yes	-	-	No complaints	-	-	No complaints
Shareholders	Yes	36	0	-	136	0	-
Employees and Workers	Yes	20	4	<ul style="list-style-type: none"> 19 identified complaints related to Health & Safety and Working Condition. 1 complaint related to sexual harassment. 4 Open complaints pertain to working conditions, resolution of which are under progress as at the date of this report	73	8	<ul style="list-style-type: none"> 71 Complaints related to Health & Safety and Working Condition. 2 complaints related to sexual harassment. As at date, all 8 open complaints pertaining to working conditions have been closed.
Customers	Yes	254	4	Complaints are being tracked as per SOP. Average closure time for a complaint is 60 days.	331	0	-

* The Company's CSR team reaches out to the concerned stakeholders/ panchayat members and initiate action, if needed and seeks their feedback on the services provided, to ensure that their needs are met. Also, at the Arogyadhama Advisory committee consisting of Panchayat members, all related issues are deliberated and resolved, thereby building trust and credibility with the beneficiary community.



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

S. 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 the Opportunity
1.	Employee and workforce Health & Safety (EHS)	Risk and Opportunity	<p>Risk: Non-compliance to EHS standards and procedures resulting in health and safety issues to personnel, accidents, fines and penalties.</p> <p>Opportunity: A comprehensive EHS management system includes Hazard Identification & Risk Assessment (HIRA) mitigation plans, root cause analysis of the reported incidents and corresponding corrective action plan which helps company to manage its EHS issues.</p>	<p>The company has robust EHS management system & policies in place and undertakes EHS audits, event reporting & hazard reporting.</p> <p>Internal/ External audits for EHS covers inter alia the following:</p> <ul style="list-style-type: none"> • Personnel safety • Process and fire safety • Electrical safety <p>The company also has a dedicated software that has been implemented in all facilities in India for reporting and monitoring EHS incidents.</p>	<p>Positive: Comprehensive EHS management approach enables the Company to prevent occurrence of incidents.</p> <p>Negative: Accidents during manufacturing operations may lead to loss of time and have financial implications.</p>
2.	Labour Practices	Risk	<p>Risk: Talent attraction and retention are directly linked to workforce welfare. Further, inadequate manpower planning process may result in delays in hiring, thereby also impacting the functional/ business goals.</p>	a) The Company undertakes annual Manpower Planning exercise based on zero base budgeting for all functions.	<p>Positive: The company's retention rate highlights its efforts towards creating a comfortable work environment in addition to creating a positive approach towards workforce development.</p> <p>Negative: Retention of workforce is critical for delivering work within timelines else it may lead to loss of trust from the customer. It will also lead to additional stress/ work pressure on existing teams, thereby impacting welfare of overall workforce.</p>
3.	Talent Attraction and Retention			b) Monthly tracking of workforce costs & headcount is also tracked.	
4.	Governance	Risk	<p>Risk: Lack of establishment of effective internal financial controls for activities performed by service entity may lead to fraudulent activities and financial loss.</p> <p>Inconsistent communications among different investors/sharing of information with analysts may lead to reputational damage.</p>	<p>a) The company has financial SOPs in place.</p> <p>b) Management testing is performed annually to assess internal controls and address deficiencies (if any).</p> <p>c) Sharing of the information is restricted to information already available in public domain. Any exceptional communication requires prior approval of senior management.</p> <p>d) There are designated personnel for investor communication and the Company also has a Corporate Communication policy in place.</p>	<p>Positive: A well-established internal financial control and governance system may avoid fraudulent activities and financial losses.</p>

S. 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 the Opportunity
5.	Management of the Legal and Regulatory Environment	Risk	Risk: ESG compliance risk is linked to non-adherence with standards and guidelines of all local and global regulatory agencies, focusing on inter-alia pharmacovigilance, proprietary, confidentiality and other core governance standards.	Strides conducts periodic review of regulations including amendments, applicable laws & regulations to ensure complete coverage.	Positive: Compliance with applicable regulatory requirements pertaining to the ESG domain reflects the Company's commitment towards responsible business practice. Negative: Failure to comply with statutory requirements may result in penalties, compounding, negative press coverage, or penal prosecution.
6.	Energy	Risk and Opportunity	Risk: Environmental risks are addressed to emphasise on the Company's climate consciousness and its contribution towards managing adverse impact of climate change. Opportunity: Comprehensive resource management plans in alignment with the Company's environment conservation strategy will highlight the Company's contribution towards climate change mitigation action plans.	a) The company is focusing on waste management to attain net-zero impacts.	Positive: Company's focus on strengthening ESG specific initiatives enables the company to effectively respond to rising stakeholder demands. Negative: Lack of ESG initiatives and action plans to contribute to mitigation of climate change might adversely impact business operations and lead to disruption.
7.	Water Stewardship			b) Strides ensures ESG compliance through its comprehensive governance and review mechanisms.	
8.	Waste Management				
9.	Physical Impact of Climate Change	Risk	Risk: Physical impacts of climate change such as natural disaster, extreme temperature can impact the continuity of the business.	The Company has developed a business continuity and disaster strategy as part of its risk management approach, thereby ensuring preparedness for unforeseen events and minimising potential disruptions.	Negative: Facilities not designed to withstand extreme weather events like earthquakes/ floods etc. could lead to disruption of operations and financial cost due to compensation.

Section B: Management and Process Disclosures

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	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
b. Has the policy been approved by the Board?	The policies/ procedures are approved by the functional heads, and few of them have been adopted by the Board/ Board Committees.								
c. Web Link of the policies, if available	Few of the policies are available on the website of the Company – www.strides.com Some of them are available on the Intranet portal of the Company, which is accessible only to the employees.								
2. Whether the entity has translated the policy into procedures?	Yes								
3. Do the enlisted policies extend to your value chain partners?	The Company has developed a “vendor code of conduct,” which vendors are expected to adhere to.								



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	All manufacturing locations in India are complying to ISO 14001: 2015 standards and three key manufacturing sites are ISO 14001 certified by National Quality Assurance.								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.									
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	To be reported from FY 2023-24 onwards.								

Governance, leadership, and oversight

7. Statement by the director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements	Please refer to “Executive Chairperson and Managing Director’s message” in the Annual Report.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	Name: Mr. Arun Kumar Designation: Executive Chairperson and Managing Director Email: investors@strides.com								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues?	Yes, Risk Management Committee (RMC) of the Company, under supervision of the Board of Directors is responsible to periodically review Environmental, Social and Governance (ESG) initiatives and reporting of the Company. Consequently, under RMC’s Steering Committee, a Sustainability Council has been formed in the company.								

10. Details of Review of NGRBCs by the Company:	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any Other- please specify)								
Subject for Review	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	Policies and procedures are periodically reviewed by the Board/ Board Committees/ Heads, as and when applicable.									Annually Periodically								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Compliance with statutory requirements is reviewed by the Executive Directors of the Company on a periodic basis.																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?	P1	P2	P3	P4	P5	P6	P7	P8	P9
	During FY 2021-22, the Company underwent an independent assessment by EcoVadis								

12. If Answer to Question (1) Above is “NO”, i.e., not all Principles are covered by a Policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business	Not Applicable								
The entity is not at a stage where it is able to formulate and implement the policies on specified principles									
The entity does not have the financial or human and technical resources available for the task									
It is planned to be done in the next financial year									
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 FY 2022-23:

Segment	Total number of training and awareness programs held	Topics/ Principles covered under training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors of Strides*	8	Awareness programme for members of the Board of Directors and KMPs of the Company are conducted on a periodic basis where updates are provided on various topics including developments in the Company, risks, compliance & governance matters, fiduciary duties of a director and their responsibility towards stakeholders, amongst others. Essence of the programme also covers importance of the principles in making decisions that benefit the organisation and society at large, thereby stressing importance of regularly reporting on Company's progress in these areas to ensure continuous improvement.	100%
Key Managerial Personnel of Strides*	8		100%
Employees other than BoD and KMPs	125	Code of Conduct, POSH training, skill development, new joiner induction, and Environment, Health and Safety (EHS) awareness sessions.	90%
Workers	125		97%

* During quarterly meetings, Board Members also meet with business heads and functional heads of the Company. In these meetings, comprehensive presentations are made on aspects such as business models/ strategies, recent trends in pharma industry, and regulatory regime impacting the Company. This also facilitates Board Members to provide their inputs and suggestions on the above matters directly to the business and functional heads. Similar practice is followed in the material subsidiaries of the Company as well.

