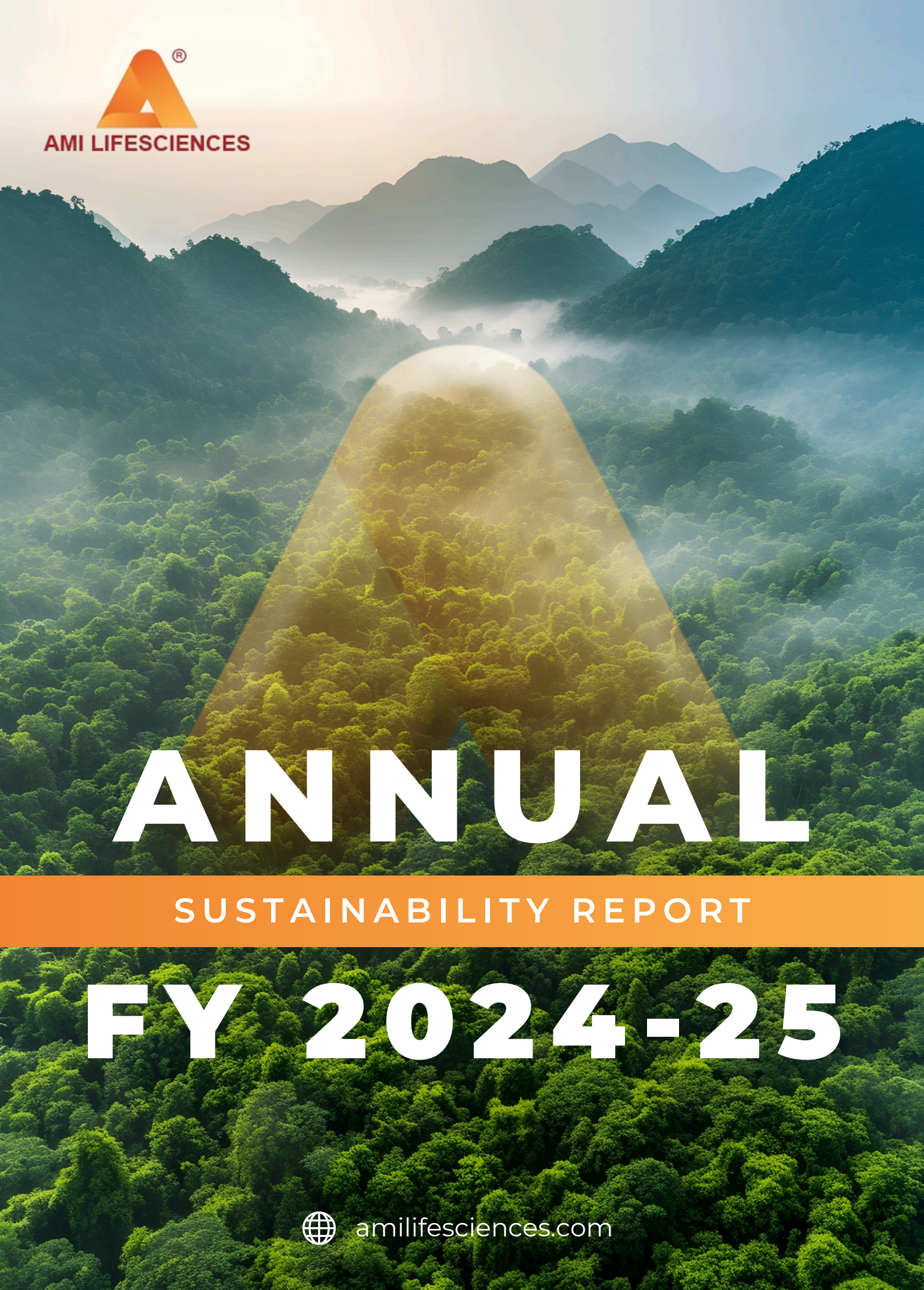
AMI LIFESCIENCES



ANNUAL

SUSTAINABILITY REPORT

FY 2024-25

amilifesciences.com







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ABOUT THIS REPORT



At Ami Lifesciences Pvt. Ltd. , we're not just developing life-saving medicines: we're building a healthier future for generations to come. Sustainability is the cornerstone of this vision, ensuring a thriving planet for people and progress in healthcare.

