

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT 2025



Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURE

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	074860 23290
8	Website	www.concordbiotech.com
9	Financial year for which reporting is being done	
	Current Financial Year	1 st April 2024 31 st March 2025
	Previous Financial Year	1 st April 2023 31 st March 2024
	Prior to Previous Financial year	1 st April 2022 31 st March 2023
10	Name of the Stock Exchange(s) where shares are listed-	
Details of the Stock Exchanges		
Sr. No.	Name of the Stock exchange	Description of other stock exchange Name of the Country
1.	National Stock Exchange of India Ltd.	NA India
2.	BSE Ltd.	NA India
11	Paid-up Capital (In ₹)	₹10,46,16,204
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	
	Name	Mr. Lalit Sethi
	Contact	074860 23290
	E mail	E-mail: lalitsethi@concordbiotech.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14	Whether the company has undertaken assessment or assurance of the BRSR Core?	No, the company has not undertaken assessment or assurance of the BRSR Core as it is currently not applicable.
15	Name of assessment or assurance provider	NA
16	Type of assessment or assurance obtained	NA

II. Products/ Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing of pharmaceuticals	Research, development, manufacturing and sale of active pharmaceutical ingredients	78%
2.	Manufacturing of pharmaceuticals	Research, development, manufacturing and sale of finished formulations	22%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manufacturing of Pharmaceuticals, medicinal chemical and botanical products.	210	78%
2.	Formulations	210	22%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	4 manufacturing units (All are located in Gujarat)	1 corporate office	5
International	0	0	0

20. Markets served by the entity

A	Number of locations	
	Locations	Number
	National (No. of States)	Pan India
	International (No. of Countries)	70+
B	What is the contribution of exports as a percentage of the total turnover of the entity?	45%
C	A brief on types of customers	Concord is a research-driven biopharmaceutical company operating across three strategic verticals: Active Pharmaceutical Ingredients (API), Finished Formulations, and Contract Research & Manufacturing Services (CRAMS). In the API segment, Concord collaborates with global formulation companies to supply high-quality APIs used in therapies such as immunosuppressants, oncology, and anti-infectives, including anti-bacterial and anti-fungal agents. The Finished Formulations division serves international markets including the United States, Latin America, the Middle East, and Southeast Asia. Domestically, Concord operates through both B2B and B2C channels, partnering with government and corporate hospitals to deliver healthcare solutions directly to end patients. In the CRAMS vertical, Concord supports global biopharmaceutical companies in fermentation, semi-synthetic APIs, and finished formulations, undertaking advanced activities such as strain improvement, media and process optimization, and scale-up from R&D to pilot and commercial production. With a robust portfolio catering to over 250 customers across more than 70 countries, Concord has built a reputation for quality, safety, and reliability over the past twenty-five years. Our products continue to play a vital role in enhancing healthcare delivery in both developed and emerging markets.

IV. Employees

21. Details as at the end of Financial Year

A. Employees and workers (including differently abled)

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
EMPLOYEES								
1	Permanent (D)	1571	1466	93.32%	105	6.68%	-	NA
2	Other than permanent (E)	26	26	100.00%	0	0.00%	-	NA
3	Total employees(D + E)	1597	1492	93.43%	105	6.57%	-	NA
WORKERS								
4	Permanent (F)	-	-	-	-	-	-	NA
5	Other than permanent (G)	1185	-	98.40%	19	1.60%	-	NA
6	Total workers (F + G)	1185	1166	98.40%	19	1.60%	-	NA

B. Differently abled Employees and Workers:

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
DIFFERENTLY ABLED EMPLOYEES								
1	Permanent (D)	NA	-	NA	-	NA	-	NA
2	Other than Permanent (E)	NA	-	NA	-	NA	-	NA
3	Total differently abled employees (D + E)	NA	-	NA	-	NA	-	NA
DIFFERENTLY ABLED WORKERS								
4	Permanent (F)	NA	-	NA	-	NA	-	NA
5	Other than Permanent (G)	NA	-	NA	-	NA	-	NA
6	Total differently abled workers (F+G)	NA	-	NA	-	NA	-	NA

22. Participation/Inclusion/Representation of women

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

23. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	Turnover rate in current FY (2024-25)			
	Male	Female	Other	Total
Permanent Employees	28.97%	28.86%	-	28.99%
Permanent Workers	-	-	-	-
	Turnover rate in previous FY (2023-24)			
	Male	Female	Other	Total
Permanent Employees	14.32%	85.71%	-	16.70%
Permanent Workers	-	-	-	-
	Turnover rate in year prior to the previous FY (2022-23)			
	Male	Female	Other	Total
Permanent Employees	12.12%	18.18%	-	12.00%
Permanent Workers	-	-	-	-

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

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

Sr. No.	Name of the holding / subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Concord Japan KK	Joint Venture Company	50%	No
2.	Clean Max Everglades Private Limited	Associate	26%	No

VI. CSR Details

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

(ii) Turnover (in ₹): 1,200.09 crores

(iii) Net worth (in ₹): 1,812.71 crores

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No/NA)	(If Yes, then provide web-link for grievance redress policy)	FY (2024-25)			FY (2023-24)		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No		NA	NA	-	NA	NA	-
Investors (other than shareholders)	Yes	Concord Biotech Limited has implemented a unified grievance redressal mechanism to efficiently address concerns raised by both shareholders and investors. This system ensures that all queries, complaints, and service requests are captured and resolved in a timely and transparent manner. The Company is committed to maintaining high standards of investor relations and has established dedicated channels to facilitate seamless communication and resolution of issues.	0	0	-	0	0	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No/NA)	(If Yes, then provide web-link for grievance redress policy)	FY (2024-25)			FY (2023-24)		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	Yes	Yes, The Company has established a robust and transparent mechanism to address shareholder queries and grievances. To facilitate this, Concord has appointed MUFG Link Intime India Private Limited as its Registrar and Share Transfer Agent (RTA). Link Intime India Private Limited is responsible for handling all shareholder-related enquiries, requests, and complaints in a timely and efficient manner. The RTA ensures that shareholder communications are managed with diligence and professionalism, in accordance with the framework prescribed by SEBI. A dedicated email ID has been created to receive grievances from shareholders: complianceofficer@concordbiotech.com . This mail id is actively monitored to ensure prompt responses and resolution of concerns.	0	0	-	0	0	-
Employees and workers	Yes	All employees and workers are covered under the Company's Whistle Blower Policy, which provides a secure and confidential channel for registering complaints. The policy can be accessed at the following link: https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-Whistle-Blower-Policy.pdf .	0	0	-	0	0	NA

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No/NA)	(If Yes, then provide web-link for grievance redress policy)	FY (2024-25)			FY (2023-24)		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Customers	No. Since the majority of the business is B2B, Concord does not have a defined grievance redressal policy for customers.	0	0	0	-	0	0	-
Value Chain Partners	No	0	0	0	-	0	0	-
Others	NA	0	0	0	-	0	0	-

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

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	R&D and innovation	Opportunity	R&D investments drive green innovation, supporting environmental sustainability and strengthening ESG performance. Thoughtful R&D strategies, coupled with transparent disclosures, help stakeholders understand the organisation's approach and scale of commitment.	-	Positive Cutting-edge technological innovations position Concord at the forefront of industry breakthroughs, unlocking new opportunities for business growth.

