

BUSINESS RESPONSIBILITY REPORT FOR THE FINANCIAL YEAR 2021-2022

Gufic recognizes its responsibilities as a member of the global society and pledges to run its operations in a sustainable manner. Your company firmly believes that in order to achieve long-term corporate progress, all segments of society must flourish.

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

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	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 corporaterelations@guficbio.com
6.	Financial Year Reported	April 01, 2021- March 31, 2022
7.	Sector(s) that the Company is engaged in (industrial activity code-wise)	The Company is engaged in business of pharmaceuticals under Group 210 and Class 2100 as per the National Industrial Classification 2008 (NIC) by the Central Statistical Organisation, Ministry of Statistics and Programme Implementation.
8.	List three key products/services that the Company manufactures/ provides (as in balance sheet)	1. HCG 2. Teicoplanin 3. Thymosin Alpha
9.	Total no. of locations where business activity is undertaken by the Company: (a) Number of International Locations: (b) Number of National Locations:	(a) i) Presence in United Kingdom through its subsidiary company Gufic UK Limited ii) Representative Office in Vietnam (b) i) Registered Office at Andheri (East) ii) Corporate Office at Vile Parle (East) iii) Manufacturing facility at a. Navsari, Gujarat b. Belgaum, Karnataka c. Indore, Madhya Pradesh iv) 23 Carrying & Forwarding agents PAN India including 2 central warehouses located at Bhiwandi and New Delhi
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 (₹):	969.45 lakhs
2.	Total Turn Over (₹):	77,915.56 lakhs
3.	Total profit after taxes (₹):	9,584.01 lakhs
4.	Total Spending on Corporate Social Responsibility (CSR) as percentage of profit after tax (%)	The total CSR spend for the financial year 2021-22 was ₹ 85.67 lakhs (including ₹ 3.26 Lakhs excess amount spent in the previous financial year 2020-21 available for set off in the current financial year 2021-22) which is 0.89% of the Profit after tax and more than 2% of the average net profit of the Company for the last three financial years.
5.	List of activities in which expenditure in 4 above has been incurred	Promoting healthcare including preventive healthcare, promotion of education, employment and Environmental Sustainability. For full details on CSR activities undertaken by the Company for the financial year 2021-22, you may refer to Annexure-'A'-Report on CSR forming part of the Board's Report

SECTION C: OTHER DETAILS

1.	Does the Company has any Subsidiary Company/ Companies	Yes, the Company has one subsidiary & details of the same can be found in the Directors' Report.
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)	No
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

1. Details of Director/Directors responsible for BR

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

Sr. No.	Particulars	Details
1	DIN Number (If applicable)	00001731
2	Name	Mr. Pranav J. Choksi
3	Designation	Chief Executive Officer & Whole Time Director
4	Telephone no.	022 – 67261000
5	E-mail id	pjchoksi@guficbio.com

(b) Details of the BR head

Sr. No.	Particulars	Details
1	DIN Number (If applicable)	NA
2	Name	Mr. Nagesh Yarrabathina
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

2. (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)	Yes. The policies are 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 of Director?	Yes, the policies are approved by the Board and signed by Mr. Pranav Choksi, CEO & Whole Time Director of the Company.								
5	Does the Company have a specified committee of the Board/ Director/ Official to oversee the implementation of the policy?	Yes. Mr. Nagesh Yarrabathina, Chief Operating Officer has been appointed by the Board to oversee the implementation of the policy.								
6	Indicate the link for the policy to be viewed online?	http://gufic.com/wp-content/uploads/2020/07/Business%20Responsibility%20Policy.pdf								
7	Has the policy been formally communicated to all relevant internal and external stakeholders?	Y	Y	Y	Y	Y	Y	Y	Y	Y
8	Does the Company have in house structure to implement the policy/policies?	Y	Y	Y	Y	Y	Y	Y	Y	Y

Sr. No.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
9	Does the Company has a grievance Redressal mechanism related to the policy/policies to address stakeholders' grievances related to the policy/policies?	Yes. There is a mechanism for employees to report any instance of violation of policies or code of conduct through whistle blower mechanism.								
10	Has the Company carried out independent audit/ evaluation of the working of this policy by internal or external agency?	Yes. The policies are evaluated internally.								

2 (b) if answer to the question at serial number 1 against any principle is 'No', Please explain why: Not Applicable

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

The Board of Directors assesses the Company's BR performance annually.

