

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Company

1.	Corporate Identity Number (CIN) of the listed entity	L24100MH1984PLC033519
2.	Name of the listed entity	Gufic Biosciences Limited
3.	Year of incorporation	23/07/1984
4.	Registered office address	37, First Floor, Kamala Bhavan- II, S. Nityanand Road, Andheri-East, Mumbai - 400069
5.	Corporate address	SM House, 11 Sahakar Road, Vile Parle-East, Mumbai - 400057
6.	E-mail	corporaterelations@guficbio.com
7.	Telephone	(+91 22) 67261000
8.	Website	www.gufic.com
9.	Financial year for which reporting is being done	1 st April 2024 to 31 st March 2025
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (Scrip Code: 509079) and National Stock Exchange of India Limited (Scrip Symbol: GUFICBIO)
11.	Paid-up Capital	₹ 10,02,77,506/-
12.	Name & contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.	Ms. Ami Shah, Company Secretary & Compliance Officer, Email: mgr_legal@guficbio.com, Tel. No.: 022 67261000
13.	Reporting boundary	Standalone basis
14.	Name of assurance provider	None
15.	Type of assurance obtained	Not applicable

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
I	Pharmaceutical	Manufacturing and marketing of pharmaceutical products	100

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
I	Manufacture of pharmaceutical products	210	100

III. Operations

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

Location	Number of plants	Number of offices	Total
National	3	22*	25
International	0	2	2

*No. of offices includes the place of business of Company's Carrying and Forwarding Agents.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28 States & 8 Union Territories
International (No. of Countries)	70+ Countries

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

As on March 31, 2025, the exports of the Company contributes to 20.17%.

c. A brief on types of customers

Our customers include wholesalers, distributors, pharmacy chains, hospitals, government institutions and other pharmaceutical companies. Patients who use our products are our ultimate customers.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled) :

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEE						
1	Permanent (D)	1418	1214	85.61	204	14.39
2	Other than Permanent (E)	373	339	90.88	34	9.12
3	Total Employee (D+E)	1791	1553	86.71	238	13.29
WORKER						
4	Permanent (F)	66	62	93.94	4	6.06
5	Other than Permanent (G)	1069	643	60.15	426	39.85
6	Total Employee (F+G)	1135	705	62.11	430	37.89

b. Differently abled Employees and workers:

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

21. Participation / Inclusion / Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67%
Key Management Personnel*	2	1	50.00%

* The Key Managerial Personnel (KMP's) includes Chief Financial Officer and Company Secretary as the other KMP's are already included under the heading "Board of Directors".

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

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	21.98	17.29	21.40	17.79	23.15	18.45	19.78	22.87	20.17
Permanent Workers	0	0	0	0	0	0	0	0	0

Notes: Trainees and non-confirmed employees are excluded from the calculation of the turnover rate.

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

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

S.No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Gufic UK Limited	Subsidiary	100	No
2	Gufic Prime Private Limited	Subsidiary	88	No
3	Veira Life FZE	Subsidiary	100	No

Note: In addition to the above, the Company has incorporated a foreign entity, Gufic Ireland Limited (“GIL”). However, as of March 31, 2025, the initial subscription is yet to be made by the Company in GIL. Accordingly, the same has not been considered.

VI. CSR Details

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

(ii) Turnover (₹ In Lakhs) (2024-25) : ₹ 81,980.59

(iii) Net worth (₹ In Lakhs) (2024-25): ₹ 60,136.28

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. The communities can raise their grievances through the concerned Plant Head.	-	-	-	-	-	-
Investors (other than shareholders)	Yes, the Company has an in-house Investor Relations (IR) officer dedicated to handling investor grievances and queries. All such concerns can be directed to the IR at avik.das@guficbio.com .	-	-	-	-	-	-
Shareholders	Yes, the Company has appointed M/s. MJFG Intime India Private Limited (formerly known as Link Intime India Private Limited) as the Registrar and Share Transfer Agent (RTA) who handles shareholders enquiries/ queries, requests and complaints. Further, the Company also has designated email ids to redress the grievances of the Shareholders: corporaterelations@guficbio.com and mgr_legal@guficbio.com . The said details are also available on the website of the Company at the link: https://gufic.com/investors-redressal/	-	-	-	-	-	-
Employees and workers	Yes, the employees and workers have access to the Company's whistle blower mechanism. The policy in this regard is accessible at https://gufic.com/wp-content/uploads/2016/08/WHISTLE_BLOWER_POLICY.pdf Employees can also put their grievances in the complaint/ suggestion boxes placed at offices.	-	-	-	-	-	-
Customers	Yes, the Company has adequate Standard Operating Procedures to redress the Customer's grievances.	12	-	-	23	-	-
Value Chain partners	Yes, the Value Chain Partners can raise their grievances by writing to the respective functional head or location head and the same is promptly attended by the respective head. The Company also has in place Code of Conduct for Supplier which can be accessible at https://gufic.com/wp-content/uploads/2021/06/Supplier%20Code%20of%20Conduct.pdf	-	-	-	-	-	-
Other (please specify)		Not Applicable					

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

S. 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	Product Quality, Safety and Recall Management	Risk and Opportunity	<p>Risk: Non-compliance with strict pharmaceutical regulations and product defects can lead to regulatory recalls, legal actions and significant reputational damage. As the pharmaceutical industry is highly regulated, failure to meet quality and safety standards could harm the company's credibility.</p> <p>Opportunity: Maintaining rigorous quality and safety standards can bolster the company's reputation, foster customer trust and give it a competitive edge. A proven track record of high-quality products not only builds brand loyalty but also enhances market standing. Additionally, implementing effective recall management processes can reduce risks and mitigate the impact of adverse events</p>	<p>The Company has implemented a robust quality management system in line with Good Manufacturing Practices (GMP), including the establishment of Standard Operating Procedures (SOPs), regular audits, and strict adherence to relevant regulations. A comprehensive pharmacovigilance system is in place to monitor and assess adverse events and safety concerns after the product reaches the market. Timely reporting and analysis of these events allow for swift actions, including potential recalls when necessary. Ongoing employee training at all levels reinforces the importance of quality and safety protocols, fostering a culture of compliance. Employees are kept up-to-date on evolving regulatory standards related to product quality, safety and recalls, ensuring full compliance. In the pharmaceutical industry, maintaining product integrity is crucial to patient safety and effective quality controls and recall systems help mitigate both health and legal risks.</p>	<p>Positive: Delivering high-quality and safe products not only strengthens the company's reputation among stakeholders but also drives customer loyalty and trust, providing a competitive advantage. Strict adherence to regulatory requirements fosters confidence with authorities, minimizing the risk of legal penalties, fines or product recalls. This commitment enhances brand value, market share and access to premium markets.</p> <p>Negative: Failing to meet quality and safety standards can expose the company to regulatory sanctions, litigation, fines and product recalls. These lapses may result in financial losses, operational disruptions and significant damage to the company's reputation.</p>
2	Regulatory Compliance	Risk and Opportunity	<p>Risk: Operating in the pharmaceutical industry requires strict compliance with regulations like cGMP, cGLP and other statutory requirements. Failure to meet these standards can result in reputational damage, business losses and potential legal consequences, including recalls and penalties. Non-compliance with evolving regulations can also delay market approvals.</p> <p>Opportunity: Adhering to regulatory standards not only</p>	<p>The Company maintains a robust quality assurance system and compliance monitoring framework to ensure strict adherence to regulations at every level. Regular employee training keeps the team updated on new developments, while well-defined Standard Operating Procedures (SOPs) and protocols must be followed consistently. Compliance processes are regularly reviewed and updated to align with evolving regulations and industry best practices. Given the high regulatory scrutiny in the pharmaceutical sector, which directly impacts public health, timely and accurate compliance is crucial for</p>	<p>Positive: Regulatory compliance not only strengthens the company's reputation but also builds trust with customers, stakeholders and regulatory bodies. It facilitates entry into new markets and regions, accelerates approval processes and fosters stronger investor relationships by minimizing disruptions.</p> <p>Negative: Non-compliance can severely damage the company's reputation and threaten business continuity. Navigating complex and ever-</p>

