

# Business Responsibility and Sustainability Reporting FY25

SANZYME BIOLOGICS PRIVATE LIMITED

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## INTRODUCTION

The Ministry of Corporate Affairs (MCA), Government of India, released a set of guidelines in 2011 called the National Voluntary Guidelines on the Social, Environmental and Economic Responsibilities of Business (NVGs). This was expected to provide guidance to businesses on what constitutes responsible business conduct. In order to align the NVGs with the Sustainable Development Goals (SDGs) and the 'Respect' pillar of the United Nations Guiding Principles (UNGP) the process of revision of NVGs was started in 2015. After, revision and updation, the new principles are called the **National Guidelines on Responsible Business Conduct (NGRBC)**. As with the NVGs, the NGRBC has been designed to assist businesses to perform above and beyond the requirements of regulatory compliance.

The NGRBC are designed to be used by all businesses, irrespective of their ownership, size, sector, structure or location. Furthermore, the NGRBC reiterate the need to encourage businesses to ensure that not only do they follow these guidelines in business contexts directly within their control or influence, but that they also encourage and support their suppliers, vendors, distributors, partners and other collaborators to follow them.

### Responsibility for Adoption

Whereas the NVGs made several references to the critical role of the governance structure and companies' leadership in ensuring adoption and review of the guidelines, the NGRBC has taken this requirement a step further by identifying specific aspects of each Principle as part of the duty and responsibility of the highest governance structure of the business to oversee the implementation and adherence to these guidelines in their business.

### Structure

There are nine thematic pillars of business responsibility which are called as Principles. The Principles are interdependent, interrelated and non-divisible, and businesses are urged to address them holistically. and businesses should adopt them to demonstrate their commitment to being a responsible business and accrue the full benefits of sustainable business strategies.

### Nine Principles and Brief Description

Principle No	Principle	Brief Description
Principle 1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable	This Principle recognizes that ethical behaviour in all operations, functions and processes, is the cornerstone of businesses guiding their governance of economic, social and environmental responsibilities. The Principle emphasizes that disclosures on business decisions and actions that impact stakeholders form the fundamental basis of operationalizing responsible business conduct and should be accessible to all relevant stakeholders. It recognizes that businesses are an integral part of society and that they will hold themselves accountable for the effective adoption, implementation, and the making of disclosures on their performance with respect to the Core Elements of these Guidelines. The Principle further emphasizes that the governance structure of the business should ensure this, in line with SDG 16.
Principle 2	Businesses should provide goods and services in a manner that is sustainable and safe	This Principle recognizes the proposition of SDG 12, that sustainable production and consumption are interrelated, contribute to enhancing the quality of life and towards protecting and preserving earth's natural resources. The Principle further emphasizes that businesses should focus on safety and resource-efficiency in the design and manufacture of their products, and use their products in a manner that creates value while minimizing and mitigating its adverse impacts on the environment and society through all stages of its life cycle, from design to final disposal. Over time, businesses should embrace the idea of circularity in all its operations. In order to do so, the Principle encourages businesses to understand all material sustainability issues across their product life cycle and value chain.
Principle 3	Businesses should respect and promote the well-being of all employees, including those in their value chains	This Principle encompasses all policies and practices relating to the equity, dignity and well-being, and provision of decent work (as indicated in SDG 8), of all employees engaged within a business or in its value chain, without any discrimination and in a way that promotes diversity. The principle recognizes that the well-being of an employee also includes the well-being of her/his family.
Principle 4	Businesses should respect the interests of and be responsive to all its stakeholders	This Principle recognizes that businesses operate in an eco-system comprising a number of stakeholders, beyond shareholders and investors, and that their activities impact natural resources, habitats, communities and the environment. The Principle acknowledges that it is the responsibility of businesses to ensure that the interests of all stakeholders, especially those who may be vulnerable and marginalized, are protected. The Principle further recognizes that businesses have a responsibility to maximize the positive impacts and minimize and mitigate the adverse impacts of its products, operations, and practices on all their stakeholders.

Principle 5	Businesses should respect and promote human rights	<p>This Principle recognizes that human rights are rights inherent to all human beings, and that everyone, individually or collectively, is entitled to these rights, without discrimination. It further recognizes that human rights are inherent, inalienable, interrelated, interdependent and indivisible.</p> <p>The Principle is inspired, informed and guided by the Constitution of India and the International Bill of Rights and recognizes the primacy of the State's duty to protect and fulfil human rights.</p> <p>The Principle is further informed and guided by the UN Guiding Principles on Business and Human Rights in its articulation of the responsibility of businesses to respect human rights. It affirms that the responsibility of businesses to respect human rights requires that it avoids causing or contributing to adverse human rights impacts, and that it addresses such impacts when they occur. The Principle urges businesses to be especially responsive to such persons, individually or collectively, who are most vulnerable to, or at risk of, such adverse human rights impacts.</p>
Principle 6	Businesses should respect and make efforts to protect and restore the environment	<p>This Principle recognizes that environmental responsibility is a prerequisite for sustainable economic growth and for the well-being of society.</p> <p>The Principle emphasizes that environmental issues are interconnected at the local, regional and global levels, which makes it imperative for businesses to address issues like pollution, biodiversity conservation, sustainable use of natural resources and climate change (mitigation, adaptation and resilience) in a just, comprehensive and systematic manner. These are aligned with SDGs 11, 13, 14 and 15. The Principle encourages businesses to assess environment impacts of its products and operations and take steps to minimize and mitigate its adverse impacts where these cannot be avoided.</p> <p>The Principle encourages businesses to adopt environmental practices and processes that minimize or eliminate the adverse impacts of its operations and across the value chain.</p> <p>The Principle encourages businesses to follow Precautionary Principle in all its actions.</p>
Principle 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	<p>This Principle recognizes that businesses operate within specified national and international legislative and policy frameworks, which guide their growth and also provide for certain desirable restrictions and boundaries.</p> <p>The Principle recognizes the legitimacy of businesses to engage with governments for redressal of a grievance or for influencing public policy.</p> <p>The Principle emphasizes that public policy advocacy must expand public good.</p>
Principle 8	Businesses should promote inclusive growth and equitable development	<p>This Principle recognizes the challenges of social and economic development faced by India, and builds upon the national and local development agenda as articulated in government policies and priorities. This is particularly significant in zones affected by social disharmony and low human development.</p> <p>The Principle recognizes the value of the energy and enterprise of businesses and encourages them to innovate and contribute to the overall development of the country with a specific focus on disadvantaged, vulnerable and marginalized communities, as articulated in Section 135 of the Companies Act, 2013.</p> <p>The Principle also emphasizes the need for collaboration amongst businesses, government agencies and civil society in furthering this development agenda in line with SDG 17.</p> <p>The Principle reiterates that business success, inclusive growth and equitable development are interdependent.</p>
Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner	<p>This Principle is based on the fact that the basic aim of a business entity is to provide goods and services to its consumers that are safe to use, and in a manner that creates value for both.</p> <p>The Principle recognizes that consumers have the freedom of choice in the selection and usage of goods and services, and that the enterprises will strive to make available products that are safe, competitively priced, easy to use and safe to dispose of, for the benefit of their consumers.</p> <p>The Principle also recognizes that businesses should play a key role, along with other relevant stakeholders, in mitigating the adverse impacts that excessive consumption of its products may have on the overall well-being of individuals, society and our planet, in line with SDG 12.</p>

## Section A

## GENERAL DISCLOSURES

## I - DETAILS OF ENTITY

1.	Corporate Identity Number (CIN) of the Entity	U24110TG2016PTC112002
2.	Name of the Entity	Sanzyme Biologics Private Limited
3.	Year of incorporation	2016
4.	Registered office address	2nd Floor, Sattva Signature Tower, H.No. 8-2-472/1/A/B/SF-3, Road No. 1, Banjara Hills, Hyderabad, Telangana (India) – 500034
5.	Corporate address	2nd Floor, Sattva Signature Tower, H.No. 8-2-472/1/A/B/SF-3, Road No. 1, Banjara Hills, Hyderabad, Telangana (India) – 500034
6.	E-mail	<a href="mailto:Info@sanzymebiologics.com">Info@sanzymebiologics.com</a> , <a href="mailto:sreekanth.n@sanzymebiologics.com">sreekanth.n@sanzymebiologics.com</a>
7.	Telephone	040-69959999
8.	Website	<a href="http://www.sanzymebiologics.com">www.sanzymebiologics.com</a>
9.	Financial year for which reporting is being done	2024-2025
10.	Name of the Stock Exchange(s) where shares are listed	Not Applicable
11.	Paid-up Capital	INR 1.66 Cr
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Sreekanth Nimmakayala E-mail ID: <a href="mailto:sreekanth.n@sanzymebiologics.com">sreekanth.n@sanzymebiologics.com</a> Contact: 040-69959999
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