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

The Business Responsibility Report is published annually as part of Annual Report and the same is disclosed on the website of the Company at https://gufic.com/media/investors/business_responsibility_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?
	<p>Corporate Governance has always been an important aspect of the Company's rich legacy, which extends far beyond legal requirements.</p> <p>The Company has Code of Conduct which extends to all its Directors and senior management personnel which emphasis amongst other things, on the integrity at workplace and in business practices, honest and ethical personal conduct, diversity and fairness. The said code is available on the website of the Company. The Company also has a Whistle Blower Policy/ Vigil mechanism which aims to provide a channel to the employees to report to the management concerns about unethical behaviour, actual or suspected violation, malpractices, corruption, fraud or unethical conduct, leak of unpublished price sensitive information.</p> <p>In addition to this, the Company also has supplier code of conduct which emphasizes that the suppliers shall conduct their business in an ethical manner and act with integrity. The agreements executed with various Suppliers and Distributors also contains Anti-Bribery clause as a part of agreement.</p> <p>The Company adheres to uncompromising integrity in conduct of business and does not tolerate any form of corrupt and unethical practices.</p>
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 2021-2022.

Principle 2: Business should provide goods & services that are safe & 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.
	The Company being into Pharmaceutical business all the products manufactured by the Company is in the interest of the public and all our products follow environmental and social safety guidelines. These guidelines are implemented at our facilities and regular audits ensure compliance.
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 throughout the value chain?
	a. Gufic has a multi-product facility production system and hence, it is not possible to work out product-wise resource consumption. Variations in resource consumption patterns are observed in manufacturing units based on product mix, batch size and time cycle, among others. Further, as consumption of resource per unit depends on the merchandise mix, it's difficult to specify standards to determine reduction achieved at product level.

	b. Reduction during usage by consumers (energy, water) has been achieved since the previous year?	b. The Company's products do not have any broad-based impact on energy and water consumption. However, ongoing measures are taken by the Company to reduce 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	Yes, the Company places thrust on sustainability in conducting business as well as procuring inputs. We have well defined and documented "Supplier Code of Conduct" for our suppliers, wherein the Company ensures that our suppliers are aware of the thereof, in about 50 words or so. code of conduct and follow the same appropriately. The Code of Conduct addresses all the elements of sustainable sourcing with special emphasis on supply continuity, quality and compliance, capacity and capability building, long-term business relationships and overall sustainable performance management. Company have a 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 long standing business relations with regular vendors.
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?	Yes, the Company procures goods and services from local and small scale industries. We identify potential vendors in local vicinity and collaborate with them for procuring raw material, packing material and other inputs. The Company engages local communities and vendors for their manufacturing needs which empowers them and also saves transportation and inventory carrying cost.
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 thereof, in about 50 words or so.	The Company promotes reuse and recycling of water and other waste and we have mechanism of recycling or disposing materials including waste, in a responsible manner. 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). The Company safely disposes the hazardous waste by giving it through authorised vendors.

Principle 3: Businesses should promote the wellbeing of all employees

1.	Please indicate the Total number of employees (Permanent).	The Company has 1382 employees as on March 31, 2022.
2.	Please indicate the Total number of employees hired on temporary/contractual/casual basis.	The Company has 348 contractual/hired/temporary employees as on March 31, 2022.
3.	Please indicate the Number of permanent women employees.	The Company has 169 permanent women employees as on March 31, 2022.
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	

Sr. No.	Category	No of Complaints filed during the financial year	No. of Complaints pending as on end of the financial year
1	Child Labour / forced Labour/ Insolvency Labour	NIL	NIL
2	Sexual harassment	NIL	NIL
3	Discriminatory employment	NIL	NIL

8.	What percentage of your under mentioned employees were given safety and skill up-gradation training in the last year?	
	(a) Permanent Employees	65%
	(b) Permanent Women Employees	50%
	(c) Casual/ Temporary/ Contractual Employees	100%
	(d) Employees with Disabilities	N.A.
Note : The Company have annual training planner & training notifications given to all to attend training.		

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, the Company has mapped its Internal as well as External Stakeholders.
2.	Out of the above, has the company identified the disadvantaged, vulnerable and marginalised stakeholders?	Yes, the Company has identified its disadvantaged, vulnerable and marginalised stakeholders.
3.	Are there any special initiatives taken by the company to engage with the disadvantaged, vulnerable and marginalized stakeholders. If so, provide details thereof, in about 50 words or so.	<p>The Company on a periodical basis undertakes dedicated activities as a part of its CSR initiatives for the disadvantaged, vulnerable and marginalised stakeholders.</p> <p>In accordance with the CSR policy of the Company, the Company takes various CSR initiatives in the fields of education, healthcare, community welfare for development & upliftment of the underprivileged sections of the society. Further preference is also given to Micro and Small enterprises for procuring inputs and services, wherever feasible.</p> <p>The Company's 'Whistle Blower Policy' encourage stakeholders to report their genuine concern, if any. The Policy provides for adequate safeguard to the Whistle Blower against victimisation.</p>

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?	<p>The Company's policy on human rights covers the entire Gufic Group.</p> <p>The Code of Conduct for Gufic's Supplier contains covenants on human rights aspect that are applicable to them.</p> <p>Other than the above, it does not extend to the Contractors, NGOs and others.</p>
2.	How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management?	During the financial year 2021-22, the Company did not received any complaint under this principle.

