

GUFIC BIOSCIENCES LIMITED

BUSINESS RESPONSIBILITY REPORT

Our Business Responsibility Report (BRR) is aligned with National Voluntary Guidelines (NVGs) on Social, Environmental and Economic Responsibilities of Business, issued by Ministry of Corporate Affairs, and is in accordance with clause (f) of sub regulation (2) of regulation 34 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

SECTION A: GENERAL INFORMATION ABOUT THE COMPANY

1.	Corporate Identity Number (CIN) of the Company	L24100MH1984PLC033519
2.	Name of the Company	Gufic Biosciences Limited
3.	Registered Address	Shop – 37, First Floor, Kamala Bhavan II, S Nityanand Road, Andheri (East), Mumbai 400 069
4.	Website	www.gufic.com
5.	E-mail	mgr_legal@guficbio.com
6.	Financial Year Reported	April 01, 2019- March 31, 2020
7.	Sector(s) that the Company is engaged in (industrial activity code-wise)	Manufacture of Pharmaceutical Formulation Products (Industrial Activity Code – 210*) *As per National Industrial Classification (NIC) 2008.
8.	List three key products/services that the Company manufactures/ provides (as in balance sheet)	1. Boswella Serrata 2. Colistimethate 3. Vancomycin
9.	Total no. of locations where business activity is undertaken by the Company: (a) Number of International Locations: (b) Number of National Locations:	i) Registered Office at Andheri (East) ii) Corporate Office at Vile Parle (East) iii) Manufacturing facility at a. Navsari, Gujarat b. Baroda, Gujarat c. Belgaum, Karnataka iv) 21 C & F agents and 2 central warehouses at various locations throughout the country
10.	Markets served by the Company- Local/State/National/International	In addition to serving the Indian market, the Company exports to more than 20 countries worldwide.

SECTION B: FINANCIAL DETAILS OF THE COMPANY

1.	Paid up Capital (INR in Lakhs):	778.30
2.	Total Turn Over (INR in Lakhs):	35775.13
3.	Total profit after taxes (INR in Lakhs):	2285.67
4.	Total Spending on Corporate Social Responsibility (CSR) as percentage of profit after tax (%)	The total CSR spend for the financial year 2019-20 is Rs. 56.15 lakhs which is more than 2% of the average net profit of the Company for the last three years calculated in accordance with the provisions of Section 198 of the Companies Act, 2013
5.	List of activities in which expenditure in 4 above has been incurred	Gufic Biosciences Limited has focussed its CSR initiatives in the field of Promoting education, healthcare and social welfare. Please refer the Annual Report on Corporate Social Responsibility which forms part of this Annual Reports for details.

SECTION C: OTHER DETAILS

1.	Does the Company has any Subsidiary Company/ Companies	The Company does not have any subsidiary company.
2.	Do the Subsidiary Company/ Companies participate in the BR Initiatives of the parent company? If yes, then indicate the number of such subsidiary company(s)	Not Applicable
3.	Do any other entity/entities (e.g. suppliers, distributors etc.) that the Company does business with, participate in the BR initiatives of the Company? If yes, then indicate the percentage of such entity/entities? [Less than 30%, 30%-60%, More than 60%]	No

SECTION D: BR INFORMATION

I. Details of Director/Directors responsible for BR

(a) Details of the Director/Director responsible for implementation of the BR policy/policies

DIN	Name of Director	Designation
00001731	Mr. Pranav Jayesh Choksi	CEO and Whole-time Director

(b) Details of the BR head

Sr. No.	Particulars	Details
1	DIN Number (If applicable)	NA
2	Name	Mr. Y. Nagesh
3	Designation	Chief Operating Officer
4	Telephone no.	022 – 67261000
5	E-mail id	nageshy@guficbio.com

PRINCIPLE-WISE (AS PER NVGS) BR POLICY/POLICIES

(a) Details of Compliance (Reply in Y/N)