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Occupational Health and Safety	Risk and Opportunity	<p>builds a strong reputation but also fosters trust among key stakeholders such as customers, healthcare professionals and regulatory bodies. Strong compliance demonstrates credibility, enhances global market access and provides a competitive advantage, while also boosting investor confidence.</p> <p>Risk: Exposure to unsafe or hazardous working conditions can significantly impact the physical and mental health of employees, leading to reduced productivity and increased risk of workplace injuries, chemical exposure and long-term illnesses. These incidents also pose regulatory, reputational & business continuity risks.</p> <p>Opportunity: The Company shows its commitment to workforce well-being by implementing a comprehensive Environment, Health and Safety (EHS) management system. This includes thorough hazard identification, risk mitigation strategies, root cause analysis of incidents and corrective actions. Such an approach not only improves employee morale but also enhances productivity, reduces absenteeism and boosts the company's reputation as a responsible employer.</p>	<p>building brand credibility. The company's dedicated regulatory affairs team continuously monitors regulatory updates, participates in industry forums & ensures strong compliance management systems. Regular audits and capacity-building initiatives further strengthen operational teams ability to meet regulatory requirements.</p> <p>The Company prioritizes workplace safety through a robust Health & Safety Management system, including PPE guidelines, safety audits, hazard identification and health programs at its Navsari and Indore facilities. Regular safety infrastructure reviews, automated incident tracking and employee safety committees help monitor and improve daily practices, ensuring compliance and quick response to safety issues.</p>	<p>changing regulatory frameworks can be challenging & the ongoing costs of maintaining compliance infrastructure and conducting audits may add financial strain.</p> <p>Positive: The company's strong focus on Occupational Health and Safety Management helps prevent incidents, boosting employee morale and resulting in higher efficiency and productivity. Additionally, it leads to reduced insurance premiums, lower absenteeism, and improved employee retention.</p> <p>Negative: Frequent safety incidents and injuries can negatively impact the company's performance, affecting both safety outcomes and workforce well-being. Moreover, significant capital investment is required for safety infrastructure and ongoing employee training.</p>
4	Energy Management	Opportunity	<p>Opportunity: The company is dedicated to improving operational efficiency through continuous energy transition and efficiency initiatives, aiming for long-term cost savings. The growth of renewable energy, supported by significant government backing and ongoing R&D, has notably lowered its costs. By prioritizing energy efficiency, the company seeks to reduce operational expenses while using this strategy as a key driver for decarbonization efforts.</p>	-	<p>Positive: Efficient energy management results in substantial cost savings, a smaller carbon footprint and better regulatory compliance. It also boosts the company's reputation, enhances operational efficiency, fosters innovation & increases employee satisfaction, all while strengthening energy security.</p>

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Product development, innovation and pricing	Opportunity	<p>Opportunity:</p> <p>Expanding access to affordable medicines not only promotes health equity but also broadens the company's market base. Additionally, investing in Research and Development (R&D) to discover and develop new drugs helps address unmet medical needs, expand the product portfolio and drive consistent growth, ensuring long-term business viability.</p>		<p>Positive:</p> <p>Expanding into new geographies and securing public sector contracts boosts revenues, while product development, innovation & strategic pricing help address market needs, improve patient outcomes and sustain a competitive edge, benefiting both the company and its stakeholders.</p>
6	Water and wastewater Management	Risk and Opportunity	<p>Risk:</p> <p>Climate change and increasing water scarcity pose significant risks to our operations, especially at key manufacturing and R&D sites. These challenges can disrupt business continuity, reduce operational efficiency and threaten regulatory compliance. Additionally, the discharge of untreated wastewater can contaminate local water sources, harming ecosystems and public health. The reliance on high-quality water for pharmaceutical manufacturing further amplifies these risks, as poor water availability could compromise product standards.</p> <p>Opportunity:</p> <p>Efficient water use and improved management strategies can enhance operational sustainability, drive cost savings and mitigate these risks, ensuring both environmental and business resilience.</p>	<p>Improvements in efficiency for Zero Liquid Discharge (ZLD) systems have been implemented at our Navsari & Indore facilities. At the Navsari plant, we have reduced effluent load and saved energy in the ZLD system by reusing condensate from the Multiple Effect Evaporator (MEE) process and optimizing the treatment of domestic effluent streams. At the Indore plant, our system features an Effluent Treatment Plant (ETP), Ultrafiltration (UF) and Reverse Osmosis (RO) units. The RO permeate water is repurposed for gardening, green belt development, cooling towers and flushing wash areas, while RO reject water is also used for green belt development. This process recovers approximately 40 to 50 KL of water for cooling towers, thereby conserving soft water & reducing fresh water consumption.</p>	<p>Positive:</p> <p>Reuse and conservation measures lead to significant cost savings while improving relationships with stakeholders by demonstrating environmental responsibility.</p> <p>Negative:</p> <p>The financial burden of implementing water-efficient technologies, such as ZLD systems, can be substantial. Additionally, addressing water shortages or poor-quality water may strain resources, negatively impacting nearby communities and reducing manufacturing site productivity, which could result in regulatory challenges and financial consequences.</p>
7	Human Capital Development	Risk and Opportunity	<p>Risk:</p> <p>Human Capital Development, which includes talent acquisition, retention, employee development and overall well-being, is crucial to the company's success. Failing to meet employee expectations can negatively impact retention, productivity & business continuity, as the company's performance heavily relies on the well-being of its workforce.</p>	<p>The Company has a structured onboarding process, continuous training and leadership succession planning to ensure employee integration and growth. We offer competitive compensation and non-monetary incentives, such as recognition and career development opportunities.</p> <p>As a knowledge-driven industry, we invest in continuous learning, leadership tracks and technical skill development through e-learning</p>	<p>Positive:</p> <p>Effective human capital management boosts employee engagement, job satisfaction and motivation, resulting in higher productivity and performance. A strong focus on development attracts top talent, increases retention and reduces recruitment costs. A positive work environment fosters innovation and creativity, driving the company's competitiveness and long-term growth.</p>