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Quality management	Risk	Quality is of utmost importance in pharmaceutical manufacturing. Any compromise can have adverse effects, while consistently upholding high standards builds customer trust and reinforces reliability.	- A robust system is maintained to consistently ensure product quality and adherence to regulatory requirements - Pharmacovigilance practices are actively implemented to monitor and mitigate product-related risks, supporting ongoing product enhancement - A specialised team handles customer complaints through a dedicated web portal and toll-free number, enabling swift investigation and resolution - All employees undergo mandatory pharmacovigilance training, reinforcing the organisation's commitment to safety and quality	Negative Substandard product quality can lead to an increase in product recalls, resulting in both operational disruptions and reputational harm. This, in turn, negatively impacts customer satisfaction and trust.
3.	Supply chain disruption	Risk	Maintaining a stable supply chain is crucial for business continuity in the pharmaceutical industry. Hence, it is essential to implement proactive measures to anticipate, prevent, and mitigate potential disruptions.	- A well-integrated supply chain ensures uninterrupted global access to medicines - Focus on cost-efficient and sustainable logistics, spanning from raw material sourcing to final product distribution - Environmental compliance is upheld through mandatory audits for key vendors - Providing guidance to partners on legal, regulatory, and ethical standards through a well-defined Supplier Code of Conduct.	Negative Delays in raw material supply from vendors can cause late deliveries to customers, leading to reputational harm for the Company. Any disruption within Concord's value chain may negatively impact operations, potentially affecting product availability and increasing costs.

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Business conduct & ethics	Risk	Engaging in unethical behaviour and neglecting ethical standards can severely harm our reputation.	- Adhering to the core values of integrity, transparency, accountability, and ethical conduct - Forming professional management teams and independent boards to strengthen governance - Adopting global best practices in corporate governance and risk management - Consistently safeguarding and creating long-term value across the Group	Negative Reputational damage can adversely impact the Company's business growth and revenue.
5.	GHG emissions	Risk	GHG emissions present regulatory, market, physical, reputational, and financial risks. Key concerns include compliance expenses, declining demand, infrastructure damage, reputational harm, and potential investor pushback. Implementing mitigation strategies is essential to managing these risks and promoting long-term sustainability.	- Shifting to natural gas for steam generation - Offsetting emissions through tree plantation initiatives - Installing energy-efficient boilers and equipment, including LED lighting and solar-powered systems	Negative The impact of GHG emissions includes regulatory compliance costs, revenue loss due to declining demand for unsustainable products, expenses from climate-related infrastructure damage, costs associated with reputation management and marketing, and higher borrowing costs.
6.	Water management	Opportunity	Water is a critical yet limited resource, and our processes require significant usage. To ensure responsible consumption, we have adopted Effluent Treatment Plants equipped with Zero Liquid Discharge (ZLD) systems.	-	Positive The adoption of ZLD leads to decreased reliance on freshwater, thereby reducing the Company's water sourcing expenses for its operations.

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7.	Inclusion and diversity	Opportunity	Concord is committed to cultivating a workplace culture that upholds diversity and inclusivity, reflected in its approach to recruitment, promotions, and leadership development at all levels of the organisation. The Company strongly values building a workforce that welcomes diverse perspectives and inclusive practices, spanning from entry-level positions to senior management.	-	Positive A diverse workforce comprising various genders, age groups, and ethnic backgrounds empowers Concord to drive growth, foster innovation, and effectively manage operational risks.
8.	Community engagement	Opportunity	We view it as our duty to support and care for the communities surrounding our operational areas.	-	Positive By empowering and uplifting the communities around us, we can prevent future grievances or concerns, thereby safeguarding our business from potential adverse outcomes.
9.	Data privacy & cybersecurity	Risk	Data breaches, along with unauthorised access to intellectual property and R&D data, can pose serious threats to Concord's operations.	Investing in the development of a strong digital infrastructure that enables data platforms across all functions.	Negative Unauthorised access to intellectual property or other confidential company information can lead to substantial financial losses for the organisation.

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10.	Employee health & safety	Risk	Failure to maintain a safe working environment can lead to legal liabilities. Workplace accidents and health issues may result in decreased productivity, while unsafe conditions can negatively affect employee morale, job satisfaction, and engagement.	• Maintaining a safe and healthy workplace by implementing well-defined protocols focused on employee wellbeing and safety • Creating a work environment that attracts and retains talent by offering empowerment, growth opportunities, flexibility, competitive compensation, and a strong sense of purpose • Enforcing stringent safety procedures and driving continuous process improvements across all locations to cultivate a zero-incident safety culture • Providing employee training and strictly enforcing protocols to prevent, report, and address misconduct, including sexual harassment and discrimination	Negative The lack of a safe and empowering workplace can lead to negative financial outcomes, including fines and penalties. It may also cause operational disruptions and reputational harm.
11.	End-user health & safety	Risk	Products that fail to meet quality standards can pose health risks to consumers, potentially leading to product recalls, financial losses, and reputational damage for the organisation. Such incidents may also result in litigation risks and diminished consumer trust.	• Conducting regular inspections of raw materials and finished products to detect any impurities or variations in composition.	Negative Products that cause harm or fail to meet end-user standards can damage the Company's brand reputation and may lead to financial losses.

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
12.	Waste management	Risk	Improper handling and disposal of waste can lead to environmental pollution, legal liabilities, and risks to human health. Regulatory violations may trigger increased scrutiny and cleanup obligations, which can disrupt operations and result in financial losses and reputational harm.	- Complying with regulatory requirements for waste management - Ensuring responsible treatment of generated waste - Implementing proper methods for waste disposal	Negative Improper waste management can result in regulatory fines, environmental cleanup costs, legal expenses, and elevated insurance premiums. It may also cause reputational harm that affects business opportunities, increase operating costs, and ultimately impact 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.

The National Guidelines for Responsible Business Conduct (NGRBC), as prescribed by the Ministry of Corporate Affairs advocates nine Principles referred to as P1-P9 given below:

P1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive towards all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	1,2,3,4,5	-	6,8	2,6,7	6,8	7	-	7	-

1.	Insider Trading Policy: https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-Insider-Trading-Policy.pdf								
2.	Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information: https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-Code-of-Practises-Fair-Disclosure-of-UPSI.pdf								
3.	Code of Conduct for Board of Directors and Senior Management Personnel : https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-Code-of-Conduct-for-BoD-and-SMPs.pdf								
4.	Policy for Familiarisation Programmes for Independent Directors : https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-Policy-for-Familiarisation-Programme-for-Independent-Directors.pdf								
5.	Policy for Evaluation of the Performance of the Board of Directors : https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-POLICY-FOR-EVALUATION-OF-THE-PERFORMANCE-OF-THE-BOARD-OF-DIRECTORS.pdf								
6.	Whistle Blower Policy : https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-Whistle-Blower-Policy.pdf								
7.	Social Responsibility Policy: https://www.concordbiotech.com/public/assets/pdf/CSR-Annual-Action-Plan.pdf								
8.	Nomination & Remuneration Policy : https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-Nomination-and-Remuneration-Policy.pdf								
9.	Risk Management Policy : https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-Risk-Management-Policy.pdf								
10.	Policy for Determination of Materiality: https://www.concordbiotech.com/public/assets/pdf/Policy-for-Determination-of-Materiality.pdf								
2.	Whether the entity has translated the policy into procedures. (Yes / No/ NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	Yes, Concord's Supplier Code of Conduct largely includes the above-mentioned principles, and the value chain partners are expected to adhere to the requirements outlined.							
4.	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	-	ISO 45001	-	-	ISO 14001	-	USFDA EUGMP PMDA, Japan MDFS, Korea, ANVISA (Brazil) GMP certificate
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	1.	Increase in recycling of treated waste water						
		2.	Supplier assessment on ESG parameters as per BRSR						
		3.	Scope 1 & 2 emissions' measurement						
		4.	Reach the target of zero LTA						
		5.	100% statutory compliance						
		6.	External EHS audit with no major NC						
		7.	100% implementation of ISO 14001 and ISO 45001						
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	•	2 of our units are ISO14001 & ISO 45001 certified						
		•	Our facilities have Effluent Treatment Plants (ETPs) and ETP sludge dewatering systems. With these facilities, we have reduced 90% of the sludge volume in our dewatering system, thereby contributing towards Zero Liquid Discharge.						