Organizational Details (GRI 2-1)

We, Ami Lifesciences Private Limited (referred to herein as 'Ami Lifesciences,' 'the Company,' 'we,' 'our,' or 'us'), are proud to present our Annual Sustainability Report for the Financial Year 2024–25, reaffirming our commitment to Environmental, Social, and Governance (ESG) principles.

As a trusted partner in the development and manufacturing of pharmaceutical intermediates and Active Pharmaceutical Ingredients (APIs), we are committed to embedding sustainability throughout our value chain—from innovation and sourcing to manufacturing and stakeholder engagement. This report outlines our actions, performance, and progress in areas such as environmental stewardship, employee wellbeing, ethical governance, and responsible partnerships. It is guided by our FY 2024–25 theme:

Innovating for Health, Growing with Responsibility.

We believe that scientific innovation and sustainability go hand-in-hand in delivering long-term value to society, our customers, and the communities we serve.

Reporting Framework

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards, including:
GRI 1: Foundation 2021
GRI 2: General Disclosures 2021
GRI 3: Material Topics 2021

In addition to GRI Standards, our reporting and strategy have been informed by global frameworks and priorities such as the United Nations Sustainable Development Goals (UN SDGs) and guidance from the Science Based Targets initiative (SBTi).

Entities Included in the Organization's Sustainability Reporting (GRI 2-1)

This report covers 100% of our operation and locations:

Ami Lifesciences [Corporate Office]

701 to 710, 7th Floor, 1038 Lilleria, Gotri-Sevasi Road, New Alkapuri, Vadodara, Gujarat – 390021

Ami Lifesciences [Manufacturing Unit]

Block No.82/B, ECP Road, At & Post. Karakhadi-391450 Taluka: Padra Dist.: Vadodara Gujarat, INDIA.

Ami Lifesciences [Marketing Office]

305, 3rd Floor, Nitco Biz Park, Rd Number 16U, Nehru Nagar, Wagle Industrial Estate, Thane West, Thane, Maharashtra 400604

Reporting Period, Frequency, and Contact Point (GRI 2-3)

The information, data, and narratives presented in this report reflect our performance during the financial year April 1, 2024, to March 31, 2025.

ABOUT THIS REPORT

This report is published on an annual basis. For further inquiries, feedback, or additional information, please contact:

Restatements of Information (GRI 2-4)

As our second Annual Sustainability Report, this edition reflects notable improvements in data quality, alignment with ESG standards, and stakeholder engagement. We have refined our methodology and enhanced internal validation processes to ensure more accurate and transparent disclosures.

External Assurance (GRI 2-5)

This report has been externally assured by Growlity Inc. in alignment with internationally recognized sustainability standards, in accordance with the Global Reporting Initiative (GRI) Universal Standards 2021—underscoring our commitment to transparency and credibility in sustainability reporting

Looking Ahead

This report includes forward-looking statements on Ami Lifesciences' sustainability goals and initiatives. These are based on current assumptions and may change due to evolving regulations, market conditions, or external factors. We remain committed to transparency and will disclose significant developments in future reports.

Feedback and Suggestions

Feedback from internal and external stakeholders enables us to improve our procedures and objectives. In case of feedback reach out to:

info@amilifesciences.com

+91 265-2323046, 2332104

INTRODUCTION





MR. GIRISH CHOVATIA

CHAIRMAN & MANAGING DIRECTOR
AMI LIFESCIENCES PVT. LTD.

MESSAGE FROM THE CHAIRMAN & MANAGING DIRECTOR

At Ami Lifesciences, we believe that how we make our medicines matters just as much as what we make. In an era where global healthcare and environmental urgency intersect, we are embracing our dual responsibility—to heal patients and to protect the planet.
While we have long been recognized for our innovation and quality in Active Pharmaceutical Ingredients (APIs), our sustainability journey has been given equal importance. The direction was always clear: forward with intent, action and accountability.