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			<p>Opportunity: The Company is dedicated to enhancing employee welfare by creating a supportive environment that values contributions and encourages personal growth. This commitment to employee development boosts retention, attracts top talent and drives innovation. Investing in workforce capabilities strengthens the company's competitive advantage, fueling long-term growth and creating sustainable value for all stakeholders.</p>	<p>platforms and partnerships with academic institutions to support employee innovation and operational excellence.</p>	<p>Negative: Failing to meet employee expectations can negatively impact productivity and hinder the company's growth. Additionally, the ongoing costs of training programs and the potential for attrition after upskilling may pose challenges.</p>
8	Corporate Governance and Business Ethics	Risk and Opportunity	<p>Risk: Failing to uphold high standards of corporate governance and business ethics exposes the company to reputational damage, legal consequences and the loss of stakeholder trust. Non-compliance can also undermine investor confidence and result in penalties.</p> <p>Opportunity: Adopting strong governance practices and ethical standards fosters sustainable value creation, benefiting all stakeholders and ensuring long-term positive impact.</p>	<p>The Company provides regular ethics training, ensures legal compliance and maintains transparency in operations and financial reporting. Strict quality control measures and cGMP compliance are prioritized at key locations.</p> <p>To uphold transparency and integrity, we track compliance, involve board oversight and offer a third-party whistle blower hotline. Periodic ethical training and anonymous surveys help monitor and strengthen our compliance culture.</p>	<p>Positive: Strong governance and ethical practices boost investor confidence, foster customer loyalty, open doors to sustainable investments & improve financial performance.</p> <p>Negative: Non-compliance with regulatory standards can result in significant risks, including fines, legal costs, reputational damage and reduced investment opportunities. Continuous monitoring & enforcement require ongoing resource allocation.</p>
9	Responsible Supply Chain Management	Risk and Opportunity	<p>Risk: A well-functioning supply chain is critical throughout the product life cycle. Without a strong contingency plan, unexpected disruptions can impact business continuity. Suppliers non-compliance with responsible business principles can strain partnerships, leading to delays, quality issues and supply chain disruptions. Vendor ESG non-compliance may also damage the brand and legal standing.</p>	<p>The Company has a clearly defined "Supplier Code of Conduct" that outlines sustainable sourcing principles, focusing on supply continuity, quality, capacity building, long-term partnerships and overall sustainable performance management. We also have established Standard Operating Procedures for vendor approval, with periodic audits conducted by the Quality Assurance team. The Company has built and maintained long-term business relationships with its regular vendors.</p>	<p>Positive: Responsible supply chain management helps identify and mitigate risks, safeguarding operations from disruptions. It allows the company to explore alternative suppliers, reducing risk exposure and accessing untapped raw materials. This approach may also reveal local suppliers, minimizing environmental impact and providing better control over supplier practices. Ultimately, it leads to fewer operational disruptions and enhanced compliance.</p>

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			<p>Opportunity:</p> <p>Responsible supply chain management enhances the company's reputation as socially and environmentally responsible, attracting customers, investors and partners who value ethical practices. Ethical sourcing, supplier diversification and performance monitoring improve supply chain resilience, helping mitigate risks from disruptions like natural disasters, geopolitical instability or supplier</p>		<p>Negative:</p> <p>Disruptions from critical raw material suppliers can significantly impact the business. Adopting responsible practices often requires more thorough supply chain tracking and collaboration with multiple suppliers, increasing administrative burden, coordination costs & the challenge of finding and maintaining sustainable vendors.</p>
10	Cyber Security and Data Privacy	Risk and Opportunity	<p>Risk:</p> <p>Cybersecurity and data privacy risks threaten the security and integrity of the organization's IT systems. Regularly assessing the criticality of technological advancements and potential cybersecurity threats is crucial to safeguard business operations and prevent data breaches or privacy violations. Data leaks and cyberattacks can jeopardize intellectual property (IP) and disrupt operations.</p> <p>Opportunity:</p> <p>Implementing strong cybersecurity measures and data privacy protocols can protect sensitive information from cyber threats, ensuring business continuity while supporting productivity and growth.</p>	<p>The Company ensures robust IT management with antivirus, firewalls and regular employee training on data integrity and cybersecurity. We prioritize data security through penetration testing, secure network architecture, access control, encryption, endpoint detection & quarterly cybersecurity drills.</p>	<p>Positive:</p> <p>By adopting innovative technologies, driving digitalization and providing essential training, the company can ensure strict compliance with data security and privacy measures. Mitigating cybersecurity risks helps maintain business continuity, preventing costly disruptions & downtime and avoiding losses from data breaches or theft.</p> <p>Negative:</p> <p>Without robust data integrity and security mechanisms, the risk of data breaches increases, potentially leading to the loss of valuable information. Such breaches could expose sensitive customer and stakeholder data, putting the company at risk of legal action, fines and reputational damage.</p>
11	Social Impact through Community Development	Opportunity	<p>Opportunity:</p> <p>By aligning its Corporate Social Responsibility (CSR) initiatives with the community's specific needs, the company fosters mutual trust and understanding, creating lasting, positive relationships. This approach not only makes a meaningful impact on the community's well-being but also enhances goodwill and strengthens brand equity.</p>		<p>The Company's CSR initiatives in healthcare, education, animal welfare and other areas contribute to positive social outcomes and strengthen its bond with the community. This commitment enhances the Company's reputation, leading to a stronger brand image and increased community support.</p>

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies & processes put in place towards adopting the NGRBC Principles and Core Elements

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes, the policies are approved by the Board of Directors.								
c. Web Link of the Policies, if available	http://gufic.com/wp-content/uploads/2023/05/Business%20Responsibility%20Policy.pdf								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, policies are extended to value chain partners to the extent required and feasible.								
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.	Current Good Manufacturing Practices (cGMP), Good Laboratory Practices (GLP) apart from accreditations by Central Drugs Standard Control Organisation (CDSCO: India), ISO 14001:2015, ISO 9001:2015 and international regulatory authorities such as WHO GMP, Nigeria NAFDAC, Cambodia MOH, Kenya PPB, Thailand MOH, Sri Lanka NMRA, EU GM (Hungary), ANVISA Brazil, Russian GMP, Colombia INVIMA, Uganda NDA, Syria MOH, Zimbabwe MCAZ, Thailand FDA, Kenya GMP, Nepal DDA etc.								
5. Specific commitments goals and targets set by the entity with defined timelines, if any.	<p>P6</p> <ol style="list-style-type: none"> To enhance water conservation by minimizing fresh water consumption and upgrading the system to recycle & Re-use treated water. To reduce effluent load on the Effluent Treatment Plant (ETP). Upgradation planning of Effluent treatment plant by the year 2027. To uphold an oxygen-rich environment, a tree plantation is planned for 2025-2026. To dispose 50% of waste through pre-processing by the year 2026-2027. Reduce waste per unit of production by 10% by FY 2026 with base line year of FY 24-25. 								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>P6</p> <ol style="list-style-type: none"> In 2024-2025, the Company initiated a tree plantation program within the Navsari factory premises and surrounding areas, including Kabilpore and Shaligram. This initiative is designed to increase greenery, improve air quality and prevent soil erosion, thereby contributing positively to the local environment and communities. Reduced fresh water withdrawal/unit of production by 14%. Reduced total Scope 1 and Scope 2 emission by 27%. Achieved 8% waste reduction/unit of production 								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Director's message is given at the beginning of this report.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Nagesh Yarrabathina- Chief Operating 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. Mr. Nagesh Yarrabathina - Chief Operating Officer of the Company oversees the Company's Business Responsibility and Sustainability initiatives and reporting on these matters are submitted to the Board of Directors. The Board of Directors reviews and oversees implementation of sustainability related issues on an annual basis.								

10. Details of Review of NGRBCs by the Company: Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually / Half yearly / Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The performance against all policies is monitored and reviewed by the Board of Directors, wherever required.									Periodically/ Need Basis								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The status of compliance with all applicable statutory requirements is reviewed by the Board of Directors.									Ongoing basis								

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.

S. no	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	No, the Company internally reviews the working of the aforementioned policies.								