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 FY 2022-23

		Monetary			
NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of Case	Has an appeal been preferred?	
Penalty/ Fine Settlement Compounding Fee		NIL			
		Non-Monetary			
NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of Case	Has an appeal been preferred?	
Imprisonment Punishment		NIL			



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

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

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide web-link to the policy.

Yes <https://strides.com/pdf/Committees%20of%20the%20Board/2022/strides' code of conduct july 2022.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:

Particulars	FY 2022-23	FY 2021-22
Directors		
Key Managerial Personnel (KMPs)		
Employees		None
Workers		

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

	FY 2022-23		FY 2021-22	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors		None		
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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.

NIL

Leadership Indicators

1. Awareness programmes conducted for the value chain partners on any of the Principles during FY 2022-23:

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
The Company is in the process of streamlining awareness programs. However, there have been sessions between the key stakeholders to educate them on the nine principles.		

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?

Yes, the Company's "Code of Conduct" and "Policy for governance of Related Party Transactions", as available in the Company's website are applicable to the Board Members.

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

Essential Indicators

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

Total investment in R&D and capital expenditure on a standalone basis during FY 2021-22 and FY 2022-23 is as under, which also includes investment in technologies to improve environmental and social impacts.

	FY 2022-23 (INR in Millions)	FY 2021-22 (INR in Millions)
R&D	818.77	967.48
Capex	349.40	1,014.09

- Does the entity have procedures in place for sustainable sourcing? If “Yes”, what percentage of inputs were sourced sustainability?**

The company has taken initiative to implement responsible procurement practices across its supply chain. As a measure of enhancing its impact on society and the environment, the company encourages local sourcing which results in cost saving, mitigation of currency risk, and reduction in environmental footprint due to transportation services. 100% of our inputs sourced from critical suppliers are sourced sustainably and responsibly.

- Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life for:**

Plastics (including packaging)	Plastic wastes are collected, segregated, and recycled through authorised recyclers of respective states of Karnataka, Tamil Nadu, and Puducherry (union territory)
E- Waste	E-wastes are categorised into 6 sub-categories which are then collected, segregated, and disposed through authorised recyclers of respective states of Karnataka, Tamil Nadu, and Puducherry (union territory).
Hazardous Waste	Hazardous wastes are categorised into 8 sub-categories which are collected, segregated, and disposed through authorised incinerating agencies of respective states of Karnataka, Tamil Nadu, and Puducherry (union territory).

- Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities?**

- If “Yes”, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Board?
- If “Not”, provide steps taken to address the same.

At Strides, we comply with the Plastic Waste Management Rules, as amended from time to time, and as statutorily required. Rejected finish goods are taken back and disposed as per applicable local laws. Expired goods available with our distributors are disposed as per applicable local laws of respective region/ country.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective/ Assessment (LCA) for any of its products (for manufacturing industries) or for its services (for service industry)?

NIC Code	Name of product/ service	% of Total Turnover contributed	Boundary for which the Life cycle perspective/ assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If "Yes", provide web-link
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Any new product introduced are evaluated in detail for EHS concerns. Assessment of risks associated with products and processes are evaluated. If any activity is identified as unacceptable risk, mitigation plans are made available using the hierarchy of control mechanism before execution of activities.

EHS systems and procedures are implemented across all sites for handling of any environmental risk such as air pollution, water pollution, hazardous waste, soil contamination, raw materials, flammable liquid, gaseous etc., as per recommendation of respective state authorities.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/ services, as identified in the Life Cycle Perspective/ Assessments (LCA) or through any other means, briefly describe the same along with action-taken to mitigate the same.

Name of Product/ Service	Description of the risk/ concern	Action Taken
	Strides has implemented comprehensive procedures for collection, segregation, storage, and disposal of hazardous and non-hazardous waste generated from production, as per the consent order issued by concerned authorities. All product related wastes are disposed safely through authorised vendor for incineration. During manufacturing operations, any effluent waste generated are treated at our inhouse effluent plant to ensure the pollutant parameter are well within the limits and recycled 100% inside the company premises, to avoid any social impact to nearby surroundings.	

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	Financial Year 2022- 23	Financial Year 2021-22
Recycled gelatin used as input material for manufacturing of Omega – 3 capsules	0	12.8 Tonne (~30%)

Note: There is no utilisation of re-cycled or re-used input material for 100% of the production being involved in manufacturing of pharmaceutical products. Given the criticality and volatility associated with production of pharmaceutical products, consumer health, safety, compliance with applicable laws & regulations and clinical trials, there is no scope for recycling or reusing input material.

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

	Financial Year 2022- 23			Financial Year 2021- 22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Strides is a 100% Export Oriented Unit (EOU) as per Foreign Trade Policy (FTP) of Government of India and once its pharmaceutical products are distributed and reaches the market, it is subject to strict regulations, quality checks, and safety control measures. Reclaiming the products or its packaging, at the end of life involves high degree supply chain complexities. Therefore, reclaim of products is not applicable to our business operations.					
E-Waste						
Hazardous Waste						
Other Waste						

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

Indicate Product Category	Reclaimed products and their packaging materials as % total products sold in respective category
	Nil

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

Essential Indicators

1. a. Details of measures for the well-being of Employees for FY 2022-23

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	1,359	1,341	99%	1,359	100%	-	-	1,359	100%	339	25%
Female	400	397	99%	400	100%	400	100%	-	-	112	28%
Total	1,759	1,738	99%	1,759	100%	400	23%	1,359	77%	451	26%
Other than Permanent Employees											
Male	61	49	80%	49	80%	-	-	49	80%	-	-
Female	19	17	89%	17	89%	17	89%	-	-	-	-
Total	80	66	83%	66	83%	17	21%	49	61%	-	-

b. Details of measures for the well-being of Workers for FY 2022-23

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	1,013	912	90%	1,013	100%	-	-	1,013	100%	606	60%
Female	78	76	97%	78	100%	78	100%	-	-	55	71%
Total	1,091	988	91%	1,091	100%	78	7%	1,013	93%	661	61%
Other than Permanent Workers											
Male	1,102	12	1%	12	1%	-	-	12	1%	-	-
Female	587	1	0.2%	1	0.2%	1	0.2%	-	-	-	-
Total	1,689	13	1%	13	1%	1	1%	12	1%	-	-

2. Details of retirement benefits for FY 2022-23 and FY 2021-22

Benefits	Financial Year 2022- 23			Financial Year 2021- 22		
	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	6%	9%	Yes	6%	12%	Yes

3. Accessibility of Workplaces

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

The premises/ offices of the Company, including the registered and corporate offices have facilities that enable accessibility and hassle-free movement for differently abled individuals. Most offices are located either on the ground floor or have elevators and infrastructure to ease access for differently abled individuals.

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

As per Strides' Code of Conduct & Ethics and Recruitment Policy, Strides is committed to provide a work environment free of unlawful harassment and provides equal employment opportunity for all persons regardless of their race, color, religion, sex, gender (including pregnancy), age, marital status, nationality, disability, sexual orientation, family and career responsibilities, medical status including HIV.

