

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT 2024



SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY

1.	▶ Corporate Identity Number (CIN) of the listed entity	L24230GJ1984PLC007440
2.	▶ Name of the listed entity	Concord Biotech Limited
3.	▶ Year of incorporation	1984
4.	▶ Registered office address	1482-1486, Trasad Road, Dholka, Dist. Ahmedabad - 382 225, Gujarat
5.	▶ Corporate address	B-1601-1602, B-Wing, Mondeal Heights, Iskcon Cross Road, S. G. Highway Ahmedabad - 380 015, Gujarat
6.	▶ E-mail	lalitsethi@concordbiotech.com
7.	▶ Telephone	079-68138700
8.	▶ Website	www.concordbiotech.com
9.	▶ Financial year for which reporting is being done	FY 2023-24
10.	▶ Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Ltd. BSE Ltd.
11.	▶ Paid-up capital	INR 10,46,16,204/- divided into 10,46,16,204 equity shares of INR 1/- each fully paid-up.
12.	▶ Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Lalit Sethi E-mail: lalitsethi@concordbiotech.com Telephone: 079-68138700
13.	▶ Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone basis
14.	▶ Name of assurance provider	NA
15.	▶ Type of assurance obtained	NA

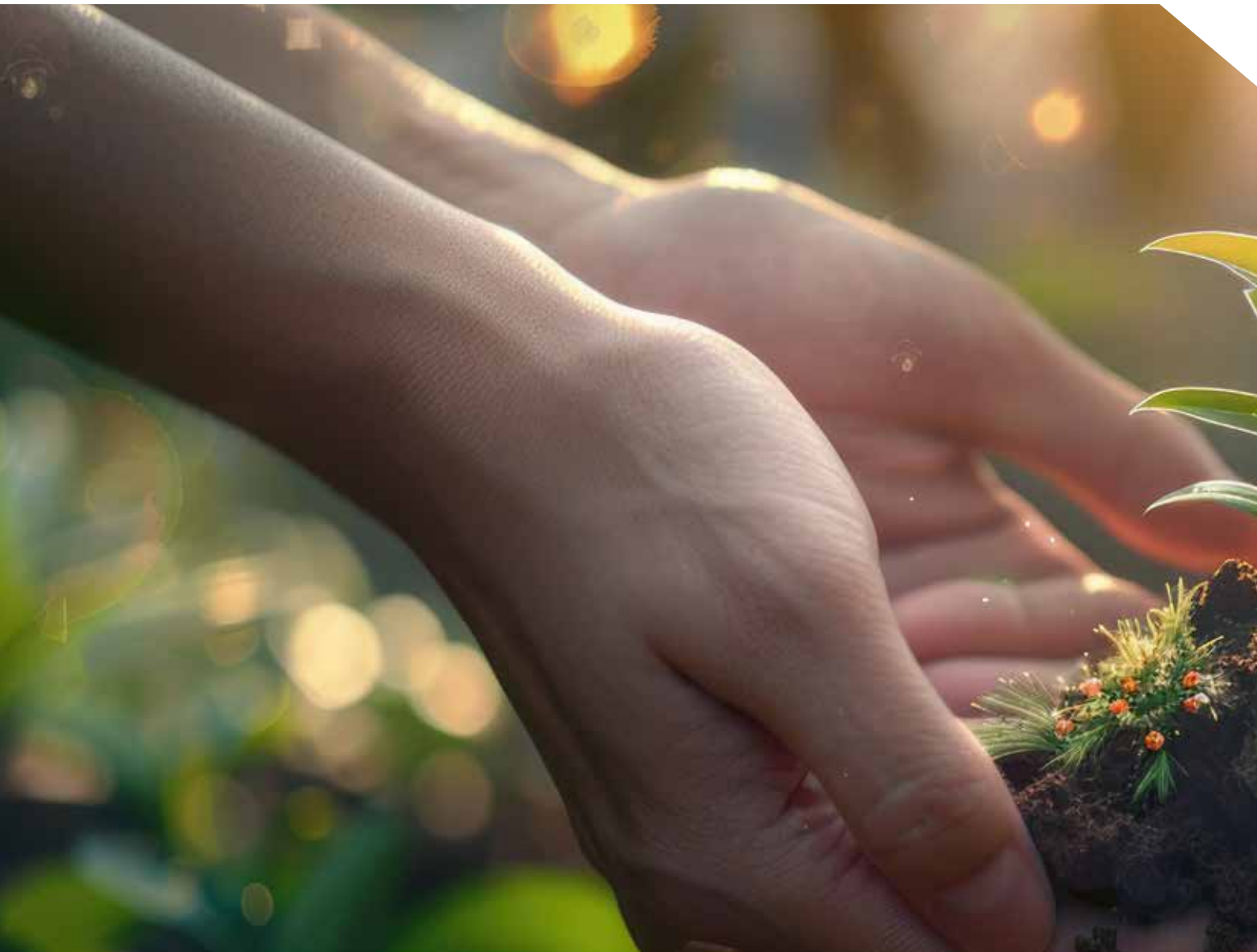
II. PRODUCTS/SERVICES

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

Description of main activity	Description of business activity	% of turnover of the entity
Manufacturing of pharmaceuticals	Research, development, manufacturing and sale of active pharmaceutical ingredients	81%
Manufacturing of pharmaceuticals	Research, development, manufacturing and sale of finished formulations	19%

17. Products/services sold by the entity (accounting for 90% of the entity’s turnover)

Product/Service	NIC code	% of total turnover contributed
Manufacturing of pharmaceuticals, medicinal chemical and botanical products	210	100%



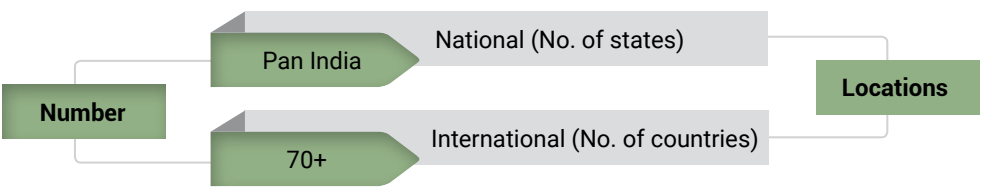
III. OPERATIONS

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

Location	Number of plants	Number of offices	Total
National	3 manufacturing units (All are located in Gujarat)	1 corporate office	4
International	0	0	0

19. Markets served by the entity:

a. Number of locations



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

Over 45% of Concord's total revenue can be attributed to its earnings from exports.



c. A brief on types of customers

Concord is a research-based biopharmaceutical company with three business verticals: API, finished formulations, and contract research & manufacturing. For the API business, the Company works with various formulation companies globally that manufacture products in the therapy of immunosuppressants, oncology, and anti-infectives, including anti-bacterial and anti-fungal.

For the finished formulations vertical, Concord supplies its products to global markets such as USA, Latin America, the Middle East, and Southeast Asia. In India, Concord operates on B2C and B2B; and works with various government and corporate hospitals and end patients. For its third vertical, which is contract research & manufacturing, Concord works with several global biopharmaceutical companies in the areas of fermentation, semi-synthetic APIs and finished formulations. Some of the major activities undertaken are strain improvement, media optimisation, process optimisation and scaling up from R&D to pilot and commercial scale.

Our portfolio of APIs and formulations caters to over 200 customers in more than 70 countries, encompassing pharmaceutical companies, distributors, and government and corporate hospitals, with an impeccable track record of quality, safety, and reliability for more than 2 decades. Concord's products help enhance the healthcare process in both developed and developing countries.

Employees

20. Details as at the end of financial year

a. Employees and workers (including differently abled)

Sr. no.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	1,377	1,288	93.54%	89	6.46%
2.	Other than permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	1,377	1,288	93.54%	89	6.46%
Workers						
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	1,024	1,011	98.73%	13	1.27%
6.	Total workers (F + G)	1,024	1,011	98.73%	13	1.27%

b. Differently abled employees and workers

Sr. no.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently abled employees						
1.	Permanent (D)	Nil	Nil	NA	Nil	NA
2.	Other than permanent (E)	Nil	Nil	NA	Nil	NA
3.	Total differently abled workers (D + E)	Nil	Nil	NA	Nil	NA
Differently abled workers						
4.	Permanent (F)	Nil	Nil	NA	Nil	NA
5.	Other than permanent (G)	Nil	Nil	NA	Nil	NA
6.	Total differently abled workers (F + G)	Nil	Nil	NA	Nil	NA

21. Participation/inclusion/representation of women

Particulars	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	9	1	11.11%
Key Management Personnel	4	0	0%

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	14.32%	85.71%	16.70%	12.12%	18.18%	12.00%	8.41	8.00%	2.00%
Permanent workers	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

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

23. (a) Names of holding/subsidiary/associate companies/joint ventures

Name of the holding/subsidiary/associate companies/joint ventures (A)

Concord Japan KK

Indicate whether holding/subsidiary/associate/joint venture

Joint Venture Company

% of shares held by listed entity

50%

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

No

V. CSR DETAILS

24. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

i. Turnover (in INR)