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
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE:

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE

Essential Indicators

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

Segment	Total number of training & 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)	4	During the year, various familiarization/ awareness programme have been undertaken on a range of topics related to material developments in the Company and Industry as a whole, R & D Activities, updates on CSR initiatives undertaken, CAPEX, Corporate Governance, Whistle Blower Mechanism, Prevention of Sexual Harassment at Workplace, Prohibition of Insider Trading, code of business conduct and ethics, ESG parameters, overall performance of the Company etc. Additionally, regular updates are shared with the BOD and KMP on Company developments, key regulatory changes, risks and compliances.	100%
Key Managerial personnel (KMP)			
Employees other than BOD and KMPs	118	Product training, Selling skills, Medical & Brand training, Personality development, team building, managerial skill development, leadership skills, skill upgradation, System Applications and Production in Data Processing (SAP) Training, Prohibition of Insider Trading, Whistle Blower Mechanism, Code of Conduct, Prevention of Sexual Harassment at workplace, Regulatory Compliance, HR Policies, Onside Emergency Plan Awareness, SOP training	100%
Workers	99	Health and Safety related training and awareness sessions, Prevention of Sexual Harassment at workplace, Fire Fighting training, Personal hygiene, technical and compliance training, HR Policies, SOP training, Onside Emergency Plan Awareness	100%

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

Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred ? (Yes/No)
Penalty / Fine	During the financial year, no penalty / fine, settlement, compounding fee, imprisonment, or any kind of punishment has been imposed on the Company or its KMPs that falls within the definition of materiality under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.				
Settlement					
Compounding Fees					
Non-Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	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:

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
-	-

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 in place Anti-Corruption and Anti-Fraud Policy, reflecting its strong commitment to upholding zero tolerance towards bribery and corruption. This policy promotes the highest standards of integrity, ethics and transparency in all business dealings and interactions. It applies to all stakeholders, including individuals and entities associated with or acting on behalf of the Company such as ad-hoc, temporary or contractual personnel, trainees, apprentices and representatives of business partners, vendors, customers and other parties engaged in business with the Company.

The policy can be accessed from the website of the Company at the following link:

<http://gufic.com/wp-content/uploads/2023/06/Anti-Corruption%20&%20Anti-fraud%20Policy.pdf>

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

Particulars	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

Particulars	FY 2024-2025 (Current Financial Year)		FY 2023-2024 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

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	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Number of days of accounts payables	103.68	93.00

9. Open-ness of business

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

Parameter	Metrics	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	6.10%	6.17%
	b. Number of trading houses where purchases are made from	23	12
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	91.22%	99.76%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	33.51%	42.12%
	b. Number of dealers / distributors to whom sales are made	2123	1997
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	26.49%	27.07%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.00%	0.07%
	b. Sales (Sales to related parties / Total Sales)	0.02%	0.01%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	36.12%	0.58%

Leadership Indicators

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

Yes, the Company has in place a Code of Conduct for its Directors and Senior Management, outlining clear guidelines to identify, prevent and disclose actual or potential conflicts of interest. The Code also prohibits the use of confidential or privileged information gained through their position for personal gain.

The Board members are required to disclose their interests in other entities or individuals annually, as well as whenever changes occur, with these disclosures being duly presented to the Board. All contracts, arrangements & transactions with related parties during the year were subject to approval by the Audit Committee, conducted within the ordinary course of business and executed on an arm's length basis.

Additionally, the Company obtains an annual declaration from Directors and Senior Management, confirming their adherence to the Code of Conduct and affirming that no conflicts of interest exist in their professional dealings. The Code of Conduct is available on the Company's website at

<https://gufic.com/wp-content/uploads/2025/02/Code%20of%20Conduct%20for%20Directors%20and%20Senior%20Management%20Personnel.pdf>

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

Essential Indicators

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

	Current Financial Year 2023-24	Previous Financial Year 2022-23	Details of improvements in environmental and social impacts
R&D	100%	100%	Our R&D efforts are focused on developing technologies that minimize environmental impact and create positive social outcomes across products and processes.
Capex	15%	1.00%	<ol style="list-style-type: none"> 1. Installed new energy efficient Centrifuge Chiller at Indore manufacturing facility which resulted into energy conservation. 2. The set point temperature of the hot water system was optimized without impacting quality parameters, leading to reduced boiler steam usage, lower briquette, water, and power consumption, as well as decreased centrifugal chiller load, chiller power use and cooling tower water losses. 3. Installation of a Glove Port Integrity Tester to reduce process waste generation, thereby minimizing reprocessing and improving energy efficiency. 4. Installation of a briquette boiler with auto-crushing machines instead of traditional boilers to reduce the use of fossil fuels. 5. Installation of vapour compressors to generate Water for Injection (WFI) using the latest technology, eliminating the need for purified water preparation followed by multi-column distillation, which reduces costs. 6. Implementation of energy efficiency, water conservation, and monitoring infrastructure. 7. Utilization of steam instead of electrical heaters to maintain the required temperature in water for Injection storage tanks, reducing power consumption and carbon footprint. 8. Planned installation of an automatic tube-cleaning system for water chillers to reduce power consumption.

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

b. If yes, what percentage of inputs were sourced sustainably? >90% of inputs from critical suppliers is sourced sustainably. According to Company's policy, all suppliers are expected to abide by the Suppliers Code of Conduct, which includes parameters on business code and ethics, human rights, fair employment practices, environment, health and safety ("EHS") etc., among others.

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

Category	Description
(a) Plastics (including packaging)	Gufic is registered with Central Pollution Control Board (CPCB). As per the guidelines of CPCB, Plastic waste is either co-processed or recycled based upon the type of waste generated. The Company adheres to the Plastic Waste Management Rules as applicable.
(b) E-waste	We have E-waste agreement with authorized vendor for recycling the E waste as per the E-Waste (Management) Amendment Rules, 2024. This agreement is available at all our manufacturing facilities.
(c) Hazardous waste	Hazardous waste is disposed of through pre-processing, co-processing, incineration, landfill or by sending it to authorized recycling and decontamination facilities operated by approved recyclers. Expired or near-expiry medicines from distributors are disposed off as per pollution control guidelines and sent to a TSDF site with a proper manifest. This system is followed across all our plant locations.
(d) Other waste	Bio-medical waste is disposed off through Common Bio-medical Waste Treatment and Disposal Facility (CBWTF) incinerator.

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

Yes, Extended Producer Responsibility (EPR) is applicable to our Company. We are registered with the Central Pollution Control Board (CPCB) as a Brand Owner, and additionally, we have obtained registration as a Producer in line with EPR mandates. The Company complies with the Plastic Waste Management Rules, 2016, and fulfills its EPR obligations through collaboration with an authorized Waste Management Agency. The targeted quantities of plastic waste collected are recycled annually as per the provisions of the Plastic Waste Management Rules, 2022.

Leadership Indicators

1. 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. In the pharmaceutical industry, recycled or reused input materials cannot be used in the manufacturing process due to contamination risks and the nature of products. However, in some of our operations, we recover the spent solvent through solvent recovery system and reuse the same in our operations.

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

The Company reclaims expired medicine stocks from the stockiest as per its SOP. The reclaimed expired medicine stock is then disposed off in a safe manner, as per the regulatory guidelines.

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

Essential Indicators

I.a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1214	1214	100.00	1214	100.00	NA	NA	0	0	NA	NA
Female	204	204	100.00	204	100.00	204	100.00	0	0	204	100.00
Total	1418	1418	100.00	1418	100.00	204	100.00	0	0	204	100.00
Other than permanent Employees											
Male	339	339	100.00	339	100.00	NA	NA	0	0	NA	NA
Female	34	34	100.00	34	100.00	34	100.00	0	0	34	100.00
Total	373	373	100.00	373	100.00	34	100.00	0	0	34	100.00

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	62	62	100.00	62	100.00	NA	NA	0	0	NA	NA
Female	4	4	100.00	4	100.00	4	100.00	0	0	4	100.00
Total	66	66	100.00	66	100.00	4	100.00	0	0	4	100.00
Other than permanent Workers											
Male	643	643	100.00	643	100.00	NA	NA	0	0	NA	NA
Female	426	426	100.00	426	100.00	426	100.00	0	0	426	100.00
Total	1069	1069	100.00	1069	100.00	426	100.00	0	0	426	100.00

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

	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.78	0.93

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

Benefits	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with 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	100.00	100.00	Y	100.00	100.00	Y
Gratuity	100.00	100.00	Y	100.00	100.00	Y
ESI	23.79	-	Y	23.41	20.93	Y
Others-Please specify	-	-	-	-	-	-

3. Accessibility of workplaces

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

Yes, the premises/ offices of the Company are accessible to differently abled employees and workers.