5. Return to work and Retention rates of permanent employees and workers that took parental leave during FY 2022-23

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	100%	100%	100%	100%
Female	98%	98%	100%	100%
Total	99%	99%	100%	100%

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If “Yes”, give details of the mechanism in brief:

Particulars	Particulars
Permanent Workers	A formal Grievance Redressal policy is available for the employees in the intranet portal of the organisation. SEEK app is also made accessible to all the permanent workers, where they can air grievances and concerns, which are kept confidential. Apart from these, various forums and platforms are made available in different manufacturing units wherein grievances of the workers can be aired either individually or collectively through their union representatives and there are meetings that are organised periodically (e.g., Sampark Samay etc.) to address their grievances.
Other than Permanent Workers	Advised to approach the location HR representatives and discuss their grievances.
Permanent Employees	A formal Grievance Redressal policy is available for the employees in the intranet portal of the organisation. Other avenues available for employees are: <ul style="list-style-type: none"> SEEK app, which is made accessible to all the employees. They can air grievances and concerns, which are kept confidential. Periodic Town halls, one-to-one meetings, Skip level meetings are organised, thereby providing opportunity to employees to express their concerns/ issues.
Other than Permanent Employees	HR Point of Contact (POC) for contract workers is present for contractors to reach out and resolve their grievances. Basis the gravity of the grievance, HR POC for contract workers reaches out to HR Business Partner for support and resolution.

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

Category	Financial Year 2022- 23			Financial Year 2021- 22		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of Association(s) or Unions (B)	Percentage (%) (B/A)	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of Association(s) or Unions (B)	Percentage (%) (B/A)
Total Permanent Employees	1,759	0	0%	2,108	0	0%
- Male	1,359	0	0%	1,704	0	0%
- Female	400	0	0%	404	0	0%
Total Permanent Workers	1,091	1,023	94%	990	828	82%
- Male	1,013	950	94%	912	775	84%
- Female	78	73	94%	78	53	67%

Note: Only Permanent Workers are part of the Union.

8. (a). Details of training given to employees and workers on “Health and Safety Measures”

Category	Financial Year 2022- 23			Financial Year 2021- 22		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
- Male	1,359	902	66%	1,704	1,163	68%
- Female	400	220	55%	404	229	57%
Total	1,759	1,122	64%	2,108	1,392	66%
Workers						
- Male	1,013	966	95%	912	874	96%
- Female	78	78	100%	78	78	100%
Total	1,091	1,044	96%	990	952	96%

Note: In addition to above, during FY 2022-23, total of 1,275 contractual workers were also imparted with EHS training

(b). Details of training given to employees and workers on “Skill Upgradation”

Category	Financial Year 2022- 23			Financial Year 2021- 22		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male	1,359	1,165	86%	1,704	1,367	80%
Female	400	322	81%	404	272	67%
Total	1,759	1,487	85%	2,108	1,639	78%
Workers						
Male	1,013	956	94%	912	886	97%
Female	78	78	100%	78	76	97%
Total	1,091	1,034	95%	990	962	97%

Note: Only permanent employees and workers have been considered in Total (A) column i.e., as the headcount as on March 31, 2023.

9. Details of Performance and Career Development reviews of employees and workers:

Category	Financial Year 2022- 23			Financial Year 2021- 22		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male	1,359	1,018	75%	1,925	578	30%
Female	400	263	66%	456	99	22%
Total	1,759	1,281	73%	2,381	677	28%
Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total	-	-	-	-	-	-

Note:

- 1) As per annual Performance review eligibility criteria, employees who joined on or before September 30, 2022 for FY 2021-22 and September 30, 2022 for FY 2022-23 were part of the review process.
- 2) Employees who are Trainee Executives or Management Trainees are not part of Annual review process.
- 3) Workers are not part of the annual review process.
- 4) For Performance year 2021-22 employees at Executive and Senior Executive from Strides did not undergo the Performance review exercise.



10. Health and Safety Management System:

a. Whether an occupational health and safety management system has been implemented by the entity?	<ul style="list-style-type: none"> • Yes, health and safety management systems are implemented in all locations including manufacturing sites, Research and Development (R&D) centre, and offices; • Periodic internal and external audits are carried out to ensure the compliance of occupational health and safety management system in all the site operations, including manufacturing, quality control, facility, and engineering, administrative, warehouse, etc.; • EHS trainings, audits, and inspections are carried out as per the guidelines of ISO 14001 Standard, Factories Act, Indian Boilers Act, Environment Protection Act, Electrical Act, PESCO, NBC, etc.; • The company's Process Safety Management System facilitates implementation of best safety practices. Further, it enables the identification of work-related hazards through EHS walkthrough checklists, GEMBA walks, 5S implemented in workplace to ensure safety, HIRA, Hazardous Area Classification (HAC) study, etc.; • The Occupational Health and Safety management system covers all employees, contractors, and visitors of Strides; hence the coverage is 100%.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis of the entity?	<ul style="list-style-type: none"> • Identification of work-related hazards through EHS walkthrough checklists, GEMBA walks, HIRA, HAC study etc.; • EHS application (MySetu app) has provision to log and escalate any unsafe act and unsafe conditions which are identified in site premises. All employees are trained on group EHS SOP (GEHS/002- EHS reporting and hazard reporting); <ul style="list-style-type: none"> – In FY 2022-23, 740 hazards were reported and 85 EHS events were logged across all sites; • Any non-routine activities involving external contract workers are routed through permit to work system (PTW). PTW has different type of permits like General, Hot, Confined, Work at Height, Electrical, High Risk, etc.; • In FY 2022-23, 5,516 work permits were issued across all sites.
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks?	<p>Yes, EHS application (MySetu) has been implemented across all sites for workers to report on any unsafe act and condition. Safety Committee meeting has representation from workers and any work-related hazard reported in the meeting are tracked till it is logically closed.</p>
d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?	<p>Yes, the company provides non-occupational medical and health-care services to its employees and workers. Some of them include:</p> <ul style="list-style-type: none"> • Occupational Health Centres at the factory premises are set up for employees to seek medical consultation; • Arogyadhama Hospital centre for employees and their family members conducts periodic medical examination for all the employees; • Employees are provided awareness session that are organised periodically at various locations by medical experts on diabetes, cervical cancer, etc.

11. Details of safety related incidents:

Safety Incidents/ Number	Category	Financial Year 2022- 23	Financial Year 2021- 22
Lost Time Injury Frequency Rate (LTIFR) (per one Million-person hours worked)	Employees	0.37	0.16
	Workers	0.48	0.35
Total recordable work-related injuries	Employees	4	4
	Workers	6	1
Number of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

- Strides follows guidelines and principles of ISO 14001:2015, OSHA Standards, Factories Act, and other State level regulatory requirements within its Environment Health and Safety (EHS) management system. The company undertakes periodic internal and external audit to assess the safety practices and procedures in alignment with the EHS management system. The Company provides safety trainings, safety drill practices to all its employees and workers. The safety training programs enable the development of strong foundation among the workforce, in terms of their ability to identify, mitigate and prevent risks pertaining to Occupational Health and Safety.
- Any non-routine activities involving external contract workers are routed through permit to work (PTW) where all tasks are accessed to identify risks associated with it and mitigation measure are ensured till completion of activities.
- HIRA is being performed for all new products, equipment, and facility modification where risk associated with each activity are evaluated using risk matrix techniques considering present hierarchy of control to conclude if the risk is acceptable or unacceptable. Any unacceptable risk is further evaluated to identify the mitigation plans and recommended controls are made available before execution of the activity.
- Strides endeavors to prevent negative health impact on the employees through various health awareness sessions, provision of medical facilities, and medical insurance benefits. Additionally, the company provides voluntary health promotion services such as lifestyle counselling, stress management sessions, nutritional awareness campaigns through site occupational health physician.
- Respiratory fit testing has been facilitated for targeted group of employees who regularly use Respiratory Protective Equipment during their routine and non-routine process related activities. Occupational exposure banding of all products is evaluated and categorised into OEB (1 to 5). Recommended hierarchy of control are ensured during batch manufacturing. Total of 28 assessments have been carried out till now, and products are categorised as OEB-5 (3 nos.), OEB- 4 (8nos.), OEB- 3 (17nos).
- CMR (Carcinogenic, Mutagenic, Reproductive Toxicity) assessment done for applicable molecules and safety drill practices. Periodic mock drill sessions are conducted to ensure that all employees are aware of emergency plan management. The company organises external safety training on basic lifesaving & first aid, firefighting awareness sessions through authorised agencies to ensure competency of targeted group and certifies them.
- Fire safety gadgets like fire hydrant systems, fire horse reels, fire extinguishers, fire detection systems, emergency escape plans, fire exits, chemical spill kits, eye showers, emergency lights, first aid boxes, adequate PPEs are made available across all sites to ensure safe and healthy workplace.