Governance, leadership and oversight

- Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)
Please refer to the Chairman's message from Concord's Annual Report for FY 2024-25.
- Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).
The Chairman, the Chief Executive Officer and the KMPs broadly manage the Business Responsibility (BR) policies.

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA).

- #### 10. Details of Review of NGRBCs by the Company*

**Concord actively engages in public policy advocacy through regular interactions with key external stakeholders, such as industry associations, government bodies, and regulatory authorities. While these engagements support informed policymaking and industry development, the Company does not currently have a formalised advocacy policy in place.*

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

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

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 categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which 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 number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	5	Overview of Business Units, Building Strategies, and Business Modelling.	100%
Key Managerial Personnel	7	Talent Development for Customised Development.	100%
Employees other than BoD and KMPs	90	Quality Management System, GMP GLP, Good Documents Practices, Data integrity	100%
Workers	60	Operations, cleaning and handling of Equipment, Dust collection and disposal, 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

Penalty/ Fine	Nil
Settlement	Nil
Compounding fee	Nil

Non- Monetary

Imprisonment	Nil
Punishment	Nil

Note: During the financial year, there were no fines, penalties, punishments, compounding fees, or settlement amounts paid by the Company, its Directors, or Key Managerial Personnel to any regulatory, law enforcement, or judicial authorities. The Company remains committed to full legal compliance and has not been subject to any such proceedings requiring disclosure under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

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

Sr. No.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
		NA

4. Does the entity have an anti-corruption or anti-bribery policy? (Y/N/NA)

If yes, provide details in brief. Provide a web link if the entity has an anti-corruption or anti-bribery policy. Provide a web-link if the entity has anti-corruption or anti-bribery policy

Yes, We have established Anti-Fraud, Anti-Corruption, and Anti-Money Laundering policies to prevent, detect, and address instances of fraud, corruption, and money laundering within the organisation. These policies require all team members to act with honesty and integrity, strictly prohibiting any participation in fraudulent activities. They also set out clear procedures for

reporting suspected incidents, detail the investigation process, and define disciplinary actions for policy violations. Adherence to these policies is mandatory for all employees and contractors, reinforcing our commitment to ethical conduct and responsible business practices.

Link is <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:

	FY (2024-25)	FY (2023-24)
Directors	No disciplinary action has been taken by any law enforcement agency against any Director, Key Managerial Personnel (KMP), employee, or worker of the Company for charges related to bribery or corruption during the reporting period.	
KMPs		
Employees		
Workers		

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

	FY (2024-25)		FY (2023-24)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors				
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

Nil

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable. During the reporting period, there were no instances of corruption or conflicts of interest that resulted in fines, penalties, or actions by regulators, law enforcement agencies, or judicial institutions. Consequently, no corrective actions were required. The organisation remains committed to ethical conduct and compliance with all applicable laws and regulations.

8. Number of days of accounts payables

	FY (2024-25)	FY (2023-24)
i) Accounts payable x 365 days (in lacs)	41,25,953	34,46,885
ii) Cost of goods/services procured (in lacs)	30,551.31	22,919.81
iii) Number of days of accounts payables	135 Days	150 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 (2024-25)	FY (2023-24)
Concentration of Purchases	a. i) Purchases from trading houses	160.83	156.02
	ii) Total purchases	320.30	241.27
	iii) Purchases from trading houses as % of total purchases	50.21%	64.67%
	b. Number of trading houses where purchases are made	137	110
	c. i) Purchases from top 10 trading houses	105.48	84.40
	ii) Total purchases from trading houses	160.83	156.02
	iii) Purchases from top 10 trading houses as % of total purchases from trading houses	65.59%	42.25%
Parameter	Metrics	FY (2024-25)	FY (2023-24)
Concentration of Sales	a. i) Sales to dealer / distributors	167.59	167.85
	ii) Total Sales	1,200.08	1,016.93
	iii) Sales to dealer / distributors as % of total sales	13.96	16.51%
	b. Number of dealers / distributors to whom sales are made	367	327
	c. i) Sales to top 10 dealers / distributors	80.73	96.56
	ii) Total Sales to dealer / distributors	167.59	167.85
	iii) Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	48.17%	57.53%

Parameter	Metrics	FY (2024-25)	FY (2023-24)
Share of RPTs in	a. i) Purchases (Purchases with related parties)	0	0
	ii) Total Purchases	0	0
	iii) Purchases (Purchases with related parties as % of Total Purchases)	Nil	Nil
	b. i) Sales (Sales to related parties)	30.35 Cr	43.06 Cr
	ii) Total Sales	1,200.09 Cr	1,016.94 Cr
	iii) Sales (Sales to related parties as % of Total Sales)	2.53%	4.23%
	c. i) Loans & advances given to related parties	0	0
	ii) Total loans & advances	0	0
	iii) Loans & advances given to related parties as % of Total loans & advances	Nil	Nil
	d. i) Investments in related parties	0	0
	ii) Total Investments made	₹ 6.09 Cr	0
	iii) Investments in related parties as % of Total Investments made	Nil	Nil

Leadership Indicators

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

Sr. No.	Total number of awareness programmes held	Topics / principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
1.	5	Environmental:- Waste Management, energy Efficiency, Water usage & conservation and sustainable sourcing Social Responsibility:- Occupational health & safety, Human rights & Labour practices, Community engagement Value chain specific:- ESG data collection & report, suppliers code of conduct, risk management and resilience, understanding BRSR core KPI	80%

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

If Yes, provide details of the same.

Yes. Concord acknowledges the significance of preventing and addressing conflicts of interest among Board members to ensure transparency, integrity, and ethical conduct throughout the organisation. To this end, the Company has put in place a dedicated policy to manage such situations. The policy requires both the Board of Directors and Senior Management Personnel to avoid any business, relationship, or activity that could conflict with the interests of Concord or negatively impact its reputation. Any scenario where personal interests may be at odds with those of the Company or its stakeholders is strictly forbidden. In instances where a potential conflict arises, necessary approvals are obtained from the Board, excluding members with a vested interest.

<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 (2024-25)	FY (2023-24)	Details of improvements in environmental and social impacts
R & D	Nil	Nil	NA
Capex	0.04%	0.49%	Expenditure in ETP

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes, Concord has established procedures to ensure sustainable sourcing. A significant portion of our raw materials comprises agro-based compounds. To align with our long-term sustainability goals, we have implemented a due diligence system

that requires suppliers to provide specific details about their operations through our internally developed preliminary information questionnaire, which addresses various ESG parameters. This allows us to assess and select suppliers and vendors based on well-defined criteria, including their capabilities to recycle, repurpose, reprocess, or recover materials; their internal environmental and social controls; compliance with regulatory requirements; safety standards; and overall business practices.

b. If yes, what percentage of inputs were sourced sustainably?

100%

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

(a) Plastics (including packaging) : Concord ensures responsible handling of plastic waste, particularly HDPE bags used in operations. These bags are reused in-house to fill ETP (Effluent Treatment Plant) sludge and MEE (Multiple Effect Evaporator) salt. Any surplus HDPE bags are sold to authorized plastic recyclers in compliance with statutory recycling norms. This dual approach supports both reuse and recycling, reducing plastic waste disposal.

(b) E-waste : All electronic waste generated is sent to registered e-waste recyclers authorized by the relevant pollution control boards. The process is fully compliant with the E-Waste Management Rules, ensuring safe and environmentally sound disposal or recycling of obsolete electronic equipment.

(c) Hazardous waste: Concord follows stringent procedures to manage hazardous waste. Depending on the nature of the waste, it is:

- Reused within operations where feasible,
- Recycled through registered recyclers,
- Co-processed in cement kilns, or
- Safely disposed of at authorized TSDFs (Treatment, Storage and Disposal Facilities).