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, the Company has in place Equal Opportunity Policy which outlines its commitment to non-discrimination by providing equal employment opportunities to all its employees irrespective of gender, race, colour, religion, age, marital status, disability, ancestry, sexual orientation, etc. The policy is available at the Company's website at

<https://gufic.com/wp-content/uploads/2023/06/Equal%20Oppourtunity%20Policy.pdf>

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	NA	NA	NA	NA
Female	100.00	100.00	100.00	100.00
Total	100.00	100.00	100.00	100.00

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

	Yes/No	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes	The Company has an established grievance redressal mechanism for employees and workers.
Other than Permanent Workers	Yes	The Company has implemented a Whistle Blower Policy that provides a formal avenue for all employees and workers to report any actual or suspected concerns related to unethical behavior, fraud or violations directly to the Audit Committee. Additionally, the Company has adopted a policy on the prevention, prohibition and redressal of sexual harassment at the workplace, in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. An Internal Complaints Committee (ICC) has been established to handle complaints and grievances related to sexual harassment.
Permanent Employees	Yes	Non-permanent employees and workers have the option to raise their concerns with their manager or supervisor.
Other than Permanent Employees	Yes	Our organization also provides a suggestion box in offices where employees are encouraged to share suggestions and raise concerns. Furthermore, we hold Town Hall Meetings where employee grievances are heard and resolved.

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

The Company does not have any trade unions. However, we recognize the right to freedom of association and collective bargaining.

Category	FY 2024-2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	Total employees /workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees /workers in respective category (C)	No. of employees / workers in respective category who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	1418			1448		
- Male	1214	-	-	1251	-	-
-Female	204	-	-	197	-	-
Total Permanent Workers	66			43		
- Male	62	-	-	38	-	-
-Female	4	-	-	5	-	-

8. Details of training given to employees and workers:

Category	FY 2024-2025 Current Financial Year					FY 2023-2024 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1553	1553	100.00	1553	100.00	1251	1251	100.00	1251	100.00
Female	238	238	100.00	238	100.00	197	197	100.00	197	100.00
Total	1791	1791	100.00	1791	100.00	1448	1448	100.00	1448	100.00
Workers										
Male	177	177	100.00	177	100.00	38	38	100.00	38	100.00
Female	20	20	100.00	20	100.00	5	5	100.00	5	100.00
Total	197	197	100.00	197	100.00	43	43	100.00	43	100.00

Note: The numbers are reported for all the employees and workers who were on the rolls of the Company as on March 31, 2025.

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

Category	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1553	1553	100.00	1251	1251	100.00
Female	238	238	100.00	197	197	100.00
Total	1791	1791	100.00	1448	1448	100.00
Workers						
Male	177	177	100.00	38	38	100.00
Female	20	20	100.00	5	5	100.00
Total	197	197	100.00	43	43	100.00

Note: The numbers are reported for all the employees and workers who were on the rolls of the Company as on March 31, 2025.

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 of such system?

Yes. The Company has implemented a comprehensive Occupational Health and Safety (OHS) Management System across all its operations, covering 100% of employees and workers. Health, safety and well-being remain top priorities and the Company is committed to providing a safe, compliant and sustainable workplace.

The OHS framework includes compliance with all applicable laws and regulations, such as the Factories Act, the Environment Protection Act and guidelines issued by the Pollution Control Board. Regular internal and external audits, along with risk assessments by regulatory authorities, are undertaken to ensure effective implementation and continual improvement of safety practices.

Employees and workers are equipped with Personal Protective Equipment (PPE), trained on safe work practices and required to adhere to established standard operating procedures (SOPs). Emergency preparedness measures such as firefighting systems (smoke detectors, alarms, extinguishers), first-aid centers and occupational health facilities are in place. Health insurance and compensation coverage are provided to all employees, along with regular health check-ups and awareness programs.

The Company also emphasizes preventive and proactive safety management through periodic training, safety drills, hazard identification and process optimization initiatives. This structured approach ensures compliance, minimizes workplace risks and reinforces a culture of safety and accountability.

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

The Company has adopted a systematic Occupational Health and Safety (OHS) framework to proactively identify and mitigate work-related hazards across all operating locations. A well-defined work permit system and Standard Operating Procedures (SOPs) are in place for both routine and non-routine activities, supported by regular audits and inspections conducted by trained professionals. Hazard Identification and Risk Assessment (HIRA), checklists and consequence modelling studies are carried out to assess potential risks, while incident investigations and root cause analyses form the basis for corrective and preventive actions.

Employees and workers are encouraged to report near-miss cases through safety committees and other communication channels, which are reviewed by the safety team for timely corrective measures. Regular Environmental, Health and Safety (EHS) training programs are conducted, including induction training for new employees and periodic refresher sessions (quarterly or as required) for all staff and workers. These initiatives, combined with continuous monitoring and implementation of safety controls, ensure compliance with legal requirements and foster a safe, responsible and preventive safety culture across the organization.

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

Yes, the Company has established comprehensive processes for workers to report work-related hazards and remove themselves from such risks. These processes are supported by Standard Operating Procedures (SOPs) and an Onsite Emergency Plan, which guide the identification, reporting and mitigation of hazards. We foster a safe work environment by proactively identifying and addressing potential risks. Employees and workers are trained with a Health and Safety module that includes the identification and analysis of work-related hazards and the necessary steps to mitigate them. Additionally, they receive training on emergency equipment, such as fire hydrants, fire-fighting systems and safety alarms, during safety and emergency evacuation drills. There is also a Safety Committee through which employees can report hazards to management. All workmen are instructed not to take unnecessary risks and are authorized to stop work if there is an immediate threat to health and safety. Regular training and awareness sessions reinforce these protocols and workers' rights to a safe workplace. The Company is committed to building a proactive safety culture that prioritizes worker well-being.

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

Yes. The eligible employees and workers of the entity have access to non-occupational medical and healthcare services. This is part of the company's broader employee well-being initiatives. The Company provides a Group Medclaim policy for eligible employees and workers, health insurance coverage that includes treatment for non-work-related illnesses & hospitalization and annual health check-ups and wellness screenings to monitor general health. Additionally, employees have access to on-site or empaneled clinics, where available, for consultations on non-occupational health issues. The Company is dedicated to promoting holistic health and well-being, providing support beyond workplace related concerns.

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

Safety Incident/Number	Category*	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	2.10	2.77
Total recordable work-related injuries	Employees	2	-
	Workers	5	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-
Number of Permanent Disabilities	Employees	-	-
	Workers	-	-

*Including the contract workforce

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

Employees and workers are provided with personal protective equipment (PPE) and trained on hazard identification, risk assessment, and mitigation measures, with mandatory compliance to established SOPs. Regular awareness programs, safety inspections, and transparent communication of safety outcomes are conducted to foster a strong safety culture. The EHS team and site management carry out periodic audits and workplace inspections, supported by well-trained Emergency Response Teams, including first aiders and firefighters, to manage emergencies effectively. Continuous monitoring of workplace parameters such as Volatile Organic Compounds (VOCs) ensures early detection and control of risks. Safety and environment audits are undertaken by competent authorities under the Factories Act, and the Company remains aligned with global best practices through the implementation of ISO 14001 (Environmental Management System), with further certifications under progress.