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

Benefits	Financial Year 2022- 23			Financial Year 2021- 22		
	Filed	Pending Resolution at end of year	Remarks	Filed	Pending Resolution at end of year	Remarks
Working Conditions	17	4	Resolution of open complaints currently under progress as at the date of this report	59	8	As at date, all 8 open complaints have been closed.
Health and Safety	2	0	NA	12	0	NA

14. Assessment for FY 2022-23

	% of plants and offices that were assessed (by entity or statutory authorities or third party)
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 risk/ concerns arising from assessment of health and safety practices and working conditions.

In FY 2022-23, there were three minor fire/ flash incidents i.e., one at KRSG and two at R&D locations. Post root-cause analysis of the incidents, corrective action and preventive actions were taken to avoid recurrence of such incidents in the future.

Leadership Indicators

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

- Yes, coverage under the existing Group Term Life Insurance (Death Benefits) is 5 Times the CTC of Workers and 3 Times the CTC of Employees.
- Support for deceased employees' families: We have supported families of employees who have died due to Covid, by providing them a sum equivalent to two (2) years' of their Gross salary. This is in addition to the insurance bereavement coverage.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company has developed "Vendor's code of conduct," to be adhered by all vendors in their business transactions with the Company.

3. Provide the number of employees/ workers having suffered high consequence work-related injury/ ill-health/ fatalities (as reported in Qs. 11 of Essential Indicators above), who have been/ are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Particulars	Total Number of affected employees/ workers		No. of employees/ workers that are rehabilitated or whose family member have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022- 23	FY 2021- 22
Employees				
Workers				Nil

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

Yes, the Group has multiple stream of businesses outside the listed Company. For any employee, who is retiring and willing to work further, we explore whether their expertise can be used on a part-time assignment basis. In few critical positions where skill is scarce, Company has also extended service tenures. For termination, other than on integrity and ethical grounds, the Company initiates a performance improvement plan and gives an opportunity for employees to improve over time. If there is no improvement, termination is initiated, and financial assistance is provided on a case to case basis.

5. Details on assessment of value chain partners (FY 2022-23):

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	During FY 2022-23, while no independent assessment was carried out, the company's "Vendor's code of conduct" includes adherence to applicable regulations relating to health and safety practices and working conditions by the vendors.
Working Conditions	

6. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from assessments of health and safety practices and working conditions of value chain partners.

None during FY 2022-23.

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

Essential Indicators

1. Describe the process for identifying key stakeholder groups of the entity.

Stakeholders are an integral part of the Strides' business and thus we consistently engage with a wide range of stakeholders, including employees', governmental organisations, nongovernmental organisations (NGOs), shareholders and other financial market participants, local communities, and partners from the pharmaceutical and other industries. The material issues including ESG and economic factors that are priorities for our stakeholders, form an important part of our actions and decisions. Our engagements with our stakeholders have helped in understanding the mutual expectations from each other. We identify stakeholders on basis of their contribution in the value chain and who influence our business or are part of it.



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

Stakeholder Group	Identified as Vulnerable or Marginalised Group (Yes/No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during each engagement
Employees	No	Direct and other communication mechanisms including open houses, mailers, intranet, employee committees, engagement initiatives, newsletters	Continuous	Employee wellbeing is extremely important for Strides' growth model. Employee engagement through various means of communication provides an insight into the key action areas for employee wellbeing and growth. The key areas of interest for employees are: <ul style="list-style-type: none"> • Training • Well-being initiatives • Employee recognition • Fair remuneration • Work-life balance • Grievance redressal
Shareholders/ Investors	No	Press releases, social media, website, analyst meets, analyst briefings, quarterly results, general meetings, integrated reports, financial reports, email advisories, intimation to stock exchanges, annual/quarterly financials, and investors meetings/ conferences	Quarterly, Annually, Need Based	Continuous engagement with investors is extremely important. This leads them to take an informed decision to invest in our Company. The key areas of engagement includes an update on the business and financial performance, Company's strategy, potential opportunities and risks, our goals/ actions etc.
Suppliers, Vendors & third-party manufacturers	No	Vendors meets and virtual modes like telephone and e-mails	Continuous	Responsible supply chain practices are critically important for ensuring the business continuity in a sustainable manner, engagement with supplier, vendor enables the company to identify the key material issue impacting the supply chain. The key areas of interest for the supplier are business visibility and collaborations.
Customers	Yes*	Customer meets, mailers, news bulletins, brochures, social media, and website	Frequently	To strengthen customer relationships, enhance business opportunities, stay connected to understand the industry challenges and diversifying customer needs and aspirations. Also, to address any issues that the customers might have.
Channel Partners, Franchises and Key Partners	No	Partners meets and events, mailers, news bulletins, brochures, social media and website	Frequently	Stronger partnership helps to increase reach and enhance business scale, ethical and fair business practices, and strong governance mechanism.
Community	Yes	In-person meetings during field visits and engagement through partners	Continuous	Community developments programs initiated under the company's CSR umbrella enables driving a positive impact on the lives of the community members. Key area of interests are health, education, sanitation, and infrastructure development.
Regulators	No	Email, In person meetings	Need based	Engagement with regulatory authorities is aimed at discharging responsibilities and furthering our core business of product development, launch, manufacturing, etc. in keeping with the latest and highest standards of compliance.

* If they qualify based on the specified criteria of 'income level'

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 is in the process of implementing a comprehensive ESG framework in place. The Company has a comprehensive risk management framework in place wherein the risk register captures these critical aspects which is reviewed by the Risk Management Committee of the Board of Directors.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topic? 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.

The Company engages with stakeholders to identify and manage social and environmental topics. One such instance is the use of renewable power through multiple service providers that was implemented after the stakeholders came up with intriguing value propositions.

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

The Company engages in Corporate Social Responsibility (CSR) activities and through its initiatives it continuously engages with community members. There have not been any incidents of complaint or grievance so far by the community.

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:

Category	Financial Year 2022-23			Financial Year 2021-22		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Permanent	1,759	1,759	100%	2,108	2,108	100%
Other than permanent	80	80	100%	158	158	100%
Total Employees	1,839	1,839	100%	2,266	2,266	100%
Workers						
Permanent	1,091	1,091	100%	990	990	100%
Other than permanent	1,689	1,689	100%	1,707	1,707	100%
Total Workers	2,780	2,780	100%	2,697	2,697	100%

2. Details of minimum wages paid to employees and workers:

Category	Financial Year 2022- 23					Financial Year 2021- 22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Permanent	1,759	119	7%	1,640	93%	2108	0	0%	2011	92%
- Male	1,359	83	6%	1,275	94%	1704	0	0%	1639	93%
- Female	400	36	9%	365	91%	404	0	0%	372	84%
Other than Permanent	80	0	0%	80	100%	158	0	0%	158	100%
- Male	61	0	0%	61	100%	95	0	0%	95	100%
- Female	19	0	0%	19	100%	63	0	0%	63	100%
Workers										
Permanent	1,091	0	0%	1,091	100%	990	0	0%	990	100%
- Male	1,013	0	0%	1,013	100%	912	0	0%	912	100%
- Female	78	0	0%	78	100%	78	0	0%	78	100%
Other than Permanent	1,689	1,254	74%	435	26%	1,707	173	10%	1,534	90%
- Male	1,102	917	83%	185	17%	1,032	105	10%	927	90%
- Female	587	337	57%	250	43%	675	68	10%	607	90%

3. Details of remuneration/ salary/ wages for FY 2022-23

	Male		Female	
	Number	Median salary/ wage of respective category	Number	Median salary/ wage of respective category
Board of Directors* (BoD)				
a. Executive Directors	2	52,000,001	0	0
b. Non-executive Directors (NED)	4	6,069,854	1	6,069,854
Key Managerial Personnel#	0	0	1	6,408,000
Employees other than BoD and KMP	1,358	700,000	399	501,308
Workers	1,013	567,600	78	392,616

* ED & NED are considered as two separate categories and accordingly data provided.