In FY 2024-25, we were proud to be awarded the EcoVadis Gold Medal, placing us among the top 5% of companies worldwide for sustainability practices. This milestone strengthens our resolve to raise the bar across our operations—redefining what it means to be a responsible pharmaceutical company in today's world.

From greener chemistries and efficient utilities to improved waste systems and supply chain engagement, we are integrating sustainability not as a checklist—but as a mindset. Every formulation we refine, every audit we welcome, and every improvement we implement brings us closer to our vision of a cleaner, safer, more conscious pharmaceutical future.

We recognize that true leadership is not a destination but creating an organization that outlives your lifespan and leaves the world better than what you inherited. As we continue to grow, we are committed to deepening our ESG practices, collaborating across our ecosystem, and listening to the planet and society as closely as we listen to science.

At Ami Lifesciences, we are not just keeping pace with sustainability—we are helping define it for the pharma industry of tomorrow.

> ***BEHIND EVERY API IS A PROMISE—TO PATIENTS, TO PEOPLE AND TO THE PLANET.***



MR. HIREN SHAH

DIRECTOR & CHIEF SUSTAINABILITY OFFICER
AMI LIFESCIENCES PVT. LTD.

MESSAGE FROM THE DIRECTOR & CHIEF SUSTAINABILITY OFFICER

At Ami Lifesciences, sustainability is not a separate function—it is integrated into every aspect of our operations. With over 30 years of experience in API manufacturing and operational leadership across industry leaders like Dr. Reddy's, Glenmark, Wockhardt, IPCA, and Cadila, I bring a deep understanding of how operational excellence and environmental stewardship must move forward together.

In FY 2024-25, we were proud to be awarded the EcoVadis Gold Medal, placing us among the top 5% of companies globally for our sustainability performance. This recognition validates our strategic direction and the tireless efforts of our employees and stakeholders, particularly in areas such as green chemistry innovations, resource and utility efficiency, waste minimization, and responsible supplier engagement.

Looking ahead, our operational sustainability roadmap is clearly defined and anchored in practical execution. We aim to expand the adoption of greener synthetic routes and transition further toward renewable energy sources. At the same time, we are deepening collaboration with our suppliers to align on measurable ESG performance criteria. Our focus also remains strong on reducing process-related waste and emissions across all manufacturing sites. To ensure sustained improvement and transparency, we are enhancing our internal capabilities through data-driven performance tracking and robust preparedness for third-party sustainability audits.

For us, sustainability is not a checklist—it is a continuous pursuit of meaningful impact. As we grow, I remain committed to driving scalable and science-led sustainability practices across our value chain. Together with our dedicated teams and responsible partners, we are shaping a future where every API we manufacture supports not just patient health—but also planetary health.

> ***RESPONSIBLE MANUFACTURING SHAPES A HEALTHIER, GREENER PHARMACEUTICAL FUTURE.***



MR. BIRJU MISTRY

CHIEF HUMAN RESOURCE OFFICER
AMI LIFESCIENCES PVT. LTD.

MESSAGE FROM THE CHIEF HUMAN RESOURCE OFFICER

At Ami Lifesciences, our people are the DNA of our sustainability actions. With more than two decades of HR leadership experience across companies like Zydus, TCS, Reliance, and Nielsen—and now steering our talent and culture strategy. I believe that a truly sustainable company must begin with an empowered, engaged and purpose-driven workforce.

We are building a culture where sustainability is lived daily, each moment and just not a piece of document.
During FY 2024-25, we enhanced our learning and development programs, embedding critical themes such as ESG awareness, greener chemistry, industrial safety, and data-driven decision-making. Our HR-led cross-functional engagement models encourage collaboration across R&D, Operations, EHS, and Supply Chain—ensuring every team understands its role in achieving our shared sustainability outcomes.

We also strengthened grievance redressal and remediation mechanisms to promote a culture of transparency, trust, and psychological safety. These updates reflect our broader commitment to aligning people practices with global sustainability standards.