INR 1,016.93 Crores

ii. Net worth (in INR)

INR 1,526.64 Crores

VI. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint was received	Grievance redressal mechanism in place (Yes/No) (If yes, then provide a weblink to the grievance redress policy)	FY 2023-24 (Current financial year)			FY 2022-23 (Previous financial year)		
		Number of complaints filed during the year	Number of complaints with pending resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints with pending resolution at the close of the year	Remarks
 Communities	No	NA	NA	NA	NA	NA	NA
 Investors (other than shareholders)	Yes. Concord offers a structured approach to addressing any concerns or grievances raised by investors and shareholders. The same can be reviewed at the following weblink: https://scores.gov.in/scores/Welcome.html	Nil	NA	NA	Nil	NA	NA
 Shareholders		Nil	NA	NA	Nil	NA	NA
 Employees and workers	Yes. Employees and workers are covered by a whistle blower policy for registering their complaints. The same can be reviewed at the following weblink: https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-Whistle-Blower-Policy.pdf	Nil	NA	NA	Nil	NA	NA
 Customers	No. Since the majority of the business is B2B, Concord does not have a defined grievance redressal policy for customers.	Nil	NA	NA	NA	NA	NA
 Value chain partners	No	NA	NA	NA	NA	NA	NA
 Other (please specify)	NA	NA	NA	NA	NA	NA	NA

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

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



Risk



Opportunity

Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
R&D and innovation		R&D investment boosts green innovation for environmental sustainability and ESG performance enhancement. Strategic R&D investments and transparent disclosure facilitate stakeholders' understanding of the organisation's approach and scale.	–	Positive Advanced technological innovations place Concord at the forefront of industry-leading discoveries and open new avenues for business growth.
Quality management		When manufacturing pharmaceutical products, ensuring quality is of paramount concern. Degradation in quality will have a negative effect, whereas maintaining consistent quality enhances trust and reliability among customers.	- Ensuring a system is in place to uphold product quality and regulatory compliance consistently - Pharmacovigilance processes actively monitor and address product-related risks, fostering continuous product improvement - A dedicated team manages complaints via a web portal and a toll-free number, ensuring prompt investigation and action - Mandatory pharmacovigilance training is provided to all employees, reinforcing commitment to safety and quality	Negative Poor product quality can increase the number of product recalls and thereby cause operational and reputational damage. As a result, customer satisfaction and trust are also affected.
Supply chain disruption		Ensuring a stable supply chain for business continuity is important in the pharmaceutical industry. Therefore, it is imperative to undertake initiatives aimed at anticipating, preventing, and mitigating any disruptions that may arise.	- Integrating the supply chain ensures global medicine availability without interruption - Emphasising cost-effective and sustainable logistics, from raw material procurement to final product delivery - Ensuring environmental compliance through mandatory audits for critical vendors - Guiding partners on legal, regulatory, and ethical standards through a Supplier Code of Conduct	Negative Delays in receiving raw materials from suppliers can lead to late product deliveries to customers, resulting in reputational damage for the Company. Any disruption in Concord's value chain can have adverse effects on operations, potentially hindering product supply and escalating costs.

Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
Business conduct & ethics		Engaging in unethical conduct and disregarding ethical principles can significantly damage our reputation.	• Upholding principles of integrity, transparency, accountability, and ethics • Establishing professional management teams and independent boards for better governance • Implementing global best practices in corporate governance and risk management • Preserving and enhancing value consistently by the Group	Negative Damage to the reputation of the Company can affect its business growth and revenue.
GHG emissions		GHG emissions pose regulatory, market, physical, reputational, and financial risks. Compliance costs, reduced demand, infrastructure damage, tarnished reputations, and investor backlash are key concerns. Addressing emissions through mitigation strategies is crucial to mitigating these risks and fostering long-term sustainability.	• Transitioning to natural gas for steam production • Planting trees to offset emissions • Installing energy-efficient boilers and equipment like LED lighting and solar-powered systems	Negative The impact of GHG emissions encompasses compliance expenditures tied to regulations, revenue downturn resulting from decreased demand for unsustainable products, climate-related infrastructure damage costs, expenses related to reputation management and marketing, as well as increased borrowing costs.
Water management		Our processes are water-intensive, and water is a limited resource that has to be used judiciously. We have implemented Effluent treatment plants with Zero Liquid Discharge	–	Positive Implementation of ZLD results in reduced freshwater consumption, lowering expenditure on water sourcing for the Company's operations.
Inclusion and diversity		Concord prioritises nurturing a workplace culture that champions diversity and inclusivity, as evident in its recruitment, promotion, and leadership strategies across all organisational echelons. The Company places immense value on fostering a workforce where varied perspectives and inclusive dynamics are embraced, from senior management to entry-level roles.	–	Positive A pool of diverse workforce from different genders, ages and ethnicities, enables Concord to develop, expand and mitigate operational risks.

Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
Community engagement		We consider it our responsibility to care for the community around our operations.	—	Positive By empowering and uplifting our surrounding communities, we can mitigate future grievances or concerns, thus safeguarding the business from any adverse events.
Data privacy & cybersecurity		Data breaches, unauthorised access to intellectual property and R&D data can pose significant risks to Concord's operations.	Investing in building a robust digital architecture that supports data platforms across all functions.	Negative Unauthorised access to intellectual property or other confidential company data can result in significant financial losses for the organisation.
Employee health & safety		Failure to ensure a safe working environment can result in legal liabilities. Workplace accidents and illnesses can lead to reduced productivity. Unsafe conditions can also impact morale, job satisfaction, and engagement.	• Ensuring a safe and healthy workplace with established protocols for employee well-being and safety • Fostering an environment that attracts and retains talent through empowerment, growth opportunities, flexibility, competitive remuneration, and a sense of purpose • Implementing rigorous safety procedures and ongoing process improvements across all sites to promote a zero-incident safety culture • Conducting employee trainings and enforcing protocols for preventing, reporting, and addressing misconduct, including sexual harassment and discrimination	Negative The absence of a safe and empowering workplace could result in adverse financial consequences such as fines and penalties. Additionally, it could lead to operational and reputational damage.

Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
End-user health & safety		Products not meeting standards can cause harm to the health of consumers, resulting in product recalls, financial losses and reputational damage to the organisation. It may also lead to litigation risks and a loss of consumer confidence.	• Regularly inspecting both raw materials and finished products to identify any impurities or deviations in composition.	Negative Products of the Company posing harm to or not meeting end-user standards can tarnish the brand reputation, potentially resulting in financial losses.
Waste management		Environmental pollution, legal liabilities, and risks to human health are caused by improper handling and disposal of waste. Regulatory scrutiny and cleanup obligations stemming from violations can disrupt operations, leading to financial losses and reputational damage.	• Adhering to regulatory standards for waste management • Ensuring responsible treatment of the generated waste • Following appropriate methods for waste disposal	Negative Improper waste management can cause regulatory fines, cleanup costs for environmental damage, legal expenses, and higher insurance premiums. Additionally, it can lead to reputational damage affecting business opportunities, and increased operating expenses, ultimately reducing profitability.



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC principles and core elements.

PRINCIPLE 1

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

PRINCIPLE 2

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

PRINCIPLE 3

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

PRINCIPLE 4:

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

PRINCIPLE 5:

Businesses should respect and promote human rights

PRINCIPLE 6:

Businesses should respect and make efforts to protect and restore the environment

PRINCIPLE 7:

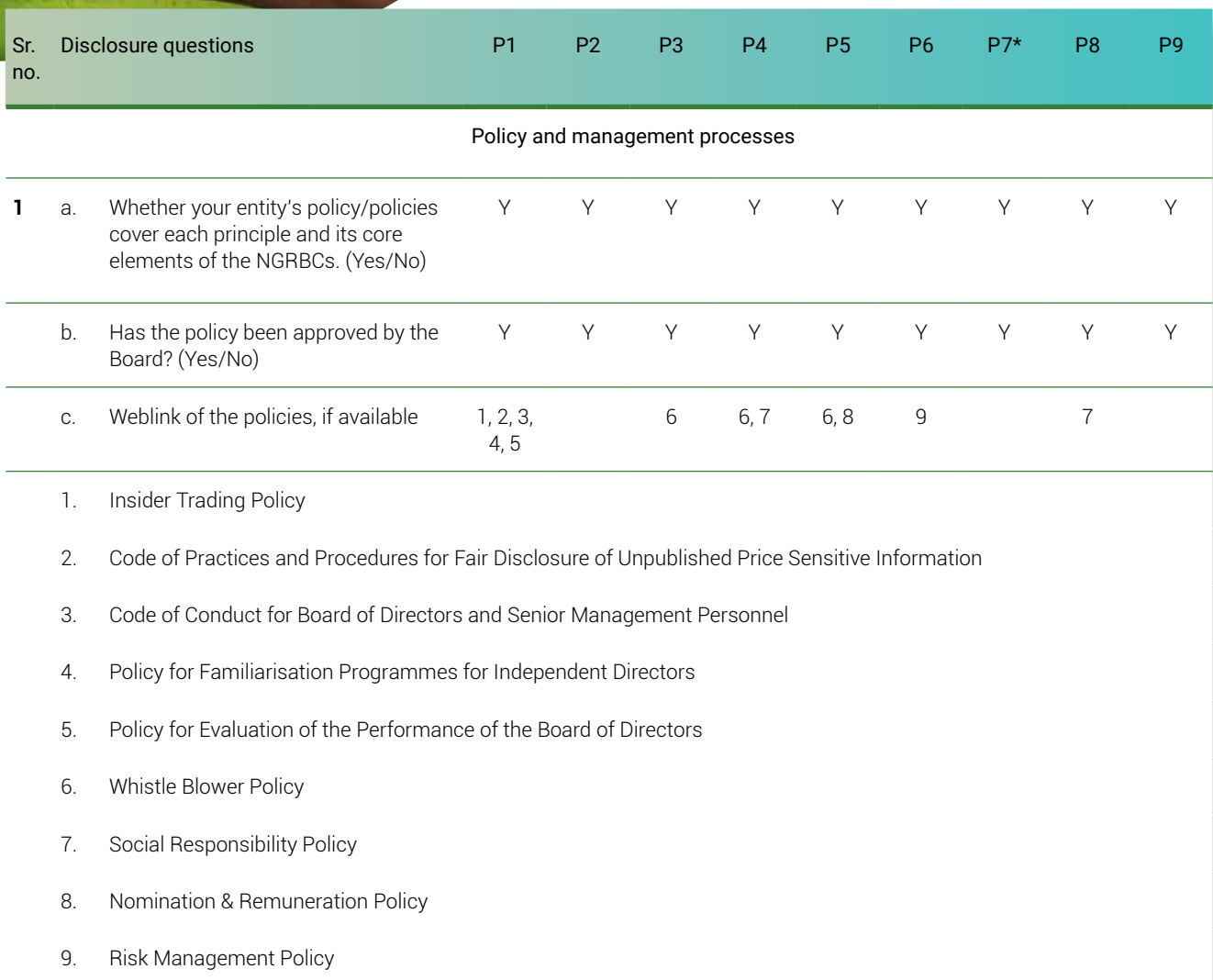
Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

PRINCIPLE 8:

Businesses should promote inclusive growth and equitable development

PRINCIPLE 9:

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



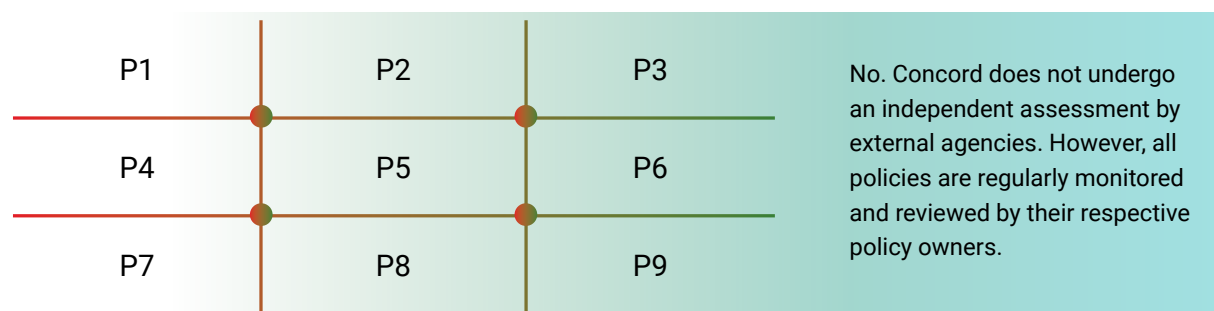
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10 Details of review of NGRBCs by the Company:

Subject for review	Indicate whether the review was undertaken by Director/committee of the Board/any other committee									Frequency (Annually/half yearly/quarterly/Any other – please specify)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against the above policies and follow-up action	Corporate Social Responsibility Committee of the Board									Half-yearly basis								
	Board									Annual basis								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Corporate Social Responsibility Committee									Annual basis								

*Concord actively engages in public policy advocacy by regularly interacting with specific external stakeholders, including industry associations, government bodies, and regulatory departments. However, the Company does not have a formal advocacy policy.

11 Has the entity carried out an independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.



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

Questions	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9
The entity does not consider the Principles material to its business (Yes/No)	The Company considers all the principles material to the business. It does not currently conduct independent third-party assessments of its policies.								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)					No				
The entity does not have the financial or/human and technical resources available for the task (Yes/No)					No				
It is planned to be done in the next financial year (Yes/No)					No				
Any other reason (please specify)					–				

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1

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

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year

	Segment	Total no. of training and awareness programmes held	Topics/principles covered under the training and impact	% age of persons in respective category covered by the awareness programme
	Board of Directors	4	Overview of Business Units, Building Strategies, and Business Modelling.	100%
	Key Managerial Personnel	6	Talent Development for Customised Development.	100%
	Employees other than BOD & KMPs	75	Quality Management System, GMP GLP, Good Documents Practices, and Data Integrity	100%
	Workers	50	Operations, Cleaning and Handling of Equipment, Dust Collection and Disposal, and Skills Upgradation	100%

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

	Monetary				
	NGRBC principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (in INR)	Brief of the case	Has an appeal been preferred (Yes/No)
Penalty/fine			Nil		
Settlement			Nil		
Compounding fee			Nil		

Non-Monetary			
NGRBC principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the case	Has an appeal been preferred (Yes/No)
Imprisonment		Nil	
Punishment		Nil	

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

Case details	Name of the regulatory/enforcement agencies/ judicial institutions
NA	NA

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

Yes. We have an anti-fraud policy to prevent, report, and address fraud and corruption within the organisation. It mandates honest and ethical conduct from all team members, prohibiting any involvement in fraudulent activities. The policy includes procedures for reporting suspected fraud, outlines investigation processes, and specifies disciplinary actions for violations. Compliance with the policy is mandatory for all employees and contractors, emphasising the importance of maintaining integrity and ethical business practices.

Please refer to Concord's website at: <https://www.concordbiotech.com/public/assets/pdf/anti-fraud-and-anti-corruption-policy.pdf>

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

	 Directors	 KMPs	 Employees	 Workers
FY 2023–24 (Current Financial Year)	Nil	Nil	Nil	Nil
FY 2022–23 (Previous Financial Year)	Nil	Nil	Nil	Nil

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

	FY 2023–24 (Current Financial Year)	FY 2022–23 (Previous Financial Year)
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs		

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.

NA

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

FY 2023-24
(Current Financial year)

No. of days of accounts payable

150 days

FY 2022-23
(Previous financial year)

No. of days of accounts payable

190 days

9. Open-ness of business.

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
Concentration of purchases	a. Purchases from trading houses as % of total purchases	65%	66%
	b. Number of trading houses where purchases are made from	165	154
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	46%	42%
Concentration of sales (formulation)	a. Sales to dealers/distributors as % of total sales	17%	10%
	b. Number of dealers/distributors to whom sales are made	327	388
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	58%	47%
Share of RPTs in	a. Purchases (purchases with related parties/total purchases)	Nil	Nil
	b. Sales (sales to related parties/total sales)	4.23%	6.32%
	c. Loans & advances (loans & advances given to related parties/total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties/total Investments made)	Nil	Nil

Note: Negligible sales in the API with dealers or distributors are excluded from the calculation.

Leadership Indicators

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

Concord has established a 'Supplier Code of Conduct' (SCoC) to provide guidance to our value chain partners. This document contains essential information about relevant laws, regulations, policies, and procedures, and outlines the expected behavioural and ethical standards. Additionally, Concord's Good Practices document encompasses sustainability information, greenhouse gas management, natural resource conservation, and waste management. Copies of these practices have been shared with all key KSM/intermediate vendors.

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

Yes. Concord realises the importance of avoiding and addressing conflict of interest among Board members to uphold transparency, integrity, and ethical conduct within the organisation. As a result, the Company has established a policy specifically addressing this issue.

The policy ensures that both the BoD and SMPs refrain from engaging in any business, relationship, or activity that could conflict with Concord's interests or tarnish its reputation. Any situation that presents a conflict between personal interests and those of the Company and its stakeholders' interests is strictly prohibited. In instances where transactions involving conflict of interest arise, approval is sought from all Board members except those with vested interests.

<https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-Code-of-Conduct-for-BoD-and-SMPs.pdf>



PRINCIPLE 2

Businesses should provide goods and services in a manner that is sustainable and safe.

Essential Indicators

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

	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)	Details of improvements in environmental and social impacts
R&D	Nil	Nil	NA
Capex	0.49%	0.42%	Expenditure in ETP

2. Does the entity have procedures in place for sustainable sourcing (Yes/ No). If yes, what percentage of inputs were sourced sustainably?

Yes, Concord has procedures in place for sustainable sourcing. Most of our raw materials are agro-based compounds. The Company has established a due diligence system requiring suppliers to furnish certain details on their operations based on our in-house preliminary information questionnaire, which covers various ESG aspects. This ensures that our sourcing practices are in line with our long-term sustainability objectives. We carefully screen our suppliers and vendors based on our pre-defined criteria. These criteria take into account factors, such as their ability to recycle, repurpose, reprocess, or recover materials, their internal controls with respect to environmental and social aspects, their compliance with regulatory legislation, their safety provisions, and their overall business conduct.