Excluding Executive Directors

Notes:

- 1) Variable pay to Executive Chairperson & MD factored in the above calculation, shall be paid post shareholders' approval.
- 2) Commission for FY 2022-23 for NED factored in the above calculation, shall be paid post shareholders' approval.
- 3) Sitting fees paid to Dr. Kausalya Santhanam from Material Subsidiaries also factored in the above calculation.

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 Company has a Human Rights policy in place which captures our commitment towards respecting human rights and discouraging involvement in any kind of human rights violations. In addition, the Company initiates formal assessments to minimise potential adverse impacts. The learnings of the same is institutionalised across the Company. Policies and procedures of the Company are amended from time to time to incorporate the learnings from the events. Committees are formed at manufacturing and corporate locations consisting of cross functional members to address the same.

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

A Code of Conduct and a formal Grievance Redressal policy is available, and all matters are dealt accordingly. Similarly for PoSH complaints, a formal policy is available which includes the methodology to resolve complaints brought to the notice of Internal Complaints Committee (ICC).

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

Benefits	Financial Year 2022-23			Financial Year 2021-22		
	Filed during the year	Pending resolution at end of year	Remark	Filed during the year	Pending resolution at end of year	Remark
Sexual Harassment	1	0	Complaint closed within 90 days	2	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	NA	NA	NA	NA	NA	NA
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

NA: Not applicable

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

SEEK app is a Business Intelligence platform by a third party service provider, which is used for airing personal grievances. It has a functionality by way of which the name of the concerned employee is not disclosed to anyone in the company. The agreement with vendor ensures that the identities of employees are kept strictly confidential. While the complainant's issues are addressed by the company, the identity of the complainant is kept confidential and this acts as a protective shield for the complainant, and he/she is prevented from any harassment. The same procedure applies to the complaint raised for POSH or Whistle Blower Policy. The identity of the complainant at issue, is never disclosed internally thereby giving zero chance for harassment for filing a complaint.

8. Do human rights requirements form part of your business agreements and contracts?

Our business agreements and contracts emphasise the importance of compliance with all applicable laws, which includes upholding human rights standards. While specific mention of human rights requirements may not be included, it is explicitly stated that all parties involved in our business dealings are expected to comply with all applicable laws, thereby encompassing human rights obligations.

9. Assessment for FY 2022-23:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	
Forced/ Involuntary Labour	
Sexual harassment	100%
Discrimination at workplace	
Wages	

Note: A third party audit has been conducted by independent statutory compliance auditors and no violation has been observed under the laws mentioned herein.

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

Our current practices and processes are duly inspected by various agencies from time to time. Besides the assessments undertaken by government/ regulatory bodies, we aim at conducting periodic audits through third party auditors to check for any non-compliances. We also undertake a comprehensive HR Compliance audit once in two years, which is conducted by a third party legal firm, who help in identifying areas of improvement. So far, we have not come across any areas of concerns related to human rights.

Leadership Indicators

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

Strides is committed to upholding a proactive approach in preventing discrimination in all its forms, including but not limited to sexual harassment, wage disparities, and other human rights issues. The company recognises the importance of fostering an inclusive and equitable work environment for all its employees. For instance:

- Attendance of contract workers: Change from manual recording of attendance to biometric attendance has helped in greater transparency of process and this biometric attendance is directly linked to the payroll of the contract worker. The digitisation has ensured fair and equitable ways of earning wages to all workers.
- Strides has been conscious of the local community in which it operates and does not discharge effluents (from the production process) to outside area. Instead, the effluent treatment set up ensures that wastewater is treated for horticulture purpose thereby conserving environment.
- Biohazardous waste is disposed-off through a governmental approved vendor so that the probability of contamination with human beings in and around the site is minimised/ mitigated.
- Strides' Recruitment policy specifies on non-discrimination and equal opportunity employer. We are committed to provide a work environment free of unlawful harassment and are committed to provide Equal Employment opportunities for all persons regardless of Race, Colour, Religion, Sex /Gender including pregnancy/childbirth, Age, Marital Status, National Origin, Disability, Sexual Orientation, Family and Career responsibilities, Gender Identity and Intersex status, medical status including HIV status in the hiring practices.
- Strides employ women workers in A-shift and general Shift. Generally, we do not deploy women in B shift across most of our plants considering gender sensitivity and as an adherence to cultural norms of the region in which we operate.

2. Details of the scope and coverage of any Human Rights due-diligence conducted.

- Quarterly Internal Audit by third party auditor addresses various issues pertaining to human rights.
- Online Compliance Management tool to monitor various compliances, which also ensures that human right violations, if any, are captured and reported to the board.
- Once in two years, a comprehensive Audit of HR legal compliances is undertaken.
- For conducting business, company undertakes various social audits which address many such issues. We have been participating in UL Audit, EcoVadis Certification etc.

3. Is the premise/ office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

The premises/ offices of the Company, including the registered and corporate offices have facilities that enable accessibility and hassle free movement for differently abled individuals. Most offices are located either on the ground floor or have elevators and infrastructure to ease access for differently abled individuals.

4. Details on assessment of Value Chain Partners:

	% of value chain partners (by value of business done with such partners) that were assessed:
Child Labour	During FY 2022-23, while no independent assessment is carried out, the company has developed a "vendor code of conduct" which includes adherence to applicable regulations relating to health and safety practices and working conditions by the vendors.
Forced/ Involuntary Labour	
Sexual harassment	
Discrimination at workplace	
Wages	

5. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessment at Qs. 4 above.

None during FY 2022-23

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

Consolidated details provided below for all applicable sites in India, viz., 2 facilities in Bengaluru, 1 facility each in Puducherry and Alathur, 1 R&D in Bengaluru:

Parameter	(In Kilo Joules- KJ)	
	Financial Year 2022- 23	Financial Year 2021- 22
Total Energy Consumption (A)	98,29,00,44,000	101,205,874,800
Total Fuel Consumption (B)	48,71,87,44,848	523,829,746,33
Energy consumption through Other Sources (C)	65,77,90,05,600	622,210,248,00
Total Energy Consumption (A+B+C) (KJ)	2,12,78,77,94,448	2,15,80,98,74,233
Energy intensity per rupee of turnover (KJ/ INR Lakhs) (Total energy consumption/turnover in rupees)	12	11

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? If “Yes”, disclose whether targets set under the PAT Scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No

3. Details of the following disclosures related to water:

Consolidated details provided below for all applicable sites in India, viz., 2 facilities in Bengaluru, 1 facility each in Puducherry and Alathur, 1 R&D in Bengaluru:

Parameter	(In Kilo-litres)	
	Financial Year 2022- 23	Financial Year 2021- 22
Water withdrawal by source (in kilo-litres)		
(i). Surface Water	0	0
(ii). Groundwater	59,877	35,580
(iii). Third Party Water	1,34,901	150,476
(iv).Seawater/ Desalinated water	0	0
(v). Others (Please specify)	0	0
Total Volume of water withdrawal (in KL) (i + ii + iii + iv + v)	1,92,018	186,056
Total volume of water consumption (in KL)	1,92,018	186,056
Water intensity per rupee of turnover (KL/INR. Lakh) (water consumed/ turnover)	0.01	0.01

4. Has the entity implemented a mechanism for Zero Liquid Discharge (ZLD)? If “Yes”, provide details of its coverage and implementation.