True transformation happens when employees not only understand the 'what' but also connect deeply with the 'why' behind sustainability. Our actions have been focused to cultivate a workplace where every employee is a catalyst for ESG impact. With the right culture, the right systems, and the right mindset, we're not just supporting our sustainability journey—we are making it impactfully irreversible.

> ***PEOPLE-DRIVEN PURPOSE TURNS SUSTAINABILITY INTO LASTING IMPACT.***

COMPANY PROFILE



Ami Lifesciences Private Limited is a pure-play, customer-centric API manufacturer, recognized globally for its commitment to scientific excellence, operational integrity, and sustainable growth. Established in 2006 and headquartered in Vadodara, Gujarat, we have evolved into one of India's fastest-growing API and intermediate manufacturers, delivering value across over 60 countries. Guided by our founding purpose — to redefine how medicines and health products are delivered — we have spent the last two decades building deep scientific and technological capabilities. We specialize in complex APIs, supported by in-house R&D, world-class manufacturing, and fully backward-integrated processes across all key molecules.

At Ami, we believe that "Health is a Healthy Business." Every step we take — from formulation to delivery, from people to partnerships — is designed to elevate healthcare access, sustainability, and trust.

MISSION

Making Ami the top & truly global Pure Play API Company where our products would be sold in each & every part of the world, making Ami a partner of choice for all pharmaceutical companies globally for all their needs of API"h & every part of the world, making Ami a partner of choice for all pharmaceutical companies globally for all their needs of API.

VISION

- Speed of the Team is the speed of the company
- Innovation is the way of life
- Working with the best
- People - As competitive Strength
- Customer Centric Organization "Customer is the KING"
- Responsible Organisation

COMPANY PROFILE

STRATEGIC POSITIONING



Pure Play API Company – No conflict of interest with finished dosage clients; full alignment with customer success

Sustainability as Strategy: Environmentally conscious process design, solvent recovery, and energy-efficient operations

Backward Integration : For security of supply, cost leadership, and reduced environmental impact

Customer-Centric Innovation : Portfolio shaped by patient needs and customer feedback

IP-Driven Growth : Enabling Day-One launches through regulatory insight and early engagement

ESG-Focused Culture: Accountability on environment, safety, ethics, and social responsibility

Fast, Flexible, Reliable : Agile business models that prioritize speed, service, and sustainability

COMPANY PROFILE

STRATEGIC FOCUS AREAS

Building Sustainable Value

We believe that when we enhance our competencies, we will be able to serve both our existing and potential clients better. We work in the domains of New Chemical Entities and Contract Manufacturing in bulk quantities.

Enhancing Competencies to Expand Reach

We invest in building capabilities in New Chemical Entities (NCEs) and contract manufacturing, continuously expanding the scope of services and products for our clients worldwide.

Nurturing Human Capital

India is home to some of the world's brightest scientific minds. At Ami, we create opportunities for skilled graduates and PhDs to apply their talent at a global scale, driving both personal and organizational excellence.



GLOBAL MARKET SERVED



PARTNERSHIPS THAT PROPEL PROGRESS

Ami Lifesciences doesn't simply manufacture APIs—we co-innovate. Our long-term CDMO alliances with top 20 global pharma and biotech firms integrate our intellectual-property expertise, regulatory intelligence, and sustainability practices into collaborative development programs. These partnerships accelerate time-to-market and de-risk complex molecules, benefiting both our customers and the patients they serve.

The Future We Formulate

Over the next decade, we will expand our Biologicals Division, deepen our portfolio of niche generics, and further reduce our environmental footprint through carbon-neutral and circular-economy initiatives. Wherever patients need care, Ami Lifesciences will deliver the world's most trusted APIs—faster, safer, and more sustainably than ever before.



PARTNERSHIPS THAT PROPEL PROGRESS

Ami Lifesciences has sustained an impressive 25% year-on-year growth since our inception in 2006. Anchored by four EU-GMP–certified manufacturing sites in Vadodara, India, and powered by a team of 900 scientists, engineers, and quality experts, we produce over 50 specialty APIs spanning 11 therapeutic areas—with particular strength in anti-diabetics, CNS, pain management, and respiratory. In 2025, we deepened our expertise by launching a Biologicals Division, reflecting our commitment to high-value, low-volume modalities that address unmet medical needs.