## II – PRODUCTS AND SERVICES

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

Sl.No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacture of probiotics	Manufacturing and marketing of Probiotic ingredients (used as active pharma ingredients / Food / Feed supplements etc), probiotic formulations, animal feed supplements, proprietary probiotic strains, patented probiotic blends, enzymes and nutritional ingredients for humans, pets, and farm animals	100%

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

Sl.No	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacture of other pharmaceutical and botanical products etc	21009	100%

**III - OPERATIONS****18. Number of locations where plants and/or operations/offices of the entity are situated:**

Location	Number of plants*	Number of offices	Total
National	2	1	3
International	-	-	-

**Markets served by the entity:****A. Number of locations:**

Locations	Number
National (No. of States and Union Territories)	36
International (No. of Countries)	40

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

57% of the total turnover of the entity is attributable to export sales

**C. A brief on types of customers**

Their customer base includes pharmaceutical companies, food manufacturers, dietary supplement brands, pet food producers, aquaculture feed supplement distributors and manufacturers, and livestock nutrition companies, where probiotic and fermentation-derived products are incorporated as key functional ingredients.

**IV – EMPLOYEES****19. Details as at the end of Financial Year****A. Employees and workers (including differently abled):**

Sl.No	Particulars	Total	Male		Female	
			No.	%	No.	%
<b>Employees</b>						
1	Permanent	393	357	91%	36	9%
2	Other than Permanent	-	-	-	-	-
	<b>Total employees</b>	<b>393</b>	<b>357</b>	<b>91%</b>	<b>36</b>	<b>9%</b>
<b>Workers</b>						
1	Permanent	-	-	-	-	-
2	Other than Permanent	181	152	84%	29	16%
	<b>Total workers</b>	<b>181</b>	<b>152</b>	<b>84%</b>	<b>29</b>	<b>16%</b>

**B. Differently abled Employees and workers:**

Sl.No	Particulars	Total	Male		Female	
			No.	%	No.	%
<b>Employees</b>						
1	Permanent	-	-	-	-	-
2	Other than Permanent	-	-	-	-	-
3	<b>Total employees</b>	-	-	-	-	-
<b>Workers</b>						
4	Permanent	-	-	-	-	-
5	Other than Permanent	2	2	100%	-	-
6	<b>Total workers</b>	<b>2</b>	<b>2</b>	<b>100%</b>	-	-

**20. Participation/Inclusion/Representation of women**

Particulars	Total	No. and percentage of Females	
		No.	%
Board of Directors	4	-	-
Key Management Personnel	-	-	-

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

Particulars	FY 2025			FY 2024			FY 2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	10%	20%	11%	25%	47%	26%	16%	27%	11%
Permanent Workers	-	-	-	-	-	-	-	-	-

**Note:** Improved attrition % in FY25 across male and female employees when compared to FY24 and FY23. Considerable improvement in attrition of female employees from 47% in FY24 to 20% in FY25

**V – HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)**
**22. Names of holding / subsidiary / associate companies / joint ventures**

Sl.No	Name of the holding /subsidiary / associate companies / joint ventures	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the entity? (Yes/No)
1	Sanzyme Biologics Inc	Subsidiary	100%	No

**VI – CSR DETAILS**
**23.**

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (in Rs.)	21,037.95 Lakhs
(iii) Net worth (in Rs.)	38,836.80 Lakhs

**VII - TRANSPARENCY AND DISCLOSURES COMPLIANCES**
**24. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	(If Yes, then provide web-link for grievance redress policy)	FY 2025			FY 2024		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes <sup>1</sup>	<a href="https://www.sanzymebiologics.com/esg/">https://www.sanzymebiologics.com/esg/</a>	-	-	-	-	-	-
Shareholders	Yes <sup>2</sup>	<a href="https://www.sanzymebiologics.com/esg/">https://www.sanzymebiologics.com/esg/</a>	-	-	-	-	-	-
Employees and workers	Yes <sup>3</sup>	<a href="https://www.sanzymebiologics.com/esg/">https://www.sanzymebiologics.com/esg/</a>	-	-	-	-	-	-
Consumers and Customers	Yes <sup>4</sup>	<a href="https://www.sanzymebiologics.com/esg/">https://www.sanzymebiologics.com/esg/</a>	-	-	-	-	-	-
Suppliers	Yes <sup>5</sup>	<a href="https://www.sanzymebiologics.com/esg/">https://www.sanzymebiologics.com/esg/</a>	-	-	-	-	-	-

<sup>1</sup> Approved CSR Policy is in place. Grievances from the community are addressed through our CSR implementation partners and agencies, as outlined under Principle 8.

<sup>2</sup> Whistleblower policy covering directors and any other individuals associated with the company

<sup>3</sup> Employee Grievance Redressal policy, Code of Business Ethics and Conduct, Human Rights Policy, Anti-Bribery and Anti-Corruption Policy, Anti-Sexual Harassment Policy, Corporate Information Technology Usage Policy, Cyber Security Policy, EHS Policy, Energy Policy, Legal Compliance Policy, Policy on Related Party Transactions

<sup>4</sup> Data Privacy Policy, Anti-Bribery and Anti-Corruption Policy

<sup>5</sup> Sustainable Procurement Policy, Whistleblower Policy, Code of Business Ethics and Conduct, Data Privacy Policy, Human Rights Policy

All the policies were approved by Executive Director cum CEO of the company

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

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

Sl. 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	Water Management	Risk & Opportunity	<p><b>Risk:</b> The Company's operations require substantial water input. Inadequate management of these resources may also result in non-compliance with environmental regulations. Effective waste and water management is critical to support operational continuity, cost efficiency, and the Company's broader environmental and social responsibilities</p> <p><b>Opportunity:</b> As the Company continues to scale, effective water management will play a crucial role in controlling operational costs, ensuring regulatory compliance, and meeting sustainability objectives. By adopting innovative solutions such as water recycling systems, the Company can reduce expenses, improve resource efficiency, and strengthen its reputation.</p>	<p>The Company has installed a Effluent Treatment Plant (ETP), Multi-Effect Evaporation (MEE) plant, and Reverse Osmosis (RO) plants at its facilities.</p> <p>The majority of wastewater undergoes rigorous treatment before being recycled for use in utility processes such as cooling towers and boilers, minimizing water discharge quantities.</p> <p>Rainwater Harvesting pit is designed to percolate water into the ground, replenishing groundwater levels</p> <p>Company is in the process of implementing sludge dewatering using screw press equipment, a process that significantly reduces waste volume, lowers disposal costs and strengthens our sustainability efforts</p> <p>Water efficient fixtures of the low-flow, aerated type have been installed in all washing areas</p>	Positive and Negative
2	Waste Management	Risk	Our waste includes hazardous and non-hazardous materials including biomedical waste, corn steep liquor waste, packaging, and plastics, E-waste, used lead acid batteries. Sending more waste to landfills and incinerators can increase air pollution, greenhouse gas emissions, and water pollution. Poor waste management can lead to wasted materials, fines, and compliance issues.	<p>The Company collaborates with authorized vendors specializing in recycling and disposal services to ensure waste is collected, segregated, and properly disposed of. Strict waste management practices are implemented across all business operations, with recyclable waste directed to certified recycling vendors.</p> <p>Hazardous waste is managed and disposed of in compliance with regulatory requirements to prevent environmental and public harm. Further, a shed with a leachate collection system has been provided for storing waste storage drums</p>	Negative
3	Biodiversity and Pollution	Risk	Production processes can contribute significantly to environmental pollution, impacting air, water, and soil. Air emissions, including sulfur oxides (SOx), nitrogen oxides (NOx), particulate matter, and greenhouse gases (GHGs), are generated during boiler operations. These pollutants pose risks to direct operations, workforce health, local communities, and ecosystems.	<p>All sites are ISO 14001 certified, and we employ emission control technologies such as biomass briquette boilers, bag filters, wet scrubbers, to reduce greenhouse gas emissions and particulate matter. We continue to invest in renewable energy procurement and cleaner fuel sources to lower GHG emissions minimizing environmental impact.</p> <p>Scrubbers have been installed for production blocks - powder section, fermentation block, probiotic block and probiotic powder section and also CSL waste storage yard to control odor nuisance.</p> <p>Over 2000 trees have been planted within our production facility campus, creating a greener and healthier environment for all.</p>	Negative