- Currently, 3 out of 5 Strides’ sites are Zero Liquid Discharge (ZLD) sites and we have implemented water conservation through reduce, reuse, recharge, and recycle approach within manufacturing locations.
- As part of the recycling initiative, Strides provides tertiary treatment to its effluent, the treated effluent water is then effectively recycled and reused for in-house gardening. This enables the company to implement ZLD at its manufacturing locations.
- In Alathur plant, effluent water generated are treated at in-house Effluent Treatment Plant (ETP), and Sewage Treatment Plant (STP) water are sent to authorised common effluent treatment plant as per consent order received from State Pollution Control Board (SPCB).
- In R&D, effluent water is sent to authorised common effluent treatment plant as per consent order received from State Pollution Control Board (SPCB).

5. Details of air emissions (other than GHG emissions) by the entity

The Ambient air quality monitoring is conducted once every 3 months as per the Pollution Control Board consent conditions by NABL accredited vendor.

Consolidated details provided below for all applicable sites in India, viz., 2 facilities in Bengaluru, 1 facility each in Puducherry and Alathur, 1 R&D in Bengaluru:

Parameter	Unit	Financial Year 2022- 23	Financial Year 2021- 22
NOx	mg/Nm3	31.5	32.5
Sox	mg/Nm3	63	36.8
Particulate Matter (PM)	mg/Nm3	57.6	54.2
Persistent organic pollutant (POP)			
Volatile organic compounds (VOC)	Not applicable as per the PCB Consent to operate (CTO) condition of respective sites		
Hazardous air pollutant (HAP)			

6. Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity:

Consolidated details provided below for all applicable sites in India, viz., 2 facilities in Bengaluru, 1 facility each in Puducherry and Alathur, 1 R&D in Bengaluru:

Parameter	Unit	Financial Year 2022- 23	Financial Year 2021- 22
Total Scope 1 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	6,168	6,206
Total Scope 2 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	19,385	19,960
Total Scope 1 and Scope 2 emissions per rupee of turnover	TCo2 eq/ INR. Lakh	0.0000014	0.0000013

7. Does the entity have any project related to reducing Greenhouse gas emissions? If “Yes”, then provide details.

Yes, Strides has implemented projects to reduce its carbon footprint. They are as follows:

- Installation of 2 MW solar power plants covering all 3 India manufacturing sites is under progress; to harvest clean energy from roof top solar power panels.
- Inhouse renewable energy source is in place, and we have achieved 2.23% of inhouse clean energy generation in FY 2022-2023. Target is to achieve at least 5 % of total power consumed from inhouse renewable energy sources, from FY 2023-24 onwards.
- Sustaining solar power consumption by importing solar power from third party to have minimum 50% of the total power consumption in our flagship manufacturing site in Bengaluru.
- Currently, all refrigerants used in water chilling plant are designed only with R-134A ozone non-depleting gas and all water chillers with R-22 as refrigerant were phased out.
- All new water chilling plants are designed with R-134A as a refrigerant instead of R22 (ozone depleting refrigerant) to reduce GHG emission.

8. Provide details related to waste management by the entity:

Consolidated details provided below for all applicable sites in India, viz., 2 facilities in Bengaluru, 1 facility each in Puducherry and Alathur, 1 R&D in Bengaluru:

For battery waste, we have buy-back agreement with supplier to recycle used batteries.

Parameter	Financial Year 2022- 23	Financial Year 2021- 22
Total Waste Generated (in metric tonnes)		
Plastic Waste (A)	192	73
E-Waste (B)	1.5	9
Bio-medical Waste (C)	5.7	6
Construction and Demolition Waste (C&D) (D)*	-	-
Battery Waste (E)	0	0
Radioactive Waste (F)	0	0
Other Hazardous Waste generated (G) (Please specify, if any)	730	425
Other Non-Hazardous Waste generated (H) (Please specify, if any)	221	335
Total Waste Generated (A+B+C+D+E+F+G+H)	1,150	847
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category Waste Name:	414	416
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	414	416
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category Waste Name:		
(i) Incineration	736	430
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	736	430

* Construction and Demolition Waste Management Rules 2016 is applicable only upon generation of 20 tonne or more in a day, or 300 tonne per project per month.

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

- Strides has implemented waste management plan with comprehensive approach towards waste minimisation, segregation, and safe disposal. Effective mechanisms for disposal of large quantity of hazardous waste through incineration process has also been implemented.
- Health and safety attributes of new products (API, Excipients, and other process materials) are evaluated to identify negative health impact of chemicals. While conducting initiation trails, only minimal batch size is manufactured to reduce the wastage from processes and to reduce exposure to any hazardous chemicals.
- The diversion of initial rainwater to Wastewater treatment plant (WWTP) aims to reduce Permissible Environmental Concentration (PEC) of groundwater table by recharging fresh, very low Total Dissolved Solids (TDS) rainwater to the existing groundwater table is a proactive approach to treat harmful substances in water, as well as effectively manage groundwater resources.

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

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

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in FY 2022-23

Name and brief of the project	EIA Notification No.	Date	Whether conducted by independent agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web-link
Not Applicable since Environmental Impact Assessment (EIA) is carried out only during construction of new projects or major expansion/ structural retrofits.					

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and Rules thereunder (Yes/ No).

If "Not", provide details of all such non-compliances:

S. No.	Specify the law/ regulation/ guidelines which is not compliant	Provide details of the non-compliance	Any fines/ penalties/ action taken by regulatory agencies such as pollution control board or by courts	Corrective action taken, if any
All manufacturing facilities and R&D are compliant with the applicable environmental laws, regulations, legislations, and guidelines as per the central and state level mandates/ requirements.				

Leadership Indicators

1. Provide breakup of the total energy consumed (in Joules or multiples) from Renewable Energy and Non-Renewable sources:

Consolidated details provided below for all applicable sites in India, viz., 2 facilities in Bengaluru, 1 facility each in Puducherry and Alathur, 1 R&D in Bengaluru.

At facilities in Bengaluru and Puducherry, the Company has set-up in-house solar energy sources for supply of electricity. KRSG, Bengaluru has long-term power purchase agreement with renewable energy supplier to supply 16.5 Mn units (KWh) per annum. As for the sources of non-renewable energy, they are the respective DISCOMs and Diesel Generators (DGs).

Parameter	Financial Year 2022-23 (Kilojoules- KJ)	Financial Year 2021-22 (Kilojoules- KJ)
From Renewable Sources		
Total electricity consumption (A)	65,77,90,05,600	622,210,248,00
Total fuel consumption (B)	NA	NA
Energy consumption through other sources (C)	NA	NA
Total energy consumed from renewable sources (A+B+C)	65,77,90,05,600	622,210,248,00
From Non-Renewable Sources		
Total electricity consumption (D)	98,29,00,44,000	101,205,874,800
Total fuel consumption (E)	48,71,87,44,848	523,829,746,33
Energy consumption through other sources (F)	NA	NA
Total energy consumed from renewable sources (D+E+F)	1,47,00,87,88,848	1,53,58,88,49,433

2. Provide the following details related to water discharge:

Consolidated details, as applicable, provided below for all applicable sites in India, viz., 2 facilities in Bengaluru, 1 facility each in Puducherry and Alathur, 1 R&D in Bengaluru:

Strides has installed effluent treatment plants and sewage treatment plants at its facilities, and treated water from the plants is used for purpose of gardening/ maintenance of green belt. As can be observed from the data presented below, there has been a reduction in amount of water discharged.

Parameter	Financial Year 2022-23	Financial Year 2021-22
Water discharge by destination and level of treatment (in kilo-litres)		
(i) To Surface Water		
- No treatment		
- With treatment- please specify level of treatment		
(ii) To Ground Water		
- No treatment		
- With treatment- please specify level of treatment		Not Applicable*
(iii) To Seawater		
- No treatment		
- With treatment- please specify level of treatment		
(iv) Sent to Third Parties		
- No treatment		
- With treatment- please specify level of treatment	13,129	13,653
(v) Others		
- No treatment	NA	NA
- With treatment- please specify level of treatment	NA	NA
Total water discharged (in kilo-litres)	13,129	13,653

Note: For 2 facilities (R&D and Puducherry) water is disposed as per the requirements of concerned State's/ UT's Pollution Control Board guidelines.