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

	FY 2024-2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Condition	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

14. Assessments for the year:

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

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:

During the year under review, there were no safety related incident reported.

Leadership Indicators

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

Yes, the Company provides a compensatory package to employees and workers in the event of death. Claims are settled in accordance with the Workmen Compensation Policy, and all applicable benefits such as provident fund, gratuity, and other statutory dues are settled on a priority basis.

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 statutory dues as applicable to the transaction with its value chain partners are deducted and deposited in accordance with the applicable regulations. The Company also collects necessary certificates and proofs from its contractors with respect to payment of statutory dues like PF, ESIC, etc. We emphasize holding our value chain partners responsible for upholding business responsibility principles and maintaining transparency and accountability.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Employees	-	-	-	-
Workers	-	-	-	-

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)

Yes, the Company provides skill upgradation training programmes to employees during their employment which further enable the employees to pursue employment post retirement or termination, based on the acquired skillset.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

Essential Indicators

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

The Company recognizes the significance of fostering strong stakeholder relationships and actively engages with them to promote mutual understanding and shared value. Through proactive interaction, the Company consistently identifies and addresses key material issues to align with stakeholder expectations. As a responsible corporate entity, we are committed to cultivating and sustaining meaningful and long-term relationships with all stakeholders. These include employees, workers, shareholders/investors, distributors, customers, channel partners, vendors/suppliers/third-party manufacturers, healthcare professionals, local communities, regulators and government authorities. The Company prioritizes understanding the concerns and expectations of these stakeholder groups. By maintaining regular engagement through various communication channels, we have not only reinforced our stakeholder relationships but also enhanced our strategic decision-making and overall organizational effectiveness.

I. 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), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others- please specify)	Purpose & scope of engagement including key topics and concerns raised during such engagement
Investors/Shareholders	No	Email, Newspaper Advertisements, Website, Disclosure to Stock Exchanges, Investor meetings, Earning calls, Annual Reports, Investor Presentations, Press Releases etc.	Quarterly /Event based	We are committed to financial transparency with our investors and shareholders. We provide quarterly financial updates on our website and engage with our investors to address their expectations and concerns.
Employees & workers	No	Department meetings, One-on-one engagement, E-mails, Notices, Employee web-portals, Training and development workshops, Town halls & other communication mechanisms	Ongoing	Skill development, Health and safety, training and development, follow ups for SOP's and compliances with policies of the Company.
Customers (Healthcare professionals, Dealers & Distributors)	No	Email, In- Person Meetings, Conferences and Seminars, Advisory Meetings, engagement through website and social media	Ongoing	Optimize product development and delivery, pricing, enhance customer insight and satisfaction, to stay informed about the latest advancements in the pharmaceutical sector and address grievances.
Suppliers, Vendors and Third Party manufacturer	No	E-mails and Meetings	Frequent and need based	Strengthen supply chain resilience and minimize disruptions, drive innovation, improve production efficiency and quality control, develop robust and collaborative relationships, develop contingency plans to handle unforeseen disruptions.
Government and Regulator	No	Mandatory regulatory filings, E-mails, written communication and meetings.	Need based	Continuously monitor regulatory changes and adapt practices accordingly, implement robust internal audits and compliance checks, foster a culture of ethical behavior and accountability throughout the organization.
Communities	Yes	Directly or through CSR implementation agency	Ongoing	Community development programmes through CSR initiatives covering key areas such as healthcare, education, animal welfare, among others.

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Company recognizes the importance of structured and focused stakeholder engagement for the timely identification of material environmental, social and governance (ESG) issues. An effective stakeholder engagement mechanism not only strengthens and diversifies stakeholder relationships but also plays a critical role in identifying key concerns that may influence the Company's long-term growth and sustainability.

Stakeholders can express concerns about economic, environmental and social matters through a designated grievance redressal email. Upon receipt, the Company promptly acknowledges the communication and provides an initial response to address any immediate issues. Where necessary, the Company Secretary escalates specific queries to the Board or Management for further review and resolution.

The Board or Management carefully examines such matters and takes informed decisions, with the outcome communicated to the concerned stakeholder via email. In addition, the Board or Management regularly reviews all complaints to ensure timely and appropriate resolution.

This grievance redressal framework reflects the Company's commitment to transparency, accountability and proactive stakeholder engagement, ensuring that all concerns are addressed effectively and that strong, mutually beneficial relationships are maintained.

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. At Gufic, Stakeholder consultation is integral to the effective management of environmental and social initiatives. The Company is deeply committed to fostering inclusive and collaborative growth by maintaining regular and meaningful engagement with its stakeholders. These interactions are essential for addressing critical issues related to social impact, environmental sustainability and human rights.

Through various initiatives such as employee engagement programs, vendor meetings and ongoing communication with local communities, the Company takes into account and addresses stakeholder concerns. By engaging with key stakeholders, Gufic is able to identify and prioritize material issues based on their relevance to business operations and overall impact.

This feedback-driven approach strengthens communication and collaboration channels, enhances employee health and safety and contributes to their overall well-being. It also leads to more efficient business processes for suppliers while ensuring that environmental and social considerations are effectively integrated.

Through these efforts, the Company aims to promote sustainable development and ensure that its operations generate a positive and lasting impact on both its stakeholders and the broader society.

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

The Company remains committed to uplifting vulnerable and marginalized communities through its CSR initiatives by implementing targeted programs in healthcare, education, animal welfare and other key areas. These initiatives are carried out in partnership with implementation agencies and are tailored based on comprehensive assessments of community needs to ensure effective execution and optimal utilization of CSR resources. Each program is structured to promote social transformation, with a particular focus on providing healthcare support, educational opportunities, empowerment and fostering sustainable development. The overarching goal is to enhance the well-being of disadvantaged communities and create a lasting positive impact. For further information, please refer to the Company's Annual CSR Report which forms part of this Annual Report.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicators

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

Category	FY 2024-2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	1418	1418	100.00	1448	1448	100.00
Other than permanent	373	373	100.00	384	384	100.00
Total Employees	1791	1791	100.00	1832	1832	100.00
Workers						
Permanent	66	66	100.00	43	43	100.00
Other than permanent	1069	1069	100.00	796	796	100.00
Total Workers	1135	1135	100.00	839	839	100.00

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

Category	FY 2024-2025 (Current Financial Year)					FY 2023-2024 (Previous Financial Year)				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	1418	0	0	1418	100.00	1448	0	0	1448	100.00
Male	1214	0	0	1214	100.00	1251	0	0	1251	100.00
Female	204	0	0	204	100.00	197	0	0	197	100.00
Other than Permanent	373	0	0	373	100.00	384	0	0	384	100.00
Male	339	0	0	339	100.00	352	0	0	352	100.00
Female	34	0	0	34	100.00	32	0	0	32	100.00
Workers										
Permanent	66	0	0	66	100.00	43	0	0	43	100.00
Male	62	0	0	62	100.00	38	0	0	38	100.00
Female	4	0	0	4	100.00	5	0	0	5	100.00
Other than Permanent	1069	818	76.52	251	23.48	796	711	89.32	85	10.68
Male	643	418	65.01	225	34.99	416	331	79.57	85	20.43
Female	426	400	93.90	26	6.10	380	380	100.00	0	0

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

a. Median remuneration / wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (Amt in ₹)	Number	Median remuneration/ salary/wages of respective category (Amt in ₹)
Board of Directors (BoD)*	3	73,60,220	0	-
Key Managerial Personnel	1	55,00,004	1	20,00,083
Employees other than BoD & KMP@	1549	4,27,952.50	237	3,66,103
Workers@	117	1,69,706	20	99,100

Note: *BOD represents data for Executive Directors as on March 31, 2025

@ For computation of median remuneration, employees and workers on the rolls of the Company have been considered.