ETP sludge, categorized as hazardous, is dried using paddle dryers to reduce moisture content by up to 90%, making it safer for disposal. Biomedical waste, where applicable, is sent to registered incineration facilities for environmentally sound treatment.

(d) other waste: In addition to the above, Concord manages non-hazardous operational waste in line with environmental regulations. Waste minimization and resource recovery are prioritized, and the company actively engages with stakeholders to promote a circular economy across its value chain. Efforts are ongoing to reduce waste generation and improve resource efficiency through continuous innovation and compliance-driven stewardship.

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?

Yes, Extended Producer Responsibility (EPR) is applicable to our operations. Our waste collection and management practices are aligned with the EPR plan submitted to the respective Pollution Control Boards, ensuring compliance with regulatory requirements.

If not, provide steps taken to address the same.

NA

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)? (Yes/No/NA)

Yes.

If yes, provide details

The entity conducted Life Cycle Perspective/Assessments (LCA)							
Sr. No.	NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	If yes, provide the web-link.
1.	21001	API	NA	Manufacturing facility	No	No	NA
2.	21002	Formulation	NA	Manufacturing facility	No	No	NA

We have adopted the Life Cycle Assessment approach for our key products, which involves evaluating the sequential and interconnected stages of a product (or service) system — from the extraction of raw materials or natural resource generation to its 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.

Action taken to mitigate significant social or environmental concerns and/or risks arising from production or disposal of products / services		
Name of 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 proportion of recycled or reused input materials in total production varies due to regulatory constraints. While 100% recycling is not always feasible owing to statutory requirements, Concord has established adequate facilities for solvent recovery to promote resource efficiency wherever possible.

Indicate input material	Recycled or re-used input material to total material	
	FY25 Current Financial Year	FY24 Previous Financial Year
	NA	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:

	FY25 Current Financial Year			FY24 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	7.091	4.81	0	346.43	0	9.66
E-waste	0	0.16	0	0	0	0.47
Hazardous waste	0	377.02	2668.21	0	0	6.88
Other waste-Spent solvent	0	0	602.23	NA		

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

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

Note: Currently, Concord does not reclaim products and their packaging materials; however, the Company is actively exploring sustainable practices and initiatives to enhance product stewardship and reduce environmental impact across its product categories.

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	1466	0	0	1466	100%	0	0	0	NA	0	NA
Female	105	0	0	105	100%	105	100%	0	NA	0	NA
Other	0	0	0	0	NA	0	NA	0	NA	0	NA
Total	1571	0	0	1571	100%	105	100%	0	NA	0	NA

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)
Other than permanent employees											
Male	26	0	NA	0	NA	0	NA	0	NA	0	NA
Female	0	0	NA	0	NA	0	NA	0	NA	0	NA
Other	0	0	NA	0	NA	0	NA	0	NA	0	NA
Total	26	0	NA	0	NA	0	NA	0	NA	0	NA

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 workers											
Male	NA	-	NA	-	NA	-	NA	-	NA	-	NA
Female	NA	-	NA	-	NA	-	NA	-	NA	-	NA
Other	NA	-	NA	-	NA	-	NA	-	NA	-	NA
Total	NA	-	NA	-	NA	-	NA	-	NA	-	NA
Other than permanent workers											
Male	1,166	0	NA	1,166	100%	0	NA	0	NA	0	NA
Female	19	0	NA	19	100%	0	NA	0	NA	0	NA
Other	0	0	NA	0	NA	0	NA	0	NA	0	NA
Total	1,185	0	NA	1,185	100%	0	NA	0	NA	0	NA

Note: Laborers employed through contractors and their subcontractors have been classified as workers. These workers are not on the direct payroll of the Company.

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

	FY 2024-25	FY 2023-24
i) Cost incurred on wellbeing measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers))	₹ 2,00,66,000	₹ 1,93,21,845.69
ii) Total revenue of the company	₹ 1200,08,68,947	₹ 1016,93,92,470
iii) Cost incurred on wellbeing measures as a % of total revenue of the company	0.17%	0.19%

2. Details of retirement benefits

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)
PF	100%	100%	Yes	99.86%	0.00%	Yes
Gratuity	99%	100%	Yes	99.06%	0.00%	Yes
ESI	0	0	Yes	0.01%	0.00%	Yes
Others – Please specify	-					

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 consistently strives to enhance the accessibility of its workplace for all employees. This involves providing ramps, elevators, and other essential infrastructure across its manufacturing units, administrative offices, and corporate headquarters to ensure convenient 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.

Concord is an equal opportunity employer and is committed to providing equal access to education, employment, leadership positions, and other opportunities to individuals of all genders. The Company follows a non-discriminatory approach, irrespective of gender, caste, or nationality, in line with the principles of the Rights of Persons with Disabilities Act, 2016.

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	0	0	0
Female	0	0	0	0
Other	0	0	0	0
Total	0	0	0	0

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?(Yes/No) If yes, give details of the mechanism in brief.

Yes

If yes, give details of the mechanism in brief.	Yes/No	(If Yes, then give details of the mechanism in brief)
Permanent Workers	NA	
Other than Permanent Workers	Yes	The Company has an Employees' Grievance Redressal Policy that enables any aggrieved employee to report concerns to their Department Head for resolution. If the issue remains unresolved, the matter can be escalated to the HR Head, followed by the Grievance Committee, and ultimately to the CEO for final resolution.
Permanent Employees	Yes	
Other than Permanent Employees	NA	

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

Category	FY 2025			FY 2024		
	Total employees/ workers in respective category (A)	No.of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No.of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees						
Male						
Female						
Other						
Total Permanent Workers						
Male						
Female						
Other						

NA

Note: Currently, no employees or workers are members of any association or union recognized by the Company. However, Concord fosters a transparent and inclusive workplace culture that emphasizes direct engagement, open communication, and mutual respect. We maintain robust internal grievance redressal mechanisms and regularly engage with employees through formal and informal channels to address their concerns, ensuring that their voices are heard and valued without the need for third-party representation.

8. Details of training given to employees and workers:

Category	FY 2025					FY 2024				
	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	1466	1466	100%	1466	100%	1,288	1,288	100%	1,288	100%
Female	105	105	100%	105	100%	89	89	100%	89	100%
Other	-	-	-	-	-	-	-	-	-	-
Total	1571	1571	100%	1571	100%	1,377	1,377	100%	1,377	100%
Workers										
Male	1166	1166	100%	0	0	1,011	1,011	100%	0	0%
Female	19	19	100%	0	0	13	13	100%	0	0%
Other	-	-	-	-	-	-	-	-	-	-
Total	1185	1185	100%	0	0	1,024	1,024	100%	0	0%

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

Category	FY 2025			FY 2024		
	Total (A)	No. (B)	% (B/A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	1466	1466	100%	1,288	1,288	100%
Female	105	105	100%	89	89	100%
Other	-	-	-	-	-	-
Total	1571	1571	100%	1,377	1,377	100%
Workers						
Male	1166	0	0	1,011	0	0
Female	19	0	0	13	0	0
Other	-	-	-	-	-	-
Total	1185	0	0	1,024	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/ NA).

Concord's EHS department leads multiple initiatives aimed at cultivating a safety-first culture across the organization. Its core objective is to eliminate any adverse impact on individuals, operations, or the environment. This is achieved through the implementation of a comprehensive, 360-degree EHS management system that spans all business activities. The EHS team ensures full compliance with relevant legal and regulatory standards related to pollution control, workplace and plant safety, and the health of employees and contractors. By proactively identifying and mitigating risks, and by delivering thorough training to both management and staff, Concord significantly minimizes incidents and occupational health risks. Regular training programs not only support operational efficiency and productivity but also help maintain the highest standards of compliance related to quality and safety. The Company's API manufacturing units in Dholka and Limbasi, Gujarat, are certified under ISO 14001 and ISO 45001. The system offers 100% coverage, encompassing all internal and external stakeholders at the manufacturing sites, including employees, suppliers, and contractors, under its health and safety framework.