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

Concord adheres to statutory waste management guidelines, ensuring that all types of waste are handled appropriately. HDPE bags are recycled to fill the ETP sludge and MEE salt, while surplus HDPE bags are sold to recyclers. E-waste is sent to registered recyclers, while hazardous waste is either reused, recycled or disposed of based on statutory guidelines for end-of-life disposal. Hazardous waste disposal involves selling to registered recyclers, sending for co-processing, or disposing of at TSDF sites. ETP sludge is dried in a paddle dryer, reducing its moisture content by 90% before disposal. Biomedical waste is directed to registered incineration sites. Our commitment to environmental stewardship extends beyond compliance, driving us to explore circular economy opportunities. We engage stakeholders to enhance environmental equity throughout our operations and value chain, aiming to reduce waste disposal and promote resource efficiency.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, Extended Producer Responsibility (EPR) is applicable to our activities. Our waste collection plan is aligned with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC code	Name of product/ service	% of total turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by an independent external agency (Yes/No)	Results communicated in the public domain (Yes/No) If yes, provide the weblink
21001	API		Manufacturing facility	No	No
21002	Formulation		Manufacturing facility	No	No

We have implemented a Life Cycle Assessment concept for our key products. This involves considering consecutive and interlinked stages of a product (or service) system, from raw material acquisition or generation from natural resources to final disposal.

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 the product/service	Description of the risk/concern	Action/taken
Nil	Nil	Nil

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).

In the pharmaceutical industry, the percentage of recycled or reused input material in the total material used in production varies. Due to statutory requirements, 100% recycling may not be feasible, even though we have adequate facilities for solvent recovery.

Indicate input material	Recycled or reused input material to total material	
	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
	NA	

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

	FY 2023-24 (Current financial year)			FY 2022-23 (Previous financial year)		
	Reused	Recycle	Safely disposed	Reused	Recycle	Safely disposed
Plastics (including packaging)	346.43	0	9.66	373.25	0	36.06
E-waste	0	0	0.47	0	0	0.35
Others - Bio-medical waste in MT	0	0	6.88	0	0	10.21
Others - construction and demolition waste in MT	0	0	0	0	0	0
Others - battery waste	0	0	0	0	0	0
Others - radioactive waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other non-hazardous waste	0	0	0	0	0	0
Total	346.43	0	6.88	373.25	0	46.62

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

Indicate product category
NA

Reclaimed products and their packaging materials as % of total products sold in the respective category
NA



PRINCIPLE 3

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

Essential Indicators

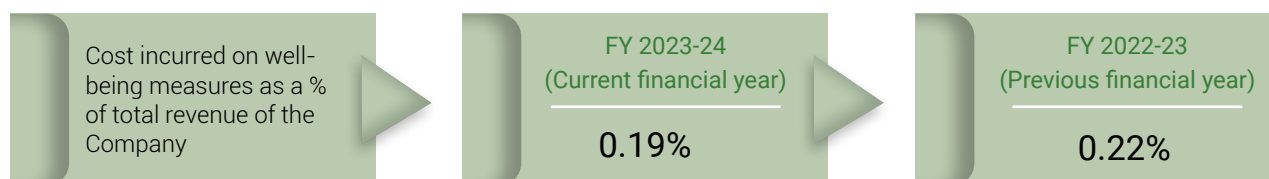
1. a. Details of measures for the well-being of employees

Category	% of employees covered by										
	Total (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	1,288	0	0	1,288	100	0	0	0	0	0	0
Female	89	0	0	89	100	39	42	0	0	0	0
Total	1,377	0	0	1,377	100	39	42	0	0	0	0
Other than permanent employees											
Male											
Female											
Total											

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male											
Female						NA					
Total											
Other than permanent employees											
Male	1,011	0	0	1,011	100	0	0	0	0	0	0
Female	13	0	0	13	100	0	0	0	0	0	0
Total	1,024	0	0	1,024	100	0	0	0	0	0	0

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



2. Details of retirement benefits, for current FY and previous financial year

Benefits	FY 2023-24 (Current financial year)			FY 2022-23 (Previous financial year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with authority (Y/N/N.A.)
PF	99.86%	0.00%	Y	99.92%	0.00%	Y
Gratuity	99.06%	0.00%	Y	99.35%	0.00%	Y
ESI	0.01%	0.00%	Y	0.01%	0.00%	Y
Others – please specify	NA					

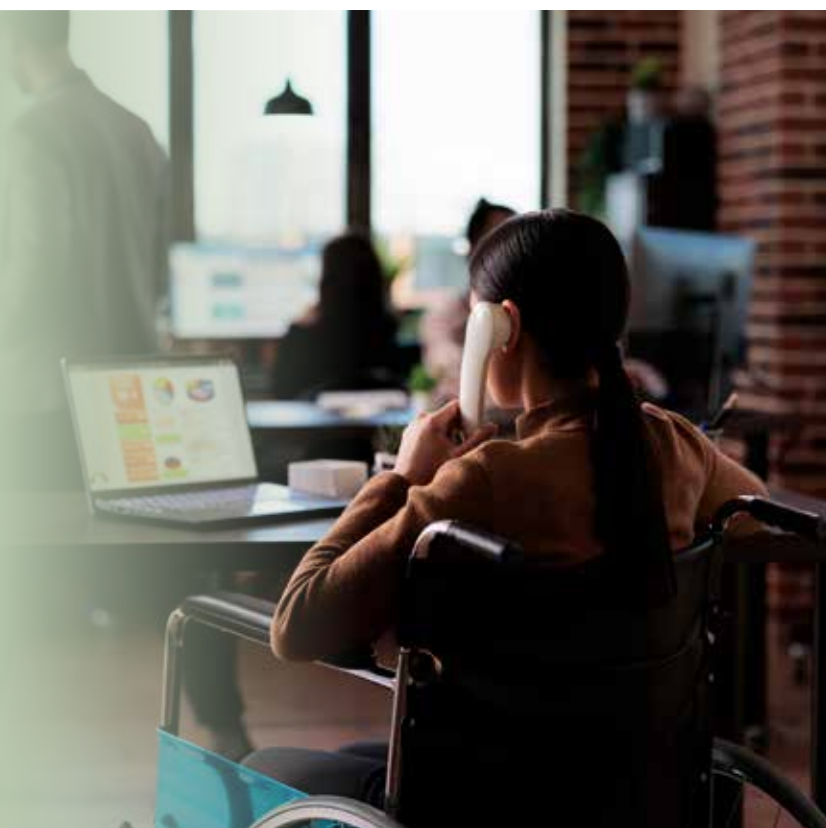
3. Accessibility of workplaces

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

Concord actively works to improve the accessibility of its work environment for all employees. This includes installing ramps, elevators, and other necessary infrastructure in its manufacturing facilities, administration offices, and corporate headquarters to ensure easy access for individuals with disabilities.

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

The Company ensures equal access to education, employment, leadership positions, and other opportunities for individuals of all genders. We are committed to non-discrimination based on gender, caste, or nationality, and Concord operates as an equal opportunity employer.

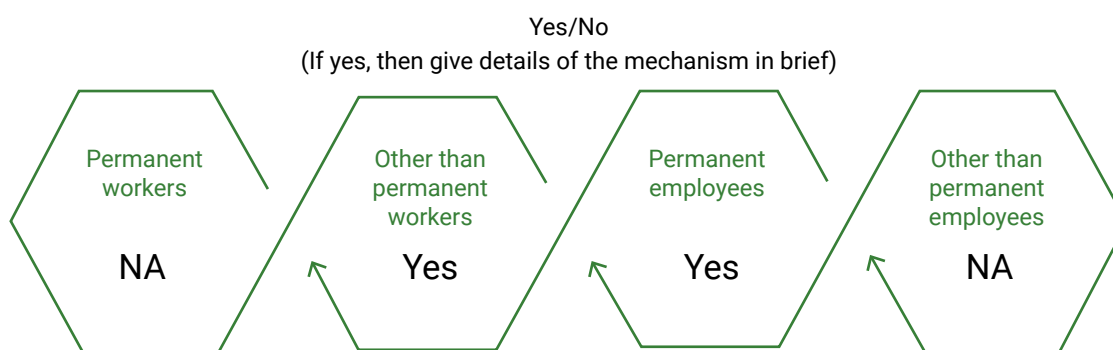


5. Return to work and retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0.00	0.00	NA	
Female	0.00	0.00		
Total	0.00	0.00		

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

Yes. The Company has a Policy of Employees' Grievance Redressal Systems that allows an aggrieved employee to report any concerns to the Head of the Department seeking resolution. If the aggrieved party does not get a satisfactory resolution, the complaint can be forwarded to the HR Head, the Grievance Committee, and finally to the CEO for resolution.