Audited & Approved—Everywhere

- Global Regulatory Mastery
- Our facilities meet the highest standards of quality and safety, holding approvals from USFDA, EU-GMP (EDQM), WHO-GMP, MFDS (South Korea), ANVISA (Brazil), and COFEPRIS (Mexico). Because each site is routinely inspected by multiple authorities, our partners can launch their products with full confidence.
- First-Pass Success: With a 95%+ first-pass audit success rate, Ami Lifesciences has built an audit readiness program that goes beyond checklists—embedding GMP culture into every process, from raw-material qualification to final-product release.

Export and Regulatory Highlights

Parameter	Details
Total Countries Served	60+
Key Customers	Sanofi, ABC Pharmaceutics, TRB, Dainippon
Regulatory Approvals	USFDA, EU-GMP (EDQM), WHO-GMP, MFDS, ANVISA, COFEPRIS
Manufacturing Sites	1 sites (Vadodara, India – EU-GMP certified)



BUSINESS MODEL & VALUE CHAIN

INPUT

- Safe and sound financial position
  FINANCIAL CAPITAL
- Operating base that ensures stable supply
  MANUFACTURING CAPITAL
- A team of professionals who help to achieve the “Three Joys”
  HUMAN CAPITAL
- The source of new treatment options for patients.
  INTELLECTUAL CAPITAL
- Building strong relationships with stakeholders.
  SOCIAL CAPITAL
- Eco-conscious business activities
  NATURAL CAPITAL

APPROACH

Scientific Innovation & Niche API Focus	• API portfolio: Offers 80 APIs and 66 DMFs, including 34 US-DMFs and 19 CEPs • Green chemistry applied across pipeline
CDMO & Custom Development Services	• Noted for CDMO capabilities: provides custom synthesis and contract manufacturing services to global pharma firms
Backward Integration & Raw Material Control	• In-house GMP manufacturing ensures control over API intermediates and raw materials. • Integrated processes support consistent API quality and secure supply chain.
Quality & Regulatory Excellence	• Certifications: Facilities are compliant with US FDA, EU-GMP, WHO-GMP, ANVISA, KFDA, TFDA, COFEPRIS
Manufacturing Execution & Kaizen	• Present in multiple sites (Vadodara, Karnataka)
Global Supply Chain & Reach	• Global distribution with regulatory-compliant delivery to key markets • Export-driven growth supported by long-term partnerships

OUTCOMES



FOR PATIENTS

Timely access to life-saving APIs and niche treatments



FOR CUSTOMERS

Accelerated time-to-market, IP security, and regulatory-ready products



FOR EMPLOYEES

Meaningful, high-impact roles in a purpose-led organization



FOR ENVIRONMENT

APIs manufactured with lower emissions, lower solvent use, and greener utilities



FOR INVESTORS

Resilient supply chain, diversified markets, long-term partnerships

CERTIFICATIONS, MILESTONES & APPROVALS

At Ami Lifesciences, excellence is not merely a goal — it defines the way we operate. Our unwavering commitment to quality, sustainability, and responsible innovation is demonstrated through prestigious certifications, regulatory approvals, and industry recognitions. The below showcased certifications comprehensively cover 100% of our operations and locations, ensuring uniform standards and regulatory compliance. They also encompass 100% of our workforce, including both employees and workers, reinforcing our focus on standardized practices and continuous improvement at every level of the organization.

Certification

ISO 27001:2022
Information Security Management System (ISMS)

ISO 9001:2015
Quality Management Systems

ISO 50001:2018
Energy Management Systems

ISO 22000
Food Safety Management

ISO 14001:2015
Environmental Management Systems

ISO 45001:2018
Occupational Health and Safety Management Systems

Regulatory Approvals & Global Recognitions

USFDA Audited (2024)
Recognized for regulatory compliance and manufacturing excellence by the U.S. Food and Drug Administration.