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.	<p>The Company has well defined Environment, Health and Safety (EHS) policy that caters to Gufic Group and the contractors working within the premises of the Company.</p> <p>The policy also emphasises on the need to focus on continual improvement in environmental, health and safety performance of the organisation by setting appropriate objectives, systems and periodic performance review.</p> <p>However, it does not extend to the Contractors or Suppliers associated with the Company.</p> <p>The Company maintains alignment with legal requirements and comply with all the environmental laws which are applicable to the Company.</p>
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.	The Company recognises its responsibility to address climate change and global warming which are posing long term challenges and ensures that the business runs in a socially and economically responsible manner to minimize the impact. The Company always focusses and gives importance to conservation and optimum utilization of natural resources.

		As a manufacturing Company, we have put in place the required systems to assure adherence to environmental legislation.
3.	Does the company identify and assess potential environmental risks? Y/N	Yes, internal mechanisms are in place, under which, all new facilities and products are risk assessed including environmental impact assessment and development of environmental management plans.
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?	<p>The Company has not registered any project related to Clean Development Mechanism. However, the Company continuously strives to have clean mechanism for various Air pollution control mechanism viz. boiler stack – bag filter & Multi cyclone separator are used for controlling the air emission, Process stack – Alkaline scrubber used in Active Pharmaceutical Ingredient (API) production for controlling fuel gas generation and the same is monitored through Gujarat Pollution Control Board approved third party in every 6 months.</p> <p>The Company have Effluent Treatment Plant (ETP) and Multi Effect Evaporator (MEE) to treat the effluent water as per norms and 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.</p> <p>The Company files half yearly environment clearance report with the Ministry of Environment, Forests & Climate Change, from time to time.</p>
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 2021-22.

Principle 7: Businesses when engaged in influencing public and 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 thereof.	<p>Yes, the Company supports projects in the areas of promoting healthcare including preventive healthcare, ensuring environmental sustainability, promoting education, community welfare on various fronts through its Corporate Social Responsibility activities. The details of which are given in "Annexure-A" as CSR Report forming part of the Board's Report.</p> <p>Further, the Company has been providing gainful employment opportunities to the local population from in and around the manufacturing facilities.</p>
2.	Are the programmes/projects undertaken through in-house team/ own foundation/external NGO/government structures/any other organisation?	The programs are undertaken through direct contribution as well as through NGO's/ Charitable Trusts.
3.	Have you done any impact assessment of your initiative?	The Company periodically assesses the impact of the CSR Projects and Programs undertaken at its Board and CSR Committee meetings. An update on the CSR project and programs is placed at the Board and CSR Committee meetings for their review and assessment.

4.	What is your Company's direct contribution to community development projects - Amount in INR and the details of the projects undertaken?	The Company has spent ₹ 85.67 lakhs as part of its CSR initiatives for financial year 2021-22 which also includes set-off amount available of previous financial year. Details of the projects are provided in Annexure-'A' - CSR Report forming part of Board'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.	<p>All our initiatives for the projects done individually as well as that done through NGOs are planned, monitored and evaluated in partnership with the communities.</p> <p>Company's Representatives track the reach and take necessary steps to make it successful. The Company also maintains all relevant documents and collect records of the activities related to all the projects. Further, the Company takes Utilisation Report from the NGO's in which it has contributed, to keep a track on it.</p>

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 customer complaints/ consumer cases pending as on the end of the financial year i.e. March 31, 2022.
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?	<p>The Company firmly believes that a regular survey mechanism, supported by transparent improvement plan, is the foundation for ensuring a high level of customer satisfaction.</p> <p>The Company's products are prescribed and recommended to the patients (consumers) by medical professionals. Accordingly, Consumer surveys are regularly carried out by the Company at doctor levels.</p>

**For and on behalf of the Board of Directors
of Gufic Biosciences Limited**

**Place: Mumbai
Date: July 14, 2022**

**Sd/-
Jayesh P. Choksi
Chairman & Managing Director
DIN 00001729**