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

Category	FY 2023-24 (Current financial year)			FY 2022-23 (Previous financial year)		
	Total employees/ workers in the respective category (A)	No. of employees/ workers in the respective category who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in the respective category (C)	No. of employees/ workers in the respective category who are part of association(s) or Union(D)	% (D/C)
Total permanent employees			NA			
Male						
Female						
Total permanent workers			NA			
Male						
Female						

8. Details of training given to employees and workers:

Category	FY 2023-24 (Current financial year)					FY 2022-23 (Previous financial year)				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1,288	1,288	100%	1,288	100%	1,157	1,157	100%	1,011	87.38%
Female	89	89	100%	89	100%	77	77	100%	13	16.88%
Total	1,377	1,377	100%	1,377	100%	1,234	1,234	100%	1,024	82.98%
Workers										
Male	1,011	1,011	100%	0	0%	962	962	100%	0	0%
Female	13	13	100%	0	0%	13	13	100%	0	0%
Total	1,024	1,024	100%	0	0%	975	975	100%	0	0%

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

Note: For workers, a Government notification is released every 6 months based on which their allowances are revised twice a year.

Category	FY 2023-24 (Current financial year)			FY 2022-23 (Previous financial year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1,288	1,288	100%	1,157	1,157	100%
Female	89	89	100%	77	77	100%
Total	1,377	1,377	100%	1,234	1,234	100%
Workers						
Male	1,011	0	0	962	0	0
Female	13	0	0	13	0	0
Total	1,024	0	0	975	0	0

10. Health and safety management system:

- a) Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Concord's EHS department spearheads various initiatives to foster a safety-centric culture in the workplace. The EHS department strives to have no negative impact on people, processes, or the environment. This is accomplished by creating a 360-degree EHS operating system across all business operations. The EHS team ensures compliance with applicable legal and regulatory obligations with regard to pollution control, worker and plant safety, as well as employee and contractor health. By systematically analysing and controlling risks, coupled with providing comprehensive training to both management and employees, we significantly reduce the occurrence of accidents and occupational health hazards. Regular training sessions not only enhance operational excellence and productivity but also uphold stringent compliance standards pertaining to quality and safety. The Company's API facilities in Dholka and Limbasi, Gujarat, are ISO 14001 and ISO 45001 certified. The system has 100% coverage. All internal and external stakeholders of the manufacturing sites, including personnel, suppliers, and contractors, are covered as part of our health and safety system.

b) What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

The Company has established a comprehensive risk management policy to proactively address potential threats. Our risk management process is carefully crafted to shield the organisation from various risks by taking appropriate and timely measures. It is structured to anticipate, assess, and mitigate risks effectively, thereby minimising their impact on our business operations. Concord lists all potential risks that can impact its operations and integrates them into its management processes to ensure that they are given due consideration during decision-making procedures.

For all workplace hazards, we conduct routine process safety risk assessments. It has the requisite permits in place for undertaking both routine and non-routine work-related hazards. Integrated process safety management systems ensure all existing processes and new developments are assessed for risks. Process safety studies, such as process hazard analysis, equipment safety studies through techniques, including HAZOP, HIRA, EAI, PSSR, scenario analysis, and risk assessment matrices are conducted by cross-functional teams. Detailed risk-based assessments are conducted regularly, along with extensive audits to evaluate Concord's health and safety performance at the site level.

<https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-Risk-Management-Policy.pdf>

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

Yes. At Concord's facilities, protocols for near-miss reporting, unsafe acts, conditions and closure tracking are in place. The same has been reviewed by management in the management review meeting. Some key initiatives taken by us to ensure work-related risk management include:

- Employees are encouraged to raise safety concerns through various channels, including periodic departmental-level safety meetings. We promptly develop action plans with strict timelines and assign individual responsibilities, based on the concerns raised in the meetings
- Following standard operating procedure on 'Incident Reporting and Investigation', incidents are immediately reported to the relevant supervisors for thorough analysis by a multidisciplinary team
- Manufacturing plant employs a Hazard Identification and Risk Assessment (HIRA) system to continuously identify and assess workplace hazards. Regular safety committee meetings, held in accordance with factory regulations, provide a collaborative platform for management, employees, and contractors to address health and safety issues collectively

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

Yes. We offer our employees and workers access to non-occupational medical and healthcare services, which include free health check-ups.

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

Safety incident/number	Category	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
Lost Time Injury Frequency Rate (LTIFR) (per one Mn person-hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High-consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

In Concord's commitment to fostering a safe and healthy workplace, we have implemented a range of initiatives. These include:

- Ensuring compliance with applicable legal and regulatory obligations with regard to pollution control, workers, and plant safety, as well as employee and contractor health
- Conducting regular risk assessments to proactively identify and address potential hazards
- Incorporating safety policies and procedures to guide employees, ongoing training sessions on safety protocols and emergency procedures, and the provision of necessary safety equipment and facilities
- Verifying fire protection and prevention systems are in place at all manufacturing facilities
- ISO 14001 and ISO 45001-certified Dholka and Limbasi production facilities
- Ensuring regular inspections by Indian regulatory bodies as well as those by international regulatory bodies, such as the USFDA, EUGMP, PMDA of Japan, ANVISA and MFDS of Korea

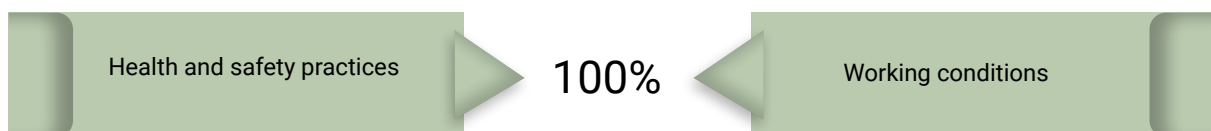
Through these efforts, Concord strives to ensure a secure and supportive environment for all our employees.

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

Category	FY 2023-24 (Current financial year)			FY 2022-23 (Previous financial year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year:

% of your plants and offices that were assessed
(by entity or statutory authorities or third parties)



All our manufacturing plants are audited by the following third parties:

1. Medical office from the District Industrial Safety and Health Department
2. BVQI for ISO for API facilities

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions.

NA

Leadership Indicators

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

Yes, for both employees and workers.

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

Concord ensures that all necessary statutory dues related to its transactions with value chain partners are deducted and deposited as per regulations. These procedures are regularly reviewed through audits. Additionally, we diligently gather certificates and documentation from our contractors concerning statutory dues like PF for contractual employees and workers, among others. Moreover, the Company holds its value chain partners to high ethical standards, expecting integrity in all business transactions.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

4. Does the entity provide transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

No.

Concord offers regular skill-upgrading programmes to its employees during their tenure. These training initiatives are tailored to meet the specific needs of different job roles and functional areas, empowering employees to pursue career opportunities even after retirement, utilising the skills they have acquired.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	NA
Working conditions	

Note: When the Company works on the process of vendor development, all parameters of the entity's health and safety and working condition practices are reviewed.

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.

NA.

Vendor qualification practices, along with physical and virtual audits, are integral components of the quality assurance department for our key raw material supplier.

PRINCIPLE 4

Businesses should respect the interests of and be responsive to all their stakeholders.

Essential Indicators

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

A systematic approach was established for stakeholder consultation across our organisation through questionnaires and interviews. Internal stakeholders, notably senior management and functional heads, outlined the sustainability priorities of Concord. External stakeholder consultations were also conducted to gauge the effectiveness of our sustainability initiatives. As a next step, sustainability reports of industry peers were reviewed, and government regulations were analysed to consider the perspectives of customers and regulators. The data obtained was thus combined based on the relative importance of each stakeholder. Stakeholders were prioritised based on how each stakeholder could impact the Company's performance vis-à-vis how the Company's performance could impact the stakeholder.

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

Stakeholder group	Whether identified as vulnerable & marginalised Group (Yes/No)	Channels of communication (E-mail, SMS, newspaper, pamphlets, advertisement, community meetings, notice board, website), other	Frequency of engagement (Annually/half yearly/quarterly/others – please specify)	Purpose and scope of engagement, including key topics and concerns raised during such engagement
Healthcare professionals	No	One-on-one meetings discussing recent advancements and practices in scientific research concerning emerging therapies.	Half yearly and need-based	Concord engages with healthcare professionals to update them regarding its products and innovations. Key topics of concern are product quality and availability.
Customers	No	Customer surveys, review meetings and calls to gain feedback on trends, e-mails, physical and virtual meetings.	Half yearly and need-based	Ensuring timely supply of products and services, addressing customer queries and grievances, taking feedback, understanding customer requirements, and updating customers about its offerings. Key topics of concern are access, affordability, availability, and quality of products, as well as consumer grievances.