EU-GMP Certified
Approval from European health authorities for GMP-compliant manufacturing practices.

MFDS Approved – South Korea
Compliance with Korean Ministry of Food and Drug Safety standards for API exports.

COFEPRIS Approved – Mexico
Approved to supply APIs to the Mexican pharmaceutical market.

WHO-GMP Certified
World Health Organization certification for global quality assurance in pharmaceutical production.

CEP Granted by EDQM
Certificate of Suitability from the European Directorate for the Quality of Medicines for key APIs.

Innovation & Growth Milestones

- Highest Number of USDMF Filings in H1 2023
  Demonstrated leadership in regulatory filings and market readiness for global launches.
- Strategic Manufacturing Expansion
  Tripled manufacturing capacity by 2020 to meet growing global demand sustainably.

Establishment of Advanced R&D Centre (2021)

Reinforced commitment to science-led, sustainable innovation.

COMMITTED TO THE UN GLOBAL COMPACT PRINCIPLES


UNGC ID: 163,370

UN GLOBAL COMPACT
Network India

Certificate of Participation

THIS IS TO CERTIFY THAT

AMI LIFE SCIENCES PRIVATE LIMITED

IS AN ANNUAL BUSINESS PARTICIPANT OF

UN GLOBAL COMPACT NETWORK (INDIA)

FOR THE PERIOD OF APRIL 2025 TO MARCH 2026

Network India

Ratnesh
Executive Director
UN Global Compact Network India

Ami Lifesciences Pvt. Ltd. proudly became a registered participant of the United Nations Global Compact (UNGC), joining a global network of over 15,000 companies and 4,000 non-business entities dedicated to sustainable and responsible business practices.

About the UN Global Compact

The UN Global Compact is the world's largest voluntary corporate sustainability initiative. It calls on companies to align their operations and strategies with Ten Universal Principles in the areas of:

- Human Rights
- Labor Standards
- Environmental Protection
- Anti-Corruption

By participating in the UNGC, Ami Lifesciences has made a formal commitment to uphold these principles and to embed sustainability deeply into its corporate culture, policies, and stakeholder engagements.

Our Commitment in Action

As a signatory, Ami Lifesciences Pvt. Ltd. ensures that our business conduct remains ethically responsible, socially conscious, and environmentally sound. Key ways we are delivering on our Global Compact commitment include:

Human Rights

Promoting equality, dignity, and safety across all levels of employment and extending respect for human rights across our supply chain.

Labor

Upholding fair labor standards, including safe working conditions, fair wages, zero tolerance for forced or child labor, and promoting diversity and inclusion.

Environment

Implementing sustainable practices in manufacturing, resource usage, and waste management to reduce environmental impact and contribute to climate resilience.

Anti-Corruption:

Enforcing a zero-tolerance policy on bribery, fraud, and unethical conduct, guided by transparent governance and robust compliance systems.

Link to the Sustainable Development Goals (SDGs)