Sr.No.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	Do you have a policy/policies for	Y	Y	Y	Y	Y	Y	Y	Y	Y
2	Has the policy been formulated in consultation with the relevant stakeholders?	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Does the policy conform to any national/ international standards? If yes, specify? (50 words)	The policy is broadly based on principles of National Voluntary Guidelines on Social, Environmental and Economical Responsibilities of Business as issued by Ministry of Corporate Affairs, Government of India, in July 2011.								
4	Has the policy being approved by the Board? If yes, has it been signed by the MD/owner/ CEO/appropriate Board Director?	The policy have been approved by the Board and have been signed by Mr. Pranav Choksi, CEO & Director of the Company.								
5	Does the Company have a specified committee of the Board/ Director/ Official to oversee the implementation of the policy?	The Board has appointed Mr.Y. Nagesh, COO to oversee the policy implementation.								
6	Indicate the link for the policy to be viewed online?	http://gufic.com/media/investors/company-policy/								
7	Has the policy been formally communicated to all relevant internal and external stakeholders?	The policy has been communicated to employees through the Intranet. The external stakeholders will be communicated in due course.								
8	Does the Company have in-house structure to implement the policy/policies?	Y	Y	Y	Y	Y	Y	Y	Y	Y
9	Does the Company has a grievance redressal mechanism related to the policy/policies to address stakeholders' grievances related to the policy/policies?	Y	Y	Y	Y	Y	Y	Y	Y	Y
10	Has the Company carried out independent audit/evaluation of the working of this policy by internal or external agency?	The same would be done in due course of time								

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2 (b) if answer to the question at serial number 1 against any principle is 'No' , Please explain why:

Sr. No.	Questions	PI	P2	P3	P4	P5	P6	P7	P8	P9
1	The Company has not understood the principles	-	-	-	-	-	-	-	-	-
2	The Company is not at a stage where it finds it self in a position to formulate and implement the policies on specified principles	-	-	-	-	-	-	-	-	-
3	The Company does not have financial or manpower resources available for the task	-	-	-	-	-	-	-	-	-
4	It is planned to be done within next 6 months	-	-	-	-	-	-	-	-	-
5	It is planned to be done within the next 1 year	-	-	-	-	-	-	-	-	-
6	Any other reason (Please specify)	-	-	-	-	-	-	-	-	-

3. Governance related to BR

- (a) Indicate the frequency with which the Board of Directors, Committee of the Board or CEO to assess the BR performance of the Company. Within 3 months, 3-6 months, Annually, More than 1 year

This report is the Company's first Business Responsibility Report and it intends to review the progress of business responsibility performance on an annual basis.

- (b) Does the Company publish a BR or a Sustainability Report? What is the hyperlink for viewing this report? How frequently it is published?

Yes, the business responsibility report is a part of the Annual Report, which is also available at the website of the Company at <http://gufic.com/media/investors/company-policy/>

The Company does not publish its Sustainability Report.

SECTION E: PRINCIPLE-WISE PERFORMANCE

Principle 1: Business should conduct and govern themselves with Ethics, Transparency and Accountability	
1. Does the policy relating to ethics, bribery and corruption cover only the company? Yes/ No. Does it extend to the Group/Joint Ventures/ Suppliers/ Contractors/NGOs /Others?	Yes, Company has put in place code of conduct for Directors and Senior Management personnel, employees and Directors. Company has also put in place, Whistleblower Policy in order to enable employees and others to bring to the notice of Board & management, any wrongdoing or unethical practices observed in the Company. Further, it extends to the Suppliers & Contractors of the Company & the Anti-Bribery clause is a part of the Agreement executed with them.
2. How many stakeholder complaints have been received in the past financial year and what percentage was satisfactorily resolved by the management? If so, provide details thereof, in about 50 words or so.	No Complaints have been received from any stakeholder during FY 2019 - 20

Principle 2: Business should provide goods and services that are safe and contribute to sustainability throughout their life cycle