4	Responsible Supply Chain	Opportunity	A responsible supply chain reduces costs and strengthens partnerships, enhancing product flow and revenue. By adhering to responsible sourcing, we will be better equipped to handle disruptions and improve our social and environmental performance.	-	Positive
5	Compliance	Opportunity	Implementing legal compliance policy and compliance governance not only safeguards our company's credibility but also builds stakeholder trust, presenting opportunities for enhanced customer loyalty and market reputation	-	Positive
6	Energy Management	Opportunity	<p>By boosting the proportion of biomass, obtaining renewable energy, and putting energy efficiency programs into place to maximize our energy usage, we are constantly looking for ways to lessen our dependence on fossil fuels in our operations.</p> <p>Reduce reliance on traditional energy sources thereby</p> <ul style="list-style-type: none"> <li>- Achieve cost savings and enhance brand image (positively positioning as carbon neutral).</li> <li>- Energy conservation program.</li> </ul> <p>With the transition from conventional to renewable energy sources, this is an opportunity to explore avenues for reduction in CO2emissions. Transition towards green energy, aligning with eco-friendly practices and contributing to a sustainable future.</p>	-	Positive
7	Social Responsibility	Opportunity	By aligning CSR programs with the needs of the community, the Company focuses on creating an environment of mutual trust with the community. This will help in ensuring a long-term beneficial relationship with the community and enhance the social positioning of the Company.	-	Positive
8	Employee health and safety	Risk and Opportunity	<p>Physical and mental health wellbeing of the employees have a direct impact on day-to-day operations of the company. Safety and well-being enhance their productivity which aids in improvement of financial health of the Company.</p> <p>Ensuring a safe and healthy work environment is non-negotiable for operational excellence and legal compliance.</p> <p>Accidents, unsafe conditions, and poor well-being can lead to downtime, legal liability, heavy penalties including compensation and reputational loss.</p>	<p>The company's manufacturing facilities comply with ISO 45001 standards, bolstered by robust Environment Health and Safety (EH&amp;S) systems and one of our major manufacturing facility located at Karkapatla has SA 8000 certification</p> <p>Further, enforcing stringent safety procedures and driving continuous process improvements across all locations to cultivate a zero-incident safety culture</p>	Positive and Negative
9	Diversity and Inclusion	Opportunity	A diverse workforce ignites creativity and innovation by bringing together individuals with different backgrounds, experiences, and perspectives. Inclusive workplaces enhance employee satisfaction and retention rates, significantly reducing turnover costs.	-	Positive

## Section B

## MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Question	P-1	P-2	P-3	P-4	P-5	P-6	P-7	P-8	P-9
1. A. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
1. B. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
1. C. Web Link of the Policies, if available	<a href="https://www.sanzymebiologics.com/esg/">https://www.sanzymebiologics.com/esg/</a>	<a href="https://www.sanzymebiologics.com/esg/">https://www.sanzymebiologics.com/esg/</a>	<a href="https://www.sanzymebiologics.com/esg/">https://www.sanzymebiologics.com/esg/</a>	<a href="https://www.sanzymebiologics.com/esg/">https://www.sanzymebiologics.com/esg/</a>	<a href="https://www.sanzymebiologics.com/esg/">https://www.sanzymebiologics.com/esg/</a>	<a href="https://www.sanzymebiologics.com/esg/">https://www.sanzymebiologics.com/esg/</a>		<a href="https://www.sanzymebiologics.com/esg/">https://www.sanzymebiologics.com/esg/</a>	<a href="https://www.sanzymebiologics.com/esg/">https://www.sanzymebiologics.com/esg/</a>
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	No	Yes	Yes	No	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	No	Yes	Yes	No	No	Yes
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 31000:2018	ISO 22000:2018, ISO 14001:2015, NGRBC, cGMP, WHO GMP, Hazard Analysis & Critical Control Point System (HACCP) certification, FAMI QS certification, Food Safety System Certification FSSC 22000,	ISO 45001:2018, SA 8000:2014, NGRBC	NGRBC	NGRBC	ISO 14001:2015	NGRBC	NGRBC	ISO 27001:2022, ISO 9001:2015, cGMP, Kosher certification, NSF certification, IFANCA HALAL Product certification
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>The Company is in the process of formulating its ESG commitments, goals, and targets, which will be finalised in due course. With a strong customer presence across different geographies, the Company is focused on establishing commitments that are both consistent and value-enhancing across all jurisdictions in which it operates. These commitments will address a broad spectrum of areas designed to deliver positive environmental and social outcomes while upholding the highest standards of governance.</p>								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									

**Governance, leadership and oversight****7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements**

At Sanzyme Biologics, sustainability is integral to our business strategy and daily operations. We are committed to responsible manufacturing through initiatives such as Zero Liquid Discharge, water recycling, renewable energy adoption, and strong environmental compliance systems. As part of our efforts to promote clean energy, we have entered into a contract for the installation of a 0.6 MW solar power plant at one of our facilities, which will support sustainable power generation and help reduce our carbon footprint once commissioned. We prioritise employee safety, well-being, and inclusive growth, while maintaining transparent governance and ethical supply chain practices. Through structured CSR initiatives and community engagement, we continue to create shared value for stakeholders. We remain focused on driving sustainable growth by aligning innovation, operational excellence, and responsible business conduct.

**8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policies**

Mr. Dhruv Soman (Executive Director &amp; Chief Executive Officer)

**9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No) If yes, provide details.**

No

Subject for Review and Independent Assessment	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>10. Performance against above policies and follow up action</b>									
<b>Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances</b>	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
<b>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.</b>	No	No	Yes, Team Labs and Consultants Private Limited and Mr. B Radhakrishna (HR & IR Consultant)	No	No	Yes, Ransam Auditors and Consultants			Yes, Digital Track Solutions Private Limited

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

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

<sup>#</sup>The company actively collaborates with industry and trade association like Pharmaexcil and FTCCI on various matters of public interest in the area of probiotics. The company may formulate a policy in future with respect to public advocacy.

Section C	PRINCIPLE WISE PERFORMANCE DISCLOSURE
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Principle 1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable
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Section	Principle	Indicator Type
Section C	Principle 1	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 (BOD)	1	The Company has put in place a familiarization program for its Board of Directors ('BOD') which covers topics performance, updates on business and growth strategy, regulatory changes, etc. The BOD is regularly updated with the Company's policies on integrity, ethics, transparency & accountability at regular intervals.	100%
Key Managerial Personnel (KMP)	-	-	-
Employees Other than BOD and KMPs	4	Employees of the Company undergo integrated training programmes on various policies covering key sustainability topics on an annual basis <ul style="list-style-type: none"> <li>i. Code of Business Ethics and Conduct</li> <li>ii. Human Rights Policy</li> <li>iii. Anti-Bribery and Anti-Corruption Policy</li> <li>iv. Anti-Sexual Harassment Policy</li> <li>v. Corporate Information Technology Usage Policy</li> <li>vi. Cyber Security Policy</li> <li>vii. EHS Policy</li> <li>viii. Energy Policy</li> <li>ix. Legal Compliance Policy</li> <li>x. Policy on Related Party Transactions</li> <li>xi. Employee Grievance Redressal policy</li> <li>xii. Waste management</li> <li>xiii. Sustainable procurement policy</li> <li>xiv. Other HR policies</li> </ul> In addition to this, new employees undergo induction training and periodic safety trainings, behavioural trainings along with job specific trainings	89%#
Workers	1	Safety induction trainings and periodic safety trainings were provided to all workers New workers will be imparted safety training and training on safety for existing workers will be conducted on a periodic basis	100%

# Other than safety trainings.

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

Monetary					
Particulars	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding Fees	-	-	-	-	-
Non – Monetary					
Particulars	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	-	-	-	-	-
Punishment	-	-	-	-	-

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.