Stakeholder group	Whether identified as vulnerable & marginalised Group (Yes/No)	Channels of communication (E-mail, SMS, newspaper, pamphlets, advertisement, community meetings, notice board, website), other	Frequency of engagement (Annually/half yearly/quarterly/others – please specify)	Purpose and scope of engagement, including key topics and concerns raised during such engagement
Suppliers	No	Scheduled meetings, weekly e-mail briefings, regular phone calls, and e-mails.	Half yearly and need-based	Ensuring smooth business operations, timely material and service availability, quality and quantity of supplies, and gauging any supply chain issues. Key topics of concern include the pricing of materials and maintaining long-term contracts.
Regulators	No	One-on-one meetings, periodical regulatory filings, periodic audits, e-mails, and letters.	Periodic and need-based	Compliance, guidelines, and technical guidance. Key topics of concern include changes in laws and regulations, regulatory compliance, and timely disclosures.
NGOs/ communities	Yes	Direct engagement at facility and project sites, dedicated CSR-team-led engagement, visits and camps.	Continuous and need-based	CSR initiatives, enhancing environmental sustainability, and promoting science education among students. Key topics of concern include CSR activities related to livelihood development and access to education and healthcare.
Investors and leadership	No	Annual reports and quarterly results, email, Stock Exchange intimations, analysts meet/conference calls, Annual General Meeting, media releases, performance and business update calls, investor meetings, and newspaper advertisements.	Quarterly, annual and need-based	Upholding business performance, strategising future growth plans, addressing shareholder queries and suggestions, and understanding shareholder expectations. Key topics of concern include business profitability and growth, Company reputation, and corporate governance.
Employees	No	Review meets, festive events, welfare events, outbound training programmes, e-mails, website, notice boards, meetings, one-on-one discussions, and townhalls.	Ongoing and need-based	Employee well-being, collecting feedback, training and career growth. Key topics of concern are employee welfare, career growth and capacity building.

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 relevant business and functional heads conduct consultations with respective stakeholders. Any feedback gathered from these consultations is then communicated to senior management and/or the Board, as needed.

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

Yes, Concord has conducted an extensive materiality assessment utilising data and insights provided by relevant stakeholders. This assessment comprehensively evaluated environmental, social, governance, and economic issues crucial for the long-term viability and sustainability of the organisation. Through this process, we identified and prioritised key issues vital to the sustainability of our business operations and established goals to achieve sustainability targets, thereby fostering value creation.

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

We prioritise the welfare of communities neighbouring our manufacturing facilities, acknowledging them as a vulnerable/marginalised stakeholder group. To address their needs, we have undertaken various initiatives, including providing healthcare services, funding education and scholarships, promoting sports activities, and contributing to Army welfare initiatives.



PRINCIPLE 5

Businesses should provide goods and services in a manner that is sustainable and safe.

Essential Indicators

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

Category	FY 2023-24 (Current financial year)			FY 2022-23 (Previous financial year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	1,377	1,377	100%	1,234	1,234	100%
Other than permanent	Nil	Nil	Nil	Nil	Nil	Nil
Total employees	1,377	1,377	100%	1,234	1,234	100%
Workers						
Permanent	Nil	Nil	Nil	Nil	Nil	Nil
Other than permanent	1,024	Nil	Nil	975	Nil	Nil
Total workers	1,024	Nil	Nil	975	Nil	Nil

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

Category	FY 2023-24 (Current financial year)					FY 2022-23 (Previous financial year)				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	1,288	Nil	Nil	1,288	100%	1,157	Nil	Nil	1,157	100%
Female	89	Nil	Nil	89	100%	77	Nil	Nil	77	100%
Other than permanent										
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Workers										
Permanent										
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Other than permanent										
Male	1,011	Nil	Nil	1,011	100%	962	Nil	Nil	962	100%
Female	13	Nil	Nil	13	100%	13	Nil	Nil	13	100%

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

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/salary/wages of the respective category	Number	Median remuneration/salary/wages of the respective category
Board of Directors (BoD)	2	7,56,00,000	1	-
Key Managerial Personnel	2	49,82,586	-	-
Employees other than BoD and KMP	1,284	6,69,705	89	3,73,288
Workers	-	-	-	-
Contractual workers	1,011	1,94,425	13	1,94,425

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

	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
Gross wages paid to females as % of total wages	1.27%	1.33%

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

Concord recognises the importance of preventing human rights violations. To foster a positive and safe work environment, we have a Prevention of Sexual Harassment (POSH) policy, grievance redressal mechanism, and Whistle Blower Policy. Employees and contractors are encouraged to raise human rights concerns in Safety & Health committee meetings. Site HR and EHS teams, under the guidance of the site head, are entrusted with addressing these concerns, with matters escalated to the corporate level when necessary. Comprehensive details are then deliberated upon by the relevant governance committees.

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

Our POSH and Whistle Blower policies aid the employees in reporting any grievances. The grievances can also be reported directly through e-mails to the human resources team.



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

	FY 2023-24 (Current financial year)			FY 2022-23 (Previous financial year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual harassment	Nil	Nil	NA	Nil	Nil	NA
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child labour	Nil	Nil	NA	Nil	Nil	NA
Forced labour/involuntary labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
Total complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees/workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

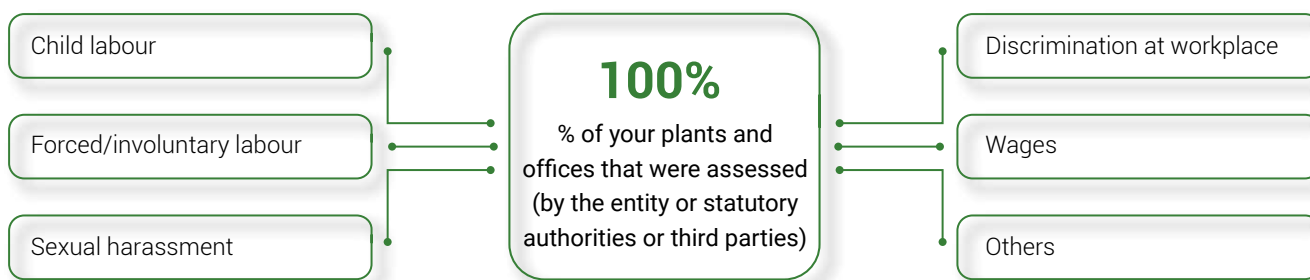
Our Whistle Blower Policy safeguards whistle blowers from adverse consequences in discrimination and harassment cases, ensuring protection for those making protected disclosures. It prohibits harassment or retaliation against whistle blowers who disclose in good faith and outlines disciplinary actions, including termination, for retaliatory behaviour by supervisors or managers who engage in retaliation against whistle blowers. The Policy underscores confidentiality, allowing whistle blowers to make protected disclosures anonymously, ensuring fair treatment and thorough investigation of all complaints.

Link to the policy: <https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-Whistle-Blower-Policy.pdf>

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

Yes.

10. Assessments for the year:



This assessment is conducted internally and through a third party during EcoVadis certification assessments.

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

NA

Leadership Indicators

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

NA

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

None

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?

Concord takes the requisite steps to create a better and more accessible work space for its people. Our manufacturing facilities, administration offices, and corporate headquarters offices have ramps, elevators, and other infrastructure, that provides easy access to 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	
Sexual harassment	NA
Discrimination at workplace	
Child labour	
Forced labour/involuntary labour	
Wages	
Others – Please specify	

Note: When the Company works on the process of vendor development, all parameters of the entity's human rights practices are reviewed.

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

NA

PRINCIPLE 6

Businesses should respect and make efforts to protect and restore the environment.

Essential Indicators

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

Parameter	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
From renewable sources (in GJ)		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	0	0
From non-renewable sources (in GJ)		
Total electricity consumption (D)	2,12,048.38	1,97,539.48
Total fuel consumption (E)	2,80,971.46	2,73,338.18
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	493019.84	470877.66
Total energy consumed (A+B+C+D+E+F)	493019.84	470877.66
Energy intensity per rupee of turnover (Total energy consumption/revenue from operations)	0.48*10 ⁻³	0.55*10 ⁻³
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/revenue from operations adjusted for PPP)	0.13*10 ⁻³	0.015*10 ⁻³
Energy intensity in terms of physical output	205.34	213.16
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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

2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No, the PAT Scheme is not applicable to Concord, as it does not fall under energy-intensive industries.

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

Parameter	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	3,57,436.5	3,13,812.5
(iii) Third party water	0	0
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,57,436.5	3,13,812.5
Total volume of water consumption (in kilolitres)	3,57,436.5	3,13,812.5
Water intensity per rupee of turnover (Water consumed/revenue from operations)	0.35*10 ⁻⁴	0.37*10 ⁻⁴
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/revenue from operations adjusted for PPP)	0.10*10 ⁻⁴	0.10*10 ⁻⁴
Water intensity in terms of physical output	148.87	142.06
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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

Yes, according to Notification S.O. 3289 (E), the Ministry of Jal Shakti has issued guidelines to regulate groundwater extraction in India. Moreover, our Industry Unit 1 and Unit 3 undergo audits.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To surface water		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To groundwater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To seawater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
No treatment	0	0
With treatment – please specify level of treatment	0	0

Parameter	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
(v) Others	Effluent treats in ETP, RO, MEE, and ATFD after achieving norms are sent to reuse for gardening, utility and chemical preparation in ETP.	Effluent treats in ETP, RO, MEE, and ATFD after achieving norms are sent to reuse for gardening, utility and chemical preparation in ETP.
No treatment	0	0
With treatment – please specify level of treatment	1,91,933	1,81,193
Total water discharged (in kilolitres)	1,91,933	1,81,193

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

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

Yes, all of Concord's facilities have Effluent Treatment Plants (ETPs) with the aim of Zero Liquid Discharge. Effluents and wastewater are discharged mainly from washes, utility blowdowns, toilets and canteens. The effluents generated are treated in state-of-the-art facilities. Effluent treats in ETP, RO, MEE, and ATFD after achieving norms are sent to be reused for gardening, utility and chemical preparation in ETP. Through our innovative practices, such as ZLD in effluent treatment, we have reduced 90% of the sludge volume in our dewatering system. Through this, we aim to play a crucial role in shaping a world with reduced environmental impact, ensuring a better tomorrow for generations to come.