For rest of the facilities, zero liquid discharge mechanism (ZLD) has been implemented i.e., wastewater is treated and reused within the premise, without any discharge outside the fence.

*As per PCB consent order received, treated water should be used only for in-house gardening purpose.

3. Water withdrawal, consumption, and discharge in areas of 'Water Stress' (in kilo litres):

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

- i. Name of area: **KRSG and Chandapura (Anekal Taluk)**
- ii. Nature of operations: **Manufacturing of Pharmaceutical products**
- iii. Water withdrawal, consumption, and discharge:

Parameter	Financial Year 2022- 23	Financial Year 2021-22
From Renewable Sources		
(i) Surface Water	0	
(ii) Ground Water	59,877	
(iii) Third Party Water	53,559	
(iv) Seawater/ Desalinated Water	0	
(v) Others	0	Not Applicable*
Total volume of water withdrawal (in KL)	1,13,436	
Total volume of water consumption (in KL)	1,13,436	
Water intensity per rupee of turnover (Water consumed/ turnover)	0.01	



Parameter	Financial Year 2022- 23	Financial Year 2021-22
Water discharge by destination and level of treatment (in Kilo litres)		
(i) To Surface Water		
- No treatment		
- With treatment- please specify level of treatment		
(ii) To Ground Water		
- No treatment		
- With treatment- please specify level of treatment		
(iii) Sent to Third Party Water		
- No treatment		
- With treatment- please specify level of treatment		
(iv) Into Seawater		
- No treatment		
- With treatment- please specify level of treatment		
(v) Others		
- No treatment		
- With treatment- please specify level of treatment		

Both sites have zero liquid discharge mechanism (ZLD) i.e., wastewater is treated and reused within the premise, without any discharge outside the fence.

*: As per license obtained from Central Authority for Ground Water Authorisation (CGWA) during FY 2022-23, facilities situated at Anekal Taluk, Bengaluru falls under water stress location

4. Please provide details of total Scope 3 emissions and its intensity:

Parameter	Unit	Financial Year 2022- 23	Financial Year 2021- 22
Total Scope 3 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent		
Total Scope 3 emissions per rupee of turnover	TCo ₂ eq/INR LAKH		Refer note below
Total Scope 3 emission intensity (optional)- the relevant metric may be selected by the entity	TCo ₂ eq/MT of product		

Note: The Company is embarking on the journey of ESG at an organisational level. The monitoring mechanism is included as part of the overall framework.

5. With respect to the ecologically sensitive areas reported in Qs. 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.

Nil

6. 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:

S. No.	Initiative undertaken	Details of the initiative	Outcome of the Initiative
1.	Installation of Phoenix Steam Expander	Lab model testing is under progress at IIT Mumbai, tentatively by June 2024	Power generation by steam expander. Expected saving of INR 1 Million per annum
2.	Installation of heat pump chillers (250 m3/hour)	Chiller with heat pump provision finalised and purchase order issued. Delivery tentatively by September 2023	Power saving by heat pump and VED operations. Expected saving of INR 8 Million per annum
3.	Roof top solar power generation of 2 MW	Installation completed for 1.3 MW	2.23% clean energy utilised of total power consumption
4.	Heat recovery system for condensate water	Installation completed for tablet, OLT, SVMS, LVMS expansion areas	Reduction in fuel expense. Expected saving of INR 7.5 Million per annum
5.	Steam heating system to generate hot water by automation control system	Under progress	Reduction in fuel expense. Expected saving of INR 3.5 Million per annum
6.	Sun shield coating for terrace area to reduce air conditioning load	Under progress	Reduction of room temperature by 2 to 3 degrees. Expected saving of INR 1.1 Million per annum

7. Does the entity have a business continuity and disaster management plan?

The pharma industry is a regulated industry with heightened regulatory oversight at all points of time. Patient's safety and efficacy is extremely important in this business to ensure continuous supply of drugs at affordable prices.

Strides Group has 8 manufacturing plants across the world. The Company also has alternate manufacturing sites within its network in case of any disruption wherein the products can be supplied in an uninterrupted manner.

In addition, the Company as part of enterprise risk management framework has identified many elements of business continuity and disaster management, which gets periodically reviewed as part of Risk management committee's charter.

8. 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.

No adverse impact to the environment caused, from any activities or measures pertaining to value chain partners.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

None during FY 2022-23.

Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

We strive to create a positive impact and actively participate in making sound policy decisions to drive change in public policies that are beneficial to the sector we operate in. We believe that a sustainable business growth can be achieved by effectively collaborating with regulatory authorities, government, and trading bodies. We are associated with and part of various industry bodies and associations that influence public and regulatory bodies in a responsible manner and from time to time, actively engage in public policy advocacy campaigns.

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

7

(b) List the top 10 trade and industry chambers/ associations

S. No.	Name the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1.	Pharmaceuticals Export Promotion Council of India	National
2.	Export Promotion Council for EOUs & SEZs	National
3.	Indian Drug Manufacturers' Association	National
4.	Bombay Chambers of Commerce	State
5.	Bengaluru Chamber of Industry and Commerce	State
6.	Karnataka Drugs & Pharmaceutical Manufacturers Association	State
7.	Federation of Karnataka Chambers of Commerce and Industry	State

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

Name of authority	Brief of the Case	Corrective action taken
	NIL	

Leadership Indicators

1. Details of public policy positions advocated by the entity:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain (Yes/No)	Frequency of Review by Board	Web Link, if available
The Company monitors and analyses public policies that have an impact on the pharmaceutical industry and stay informed about the latest regulatory developments and government initiatives that can influence the pharmaceutical sector. The Company also shares its recommendations, wherever applicable, with an intent to bring in a positive change and create an environment conducive to the development of life-saving medicines and improved patient care.					

Principle 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) projects undertaken by the entity based on applicable laws, in FY 2022-23:

Name and brief detail of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/No)	Relevant web-link
Not Applicable					

Note: The Impact assessment was done in the year 2020 by an external Auditor SAN India, which is affiliated to Social Audit Network, UK. SAN India, facilitates and supports the principles and practice of Social Accounting and Audit (SAA) framework of accountability, to help organisations in India effectively measure impact. The programme objectives were evaluated on the REES framework, where 'R stands for Relevance', 'E stands for Effectiveness', 'E stands for Efficiency', and 'S stands for Sustainability'. Our overall average scores were 8.6 / 10. The Social Auditors validated that our CSR goals align with 4 UN SDG goals – a. End poverty in all its form and everywhere – UN SDG – 1 b. Ensure Healthcare and well-being for all at all ages – UN SDG – 3c. Quality education for all – UN SDG – 4 and d. Ensure availability and sustainable management of water and sanitation for all – UN SDG – 6. We intend to take up the Impact Analysis again in FY 2024-25 by a third-party assessors, to assess the Impact created by our CSR initiatives and to check on the performance vis-à-vis the objectives set.

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

S. No.	Name of the project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR.)
Not Applicable						

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

The Company's CSR team reaches out to the concerned stakeholders/ panchayat members and initiate action, if needed and seeks their feedback on the services provided, to ensure that their needs are met. Also, at the Arogyadhama Advisory committee consisting of Panchayat members, all related issues are deliberated and resolved, thereby building trust and credibility with the beneficiary community.

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

Particulars	Financial Year 2022- 23	Financial Year 2021- 22
Directly sourced from MSMEs/ Small producers	~6%	~7%
Sourced directly from within the district and neighbouring districts	~17%	~18%

*On a standalone level (Bengaluru, Puducherry and their neighbouring districts has been considered)

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference Qs. 1 of Essential Indicators, above).