Not Applicable

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

Yes, the company has implemented anti-bribery and anti-corruption policy (ABAC policy) and Code of Business Conduct and Ethics and Whistle Blower policies.

The scope of ABAC policy covers employees, contractors, suppliers, service providers, customers, consultants, agents, and other third-party representatives. Guidelines of the policy covers topics such as prohibition of bribery and corruption, facilitation payments, gifts and hospitality, political contributions, charitable donations, third party relationships and conflict of interest.

Further the policy highlights responsibilities of board, personnel and compliance officer, procedure for report any suspicions or concerns of Corruption or bribery to the Compliance officer

**Weblink of policies:** <https://www.sanzymebiologics.com/esg/>

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

Particulars	FY 2025	FY 2024
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

Particulars	FY 2025		FY 2024	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of KMPs	-	-	-	-

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

Not Applicable

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

Particulars	FY25	FY24
Number of days of accounts payables	53	47

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	FY25	FY24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	2%	1%
	b. Number of trading houses where purchases are made from	20	17
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	99.18%	99.17%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	21%	25%
	b. Number of dealers / distributors to whom sales are made	306	275
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	38%	41%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.08%	0.22%
	b. Sales (Sales to related parties / Total Sales)	3.52%	1.44%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	0.24%	-

Section	Principle	Indicator Type
Section C	Principle 1	Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	Code of Business Ethics and Conduct and Human Rights Policy training provided to value chain partners supplying contract labour	1.01%

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

Code of Business Conduct and Ethics (herein referred to as 'COBE') policy is in place to avoid / manage conflict of interests. COBE provides guidance to all the employees, management and directors on how to conduct themselves in a professional manner, ensuring their actions align with company's values and legal requirements. COBE sets a standard for behaviour that is expected from everyone in the company, regardless of their position or role.

COBE applies to all employees and workers of the company (i.e. full-time, parttime, permanent, other than permanent, workers deployed through contractors). It is expected that all our value chain partners (upstream and downstream) including all the contractors, vendors, distributors and supplier to adhere to the principles of COBE.

Conflicts of Interest section of COBE highlights that employees and workers must avoid situation where personal interest could conflict with the interests of the company. It emphasizes that any potential conflicts shall be immediately disclosed to respective Manager and compliance team.

Compliance team is responsible for periodic monitoring and implementation of COBE. The implementation status of COBE and report on investigations conducted under COBE will be regularly shared with Board of Directors.

For COBE, refer <https://www.sanzymebiologics.com/esg/>

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

Section	Principle	Indicator Type
Section C	Principle 2	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.**

Particulars	FY25	FY24	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	5.58%	0.06%	<ul style="list-style-type: none"> <li>Investment in MEE plant at Gaganpahad manufacturing facility</li> <li>Investment in ETP sludge dewatering equipment, RO plant, water purification system with TOC monitoring, scrubber machine</li> </ul>

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

Yes, Sustainable Procurement policy is in place. Policy is intended to integrate environmental and social considerations into purchasing decisions, thereby reducing the ecological footprint of the company, promoting ethical practices in supply chains and supporting economy's transition towards sustainability.

The scope of the policy covers selection of suppliers, sourcing of materials and services, the lifecycle impacts of products and services procured and engagement of stakeholders in sustainable practices. It applies to all procurement activities and decisions taken within the company.

Policy highlights the responsibilities of procurement team, management, suppliers and contractors, employees, sustainability officer/department and other stakeholders in effective implementation of the same.

- B. If yes, what percentage of inputs were sourced sustainably?**

100% of critical raw materials were sourced sustainably. SOP for qualification of vendors for raw materials, packing material, external laboratories is in place. Raw material and packing material vendors are evaluated as per vendor evaluation questionnaire.

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

**(a) Plastics (including packaging)**

**(b) e-waste**

**(c) Hazardous waste and**

**(d) Other waste**

Documented procedure for handling of solid waste storage and disposal is in place in compliance to consent conditions

- (a) Plastic waste from formulations and containers and container liners of hazardous waste is disposed to authorised plastic recyclers or reprocessing units after detoxification
- (b) E-waste is disposed to authorised recyclers
- (c) Hazardous waste and other solid waste are disposed of as follows considering the type of hazardous waste in line with the consent order
- ETP Sludge – disposed to authorised Treatment, Storage and Disposal Facility (TSDF)
  - Basket Centrifuge cake and Corn Steep Liquor waste - Disposed to authorised TSDF
  - Used Lead Acid Batteries – disposed on buy back basis
- (d) Other waste includes
- ETP/STP Sludge – used as manure for in-house gardening
  - Boiler Ash – disposed to brick manufacturing industries
  - PVC Petri dishes – After detoxification sent to authorised Common Bio-Medical Waste Treatment Facility (CBMWTF)
  - Bio Medical waste – Disposed to CBMWTF

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

No, Extended Producer Responsibility guidelines are not applicable to entity's activities

Section	Principle	Indicator Type
Section C	Principle 2	Leadership Indicators

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

The entity is yet to initiate Life Cycle Assessment for its products.

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.**

Not Applicable

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).**

Not Applicable

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

Not Applicable

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

Not Applicable

<b>Principle 3</b>	<b>Businesses should respect and promote the well-being of all employees, including those in their value chains</b>
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Section	Principle	Indicator Type
Section C	Principle 3	Essential Indicators

**1A. Details of measures for well-being of employees**

Category	% of employees covered by										
	Total	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number	%	Number	%	Number	%	Number	%	Number	%
<b>Permanent Employees</b>											
Male	357	357	100%	357	100%	-	-	-	-	-	-
Female	36	36	100%	36	100%	36	100%	-	-	-	-
<b>Total</b>	<b>393</b>	<b>393</b>	<b>100%</b>	<b>393</b>	<b>100%</b>	<b>36</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent Employees</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

**1B. Details of measures for the well-being of workers**

Category	% of workers covered by										
	Total	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number	%	Number	%	Number	%	Number	%	Number	%
<b>Permanent Workers</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent Workers</b>											
Male	152	152	100%	152	100%	-	-	-	-	-	-
Female	29	29	100%	29	100%	29	100%	-	-	-	-
<b>Total</b>	<b>181</b>	<b>181</b>	<b>100%</b>	<b>181</b>	<b>100%</b>	<b>29</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

**1C. Spending on measures towards well-being of employees and (including permanent and other than permanent) in the following format**

Particulars	FY25	FY24
Cost incurred on well-being measures as a % of total revenue of the company	0.39%	0.37%

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

Benefits	FY 2025			FY 2024		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	28%	-	Y	32%	-	Y
ESI	25%	100%	Y	31%	100%	Y
Others	-	-	-	-	-	-

**3. Accessibility of workplaces**

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

Yes. Our premises/offices of the entity were accessible to differently abled employees and workers including visitors with ramps, accessible lifts and accessible toilets at corporate office of the company.

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

Yes. SOP for recruitment process is in place which is developed considering the equal opportunity policy as per Rights of Persons with Disabilities Act, 2016. Recruitment procedure promotes inclusivity and equal opportunity for all qualified candidates. The company values diversity and do not discriminate basis race, gender, age, religion, disability, or any other protected characteristic.

**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	-	-	-	-
Female	100%	100%	-	-
Total	100%	100%	-	-

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

Category	Yes/No/NA
Permanent Workers	NA
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	NA

Employee grievance redressal policy is in place. The scope of the policy covers employees, retainers and contract labour deployed through contract. Grievances include but not limited to workplace harassment, discrimination, unfair treatment, health and safety concerns, violation of company's policies and procedures and employment contracts.