In addition to this, by implementing Concord's advanced treatment methods, we contribute to the improvement of water quality. Furthermore, our efforts lead to a reduction in chemical oxygen demand (COD) levels, reducing the freshwater requirement, which increases the availability of cleaner water for everyone.

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

Parameter	Please specify unit	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
NOx	Kg/year	4,804.04	4,194.72
SOx	Kg/year	7,617.50	5,803.21
Particulate matter (PM)	Kg/year	6,302.76	4,634.49
Persistent organic pollutants (POP)	-	0	0
Volatile organic compounds (VOC)	-	0	0
Hazardous air pollutants (HAP)	-	0	0
Others – please specify	-	NA	NA

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

Yes, an independent assessment has been carried out by a NABL-approved external agency, **Excel Envirotech**.

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

Parameter	Please specify unit	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
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	14,340.18	13,460.58
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	42,409.68	39,507.90
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/revenue from operations)	NA	6*10 ⁻⁶	6*10 ⁻⁶
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	NA	2*10 ⁻⁶	2*10 ⁻⁶
Total Scope 1 and Scope 2 emission intensity in terms of physical output	NA	23.64	23.98
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	NA	NA	NA

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

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

Yes, we have several initiatives in place to reduce our GHG emissions

- Switching to natural gas to produce steam, in place of using furnace oil
- Implementing energy efficient boilers to reduce fuel consumption
- Implementing measures to improve transportation efficiency can reduce emissions from vehicles and logistics operations. This may involve optimising delivery routes, promoting carpooling or use of public transportation for employees
- Implementing sustainable manufacturing practices such as waste reduction, recycling, and using agricultural materials and petrochemicals can help lower GHG emissions associated with production processes
- Conducting tree plantation drives on a regular basis to offset GHG emissions generated through the Company's facilities

Some examples for energy efficient measures adopted by Concord include:

- Installation of energy efficient centrifugal air compressors and water chillers
- Implementation of LED lighting to replace fluorescent lamps
- Installation of a waste steam recovery system
- Installation of requirement-based insulation and smart thermostats
- Upgrading HVAC systems, implementing energy management systems, upgrading windows, and incorporating energy efficient design principles all contribute to lowering energy consumption and emissions in buildings

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

Parameter	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
Total waste generated (in metric tonnes)		
Plastic waste (A)	408.21	357.66
E-waste (B)	0.35	0.47
Bio-medical waste (C)	10.21	6.88
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other hazardous waste. Please specify, if any. (G)		
ETP sludge & MEE salt/35.3 IN MT	2,283.71	2,980.61
Spent solvent/28.6 IN MT	686.32	698.93
Distillation residue/20.3 IN MT	233.86	203.07
Spent carbon/28.2 IN MT	148.79	108.14
Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) - Used oil in metric tonne	4.53	3.56
Total (A+B + C + D + E + F + G + H)	3,775.98	4359.32
Waste intensity per rupee of turnover (Total waste generated/revenue from operations)	0.37×10^{-6}	0.51×10^{-6}
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/revenue from operations adjusted for PPP)	0.10×10^{-6}	0.14×10^{-6}
Waste intensity in terms of physical output	1.57	1.97
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled (in MT)	36.06	9.66
(ii) Re-used (in MT)	373.25	346.43
(iii) Other recovery operations	-	-
Total	409.31	356.09
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	10.21	6.88
(ii) Landfilling	2,283.71	2,980.62
(iii) Other disposal operations	920.18	902
Total	3214.10	3889.50

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

The facilities undergo an annual audit in compliance with the Hon'ble High Court order dated 20th December 1996, for the Environmental Audit Scheme. The scheme was subsequently modified with significant changes outlined in Officer Order No. GPCB/EAS-C-28/301928 dated 23rd January 2015.

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

- Minimising the use of hazardous or toxic chemicals and raw materials compared to chemical synthesis, our API production process via fermentation results in less hazardous waste generation
- Ensuring compliance with Indian environmental laws and regulations, such as the Environment Protection Act, 1986, Bio-Medical Waste Management Rules, 2016, and Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016, is a priority for Concord
- Seeking opportunities to promote circular resource use and reduce waste disposal in the communities where we operate is a key focus for the organisation. Concord is guided by the principles of reduce, reuse, and recycle as an API and formulation manufacturing company
- Ensuring environmentally responsible waste management is a top priority for the organisation. Concord's waste management approach is governed by our EHS policy, which outlines detailed procedures for this purpose
- Establishing standard operating procedures for handling various waste categories, including monitoring and control procedures for categorisation, segregation, minimisation, safe handling, transport, and disposal. The procedures ensure that waste is appropriately handled and can be sent to Treatment, Storage, and Disposal Facilities (TSDF), Common Hazardous Waste Incineration Facilities (CHWIF), or registered recycling centres
- Monitoring waste generation and management, our monthly reports track and categorise the waste. They guarantee appropriate segregation, secure storage, and safe disposal through authorised waste handlers and recyclers, all in compliance with applicable regulations
- Featuring physio-chemical, biological, and advanced treatment facilities, the organisation has invested in a comprehensive effluent treatment plant. This investment ensures the safe disposal of effluents released from processes
- Utilising the treated effluent for gardening purposes, it is discharged within the factory premises

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

Locations of operations/
offices

Type of
operations

Whether the conditions of environmental approval/clearance
are being complied with? (Y/N)
If no, the reasons thereof and corrective action taken, if any.

No. Concord's operations and offices are not situated in or around ecologically sensitive areas such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, and coastal regulation zones, among others, where environmental approvals or clearances are necessary, as per the environment impact assessment study report.



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

Name and brief details of project	EIA notification no.	Date	Whether conducted by an independent external agency (Yes/No)	Results communicated in the public domain (Yes/No)	Relevant weblink
Unit 1 Expansion Proposal No. SIA/GJ/IND2/165993/2020 Project category- 5(f)-API-B2	EIA Notification 2006, S.O. 1223 (E) dated 27.03.2020	EC No. SEIAA/GUJ/EC/5(f)/712/2021 01.06.2021	Yes, M/s San Envirotech Pvt. Ltd., Ahmedabad	Yes, in newspapers.	Unavailable
Unit 3 Expansion Proposal No. SIA/GJ/IND3/238883/2021 Project category- 5(f)-API-B2	EIA Notification 2006, S.O. 1223 (E) dated 27.03.2020	EC No. SEIAA/GUJ/EC/5(f)/870/2022 05.04.2022	Yes, M/s San Envirotech Pvt. Ltd., Ahmedabad	Yes, in newspapers.	Unavailable

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

Yes. Concord adheres to all relevant environmental laws, regulations, and guidelines in India.

Specify the law/regulation/guidelines which were not complied with

Provide details of the non-compliance

Any fines/penalties/action taken by regulatory agencies such as Pollution Control Boards or by courts

Corrective action taken, if any

Nil

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

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

(i) Name of the area

(ii) Nature of operations

(iii) Water withdrawal, consumption and discharge in the following format:

Not applicable, as Concord's sites are not located in water-stressed areas.

Parameter	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
Water withdrawal by source (in kilolitres)		
(i) Surface water		NA
(ii) Groundwater		NA
(iii) Third-party water		NA
(iv) Seawater/desalinated water		NA
(v) Others		NA
Total volume of water withdrawal (in kilolitres)		NA
Total volume of water consumption (in kilolitres)		NA
Water intensity per rupee of turnover (Water consumed/turnover)		NA
Water intensity (optional) – the entity may select the relevant metric		NA
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into surface water		NA
No treatment		NA
With treatment – please specify the level of treatment		NA
(ii) Into groundwater		NA
No treatment		NA
With treatment – please specify the level of treatment		NA
(iii) Into seawater		NA
No treatment		NA
With treatment – please specify the level of treatment		NA
(iv) Sent to third-parties		NA
No treatment		NA
With treatment – please specify the level of treatment		NA
(v) Others		NA
No treatment		NA
With treatment – please specify the level of treatment		NA
Total water discharged (in kilolitres)		NA

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

As per Notification S.O. 3289 (E) from the Ministry of Jal Shakti, guidelines have been issued to manage and oversee groundwater extraction in India. The Company's facilities are situated in areas where water stress is not a concern.