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 implemented a robust risk management policy designed to proactively identify and address potential threats. Our risk management framework is structured to safeguard the organisation from a wide range of risks through

timely and appropriate actions. It is built to anticipate, evaluate, and mitigate risks effectively, thereby reducing their potential impact on business operations. Concord systematically identifies and documents all risks that could affect its operations and embeds them into its broader management systems to ensure informed decision-making. Routine process safety risk assessments are conducted to address workplace hazards, supported by the necessary permits for both routine and non-routine activities. The Company employs integrated process safety management systems to evaluate existing operations and new developments for associated risks. Various process safety studies—such as process hazard analysis, equipment safety evaluations using HAZOP, HIRA, EAI, PSSR, scenario analysis, and risk assessment matrices—are conducted by cross-functional teams. In addition, regular risk-based assessments and thorough audits are carried out to continuously monitor and enhance 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? Yes. At Concord's facilities, established protocols are in place for reporting near-misses, unsafe acts, hazardous conditions, and for tracking their resolution. These processes are periodically reviewed during management review meetings. To strengthen work-related risk management, several key initiatives have been implemented:

- Employees are actively encouraged to report safety concerns through multiple channels, including regular departmental safety meetings. Concerns raised are promptly addressed through well-defined action plans with clear timelines and assigned responsibilities.
- In line with our standard operating procedure for 'Incident Reporting and Investigation,' all incidents are reported immediately to the appropriate supervisors. A multidisciplinary team then conducts a detailed analysis to determine root causes and recommend corrective actions.
- Our manufacturing plants use a structured Hazard Identification and Risk Assessment (HIRA) system to continuously monitor and evaluate workplace risks. Additionally, regular safety committee meetings—conducted in compliance with factory regulations—provide a forum for collaboration between management, employees, and contractors to jointly address health and safety matters.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?

Yes. We provide our employees and workers with access to non-occupational medical and healthcare services, including complimentary health check-ups.

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

Safety Incident/Number	Category*	FY 2025	FY 2024
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

**including in the contract workforce*

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

As part of Concord's continued commitment to ensuring a safe and healthy workplace, we have undertaken a comprehensive range of initiatives, including:

- Complying with all applicable legal and regulatory requirements related to pollution control, workplace safety, and the health of employees and contractors
- Carrying out regular risk assessments to proactively identify and mitigate potential hazards
- Implementing well-defined safety policies and procedures, delivering ongoing training on safety protocols and emergency preparedness, and providing employees with appropriate safety equipment and infrastructure
- Operating robust fire protection and prevention systems across all manufacturing sites
- Maintaining ISO 14001 and ISO 45001 certifications at our production facilities in Dholka and Limbasi

- Welcoming regular inspections by Indian regulatory bodies and international agencies such as the USFDA, EU-GMP, PMDA (Japan), ANVISA (Brazil), SFDA (Middle east region) and MFDS (Korea).

These initiatives reflect Concord's ongoing efforts to create a secure, compliant, and supportive work environment for all its employees.

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

	FY 2025			FY 2024		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	-	Nil	Nil	-
Health & Safety	Nil	Nil	-	Nil	Nil	-

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

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

1. BVQI for ISO for API facilities
2. Factory inspector and medical officer from District Industrial Safety and Health Department

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. During the reporting period, there were no safety-related incidents or significant risks identified from assessments of health and safety practices or working conditions that required corrective action. The Company continues to maintain a strong focus on proactive safety measures and a safe working environment across all its operations.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of

(A) Employees (Y/N)	Yes
(B) Workers (Y/N).	Yes

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 statutory dues arising from its transactions with value chain partners are properly deducted and deposited in compliance with applicable laws and regulations. These processes are regularly monitored and verified through routine audits. The Company also systematically obtains relevant certificates and documentation from contractors, including proof of statutory payments such as Provident Fund (PF) contributions for contractual employees and workers. Additionally, Concord expects its value chain partners to maintain high ethical standards and conduct all business activities with integrity.

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

	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 2025	FY 2024	FY 2025	FY 2024
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

No. Concord provides regular skill enhancement programmes to its employees throughout their tenure. These training initiatives are designed to address the specific requirements of various job roles and functional areas, enabling employees to leverage the skills gained for career opportunities even after retirement.

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	NA

Note: As part of the vendor development process, the Company reviews all aspects of the vendor’s health, safety, and working condition practices.

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 processes, including both physical and virtual audits, form an essential part of the Quality Assurance department’s oversight for our key raw material suppliers.

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

Essential Indicators

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

A structured approach was adopted for stakeholder consultation across the organisation, involving the use of questionnaires and interviews. Internal stakeholders, particularly senior management and functional heads, identified Concord’s key sustainability priorities. Consultations with external stakeholders were also carried out to assess the impact and effectiveness of our sustainability efforts. Subsequently, sustainability reports of industry peers were reviewed, and relevant government regulations were examined to incorporate the perspectives of customers and regulators. The gathered data was consolidated, considering the relative significance of each stakeholder. Stakeholders were then prioritised based on the extent to which they could influence the Company’s performance and the impact the Company’s performance could have on them.

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

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Details of Other Channels of communication	Frequency of engagement	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1.	Healthcare Professionals	No	Individual meetings focused on recent developments and best practices in scientific research related to emerging therapies.	-	Half yearly and need-based	-	Concord engages with healthcare professionals to keep them informed about its products and innovations, with key areas of focus being product quality and availability.

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Details of Other Channels of communication	Frequency of engagement	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
2.	Customers	No	customer surveys, review meetings, phone calls, emails, as well as physical and virtual meetings	-	Half yearly and need-based	-	Ensuring timely delivery of products and services, responding to customer queries and grievances, gathering feedback, understanding customer needs, and keeping customers informed about its offerings. Key topics of concern include access, affordability, availability, product quality, and resolution of consumer grievances.
3.	Suppliers	No	Scheduled meetings, weekly e-mail briefings, regular phone calls, and e-mails.	-	Half yearly and need-based	-	Ensuring smooth business operations through timely availability of materials and services, maintaining quality and quantity of supplies, and identifying potential supply chain issues. Key topics of concern include material pricing and sustaining long-term contracts.
4.	Regulators	No	One-on-one meetings, periodical regulatory filings, periodic audits, e-mails, letters.	-	Periodic and need-based	-	Engagement focuses on compliance, adherence to guidelines, and seeking technical guidance. Key topics of concern include changes in laws and regulations, regulatory compliance, and timely disclosures.
5.	NGO's/ communities	Yes	Direct engagement at facility and project sites, dedicated CSR-team-led engagement, visits and camps.	-	Continuous and need-based	-	Engagement involves CSR initiatives, advancing environmental sustainability, and promoting science education among students. Key topics of concern include CSR efforts focused on livelihood development and improving access to education and healthcare.

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Details of Other Channels of communication	Frequency of engagement	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
6.	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	-	Engagement focuses on maintaining business performance, formulating future growth strategies, addressing shareholder queries and suggestions, and understanding their expectations. Key topics of concern include business profitability and growth, the Company's reputation, and corporate governance.
7.	Employees	No	Review meets, festive events, welfare events, out bound training programmes, e-mails, website, notice boards, meetings, one-on-one discussions, and townhalls	-	Ongoing and need-based	-	Engagement centres on employee well-being, gathering feedback, and providing training and career development opportunities. Key topics of concern include employee welfare, career advancement, 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 engage in consultations with their respective stakeholders. Any feedback obtained through these interactions is subsequently shared with senior management and/or the Board, as appropriate.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics. (Yes/No)

If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, Concord has carried out a comprehensive materiality assessment based on data and insights gathered from relevant stakeholders. This assessment thoroughly examined environmental, social, governance, and economic factors essential to the organisation's long-term sustainability and viability. As a result, key issues critical to our business sustainability were identified and prioritised, and corresponding goals were set to achieve our sustainability targets, thereby driving long-term value creation.