Any grievance shall be in the form of a written complaint either to a dedicated mail [workforce.grievances@sanzymebiologics.com](mailto:workforce.grievances@sanzymebiologics.com) or hard copy compliant to Incharge – HR. Grievance redressal committee with cross functional team members from HR, EHS, production, engineering, quality, finance, marketing and procurement investigate all accepted grievances.

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

Category	FY 2025			FY 2024		
	Total employees / workers in respective category	No. of employees / workers in respective category, who are part of association(s) or Union	%	Total employees / workers in respective category	No. of employees / workers in respective category, who are part of association(s) or Union	%
<b>Total Permanent Employees</b>						
- Male	357	-	-	315	-	-
- Female	36	-	-	23	-	-
<b>Total Permanent Workers</b>						
- Male	-	-	-	-	-	-
- Female	-	-	-	-	-	-

## 8. Details of training given to employees and workers:

Category	FY 2025					FY 2024				
	Total@	On Health and safety measures		On Skill upgradation#		Total@	On Health and safety measures		On Skill upgradation#	
		No.	%	No.	%		No.	%	No.	%
<b>Employees</b>										
Male	406	406	100%	314	77%	349	349	100%	271	78%
Female	42	42	100%	36	86%	27	27	100%	24	89%
<b>Total</b>	<b>448</b>	<b>448</b>	<b>100%</b>	<b>350</b>	<b>78%</b>	<b>376</b>	<b>376</b>	<b>100%</b>	<b>295</b>	<b>78%</b>
<b>Workers</b>										
Male	217	217	100%	-	-	203	203	100%	-	-
Female	60	60	100%	-	-	31	31	100%	-	-
<b>Total</b>	<b>277</b>	<b>277</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>234</b>	<b>234</b>	<b>100%</b>	<b>-</b>	<b>-</b>

@Includes training provided to employees and workers who left during the FY 2025 & FY 2024

# Skill upgradation trainings were provided to employees at our manufacturing facilities are of technical nature

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

Category	FY 2025			FY 2024		
	Total	No.	%	Total	No.	%
<b>Employees</b>						
Male	406	406	100%	349	349	100%
Female	42	42	100%	27	27	100%
<b>Workers</b>						
Male	217	-	-	203	-	-
Female	60	-	-	31	-	-

## 10. Health and safety management system:

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

Yes. The Company has implemented Occupational health and Safety Management System (ISO 45001:2018) in its facilities. Our Environment, Health and Safety policy applies to all manufacturing units Manufacturing Units have implemented unit specific EHS policy which is aligned with the operations and processes of the unit and in line with Occupational Health & Safety objectives. All the Manufacturing units have Health & safety Committees that prioritizes the resolution of any grievances and implementation of any suggestions regarding health & safety. The Committee encourages the employees & workers to come forward and record their grievances and suggestions in a fear free atmosphere. The Company has robust fire safety and detection system to address fire risks and in case of any fire incident, the same shall be notified immediately through SMS to the concerned supervisors. All the units are equipped with fire hydrants, sprinkler systems and centralized fire alarm and public addressing systems.

Our Health and safety management system comprises of the following -

**i. Written Instructions and safe work procedures:**

In all our manufacturing units, EHS policy and procedures have been placed in designated areas in both local language and in English for providing clear safety instructions to the employees.

**ii. Trainings**

Employees on all levels receive appropriate safety trainings and necessary refresher trainings. Some of the trainings conducted are:

- Chemical safety, handling and spillage response training
- Safety management training along with mock drill
- Fire alarm & emergency response training
- Incident and Accident reporting training
- Personal Protective equipment training
- Environmental awareness training
- Occupational health training
- Disaster Management and Business Continuity Plan training
- Other training programs specific to unit's operational requirements

**iii. Identifying hazards and managing risk**

**iv. Health and safety committee meetings**

**v. Emergency preparedness drills-** the Company has site- specific emergency response plan policy that outlines the responsibilities of ERT members in case of fires, chemical spills, power outages

**vi. Inspection of premises, equipment, workplaces & work practices**

**vii. Comprehensive maintenance contracts for all emergency systems like fire protection system.**

<b>b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?</b>	<p>The Company employs a robust, multi-tiered approach to hazard identification and risk assessment as part of its Occupational Health and Safety Management System (OHSMS). For routine operations, hazards are identified through Job Safety Analysis (JSA), Hazard Identification and Risk Assessment (HIRA), internal safety inspections, and incident investigations. Dedicated Safety Officers use standardized checklists and site-specific tools to monitor compliance and identify unsafe practices.</p> <p>For non-routine activities including equipment installation, maintenance shutdowns, or process changes, the Company uses a structured Work Permit System backed by detailed pre-job safety assessments. These controls are reinforced through periodic HAZOP studies and mock drills to test emergency preparedness.</p> <p>This comprehensive and location-specific framework ensures early risk detection and mitigation across both routine and exceptional scenarios.</p>
<b>c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)</b>	<p>Yes. Registers were being maintained to log the comments or views of employees and workers including visitors for reporting of work-related hazards. EHS team reviews the register periodically and if comments were logged the same will be addressed with appropriate action. Occupational health and safety issues are communicated to employees through letters, group meetings and notice board by EHS team</p>
<b>d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)</b>	<p>Yes. Employees have access to non-occupational medical and healthcare services via medical insurance</p>

#### 11. Details of safety related incidents:

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

No incidents or injuries or fatalities reported during FY24 and FY25

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

The Company has implemented a comprehensive Occupational Health and Safety Management System (OHSMS) across all its operational units to ensure a safe and healthy working environment for all employees and workers. This system is designed not only to meet statutory requirements but also to foster a proactive culture of safety and well-being throughout the organization. The OHSMS is guided by a dedicated Safety Committee at each site, comprising representatives from departments such as Production, Maintenance, R&D, and Stores, along with elected worker representatives. These committees conduct periodic reviews to monitor safety performance, evaluate incident trends, and identify opportunities for continuous improvement.

The Company undertakes structured hazard identification and risk assessment exercises across routine and non-routine activities. Tools such as Job Safety Analysis (JSA), Hazard Identification and Risk Assessment (HIRA), and site-specific HAZOP studies are regularly used, supported by well-defined Standard Operating Procedures (SOPs) to each facility. To ensure control over high-risk or non-routine tasks, a robust Work Permit System is followed, and all procedures are aligned with documented SOPs that govern risk mitigation at the operational level.

Reporting mechanisms are established to enable employees and workers to promptly report any unsafe condition or work-related hazard without fear of retaliation. This process is documented through SOPs for incident reporting, which are actively followed across both manufacturing facilities. In line with the Company's commitment to welfare beyond occupational safety, employees and workers are provided access to non-occupational medical and healthcare services. These include routine medical check-ups, consultations, and, in accordance with internal SOPs.

The Company emphasizes continuous education and awareness on health and safety. Regular training sessions are conducted to cover operational risks such as machine safety, chemical handling, and emergency response. These are further reinforced through periodic emergency mock drills and internal audits, which ensure preparedness and adherence to protocols.

By integrating safety into every aspect of operations and maintaining strong governance over incident response, risk control, training, and health support systems, the Company ensures that the workplace remains safe, compliant, and conducive to employee well-being. This structured and participatory approach reflects the Company's ongoing commitment to safeguarding its people and sustaining a culture of health and safety across all levels of the organization.

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

Particulars	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	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

**14. Assessments for the year:**

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of all manufacturing facilities and offices were assessed by entity on health and safety practices. Further 100% of all manufacturing facilities were audited by third party for safety practices
Working Conditions	100% of all manufacturing facilities and offices were assessed by entity on working conditions.

**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.**

No significant risks/concerns arising from assessments of health and safety practices and working conditions

Section	Principle	Indicator Type
Section C	Principle 3	Leadership Indicators

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

Yes, it extends to both employees and workers.

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

The Company ensures that value chain partners adhere to applicable statutory requirements by mandating compliance as part of its engagement terms. The Company collects necessary proofs from contractors for payments such as PF and ESIC for contractual workers. Clear expectations are set with value chain partners to comply with labour laws, human rights, and other relevant regulations. These obligations are periodically verified through internal checks and statutory audits. The Company also expects its partners to uphold high standards of transparency and accountability, reinforcing its commitment to responsible business practices across the value chain.