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

During the reporting period, we have not calculated Scope 3 emissions.

Parameter	Unit	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
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	NA	NA
Total Scope 3 emissions per rupee of turnover	NA	NA	NA
Total Scope 3 emission intensity (optional) – the entity may select the relevant metric	NA	NA	NA

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

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

NA

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

Initiative undertaken	Details of the initiative (weblink, if any, may be provided alongwith summary)	Outcome of the initiative
Zero liquid discharge	Concord's manufacturing facilities have ZLD where the treated effluents are recycled.	- Reduction in water footprints - Judicious use of the available water resources
Use of energy efficient appliances	The Company's facilities use energy efficient LED lights, centrifugal air, compressor water chillers and motors.	Reduction in electricity bills, thus reducing GHG emissions

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

Concord's disaster management plan encompasses preparedness for both natural calamities like earthquakes and floods as well as man-made incidents such as bomb threats, with comprehensive mitigation strategies in place. Responsibility for implementing these measures is designated to the site controller, incident controller, central utility in charge, and shift engineer, ensuring a structured approach. In the event of a bomb threat, the site controller will activate control measures as outlined in the onsite emergency plan. Additionally, our Information Technology (IT) team has established a disaster recovery capability, enabling prompt restoration of critical systems and IT infrastructure during emergencies to minimise business disruption.

Additionally, routine inspections are carried out across all of Concord's manufacturing facilities to anticipate any disruptions caused by faulty or malfunctioning systems. Our employees undergo regular training sessions to acquaint themselves with the established protocols in case of emergencies. We persistently strive to upgrade our systems to ensure business continuity. Furthermore, the Company has implemented enterprise resource planning to streamline material management, sales, and distribution processes for improved efficiency.

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

During the reporting periods, no significant adverse environmental impact incidents occurred within the supply chain.

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

Concord strongly emphasises all vendors adhering to socially responsible standards such as contract labour, non-discrimination, equal rights, working hours, and environmental factors. Additionally, the Company assesses and chooses vendors who use reliable, environmentally friendly procedures, ethical manufacturing methods, and sustainable production techniques. Moreover, to help suppliers improve their performance on these measures, we prioritise the E&S parts of the supply chain.



PRINCIPLE 7

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

Essential Indicators

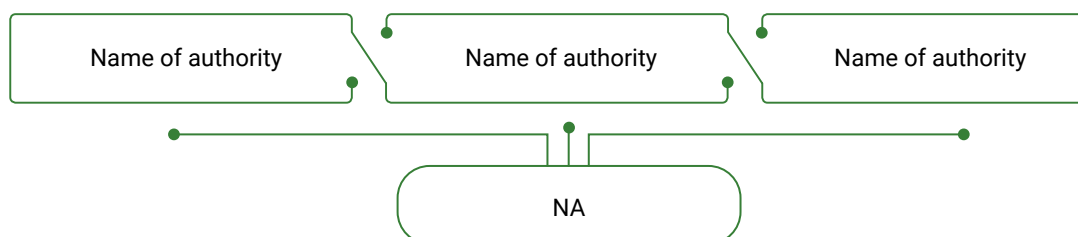
1. a. Number of affiliations with trade and industry chambers/associations.
5
- b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of/affiliated to.

Name of the trade and industry chambers/
associations

Reach of trade and industry
chambers/associations (State/National)

Indian Drug Manufacturers Association	National
Confederation of Indian Industries	National
Gujarat Chamber of Commerce	State
Pharmaceuticals Export Promotion council of India	National
Federation of Indian Export Organisation	National

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



Leadership Indicators

1. Details of public policy positions advocated by the entity

Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of review by board (Annually/half yearly/quarterly/ others – please specify)	Weblink, if available
Nil				

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development.

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of the project	SIA notification no.	Date of notification	Whether conducted by an independent external agency (Yes/No)	Results communicated in the public domain (Yes/No)	Relevant weblink
Unit 1 Expansion Proposal No. SIA/GJ/IND2/165993/2020 Project category- 5(f)-API-B2	EIA Notification 2006, S.O. 1223 (E) dated 27.03.2020	27.03.2020	Yes, M/s San Envirotech Pvt. Ltd, Ahmedabad	Yes, in newspapers.	No
Unit 3 Expansion Proposal No. SIA/GJ/IND3/238883/2021 Project category- 5(f)-API-B2	EIA Notification 2006, S.O. 1223 (E) dated 27.03.2020	27.03.2020	Yes, M/s San Envirotech Pvt. Ltd, Ahmedabad	Yes, in newspapers.	No

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

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)
Nil					

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

Concord's Code of Conduct provides mechanisms to raise concerns regarding misconduct. This is accessible on the Company's website and outlines procedures for resolving grievances.

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

	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
Directly sourced from MSMEs/small producers	32.16%	33.63%
Sourced directly from within India	60.26%	68.41%

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

Location	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
Rural	16%	14%
Semi-Urban	Nil	Nil
Urban	84%	86%
Metropolitan	Nil	Nil

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
NA	

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

Sr. no.	State	Aspirational district	Amount spent (in INR)
NA			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/vulnerable groups? (Yes/No) - No
- (b) From which marginalised/vulnerable groups do you procure? - NA
- (c) What percentage of total procurement (by value) does it constitute? - NA

The Company is committed to offering equal opportunities for all vendors and suppliers, ensuring fairness in the selection process guided by the supplier code of conduct. We actively promote and aim to source the majority of our raw materials locally. While our supplier selection criteria do not explicitly prioritise vulnerable or marginalised groups, we are pleased to report procurement from MSME suppliers during the year.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge

Intellectual property based on traditional knowledge	Owned/acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Nil			

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

Name of authority	Brief of the case	Corrective action taken
Nil		

6. Details of beneficiaries of CSR Projects –

CSR project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalised groups
Gyanjyot	6,000	100%
3 STEM Learning Labs	500	100%
Scholarship Programme	100	100%
Mobile Medical Units – Implemented in 30 Villages in Dholka, Valthera and Limbasi Region	35,000	100%
Vision Centres	10,000	100%
Morning Nutrition Programme – Incorporated in 10 Municipal Schools in Dholka	2,500	100%
Sports Scholarship	1	100%



PRINCIPLE 9

Businesses should engage with and provide value to their consumers in a responsible manner.

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Concord has implemented a robust Product Quality Management System to promptly address consumer complaints regarding product quality. Consumers can lodge complaints through various channels, including written, electronic, or oral communication via our landline number, e-mail at: sales@concordbiotech.com, or by post. The complaints may pertain to issues related to quality, identity, reliability, safety, and/or efficacy of a product post-distribution. Our policy is aligned with health authority guidelines and compliance requirements to ensure timely resolution of complaints and optimal customer satisfaction. Additionally, Concord's global pharmacovigilance policy, supported by a Product Safety Committee, underscores our commitment to patient safety.

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

As a percentage of total turnover

Environmental and social parameters relevant to the product

NA

Safe and responsible usage

100%

Recycling and/or safe disposal

NA

3. Number of consumer complaints in respect of the following

	FY 2023-24 (Current financial year)			Remarks	FY 2022-23 (Previous financial year)			Remarks
	Received during the year	Pending resolution at end of year			Received during the year	Pending resolution at end of year		
Data privacy	Nil	Nil		NA	Nil	Nil		NA
Advertising	Nil	Nil		NA	Nil	Nil		NA
Cybersecurity	Nil	Nil		NA	Nil	Nil		NA
Delivery of essential services	Nil	Nil		NA	Nil	Nil		NA
Restrictive trade practices	Nil	Nil		NA	Nil	Nil		NA
Unfair trade practices	Nil	Nil		NA	Nil	Nil		NA
Other	Nil	Nil		NA	Nil	Nil		NA

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

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

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a weblink to the policy.

We have established an IT policy to outline guidelines and protocols for information technology usage across all departments. Additionally, the Company has incorporated protection measures, including access controls to prevent unauthorised access to data.

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 the safety of products/services.

There have been no reported IT-related issues thus far.

7. Provide the following information relating to data breaches:

a. **Number of instances of data breaches** - None

b. **Percentage of data breaches involving personally identifiable of customers** - None

c. **Impact, if any, of the data breaches** - NA

The Company has not encountered any data security breaches in the past.

Leadership Indicators

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

<https://www.concordbiotech.com/product-overview>

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

Our products are accompanied by a label. It provides consumers with information regarding its composition, contents, recommended storage conditions, manufacturing date, expiration date, and safe usage instructions.

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

Concord manufactures Active Pharmaceutical Ingredients (APIs) and API intermediates, supplying them to customers for further manufacturing into finished drug products. While we do not directly serve end consumers, we prioritise transparent communication with our customers. The Company promptly informs them of any potential supply disruptions or discontinuations as per our agreements.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

- Yes, product information, including name, grade (USP/EP/BP/IP), batch number, manufacture date, retest date, quantity, manufacturing site address, license details and storage/handling instructions is displayed on the product label. Each label is signed and approved by the quality department
- The Company conducts regular surveys to gauge customer satisfaction levels for all its products and services