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

Particulars	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Gross wages paid to females as % of total wages*	11.44	11.10

*On-roll employees and workers are considered while computing gross wages paid to females as % of total wages

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

Yes, the Company has dedicated HR team at various location to address the human rights issues.

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

The Company is committed to ensuring a safe and supportive work environment for all its employees and workers. An Internal Complaints Committee (ICC) has been established to address any grievances related to sexual harassment. Additionally, the Company has implemented a whistle-blower and vigil mechanism that enables employees to report concerns regarding unethical behavior, actual or suspected violations, malpractice, corruption, fraud, unethical conduct or the leakage of unpublished price-sensitive information.

Grievances pertaining to human rights are promptly addressed by the respective Manufacturing Unit Heads, Project Managers or Business Unit Heads, in coordination with the Human Resources Department. Each grievance is thoroughly investigated and appropriate actions are taken to resolve the issue. If necessary, disciplinary measures are taken and support from regulatory authorities is sought.

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

Particulars	FY 2024-2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
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	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
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's Whistle Blower Policy ensures to safeguard complainants from retaliation and other unfair practices, including threats, intimidation, termination, suspension, disciplinary action, transfer, demotion or denial of promotion. Complainants may choose to remain anonymous unless disclosure is required by law enforcement. Investigations are conducted with the utmost confidentiality to protect the complainant and ensure their identity is kept secure. For sexual harassment cases, the Company adheres to the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, ensuring that investigations are handled discreetly and the complainant's identity is protected. The Company also has Internal Complaints Committees (ICCs) at the head office & all plant locations to specifically address and resolve sexual harassment complaints.

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

Yes, human rights requirement is part of certain specific business agreement and contract, wherever required.

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
Others – please specify	-

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

During the period under review, the Company did not receive any corrective action directives as we are compliant with the applicable laws.

Leadership Indicators

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

During the financial year 2024-2025, the Company did not receive any human rights grievances/complaints. As a result, no business processes have been modified or introduced for addressing human rights grievances/ complaints.

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

During the financial year 2024-2025, the Company has not undertaken any Human Rights due diligence. However, the Company has in place Human Rights Policy and all the employees and value chain partners are expected to abide by the principles covered in the policies.

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, the premises/office of the Company are accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Essential Indicators

I. Details of total energy consumption in GigaJoules (GJ), in the following format:

Parameter	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D)	71,416.74	32,755.96
Total fuel consumption (E)	43,813.64	20,831.27
Energy consumption through other sources (F)	266.79	136.27
Total energy consumed from non-renewable sources (D+E+F)	1,15,497.17	53,723.50
Total energy consumed (A+B+C+D+E+F)	1,15,497.17	53,723.50
Energy intensity per rupee of turnover (Total energy consumption in GJ / turnover in Millions)	14.1	6.66
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed in GJ / Revenue from operations adjusted for PPP in Million)	291.1	137.6
Energy intensity in terms of physical output	418.92	210.49

*The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factor published by the International Monetary Fund (IMF) for India for the year 2024-25, which is 20.66

1. Indicate if any independent assessment/evaluation/assurance for energy has been conducted by an external agency. If Yes, provide the name of the agency:

No, we haven't carried out assessment / evaluation / assurance from any external agency.

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

No, none of the entity's sites or facilities have been identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	29,168.00	53,938.70
(iii) Third party water	1,08,960.00	44,492.00
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	1,38,128.00	98,430.70
Total volume of water consumption (in kilolitres)	1,38,128.00	98,430.70
Water intensity per rupee of turnover (Total water consumption / Revenue from operations in Million)	16.8	12.20
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total water consumption / Revenue from operations adjusted for PPP in million)	348.1	252.1
Water intensity in terms of physical output	501.00	385.66

*The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factor published by the International Monetary Fund (IMF) for India for the year 2024-25, which is 20.66

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, we haven't carried out assessment / evaluation / assurance from any external agency.

4. Provide the following details related to water discharged:

Parameter	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
No Treatment	-	-
With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
No Treatment	-	-
With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
No Treatment	-	-
With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
No Treatment	-	-
With treatment – please specify level of treatment	-	-
(v) Others	-	-
No Treatment	-	-
With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

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, we haven't carried out assessment / evaluation / assurance from any external agency.

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

Yes, we have implemented Zero Liquid Discharge mechanism at our Navsari and Indore plant. At the Navsari plant, we have Effluent Treatment Plant (ETP) and three stage Multi Effect Evaporator (MEE) installed to treat the effluent water as per norms. The wastewater is treated in a facility consisting of primary, secondary and tertiary treatment with membrane filtration [Ultrafiltration (UF)/ Reverse Osmosis (RO)]. Treated process waste water and condensate produced by this system is effectively utilized in boilers and other utilities. At our Indore plant, we have implemented a treatment system comprising ETP, UF and RO. The permeate water from the RO process is utilized for gardening, green belt development and cooling towers. There is no effluent generation at our Belgaum site. Moreover, the Company promotes water conservation through a reduce, reuse, and recycle strategy across its manufacturing sites.

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

Parameter	Please Specify unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Nox	PPM	51.65	38.39
Sox	PPM	77.75	51.35
Particulate matter (PM)	mg/Nm ³	78.27	71.73
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)	PPM	-	-
Hazardous air pollutants (HAP)	PPM	-	-
Others – please specify		-	-

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

Yes, the Navsari plant has been evaluated by Aqua-Air Environmental Engineers Private Limited, while testing at the Indore plant has been conducted by ScienEco Consulting services.

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

Parameter	Unit	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2798.93	2500.96
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	12655.82	2338.07
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations in million)		1.90	0.60
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP in million)		38.9	12.4
Total Scope 1 and Scope 2 emission intensity in terms of physical output		56.06	18.96

* The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factor published by the International Monetary Fund (IMF) for India for the year 2024-25, which is 20.66

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, we haven't carried out assessment/ evaluation/ assurance from any external agency.

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

Yes, at our Navsari and Belgaum plant we have installed advanced Heating, Ventilation and Air Conditioning (HVAC) technology into our systems, leveraging eco-friendly gases such as R-33, R410, and R407. We have reduced energy consumption through equipment updates. We are using briquette-based boilers to reduce greenhouse emission and accelerate our green transition. We have also reduced GHG emissions through process optimization. These environmentally conscious choices align with our commitment to sustainable practices while ensuring efficient and effective climate control for our facilities. Furthermore, the Company ensures to adopt environmentally responsible practices by disposing of waste generated during production operations in accordance with all relevant environmental laws. We have also substituted incineration of waste with pre-processing.

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

Parameter	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	81.1	64.0
E-waste (B)	-	-
Bio-medical waste (C)	15.66	8.09
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	19.39	8.85
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G+H)	116.15	80.94
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations in million)	0.01	0.01
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total waste generated / Revenue from operations adjusted for PPP in million)	0.29	0.21
Waste intensity in terms of physical output	0.42	0.32
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	1.11	0
(ii) Re-used	0.66	1.51
(iii) Other recovery operations	76.00	-
Total	77.77	1.51
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	15.60	7.72
(ii) Landfilling	3.49	-
(iii) Other disposal operations	16.83	69.86
Total	35.92	77.58

*The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factor published by the International Monetary Fund (IMF) for India for the year 2024-25, which is 20.66

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, we haven't carried out assessment / evaluation / assurance from any external agency.