1. List up to 3 of your products or services whose design has incorporated social or environmental concerns, risks and/or opportunities.	1. Pantaprazole 2. Veccuronium 3. Omeprazole
2. For each such product, provide the following details in respect of resource use (energy, water, raw material etc.) per unit of product(optional): a. Reduction during sourcing/production/ distribution achieved since the previous year	a. Company manufactures and distributes wide range of branded and generic formulations at its world-class manufacturing

	throughout the value chain? b. Reduction during usage by consumers (energy, water) has been achieved since the previous year?	facilities. There are no specific standards to ascertain reduction achieved at product level, as consumption per unit depends on the product mix. b. Company has taken several effective measures to reduce the overall consumption of energy and water.
3.	Does the Company have procedures in place for sustainable sourcing (including transportation)? a. If yes, what percentage of your inputs was sourced sustainably? Also, provide details thereof, in about 50 words or so.	Company places thrust on sustainability, be it in doing business or procuring inputs. As such, all the inputs are sourced sustainably in accordance with Company's business plan. Company has well-defined and documented standard operating procedures for vendor approval. Materials are procured from approved vendors both local and international. Vendor audit are conducted by the Quality Assurance Team periodically. The Company has longstanding business relations with regular vendors. Annual freight contracts are entered into with leading transporters for smooth and timely movement of materials.
4.	Has the company taken any steps to procure goods and services from local and small producers, including communities surrounding their place of work? a. If yes, what steps have been taken to improve their capacity and capability of local and small vendors?	The Company try to gives preference for procurement of goods and services to the local and small producer which are listed with the Company. The Company provides platforms to local and small vendors to improve their business by connecting them with the customers.
5.	Does the company have a mechanism to recycle products and waste? If yes, what is the percentage of recycling of products and waste (separately as <5%, 5-10%, > 10%). Also, provide details there of, in about 50 words or so.	Company promotes reuse and recycling of water. Waste water is recycled via Effluent Treatment Plant followed by Reverse Osmosis (RO) and then finally by Multi Effect Evaporator and this water which is generated is used for boilers, etc. Further, waste water/ effluents are not emitted. The Company's unit is Zero Liquid discharge (ZLD unit).

Principle 3: Businesses should promote the wellbeing of all employees

1.	Please indicate the Total number of employees (Permanent).	1044
2.	Please indicate the Total number of employees hired on temporary/contractual/casual basis.	380
3.	Please indicate the Number of permanent women employees.	118
4.	Please indicate the Number of permanent employees with disabilities	0
5.	Do you have an employee association that is recognized by management.	No
6.	What percentage of your permanent employees is members of this recognized employee association?	NA
7.	Please indicate the Number of complaints relating to child labour, forced labour, involuntary labour, sexual harassment in the last financial year and pending, as on the end of the financial year.- NIL	
8.	What percentage of your under mentioned employees were given safety and skill up-gradation training in the last year?	
	(a) Permanent EmployeesApprox.	90 %
	(b) Permanent Women EmployeesApprox.	90%
	(c) Casual/ Temporary/ Contractual EmployeesApprox.	90%
	(d) Employees with Disabilities	NA

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Principle 4: Businesses should respect the interests of, and be responsive towards all stakeholders, especially those are disadvantaged, vulnerable and marginalized.		
1	Has the company mapped its internal and external stakeholders? Yes/No	Yes
2	Out of the above, has the company identified the disadvantaged, vulnerable and marginalised stakeholders.	Yes
3	Are there any special initiatives taken by the company to engage with the disadvantaged, vulnerable & marginalized stakeholders. If so, provide details thereof, in about 50 words or so.	In accordance with the CSR policy of the Company, the Company takes various CSR initiatives in the areas of education, healthcare & community development especially for the disadvantaged, vulnerable and marginalised stakeholders.

Principle 5: Businesses should respect and promote human rights		
1	Does the policy of the company on human rights cover only the company or extend to the Group/Joint Ventures/ Suppliers/ Contractors/ NGOs/ Others?	The Company's policy on human rights covers the entire Gufic Group. It does not extend to the Suppliers or Contractors associated with the Company.
2	How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management?	The Company has not received any complaint in respect of human rights.