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

Particulars	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	-	-	-	-
Workers	-	-	-	-

No employee or worker have suffered high consequence work-related injury/ill- health/ fatalities during FY25 and FY24.

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

No

**5. Details on assessment of value chain partners:**

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
<b>Health and safety practices</b>	1.01% of value chain partners covering labour contractors were assessed
<b>Working Conditions</b>	1.01% of value chain partners covering labour contractors were assessed

**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.**

No significant risks/concerns arising from assessment of health and safety practices and working conditions of value chain partners

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

Section	Principle	Indicator Type
Section C	Principle 4	Essential Indicators

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

Our company has a process for identifying key stakeholder groups that is based on the following steps:

- a. We define the Company's business and its operations. This helps us to identify the groups of people who are most directly affected by the Company's activities.
- b. We identify the groups of people who have a vested interest in the Company's success. These groups of people are likely to be the most important stakeholders, as they have the potential to impact the Company's performance.
- c. We assess the influence and impact of each stakeholder group. This helps us to prioritise our stakeholder engagement efforts.
- d. We develop a stakeholder engagement strategy. This strategy helps us to build relationships with our stakeholders and to ensure that we are meeting their needs.

We have identified the following key stakeholder groups:

**Employees and workers:** Employees and workers are the lifeblood of our company, and they play a critical role in our success. Employees are also the most directly affected by the Company's activities, so they are likely to be one of the most important stakeholder groups.

**Customers:** Customers are the people who buy our products or services. Customers are also the ones who are most affected by the quality of our products or services. Therefore, customers are another important stakeholder group that we need to consider.

**Suppliers:** Suppliers provide us with the raw materials and other inputs that we need to produce our products or services. Suppliers are also affected by the Company's activities, as they may be impacted by the Company's demand for their products or services.

**Communities:** The communities in which we operate are also important stakeholders. These communities are affected by the Company's activities, as they may be impacted by the Company's pollution or its impact on the local economy.

**Government and regulatory bodies:** Government and regulatory bodies are also important stakeholders, as they have the power to regulate the Company's activities. We need to work with government and regulatory bodies to ensure that we are complying with the law.

We believe that these stakeholder groups are the most important to our company's success. We will continue to engage with these groups to build strong relationships and to ensure that we are meeting their needs.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually/Half yearly/Quarterly /others)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and workers	No	1.E-Mail 2.Notice Board	Need basis	1. Fair wages and Rewards 2. Work life Balance 3. Training &Skill development 4. Career Growth 5. Occupational Health and Safety 6. Job Security 7. Transparent Communication
Customers	No	1. Customer feedback 2. Customer satisfaction survey 3. Phone calls, emails and Meetings 4. Exhibitions, Events 5. Customer visits & audits 6. Websites	Need basis	1. Timely Delivery 2. Quality 3. Pricing 4. Post-sales Support 5. Product related certifications 6. EHS Management Systems
Suppliers	No	1.Email 2.Supplier Meetings 3.Supplier Website 4. Supplier assessment 5.MoU Agreements 6.Performance review	Need basis	1.Sustainable and responsible procurement 2.Discuss supply chain issues 3. Product Quality 4.Cost 5.Timely delivery 6.On time payment 7.Ethical behaviour 8.Upcoming technologies or equipment Health & Safety
Communities	Yes	1. Community Meetings 2.In-person Engagement 3. Site visit 4.CSR Project specific meetings	Need basis	Community members raise needs related to ongoing support, project effectiveness and participation in social development programs designed to address local challenges.
Government and Regulatory bodies	No	1.Meetings 2.Conferences 3.Facility visits 4.Official Communications 5. Statutory Publications	Need basis	Permits and mandatory submission

Section	Principle	Indicator Type
Section C	Principle 4	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.

Respective business / functional heads engage with the stakeholders on various ESG topics and the relevant feedback from such consultation is provided to the Board, wherever applicable.

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. We have framed our ESG agenda through materiality assessment process which are based on stakeholder consultations. Material topics were shortlisted and prioritised based on their impact on our stakeholders and our business. For details regarding the materiality assessment kindly refer to point number 26 of Section A of this report.

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

The Company actively engages with vulnerable and marginalized stakeholder groups to understand and address their concerns through focused interventions. Recognizing their unique challenges, the Company has undertaken several initiatives under its CSR programs. These include programmes related to plantation and prevention of environment pollution and programmes to support Ex-Servicemen and War widows.

Principle 5	Businesses should respect and promote human rights
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Section	Principle	Indicator Type
Section C	Principle 5	Essential Indicators

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

Category	FY 2025			FY 2024		
	Total	No. of employees/workers covered	%	Total	No. of employees/workers covered	%
<b>Employees</b>						
Permanent	448	448	100%	376	376	100%
Other than permanent	-	-	-	-	-	-
<b>Total Employees</b>	<b>448</b>	<b>448</b>	<b>100%</b>	<b>376</b>	<b>376</b>	<b>100%</b>
<b>Workers</b>						
Permanent	-	-	-	-	-	-
Other than permanent	277	277	100%	234	234	100%
<b>Total Workers</b>	<b>277</b>	<b>277</b>	<b>100%</b>	<b>234</b>	<b>234</b>	<b>100%</b>

2. Details of minimum wages paid to employees and workers

Category	FY 2025					FY 2024				
	Total	Equal to Minimum wage No.	%	More than minimum wage No.	%	Total	Equal to Minimum wage No.	%	More than minimum wage No.	%
<b>Employees</b>										
<b>Permanent</b>										
Male	357	-	-	357	100%	315	-	-	315	100%
Female	36	-	-	36	100%	23	-	-	23	100%
<b>Other than permanent</b>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Other than permanent</b>										
Male	152	152	100%	-	-	130	130	100%	-	-
Female	29	29	100%	-	-	23	23	100%	-	-

3A Details of remuneration/salary/wages

Category	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BOD)	2	2,10,33,600	-	-
Key Managerial Personnel	-	-	-	-
Employees other than BOD and KMP #	403	3,17,385	42	2,82,066
Workers#	152	1,93,448	29	1,47,950

# Includes count of all those employees and workers who were paid remuneration during the period

**Note:**

- Increase in median remuneration of female and male employees other than BOD and KMP by 17% and 3% in FY25 when compared to FY24
- Increase in the median remuneration of female and male workers by 6% and 1% in FY25 when compared to FY24

**3B Gross wages paid to females as % of total wages paid by the entity, in the following format:**

	FY25	FY24
Gross wages paid to females as % of total wages	6%	5%

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

Yes. As per Human Rights Policy, Human Resource department is responsible for conducting regular human rights impact assessment and and transparent reporting on human rights issues and progress to Board of Directors, if any on half yearly basis

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

HR department is responsible for implementing grievance mechanisms for reporting human rights violations. For any suspected human rights violations, matter can be addressed to [humanrights@sanzymebiologics.com](mailto:humanrights@sanzymebiologics.com)

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

Particulars	FY 2025			FY 2024		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

Particulars	FY25	FY24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
Complaints on POSH as a % of female employees / workers	-	-
Complaints on POSH upheld	-	-

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

The Company has established robust mechanisms to ensure that no adverse consequences befall any individual who raises concerns related to discrimination or harassment. Through its Whistle Blower Policy and Anti- Sexual Harassment Policy, it provides a safe and confidential platform for employees and stakeholders to report unethical behaviour, including any form of harassment or discrimination. The policy explicitly prohibits retaliation against complainants, including intimidation, demotion, suspension, denial of promotion, or any form of harassment, whether direct or indirect.

Any violation of this non-retaliation principle is treated as a serious disciplinary offence, with appropriate action taken against those found responsible. Additionally, the identity of the complainant is protected and is disclosed only on a strict need-to-know basis during the investigation process. The Company also safeguards those who support or participate in the investigation process. By creating this protective environment and ensuring clear accountability through its internal committees, the Company fosters a workplace culture grounded in trust, fairness, and respect.

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

No. We are in the process of including standard terms and conditions with respect to human rights requirements as part of our upcoming new business agreements or renewal of existing business agreements and contracts. Human rights policy applies to all our value chain partners and they are expected to comply with the requirements mentioned in the policy.