We place strong emphasis on the welfare of communities surrounding our manufacturing facilities, recognising them as a vulnerable or marginalised stakeholder group. To support their needs, we have implemented several initiatives, such as offering healthcare services, funding education and scholarships, promoting sports, and contributing to Army welfare programs.

Essential Indicators

Category	FY (2024-25)			FY (2023-24)		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
Employees						
Permanent	1,571	1,571	100%	1,377	1,377	100%
Other than permanent	26	26	100%	Nil	Nil	Nil
Total Employees	1,597	1,597	100%	1,377	1,377	100%
Workers						
Permanent	Nil	Nil	Nil	Nil	Nil	Nil
Other than permanent	1,185	Nil	Nil	1,024	Nil	Nil
Total Workers	1,185	Nil	Nil	1,024	Nil	Nil

[illegible]

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

a. Median remuneration / wages:

	Male		Female		Other	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)- Executive Directors	2	4,87,85,500	0	0	-	-
Key Managerial Personnel	2	56,97,747	-	-	-	-
Employees other than BoD and KMP	1462	5,49,744	105	3,40,116	-	-
Workers	1185	1,84,952	19	1,87,966	-	-

b. Gross wages paid to females:

	FY (2024-25)	FY (2023-24)
Gross wages paid to females	35,71,359	-
Total wages	22,27,40,000	-
Gross wages paid to females (Gross wages paid to females as % of total wages)	1.60%	0

Note: Laborers employed through contractors and their subcontractors have been classified as workers. These workers are not on the direct payroll of the Company.

Note: Employees don't include other than Permanent Employees

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?(Y/N)

Yes, Concord is committed to preventing human rights violations and ensuring a safe, inclusive work environment. To support this, we have implemented a POSH (Prevention of Sexual Harassment) Policy, a grievance redressal mechanism, and a Whistle Blower Policy. Employees and contractors are encouraged to voice human rights-related concerns during Safety & Health Committee meetings. These concerns are addressed by the Site HR and EHS teams, operating under the supervision of the site head, and escalated to the corporate level when required. Relevant governance committees then review and deliberate on the matters in detail.

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

Our POSH and Whistle Blower policies enable employees to report any grievances. Additionally, concerns can be directly communicated to the Human Resources team via email.

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

	FY (2024-25)			FY (2023-24)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	-	Nil	Nil	-
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child Labour	Nil	Nil	-	Nil	Nil	-
Forced Labour/Involuntary Labour	Nil	Nil	-	Nil	Nil	-
Wages	Nil	Nil	-	Nil	Nil	-
Other human rights related issues	Nil	Nil	-	Nil	Nil	-

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

	FY (2024-25)	FY (2023-24)
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
ii) Average number of female employees/workers at the beginning of the year and as at end of the year	113	96
iii) Complaints on POSH as a % of female employees / workers	Nil	Nil
iv) Complaints on POSH upheld	Nil	Nil

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

Our Whistle Blower Policy ensures protection for individuals raising concerns in good faith, particularly in cases of discrimination and harassment. It strictly prohibits any form of harassment or retaliation against whistle blowers and prescribes disciplinary action, including termination, for supervisors or managers found engaging in such behaviour. The Policy emphasizes confidentiality, allowing whistle blowers to make anonymous disclosures, and guarantees fair treatment and comprehensive 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/NA)

Yes. Human rights requirements form an integral part of our business agreements and contractual obligations. We ensure that all our partners, suppliers, and contractors adhere to relevant human rights principles, including the prohibition of forced labour, child labour, discrimination, and unsafe working conditions. These requirements are embedded in our contractual terms to promote ethical practices, accountability, and compliance with applicable laws and international standards on human rights.

10. Assessments for the year:

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

The sites were assessed through internal reviews and third-party audits including TFS, ISO, and EcoVadis, covering key areas like child labour, forced labour, discrimination, wages, and workplace safety.

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 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 actively takes necessary measures to ensure a more inclusive and accessible workplace for its people. Our manufacturing units, administrative offices, and corporate headquarters are equipped with ramps, elevators, and other infrastructure to facilitate ease of access for individuals with disabilities.

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	
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	NA
Wages	
Others – please specify	

Note: During the vendor development process, the Company thoroughly evaluates all aspects of the vendor's human rights practices.

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:

Whether total energy consumption and energy intensity is applicable to the company?

Yes. Total energy consumption and energy intensity are applicable to the Company.

Revenue from operations (in ₹)		FY (2024-25)	FY (2023-24)
		12,00,08,68,947	10,16,93,92,470
Parameter	Units	FY (2024-25)	FY (2023-24)
From renewable sources			
Total electricity consumption (A)	Gigajoule (GJ)	0	0
Total fuel consumption (B)	Gigajoule (GJ)	0	0
Energy consumption through other sources (C)	Gigajoule (GJ)	0	0
Total energy consumed from renewable sources (A+B+C)	Gigajoule (GJ)	0	0
From non-renewable sources			
Total electricity consumption (D)	Gigajoule (GJ)	3,00,866.84	2,12,048.38
Total fuel consumption (E)	Gigajoule (GJ)	6,76,971.61	2,80,971.46
Energy consumption through other sources (F)	Gigajoule (GJ)	-	0
Total energy consumed from non-renewable sources (D+E+F)	Gigajoule (GJ)	9,77,578.90	4,93,019.84
Total energy consumed (A+B+C+D+E+F)	Gigajoule (GJ)	9,77,578.90	4,93,019.84
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	Gigajoule (GJ) / ₹	0.000081	0.00048
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Gigajoule (GJ) / ₹	0.0016	0.00013
Energy intensity in terms of physical Output	Gigajoule (GJ) / ₹	2,734.33	205.34
Energy intensity (optional) – the relevant metric may be selected by the entity	-	Nil	Nil

Energy consumption through other sources (C)

Details of Energy consumed from renewable

Sr. No.	Name of other parameter	Unit	FY (2024-25)	FY (2023-24)
1.	NA	NA	NA	NA

Energy consumption through other sources (F)

Details of Energy consumed from non-renewable

Sr. No.	Name of other parameter	Unit	FY (2024-25)	FY (2023-24)
1.	NA	NA	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No

If yes, name of the external agency.

NA

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)

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

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.

NA

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

Parameter	FY (2024-25)	FY (2023-24)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	3,85,410	3,57,436.5
(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)	3,85,410	3,57,436.5
Total volume of water consumption (in kilolitres)	3,85,410	3,57,436.5
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000321	0.000035
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000663	0.00001
Water intensity in terms of physical output	0.001915	148.87
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

If yes, name of the external agency.

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 (2024-25)	FY (2023-24)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater	3,85,410	0
No treatment	23,397	0
With treatment – please specify level of treatment	96,938	0
(iii) To Seawater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(v) Others	2,29,770	0
No treatment	0	0
With treatment – please specify level of treatment	1,32,832	1,81,193
Total water discharged (in kilolitres)	2,53,167	1,81,193

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No

If yes, name of the external agency.

N/A

5. Has the entity implemented a mechanism for Zero Liquid Discharge?(Y/N/NA) If yes, provide details of its coverage and implementation.

Yes. Every Concord facility is equipped with Effluent Treatment Plants (ETPs) designed to achieve Zero Liquid Discharge. These facilities treat wastewater generated from various sources including washing operations, utility blowdowns, restroom facilities, and cafeterias using cutting-edge technology.

The comprehensive treatment process involves multiple stages - ETP, reverse osmosis (RO), multiple effect evaporators (MEE), and agitated thin film dryers (ATFD). Once treated to meet regulatory standards, the processed water is recycled for irrigation, utility operations, and chemical preparation within the ETP system.