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount Spent (in INR.)
1.	Karnataka	Bengaluru (<i>Arogyadhama</i>)	5,000,000
2.	Karnataka	Bengaluru (<i>Leaps</i>)	1,746,898
3.	Karnataka	Bengaluru (<i>Sivasakthi</i>)	2,400,000
4.	Puducherry	Puducherry (<i>TISS</i>)	3,605,896
5.	Puducherry	Puducherry (<i>SVRCC</i>)	1,500,000
6.	Karnataka	Bengaluru (<i>Anganwadi</i>)	1,650,000
7.	Karnataka	Bengaluru (<i>Govt. School imp.</i>)	870,250
8.	Karnataka	Bengaluru (<i>Vidyadhama</i>)	6,254,785

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/ vulnerable groups?

The Company sources materials from MSMEs on a case to case basis, which may include marginalised or vulnerable groups, considering that company has got 4 manufacturing facilities in different areas in India. Suppliers around the manufacturing areas are also evaluated as part of the framework.

- (b) From which marginalised/ vulnerable groups do you procure?

Not Applicable

- (c) What percentage of total procurement (by value) does it constitute?

Not Applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in FY 2022-23), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit Shared (Yes/ No)	Basis of calculating benefit share
Not Applicable				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of Case	Corrective action taken
Not Applicable		



6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% Beneficiaries from vulnerable & marginalised groups
1.	Arogyadhama – A state-of-the-art healthcare facility, covers 10 villages and over 12500 population at Suragajakkanahalli Care includes Preventive, Promotive and Curative care along with facilities like X-ray, Scan, Pharmacy, Minor OT, Path Lab, and specialty clinics like general physician, dental, Gynecology, pediatrics, ophthalmology etc.	11,940	100%
2.	LeAPS – Leadership Adoption Program at Schools, aims to provide Life Skills training to children of Government Schools. Currently we are imparting Life skill training to 2 (two) government schools at Haragadde.	584	100%
3.	Siva Sakthi Homes – Siva Sakthi Sathya Sai Charitable Trust is a registered trust, established to serve Intellectually Challenged people and Senior Citizens. The Trust has a Home in Sri Raja Rajeswari Nagar, Bengaluru, Karnataka which has 28 differently abled inmates. Strides Foundation sponsors groceries and medicines to this home.	28	100%
4.	BVOC – TISS : To provide higher education and improve the lives of disadvantaged and marginalised youth by enabling them to learn the skill by engaging in OJT, at the real shop floor of the industry and classroom training, Bachelor of Vocational Training in Pharma manufacturing was initiated in collaboration with Tata Institute of Social Sciences (TISS) to empower youth and build and nurture pharma professionals.	39	100%
5.	Vocational Skilling at SVRCC – Under our employability empowerment programme, in collaboration with Swami Vivekananda Rural Community College we are providing vocational skills to the youth of fishermen community at Puducherry. The selected youths deserving and desiring from the local/ fisherman community will undergo one-year vocational training based on their aptitude abilities to increase their employment opportunities and build them as responsible citizens.	100	100%
6.	Infrastructure Improvement at Government School Muthanallur – to enhance the learning experience and provide the hygienic environment to children - developmental initiatives have been taken up GHP School Muthanallur.	97	100%

Note:

Strides has 2 projects which are in progress and has spent significant amount in construction:

- An Anganwadi is constructed to support the children, pregnant women and new mothers of Medahalli Village at Suragajakkanahalli Panchayat, Bengaluru. This is expected to be functional by June 2023 to benefit over 25 Children.
- Vidyadhama - Strides is building a model school for the children of Government Higher Primary school, Haragadde. Vidyadhama will be functional from June 2024 to benefit 400+ children.

Principle 9: Business 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.

Strides has a robust complaint management system in place. It follows risk-based approach with defined timelines for each key stage of complaint management. The complaints are logged in and managed till final closure, through a qualified software, known as Sparta Systems.

After receipt of complaint (through email, calls, & other communication channels) at Strides, each complaint is logged in and assigned a unique complaint number for tracking purpose. An acknowledgement is sent to the complainant and immediate risk assessment of the complaint is carried out. Based upon assessment, necessary corrections and containment actions are taken, along with effective follow-up activities as part of the corrective action plan.

Wherever a potential impact on distributed product is anticipated, the respective regulatory authorities are duly informed as per applicable regulations. A thorough investigation is conducted by an internal cross-functional team comprising of quality, manufacturing, legal, and relevant stakeholders, depending upon the nature of complaint to identify the root cause. Based upon investigation findings a final risk assessment is done and necessary corrective and preventive actions, commensurate with the risk associated with the complaint, are implemented.

Wherever complaints are about adverse events or impact on patient health, such complaints are forwarded to Pharmacovigilance and Medical Affairs team for clinical assessment. After completion of investigations, a response is sent to the complainant including the summary of investigation, the identified root cause(s) and actions taken/ planned as applicable. A period of 15 days is provided for complainant's feedback, before final closure of the complaint.

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

Details of negative social impact identified	As percentage to total turnover
Environmental and social parameters relevant to the product Safe and responsible usage Recycling and/or safe disposal	Customer is provided with instructions on dosage and basic knowledge about the science behind the various ingredients added in different products. We also provide information on the composition of each ingredient in volume and percentage in the product. Storage Instructions and cautionary notes are also provided, wherever required. The Company also displays relevant information on the product labels as per the requirements of national and international drug regulatory bodies.

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

Benefits	Financial Year 2022- 23			Financial Year 2021- 22		
	Received	Pending resolution at end of year	Remark	Received	Pending resolution at end of year	Remark
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Customer Complaints	254	4	Complaints are being tracked as per SOP. Average closure time for a complaint is 60 days.	331	0	-

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

	Number	Reasons for recall
Voluntary Recalls	3	<ul style="list-style-type: none"> Market complaint, embossing on the tablets did not match with the description provided in specifications. Product Mix up, a tablet of lower strength was found in the bottle of higher strength medicine. OOS in Finished Product Assay, during real time stability testing.
Forced Recalls	0	-



5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy.

Yes, the company has requisite policies and frameworks in place.

- Risk Management Policy: https://www.strides.com/pdf/Committees%20of%20the%20Board/2020/strides_risk_management_policy_may_2020.pdf
- Privacy Statement: https://strides.com/privacy_policy.html

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.

Strides implemented the following Corrective Actions and Preventive Actions (CAPAs) to avoid recurrence:

- For one of the recalls: Modification of punch tool design for relevant products having similar tooling. The cleaning checklist & Batch Manufacturing Record (BMR) were revised to include specific checks for similar products.
- For one of the recalls: Batch Packing Record (BPR) and line clearance checklist were revised to include specific additional checks at bottle packaging line.
- For one of the recalls: Type II variation filing for revision in shelf life specification is under progress with SAPHRA. As an interim action BMR revised to include steps to ensure no API traces are left behind in the dispensed bags.

Leadership Indicators

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

Details of our products can be assessed/seen on the website, viz., www.strides.com

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

All our products have a product information leaflet provided, this document covers all aspects on the product usage, the potential side effects, and precautionary note.

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

In the unlikely event of possible disruption or discontinuation of product supply, the respective Customers are informed as per applicable Technical Agreement and the Regulatory Authorities are informed, as per applicable statutory requirements.

4.a. Does the entity display product information on the product over and above what is mandated as per the local laws? If “Yes”, provide details in brief.

The company provides detailed product booklet and information is available in public domain for consumer knowledge.

4.b. Did your entity carry out any survey with regard to customer satisfaction relating to the major products/ services of the entity, significant locations of operation of the entity or the entity as a whole?

The company has not carried out any customer satisfaction survey in the FY 2022- 23.

5. Provide the following information relating to data breaches:

(a) Number of instances of data breaches along-with impact:

None

(b) Percentage of data breaches involving personally identifiable information of customers.

None

By order of the Board of Directors

Date: May 25, 2023

Place: Bengaluru

Arun Kumar

Executive Chairperson &
Managing Director

Christoph Funke

Chief Operations Officer