**10. Assessment for the year**

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

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

Not Applicable

Section	Principle	Indicator Type
Section C	Principle 5	Leadership Indicators

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

No human rights grievances or complaints were received during the reporting period. Accordingly, there were no modifications or new business processes introduced on account of such matters. The Company continues to monitor and strengthen its existing systems to uphold human rights across its operations.

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

During FY25, no human rights due diligence by independent external party was conducted and the same is planned in the upcoming years. However, review of human rights compliance by independent personnel was conducted as part of internal audit in both of our manufacturing facilities. These audits ensure that our operations adhere to human rights standards and practices, safeguarding the rights and well-being of all employees and workers.

Further, we evaluated human rights risks associated with our Karkapatla manufacturing facility (SA8000 certified) using SA8000 standard and other internal protocols

**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?**

Yes. Our premises/offices of the entity were accessible to differently abled visitors with ramps, accessible lifts and accessible toilets at corporate office of the company.

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

Category	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	1.01% of value chain partners covering labour contractors were assessed
Discrimination at workplace	1.01% of value chain partners covering labour contractors were assessed
Child Labour	1.01% of value chain partners covering labour contractors were assessed
Forced Labour/Involuntary Labour	1.01% of value chain partners covering labour contractors were assessed
Wages	1.01% of value chain partners covering labour contractors were assessed

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

No significant risks/concerns identified arising from assessment of value chain partners

## Principle 6

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

Section	Principle	Indicator Type
Section C	Principle 6	Essential Indicators

## 1. Details of total energy consumption (in Joules or multiples) and energy intensity

Particulars	FY 2025	FY 2024
<b>From renewable sources (in GJ)</b>		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	96,004	86,489
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>96,004</b>	<b>86,489</b>
<b>From non-renewable sources (in GJ)</b>		
Total electricity consumption (D)	44,772	35,224
Total fuel consumption (E)	3,776	4,984
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>48,548</b>	<b>40,207</b>
<b>Total energy consumption</b>	<b>1,44,552</b>	<b>1,26,696</b>
<b>Energy intensity per rupee of turnover (Total energy consumption/turnover in INR Mn)</b>	<b>62.74</b>	<b>64.21</b>
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)<sup>1</sup> (Total energy consumed/Revenue from operations adjusted for PPP (GJ/Revenue Mn) adjusted to PPP)</b>	<b>1,296.31</b>	<b>1,438.22</b>
<b>Energy intensity in terms of physical output (GJ/ Production in MT)</b>	<b>19.06</b>	<b>22.60</b>

<sup>1</sup> PPP – IMF conversion factors for FY2025 – 20.66 and FY2024 – 22.4 (Source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>)

**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 - No

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

Not Applicable

## 3. Provide details of the following disclosures related to water

Parameter	FY 2025	FY 2024
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Ground water	84,025	79,915
(iii) Third party water	4,380	8,690
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>88,405</b>	<b>88,605</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>88,405</b>	<b>88,605</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover INR Mn)</b>	<b>39.09</b>	<b>44.90</b>
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)<sup>1</sup> (Total water consumption in kilolitres / Revenue from operations adjusted for PPP in INR Million)</b>	<b>807.67</b>	<b>1,005.82</b>
<b>Water intensity in terms of physical output (Total water consumption in KL/Production in MT)</b>	<b>11.88</b>	<b>15.80</b>

**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 - No

## 4 Provide the following details related to water discharged:

Parameter	FY 2025	FY 2024
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	-	-
- With treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment	-	-
(iv) Sent to third parties		
- No treatment	-	-
- With treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment	-	-

At Karkapatla manufacturing facility, effluents are segregated to Stream I and Stream II. After treatment in ETP, stream I and stream II effluents are routed through RO-I, II, III and IV respectively. RO permeate is recycled back into utilities. RO's reject of Stream I and Stream II are sent to Multi Effect Evaporator (MEE). MEE condensate is also utilised for utilities.

At Gaganpahad manufacturing facility, after treatment in ETP, the treated water is reused in cooling tower makeup, scrubber and balance RO rejects is used for restroom operation. Wastewater from domestic usage is treated in STP and treated water is used for gardening with premises. Hence, there is no water discharge from both manufacturing facilities.

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

The company has implemented Zero Liquid Discharge (ZLD) system at both of its manufacturing facilities and the system is fully operational at Karkapatla manufacturing facility. Wastewater generated from operations is treated and reused for various activities, including utility operations and gardening, effectively reducing freshwater footprint.

## 6 Provide details of air emissions (other than GHG emissions) by the entity

Parameter	Units	FY 2025	FY 2024
NO <sub>x</sub>	Metric Tonnes	28.10	26.94
SO <sub>x</sub>	Metric Tonnes	28.09	26.08
Particulate matter (PM)	Metric Tonnes	11.81	10.98
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-

**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 - No

## 7 Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) &amp; its intensity

Parameter	Unit	FY 2025	FY 2024
<b>Total Scope 1 emissions (Break-up of the GHG into CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, if available)</b>	Metric tonnes of CO <sub>2</sub> equivalent	470.21	546.78
<b>Total Scope 2 emissions (Break-up of the GHG into CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, if available)</b>	Metric tonnes of CO <sub>2</sub> equivalent	9,041.47	7,113.25
<b>Total scope 1 and scope 2 emissions</b>	Metric tonnes of CO <sub>2</sub> equivalent	9,511.67	7,660.04
<b>Total Scope 1 and Scope 2 emissions per Mn rupee of turnover</b>	MT/INR Mn	4.13	3.88
<b>Total Scope 1 and Scope 2 emission intensity per INR Mn of turnover adjusted for Purchasing Power Parity (PPP)<sup>1</sup></b>	MT/Mn Revenue adjusted to PPP	85.30	86.95
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	MT/Production in MT	139.85	120.35

<sup>1</sup> PPP – IMF conversion factors for FY2025 – 20.66 and FY2024 – 22.4 (Source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>)

**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 - No

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

Yes. The company has signed an MOU in January 2025 for setting up of 0.6 MW solar power project to reduce our greenhouse emissions and accelerate our green transition.

**9 Provide details related to waste management by the entity**

Parameter	FY 2025	FY 2024
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	6.31	8.41
E-waste (B)	0.19	0.24
Bio-medical waste (C)	3.99	2.53
Construction and demolition waste (D)	-	-
Battery waste (E)#	29	-
Radioactive waste (F)	-	-
<b>Other Hazardous waste (G)</b>		
(i) Other Hazardous Waste (Corn Steep Liquor waste & Basket Centrifuge Cake)	62.97	62.21
(ii) Waste Oil@	50	430
(iii) ETP Sludge (Sent to TSDF in line with consent)	4.00	3.63
<b>Other Non-hazardous waste generated (H)</b>		
(i) Boiler Ash	415.50	373.83
(ii) ETP/STP Sludge (Used as manure for inhouse gardening in line with consent)	21.07	23.74
<b>Total (A+B + C + D + E + F + G+ H)<sup>§</sup></b>	<b>514.02</b>	<b>474.58</b>
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations INR Mn)	<b>0.22</b>	<b>0.24</b>
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP <sup>1</sup> )	<b>4.61</b>	<b>5.39</b>
Waste intensity in terms of physical output (Total waste generated in MT/Production in MT)	<b>7.56</b>	<b>7.46</b>
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
<b>Category of waste</b>		
(i) Recycled		
Waste Oil@	50	430
Plastic Waste	6.31	8.41
E-Waste	0.19	0.24
Battery Waste#	29	-
(ii) Re-used		
(iii) Other recovery operations		
Boiler Ash (Used by brick manufacturers as input material)	415.50	373.83
ETP/STP Sludge (Used as manure for in-house gardening)	21.07	23.74
<b>Total<sup>§</sup></b>		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
<b>Category of waste</b>		
(i) Incineration	3.99	2.53
(ii) Landfilling	66.96	65.84
(iii) Other disposal operations	-	-
<b>Total</b>	<b>70.95</b>	<b>68.36</b>

@ Waste Oil is provided in Litres

# Battery waste is provided in count of numbers

<sup>§</sup> Total waste quantity is provided excluding waste oil and battery waste as the same are being tracked in different unit of measure

<sup>1</sup> PPP – IMF conversion factors for FY2025 – 20.66 and FY2024 – 22.4 (Source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>)

**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 - No

**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.**

The Company follows a structured approach to waste management, guided by the principles of waste reduction and recycling. Waste segregation is strictly implemented at the source, enabling effective recycling through authorized waste management vendors.