Principle 6: Businesses should respect, protect and make efforts to restore the environment		
1	Does the policy related to Principle 6 cover only the company or extends to the Group/Joint Ventures/ Suppliers/ Contractors/ NGOs/others.	The policy covers the entire Gufic Group. However, it does not extend to the Suppliers or Contractors associated with the Company.
2	Does the company have strategies/ initiatives to address global environmental issues such as climate change, global warming, etc? Y/N. If yes, please give hyperlink for webpage etc.	Yes, the Company is a responsible corporate, committed towards managing climate change, both within and beyond our sphere of influence. As such, we have internal commitments to address climate change and global warming.
3	Does the company identify and assess potential environmental risks? Y/N	Yes, we identify and assess potential environmental risks and mitigate them to eliminate such risks through necessary steps & implementations.
4	Does the company have any project related to Clean Development Mechanism? If so, provide details thereof, in about 50 words or so. Also, if Yes, whether any environmental compliance report is filed?	Yes, the Company have Effluent Treatment Plant (ETP) and Multi Effect Evaporator (MEE) to treat the effluent water as per norms & our unit is zero liquid discharge hence no water pollution. The Company also use briquette as fuel for boiler which is eco- friendly fuel and have APCM and stack of adequate height to avoid emission in air hence maintaining pollution free environment. The Company has filed half yearly environment clearance report is to the M0EF & CC authority time to time.
5	Has the company undertaken any other initiatives on – clean technology, energy efficiency, renewable energy, etc. Y/N. If yes, please give hyperlink for web page etc.	The Company has taken various initiatives on conservation of energy and technology absorption, the details are mentioned in the Board's Report.
6	Are the Emissions/Waste generated by the company within the permissible limits given by CPCB/SPCB for the financial year being reported?	The Company complies with all the applicable environmental laws and regulations and Company's emissions, effluents and waste are within Central and State Pollution Control Boards permissible limits.
7	Number of show cause/ legal notices received from CPCB/SPCB which are pending (i.e. not resolved to satisfaction) as on end of Financial Year.	The Company have received no legal notices during the financial year 2019-20.

Principle 7: Businesses when engaged in influencing public & regulatory policy, should do so in a responsible manner

1	Is your Company a member of any trade and chamber or association? If Yes, Name only those major ones that your business deals with.	No
2	Have you advocated/lobbied through above associations for the advancement or improvement of public good? Yes/No; if yes, specify the broad areas (drop box: Governance and Administration, Economic Reforms, Inclusive Development Policies, Energy security, Water, Food Security, Sustainable Business Principles, Others)	NA

Principle 8: Businesses should support inclusive growth and equitable development		
1.	Does the company have specified programmes/initiatives/projects in pursuit of the policy related to Principle 8? If yes, details there of.	The Company has the following thrust areas which is enumerated in its CSR Policy as well: a. Community Health Care, Sanitation & Hygiene b. Education, Knowledge & Research c. Social care and concern Further, the Company has been providing gainful employment opportunities to the local population from in and around the manufacturing facilities.
2.	Are the programmes/projects undertaken through in-house team/own foundation/external NGO/government structures/any other organisation?	The Company carried out its CSR activities through NGOs/ other organisations.
3.	Have you done any impact assessment of your initiative?	Yes
4.	What is your Company's direct contribution to community development projects- Amount in INR and the details of the projects undertaken?	Rs. 56.15Lakhs Details of projects undertaken by the Company has been mentioned in Annexure-B of Director's Report.
5.	Have you taken steps to ensure that this community development initiative is successfully adopted by the community? Please explain in 50 words, or so.	The Company's CSR initiatives are rolled out in partnership with non-profit organisations. This helps in increasing reach as well as ensuring the adoption of initiative by communities. Company's Representatives track the reach and take necessary steps to make it successful. Further, the Company takes Utilisation Report from the NGO's in which it has contributed, to keep a track on it.

Principle 9: Businesses should engage with and provide value to their customers and consumers in a responsible manner		
1.	What percentage of customer complaints/consumer cases are pending as on the end of financial year.	There are no pending customer/complaints consumer cases pending as on the end of the financial year.
2.	Does the company display product information on the product label, over and above what is mandated as per local laws?	Being pharmaceutical products, Company displays only statutory information as required with respect to product labelling and product information.
3.	Is there any case filed by any stakeholder against the company regarding unfair trade practices, irresponsible advertising and/or anti-competitive behaviour during the last five years and pending as on end of financial year. If so, provide details thereof, in about 50 words or so.	There is no case against the Company during last five years, relating to unfair trade practices, irresponsible advertising and/or anti-competitive behaviour.
4.	Did your company carry out any consumer survey/ consumer satisfaction trends?	Consumer surveys are regularly carried out by the Company at doctor level.