Our innovative Zero Liquid Discharge approach has achieved a remarkable 90% reduction in sludge volume through our dewatering systems. This commitment to environmental stewardship positions us as a key contributor to creating a sustainable future with minimized ecological impact for upcoming generations.

Beyond waste reduction, Concord's advanced treatment technologies enhance overall water quality while significantly lowering chemical oxygen demand (COD) levels. This dual benefit reduces our dependence on freshwater resources, ultimately increasing the availability of clean water for broader community use.

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

Whether air emissions (other than GHG emissions) by the entity is applicable to the company?

Yes

Parameter	Please specify unit	FY (2024-25)	FY (2023-24)
NOx	Kg/year	2,068.87	4,804.04
SOx	Kg/year	1,077.36	7,617.50
Particulate matter (PM)	Kg/year	1,675.60	6,302.76
Persistent organic pollutants (POP)	Kg/year	0	0
Volatile organic compounds (VOC)	Kg/year	0	0
Hazardous air pollutants (HAP)	Kg/year	0	0
Others – please specify	NA	-	-

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

Yes, 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) & its intensity, in the following format:

Whether greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity is applicable to the company? (Y/N)

Yes

Parameter	Unit	FY (2024-25)	FY (2023-24)
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	12.5108	14,340.18
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	0.0229	42,409.68
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ equivalent/ ₹	0.00000000104	0.000006
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)	Metric tonnes of CO ₂ equivalent / ₹	0.00000000215	0.000002
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ equivalent	0.0000000622	23.64
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes

If yes, name of the external agency.

The data related to Scope 1 and Scope 2 greenhouse gas emissions and its intensity has been independently assessed by DQS, a recognized certifying agency. DQS has reviewed the submitted information and issued a letter of conformance, validating the accuracy and reliability of the reported data.

8. Does the entity have any project related to reducing Green House Gas emission? (Y/N/NA)

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 (2024-25)	FY (2023-24)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	4.64	408.21
E-waste (B)	4.16	0.35
Bio-medical waste (C)	11.61	10.21
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)	2,857.16	3,352.68
ETP sludge & MEE salt/35.3 IN MT	-	2,283.71
Spent solvent/28.6 IN MT	-	686.32
Distillation residue/20.3 IN MT	-	233.86
Spent carbon/28.2 IN MT	-	148.79
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	4.53
Used oil in metric tonne		
Total (A+B + C + D + E + F + G + H)	2,877.57	3,775.98
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00000024	0.00000037
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0000495	0.0000001
Waste intensity in terms of physical output	0.000014	1.57
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-

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	602.577	36.06
(ii) Re-used	4,058.928	373.25
(iii) Other recovery operations	0	-
Total	4,661.505	409.31

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste		
(i) Incineration	11.605	10.21
(ii) Landfilling	1,149.765	2,283.71
(iii) Other disposal operations	2,081.197	920.18
Total	3,242.567	3,214.10

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

If yes, name of the external agency.

Yes.

The 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 your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Concord has implemented a comprehensive waste management strategy focused on reducing hazardous and toxic waste, ensuring regulatory compliance, and promoting environmental sustainability across its operations.

To minimise hazardous waste generation, Concord uses fermentation-based API production processes instead of conventional chemical synthesis, significantly reducing reliance on toxic chemicals and raw materials. The company strictly adheres to Indian environmental laws and regulations, including the Environment Protection Act, 1986, Bio-Medical Waste Management Rules, 2016, and Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016.

Our waste management approach is guided by the principles of reduce, reuse, and recycle, with an emphasis on fostering circular resource use within the communities we serve. Concord's Environment, Health, and Safety (EHS) policy governs our environmentally responsible waste practices.

Standard operating procedures are in place for categorising, segregating, minimising, handling, transporting, and disposing of various waste types. These procedures ensure safe disposal through authorised channels, including TSDFs (Treatment, Storage, and Disposal Facilities), CHWIFs (Common Hazardous Waste Incineration Facilities), and certified recyclers.

Waste generation and disposal activities are tracked through monthly reports, ensuring proper segregation, secure storage, and environmentally sound disposal via authorised waste handlers.

Concord has also invested in a robust effluent treatment plant featuring physio-chemical, biological, and advanced treatment systems to ensure safe treatment of liquid waste. Treated effluent is reused for gardening and is discharged safely 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:

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with?	If no, the reasons thereof and corrective action taken, if any.
NA				

Note : No. Concord's operations and offices are not located in or near ecologically sensitive zones such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, or coastal regulation areas. As confirmed by the environmental impact assessment study report, these locations do not require specific environmental approvals or clearances.

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

Sr. No.	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA. No environmental impact assessments were undertaken during the financial year, as there were no new projects requiring such assessments under applicable environmental regulations.						

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/NA).

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

If not, provide details of all such non-compliances, in the following format:

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

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:

Details For each facility / plant located in areas of water stress

Sr. No.	Particulars		
1	Name of the area		NA
2	Nature of operations		NA
3	Water withdrawal, consumption and discharge in the following format:		
	Parameter	FY (2024-25)	FY (2023-24)
	Water withdrawal by source (in kilolitres)		
	(i) Surface water	NA	NA
	(ii) Groundwater	NA	NA
	(iii) Third party water	NA	NA
	(iv) Seawater / desalinated water	NA	NA
	(v) Others	NA	NA
	Total volume of water withdrawal (in kilolitres)	NA	NA
	Total volume of water consumption (in kilolitres)	NA	NA
	Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
	Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
	Water discharge by destination and level of treatment (in kilolitres)		
	(i) Into Surface water	NA	NA
	No treatment	NA	NA
	With treatment – please specify level of treatment	NA	NA
	(ii) Into Groundwater	NA	NA
	No treatment	NA	NA
	With treatment – please specify level of treatment	NA	NA
	(iii) Into Seawater	NA	NA
	No treatment	NA	NA
	With treatment – please specify level of treatment	NA	NA
	(iv) Sent to third-parties	NA	NA
	No treatment	NA	NA
	With treatment – please specify level of treatment	NA	NA
	(v) Others	NA	NA
	No treatment	NA	NA
	With treatment – please specify level of treatment	NA	NA
	Total water discharged (in kilolitres)	NA	NA

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

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

Whether total Scope 3 emissions & its intensity is applicable to the company?(Y/N)

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

Parameter	Unit	FY (2024-2025)	PY (2023-2024)
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)	NA	NA	NA
Total Scope 3 emissions per rupee of turnover	NA	NA	NA
Total Scope 3 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, name of the external agency.

NA

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:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
1.	Use of energy efficient appliances	The Company's facilities are equipped with energy-efficient LED lighting, centrifugal air, compressors, water chillers, and motors.	Reduction in electricity consumption, leading to lower electricity bills and a corresponding decrease in GHG emissions.	-
2	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	-

5. Does the entity have a business continuity and disaster management plan? (Y/N/NA)

Yes

Details of entity at which business continuity and disaster management plan is placed or weblink.

Concord's disaster management plan covers both natural disasters (like earthquakes and floods) and man-made threats (such as bomb threats), with mitigation strategies in place. Responsibilities are assigned to key personnel including the site controller and incident controller. In case of a bomb threat, measures from the onsite emergency plan are activated. The IT team has implemented a disaster recovery system to restore critical infrastructure swiftly. Routine inspections and regular employee training are conducted to ensure preparedness. Additionally, Concord has adopted an ERP system to enhance efficiency in material management, sales, and distribution.

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.

No significant adverse environmental impact incidents were reported within the supply chain during the reporting period.

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

Concord places strong emphasis on ensuring that all vendors operate in alignment with socially responsible standards. These include compliance with norms related to contract labour, non-discrimination, equal opportunity, fair working hours, and environmental stewardship. The Company actively evaluates and selects vendors based on their adherence to ethical manufacturing practices, sustainable production techniques, and environmentally sound processes.