Hazardous waste is handled and disposed of in full compliance with applicable regulatory requirements, including the Hazardous Waste Management Rules. These measures ensure the safe handling of hazardous materials, prevent environmental contamination, and protect public health.

The company uses materials which are not generally of hazardous and toxic nature in its products and manufacturing processes. Further, Effluent Treatment Plant (ETP) and ZLD plant has been installed at the facility to treat wastewater and utilise the same in line with consent conditions.

Further, Company continuously evaluates alternative materials and processes that are more environmentally friendly, aiming to reduce dependence on hazardous substances. Strict controls and operational guidelines are in place to ensure the safe handling, storage, and disposal of all chemicals used in operations.

All waste generated at the Company's facilities is managed in accordance with the applicable waste management rules and regulations to ensure its safe handling and disposal.

**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**

No, the entity doesn't have operations/offices in/around ecologically sensitive areas

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

Not Applicable

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

Yes, the entity is compliant with the applicable environmental law/ regulations/ guidelines in India

Section	Principle	Indicator Type
Section C	Principle 6	Leadership Indicators

**1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):**  
**For each facility / plant located in areas of water stress, provide the following information:**

- (i) **Name of the area** - Not Applicable
- (ii) **Nature of operations** – Not Applicable
- (iii) **Water withdrawal, consumption and discharge**

Parameter	FY 2025	FY 2024
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
<b>Water intensity per rupee of turnover (Water consumed / INR Mn turnover)</b>	-	-
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment	-	-
(v) Others *	-	-
- No treatment	-	-
- With treatment	-	-
<b>Total water discharged (in kilolitres)</b>	-	-

**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 - No

**2. Details of total Scope 3 emissions & its intensity**

Company is in the process of initiating scope 3 emissions for certain categories with effect from FY26

**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 - No

**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.**

Not Applicable

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

While entity has adopted several initiatives or technology or solutions to reduce impact due to emissions by use of renewable source of energy i.e., briquettes for boilers and no effluent discharge through implementation of Zero liquid discharge plant for manufacturing units in earlier years, below were the specific initiatives undertaken in FY25

Sl.No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)
1	Renewable energy adoption	MOU was entered for setting up of 0.6 MW Solar project in Jan 2025. The same is expected to be operational in FY25
2	Reduction in effluent discharge	Installation of screw press system for sludge dewatering, thereby reducing the Corn Steep Liquor waste disposal by 50% to authorised TSDF

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

Yes. We have established a business continuity and emergency response plan to ensure operational resilience across our facilities. This includes a well-defined SOP that identifies critical processes, assesses potential risks, and outlines contingency measures to minimize disruptions. Roles and responsibilities are clearly assigned across all levels to ensure swift and coordinated action. The SOP is reviewed on periodic basis or as needed to remain aligned with evolving risks. Additionally, each facility maintains tailored emergency response plans, supported by regular training and statutory mock drills to ensure preparedness and compliance.

**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 impact to the environment, arising from the value chain of the entity

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

0%

**8. How many Green Credits have been generated or procured: (FY25)**

a. By the entity - Nil

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

**Principle 7**

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

Section	Principle	Indicator Type
Section C	Principle 7	Essential Indicators

1. **A. Number of affiliations with trade and industry chambers/ associations. – 2**  
**B. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

Sl. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations
1	Pharmaexcil	National
2	FTCCI	State

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

Not Applicable

Section	Principle	Indicator Type
Section C	Principle 7	Leadership Indicators

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

The company through trade and industry associations makes representation to the government/regulators on various aspects considering public interest at large

**Principle 8****Businesses should promote inclusive growth and equitable development**

Section	Principle	Indicator Type
Section C	Principle 8	Essential Indicators

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

Social Impact Assessments were not applicable to projects undertaken by the entity during FY25

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

No projects were undertaken during FY25 which requires Rehabilitation and Resettlement (R&R)

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

The Company interacts with local community on a regular basis through formal and informal communication channels.

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

Particulars	FY 2025	FY 2024
Directly sourced from MSMEs/ small producers	30%	18%
Sourced directly from within the district and neighbouring districts	62%	50%

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

Location	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
Rural	58%	55%
Semi-Rural	-	-
Urban	-	-
Metropolitan	42%	45%

(Place to be categorized as per RBI Classification System - rural / semi urban / urban / metropolitan)

Section	Principle	Indicator Type
Section C	Principle 8	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):**

Not Applicable

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

No, the entity has not undertaken any CSR projects in designated aspirational districts

3. **A. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)**

No. The company doesn't have a preferential procurement policy to purchase from suppliers comprising marginalized/vulnerable groups. Selection of supplier is driven by vendor qualification process for critical material procurement.

- B. From which marginalized /vulnerable groups do you procure?**

Not Applicable

- C. What percentage of total procurement (by value) does it constitute?**

0%

**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:**

The Company does not derive any benefits from intellectual properties owned or acquired based on traditional knowledge.

**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.**

Not Applicable

**6. Details of beneficiaries of CSR Projects:**

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Water conservation projects through Tarun Bharat Sangh – INR 40 Lakhs	725	100%
2	Support to Ex-Servicemen/ War widows through Armed Forces Flag Day Fund - INR 24 Lakhs	#	#
3	Plantation drive through Akashiganga Foundation – INR 20 Lakhs	#	#

# Currently, the company is in the process of initiating structured mechanism to identify number of persons benefitted from all CSR projects

## Principle 9

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

Section	Principle	Indicator Type
Section C	Principle 9	Essential Indicators

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

The company has a documented procedure in place to address customer complaints. Any complaints raised related to the product, contact **Phone No.** +91-40-48589999; **Email:** probioticexports@sanzymebiologics.com ; **Fax:**+91-40-48589913. Complaint is investigated by Quality team in line with the procedure. Post investigation, customer feedback is obtained within 4 weeks to understand satisfaction level of customers and to align with customers on areas with scope for improvement.

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

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

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

Particulars	FY 2025		Remarks	FY 2024		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

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

Particulars	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

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

Yes. The company has established a comprehensive framework for managing and protecting the organization's IT infrastructure and information assets from cyber security threats and vulnerabilities.

**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.**

Not Applicable

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

- Number of instances of data breaches – Nil
- Percentage of data breaches involving personally identifiable information of customers – 0%
- Impact, if any, of the data breaches – Not Applicable

Section	Principle	Indicator Type
Section C	Principle 9	Leadership Indicators

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

<https://www.sanzymebiologics.com/food-supplements/>  
<https://www.sanzymebiologics.com/pharmaceuticals/>  
<https://www.sanzymebiologics.com/pet-food/>  
<https://www.sanzymebiologics.com/probiotic-for-aquaculture/>  
<https://www.sanzymebiologics.com/poultry/>  
<https://www.sanzymebiologics.com/environment-and-agriculture/>  
<https://www.sanzymebiologics.com/services/>

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

**Formulations:** All our formulation products carry information about safe and responsible usage of products through product labels and package inserts. This includes comprehensive information on conditions for storage and use, dosage instructions, and potential side effects. Additionally, based on the legal requirements and guidelines in the countries of our operations, we also include instructions on safe disposal of products.

**Bulk:** Material Safety Data Sheet (MSDS) provides crucial safety and handling information for every product. The key aspects include identification of the substance/ mixture, hazards identification, composition/ information on ingredients, first-aid measures, firefighting measures, accidental release measures, handling and storage, exposure controls/ personal protection, physical & chemical properties, stability & reactivity, toxicological information, ecological information, disposal considerations, transport information, regulatory information and other information.

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

We have procedures in place which triggers the communication to customers in case of any risk of disruption/ discontinuation of essential services.

The Company engages with its customers on a frequent basis to update them on business continuity and product supply. In case of any potential disruption of supplies the customers and relevant stakeholders are informed well in advance to ensure seamless operation. The communication with customers is conducted via emails in case of any disruptions or shutdown and further mitigation actions are conveyed.

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

No