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 has established a comprehensive waste management system that involves agreements with authorized vendors from the pollution board to handle all categories of waste, including hazardous, non-hazardous, e-waste, battery waste, and biomedical waste. The waste management plan encompasses strategies for waste minimization, segregation, and safe disposal, with a strong emphasis on resource optimization and reducing manufacturing rejects. The company complies with Extended Producer Responsibility (EPR) by collecting and managing end-of-use plastic waste effectively. In managing hazardous waste, the company emphasizes environmentally friendly practices, prioritizing co-processing and recycling over incineration or landfilling. Moreover, the company ensures environmentally responsible disposal of waste generated during production operations in accordance with all relevant environmental laws. In an effort to further reduce waste, the company has embraced digitalization to decrease paper consumption. Standard Operating Procedures (SOPs) are in place to support these waste reduction strategies.

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

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
The Company does not have any of its manufacturing facilities/ offices in ecologically sensitive areas.			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
No environmental impact assessment was undertaken during the financial year 2024-2025.					

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

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

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

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: NIL**

(ii) **Nature of operations: NIL**

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

Parameter	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(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)	-	-
Water intensity per rupee of turnover		
(Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(ii) Into Groundwater		--
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iii) Into Seawater		
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(v) Others	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

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, we haven't carried out assessment/ evaluation/ assurance from any external agency.

2. With respect to the ecologically sensitive areas reported at Question 11 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

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

Sr. No.	Initiative Taken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Primary and Secondary Condensers in Navsari & Indore plant	The Company has implemented primary and secondary condensers to optimize solvent recovery and reduce the release of ambient air emissions.	1. Reduction in fuel consumption 2. Minimization of environmental impacts in the surrounding area
2	Use of cooling tower in Navsari & Indore plant	A cooling tower is employed to reduce the amount of fresh water consumed.	Reduction in consumption of fresh water
3	Use of Advance Air Pollution Control System (APCS) in Navsari & Indore plant	A Bag Filter and Multi Cyclone Separator are employed to minimize particulate matter emissions into the surrounding air. Furthermore, a scrubber system is used to manage gas emissions.	To minimize the presence of gases and particulate matter in the surrounding air.
4	Fuel Substitution in Navsari & Indore plant	We use briquette-based boilers instead of fuel oil-based boilers.	Reduces greenhouse emission and accelerate green transition.
5	Efficiency improvement in Zero Liquid Discharge ("ZLD") system in Navsari Plant"	Effluent load reduction and energy saving in ZLD system are achieved through the following measures: 1) Reusing condensate from the Multiple Effect Evaporator (MEE) process. 2) Modifying the treatment method for domestic effluent streams.	Saving fresh water from borewell per year in Navsari plant
6	Condensate system	At our Indore plant, we have a condensate recovery system in place. We collect all plant condensate in a tank and then redirect it to the boiler feed tank. Since the condensate temperature is approximately 60°C, this process helps to reduce both water and fuel consumption.	Reduction of water and fuel consumption.
7	Efficiency improvement in Zero Liquid Discharge ("ZLD") system in Indore Plant	Our system includes an ETP, UF and RO unit. The RO permeate water is utilized for gardening, green belt development, cooling towers and wash area flushing. Additionally, RO reject water is also employed for green belt development.	This reduces the consumption of fresh water by recovering approximately 40 to 50 KL of water for use in cooling towers, thereby conserving soft water.

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

Yes, the Company has a comprehensive Business Continuity and On-site Emergency Plan to effectively manage disruptions arising from natural disasters or unforeseen events. Regular training sessions and disaster management drills are conducted to ensure employee preparedness for handling emergencies. Further, the Company has implemented a detailed Risk Management Policy aimed at minimizing disaster-related losses by identifying potential risks, adopting mitigation measures, and ensuring a secure and resilient business environment

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

Essential Indicators

I. a. Number of affiliations with trade and industry chambers/ associations.

The Company is a member of four trade and industry chambers/ associations.

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.

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Pharmaceuticals Export Promotion Council of India (PHARMEXCIL)	National
2	Indian Drug Manufacturers Association (IDMA)	National
3	The Council of EU Chambers of Commerce in India	National
4	Asmechem Chamber of Commerce & Industry of India	National

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

Name of authority	Brief of the case	Corrective action taken
During the reporting period, there was no adverse order issued from regulatory authorities pertaining to anti-competitive conduct.		

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
In the reporting year, the Company has not undertaken any Social Impact Assessments (SIA).					

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

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

The Company recognizes its responsibility towards inclusive growth and equitable development of all stakeholders and remains committed to sustainable progress by aligning its business objectives with environmental stewardship and community welfare. Our CSR initiatives are implemented in collaboration with NGOs/ Trusts, focusing on critical areas such as health, education, skill development and infrastructure. Additionally, Company officials periodically visit local areas and engage with residents and local councils to address any grievances. Currently, no specific grievances have been reported.

4. Input material sourced from suppliers (by value):

Particulars	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	4.59	4.42
Directly from within India	59.43	53.16

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

Location	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Rural	12.88	6.09
Semi-Urban	0.59	0.81
Urban	40.56	41.77
Metropolitan	45.96	51.33

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

Essential Indicators

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

The Company recognizes its societal responsibilities and is committed to inclusive growth, fair development, balanced stakeholder needs and considering its impact on the environment and community. To manage consumer complaints and feedback, the Company has established an effective system ensuring prompt resolution. This system includes a Standard Operating Procedure (SOP) to review and address complaints reported by patients, consumers, healthcare professionals and other stakeholders. Complaints are forwarded to the relevant department based on their nature for appropriate action and response. Consumers can also provide feedback on the website of the Company. No complaints were raised in consumer forums against the Company during the year under review.

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

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

3. Number of complaints in respect of the following :

Particulars	FY 2024-25 (Current Financial Year)		Remarks	FY 2023-2024 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at the end of the year		Received during the year	Pending resolution at the end of the year	
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-Security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Others- related with Products, Packaging of Products etc.	12	Nil	Resolved	23	Nil	Resolved

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

Particulars	Number	Reason for recall
Voluntary recalls	-	Not Applicable
Forced recalls	-	Not Applicable

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 in place framework on cyber security and risks related to data privacy to provide effective measures aimed at averting potential cyber threats and the same is available on the Company's intranet for the employees of the Company.

6. **Provide details of any corrective actions taken or underway on issues relating to any of the following: I. Advertising; ii. Delivery of essential services; iii. Cyber security and data privacy of customers; iv. Re occurrence of instances of product recalls V. penalty / action taken by regulatory authorities on safety of products / services.**

No Penalties/Regulatory actions have been levied or taken on the aforementioned parameters.

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

- a. **Number of instances of data breaches:** 0
- b. **Percentage of data breaches involving personally identifiable information of customers:** Not Applicable
- c. **Impact, if any, of the data breaches:** Not Applicable

Leadership Indicators

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

The Company's website provides information about the leading products of the Company at www.gufic.com. Further complete details of the product are also available on the product leaflets.

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

The Company adheres to relevant regulatory requirements by disclosing information to its stakeholders on the safe and responsible usage of the Products. The information label attached to each product informs the consumers about instructions for pharmacokinetics, safe use, ingredients, composition, side effects, guidance on appropriate storage conditions among others.

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

Your Company has an internal communication mechanisms in the form of email communications for timely updates to be provided to CFAs for communication to stockists and consumers with respect to any product recalls and/or disruption to services.

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable)-** No, product information is displayed on the product as per local laws/ FDA.

If yes, provide details in brief. - Not Applicable

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / service of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No) - No