Furthermore, Concord prioritizes the Environmental and Social (E&S) dimensions of its supply chain, supporting suppliers in enhancing their performance across these critical areas. This approach reflects the Company's commitment to fostering a responsible and resilient supply ecosystem.

8. How many Green Credits have been generated or procured:

a.	By the listed entity	Nil
b.	By the top ten (in terms of value of purchases and sales, respectively) value chain partners	Nil

Essential Indicators

- 5

- | Sr. No. | Name of the trade and industry chambers/ associations | Reach of trade and industry chambers/ associations (State/National/International) |
|---------|---|---|
| 1 | Indian Drug Manufacturers Association | National |
| 2 | Confederation of Indian Industries | National |
| 3 | Gujarat Chamber of Commerce | State |
| 4 | Pharmaceuticals Export Promotion council of India | National |
| 5 | Federation of Indian Export Organisation | National |

- | Sr. No. | Name of authority | Brief of the case | Corrective action taken |
|---------|-------------------|-------------------|-------------------------|
| | | NA | |

Leadership Indicators

- | Sr. No. | Public policy advocated | Method resorted for such advocacy | Whether information available in public domain? (Yes/No) | Frequency of Review by Board | Web Link,if available |
|--|-------------------------|-----------------------------------|--|------------------------------|-----------------------|
| The Company has not undertaken any advocacy or taken a public position on government policies during the financial year. | | | | | |

Essential Indicators

- | Sr. No. | Name and brief details of project | SIA Notification No. | Date of notification | Whether conducted by independent external agency | Results communicated in public domain | Relevant Web link |
|---------|-----------------------------------|----------------------|----------------------|--|---------------------------------------|-------------------|
| NA | | | | | | |

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

NA. During the reporting period, Concord Biotech did not undertake any projects requiring Rehabilitation and Resettlement (R&R) as defined under applicable laws. The Company has not been involved in any land acquisition or infrastructure development activities that would trigger statutory R&R obligations.

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
NA						

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

Concord's Code of Conduct includes clear mechanisms for raising concerns related to misconduct. It is accessible on the Company's website and outlines structured procedures for addressing and resolving grievances.

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

	FY (2024-25)	FY (2023-24)
Directly sourced from MSMEs/ small producers	26.76%	32.16%
Sourced directly from within the district and neighbouring districts	74.15%	60.26%

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

	FY (2024-25)	FY (2023-24)
1. Rural		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	22,27,40,244	-
ii) Total Wage Cost	1,38,93,36,254	-
iii) % of Job creation in Rural areas	16%	-
2. Semi-urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	-	-
ii) Total Wage Cost	-	-
iii) % of Job creation in Semi-Urban areas	Nil	Nil
3. Urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	1,16,65,96,010	-
ii) Total Wage Cost	1,38,93,36,254	-
iii) % of Job creation in Urban areas	84%	-
4. Metropolitan		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	-	-
ii) Total Wage Cost	-	-
iii) % of Job creation in Metropolitan area	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):

NA.

During the reporting period, Concord Biotech did not undertake any projects requiring a Social Impact Assessment (SIA) under applicable laws. Consequently, no adverse social impacts were identified, and no mitigation actions were necessary.

Sr. No.	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:

No CSR projects were undertaken in government-notified aspirational districts during the reporting period.

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 marginalized /vulnerable groups? (Yes/No/NA)

No

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

NA

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

The Company is dedicated to providing equal opportunities to all vendors and suppliers, with a fair and transparent selection process aligned with our Supplier Code of Conduct. We actively encourage and prioritise local sourcing for a significant portion of our raw material requirements. Although our supplier selection criteria do not specifically target vulnerable or marginalised groups, we are pleased to note that procurement from MSME suppliers was undertaken 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:

Sr. No.	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 usage of traditional knowledge is involved.

Sr. No.	Name of authority	Brief of the Case	Corrective action taken
NIL			

6. Details of beneficiaries of CSR Projects:

Sr.No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	EDUCATIONAL: GYANJYOT – Smart Classes in Rural Schools, Stem on Wheels, Science Safari, Spreading awareness sessions and seminars	4,000+ students, 100 teachers	100%
2.	HEALTHCARE: Mobile Medical Units, Vision Centres (Blind Peoples Association), Patient Care Program, Morning Nutrition Program	Approx. 45,000–50,000 beneficiaries annually	100%
3.	RURAL DEVELOPMENT: Promotion of Sports as development, Primary Health Centre Upgradation and others	Approx. 10,000–12,000 beneficiaries	100%
4.	SPORTS: Scholarship for aspiring sports personnel, Project Udaan	Approx. 300–500 direct beneficiaries	100%
5.	ENVIRONMENTAL: Say No to Plastic- Jute Bag distribution, Environmental Green Project, Doctors' Day- Plant	Approx. 15,000–18,000 beneficiaries	100%
6.	CULTURAL: Protection of national heritage	Approx. 5,000–7,000 beneficiaries	100%
7.	SUPPORTING VETERANS: ECHS- Supporting with medical van, Air Force Association	Approx. 1,500–2,000 beneficiaries	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 established a robust Product Quality Management System to ensure prompt and effective handling of consumer complaints related to product quality. Consumers can register complaints through multiple channels, including written, electronic, or oral communication via our landline number, email at sales@concordbiotech.com, or by post. These complaints may relate to the quality, identity, reliability, safety, or efficacy of a product after distribution.

Our complaint resolution process is aligned with health authority guidelines and regulatory compliance requirements to ensure timely responses and optimal customer satisfaction. Furthermore, Concord's global pharmacovigilance policy, overseen by a dedicated Product Safety Committee, reinforces our ongoing commitment to patient safety.

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

As a percentage to total turnover	
Environmental and social parameters relevant to the product	NA
Safe and responsible usage	100%
Recycling and/or safe disposal	NA

3. Number of consumer complaints in respect of the following

	FY (2024-25)			FY (2023-24)		
	Received during the year	Pending resolution at end of year	Remark	Received during the year	Pending resolution at end of year	Remark
Data privacy	Nil	Nil	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of essential services	Nil	Nil	-	Nil	Nil	-
Restrictive Trade Practices	Nil	Nil	-	Nil	Nil	-
Unfair Trade Practices	Nil	Nil	-	Nil	Nil	-
Other	Nil	Nil	-	Nil	Nil	-

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

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

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?(Y/N/NA)

If available, provide a web-link of the policy

Yes, We have implemented a comprehensive IT policy that defines clear guidelines and protocols for the use of information technology across all departments. To ensure data security, the Company has also established protective measures, including robust access controls to prevent unauthorised access to sensitive information.

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

No IT-related issues have been reported to date.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches along-with impact: None
- Percentage of data breaches involving personally identifiable information of customers : None
- Impact, if any, of the data breaches: NA, The Company's proactive approach to cybersecurity has ensured zero data breaches to date.

Leadership Indicators

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

Each of our products carries a label that informs consumers about its composition, ingredients, recommended storage conditions, manufacturing and expiry dates, as well as safe usage guidelines.

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, which are supplied to customers for further processing into finished drug products. Although we do not directly serve end consumers, we prioritise transparent and timely communication with our customers, including prompt notification of any potential supply disruptions or product discontinuations in line with our contractual obligations.

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Y/N/NA)**

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? (Y/N/NA)

Yes, product labels provide comprehensive information, including the product name, grade (USP/EP/BP/IP), batch number, manufacturing date, retest date, quantity, manufacturing site address, license details, and storage or handling instructions. Each label is reviewed, signed, and approved by the Quality Department to ensure accuracy and compliance.

The Company also conducts regular customer satisfaction surveys to evaluate feedback on its products and services, helping to drive continuous improvement.