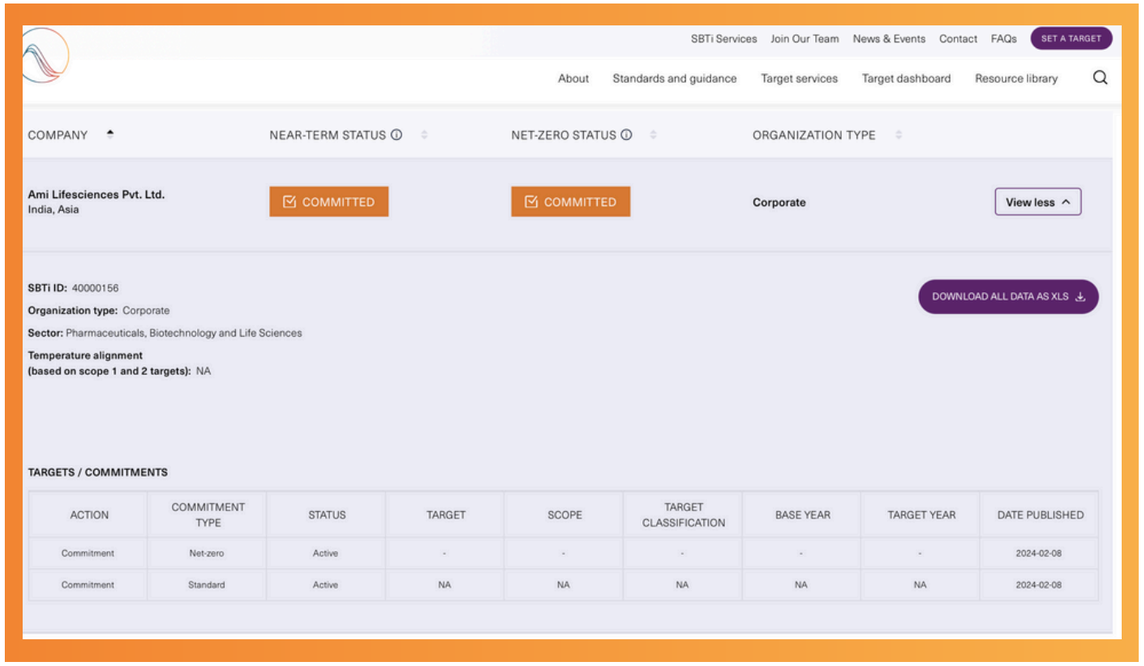
Our participation in the UNGC reinforces our alignment with the 2030 Agenda for Sustainable Development. Through our actions, we actively contribute to several SDGs, including but not limited to:



Transparency & Communication on Progress (CoP)

In line with UNGC guidelines, we are committed to publishing an annual Communication on Progress (CoP) to transparently report our efforts, milestones, and challenges in implementing the Ten Principles. This documentation serves as a cornerstone of our accountability to stakeholders and the broader international community.

SCIENCE-BASED TARGETS INITIATIVE (SBTI): A BOLD STEP TOWARD CLIMATE LEADERSHIP



At Ami Lifesciences Pvt. Ltd., sustainability isn't just a goal—it's a responsibility. We are proud to announce that we have officially received the SBTi Commitment Letter, marking a major milestone in our journey toward climate action and emissions reduction.

With this recognition, SBTi has approved our emission reduction targets, validating that our climate strategy is aligned with the most rigorous, science-backed global standards. This achievement demonstrates our unwavering dedication to sustainability across the entire value chain.

Why SBTi Matters to Us:

The Science Based Targets initiative (SBTi) empowers companies to:

- Align with the Paris Agreement and limit global temperature rise to well below 2°C.
- Integrate climate science into business strategy.
- Future-proof operations in a rapidly evolving regulatory and climate-conscious market.

Our Commitment Through SBTi

By setting science-based targets, we aim to:

- Reduce GHG emissions across Scopes 1, 2, and 3.
- Enhance long-term resource efficiency and environmental performance.
- Lead by example in the life sciences and pharmaceutical industry.

Benefits of SBTi Participation:

- **Future-Proofing the Business:** Builds resilience against stricter climate regulations and evolving market expectations.
- **Enhanced Brand & Stakeholder Trust**: Reinforces our reputation as a climate-conscious and responsible organization, attracting like-minded investors, partners, and customers.
- **Operational Efficiency:** Drives cost-effective innovation through improved energy management and waste reduction.

Looking Ahead:

We will transparently communicate our science-based targets and report progress in upcoming sustainability disclosures. This commitment reflects our belief that climate responsibility is key to a healthier planet and a more resilient business.



JOINING THE PHARMACEUTICAL SUPPLY CHAIN INITIATIVE (PSCI)

Ami Lifesciences Pvt. Ltd. is proud to announce its formal association with the Pharmaceutical Supply Chain Initiative (PSCI) a globally recognized collaborative platform that promotes responsible practices across the pharmaceutical value chain.
By becoming a PSCI member, we join a global network of leading pharmaceutical companies committed to ethical, responsible, and sustainable supply chain management. This membership underscores our commitment to aligning with international best practices, improving supply chain transparency, and fostering shared value with our stakeholders.

Our Commitments as a PSCI Member

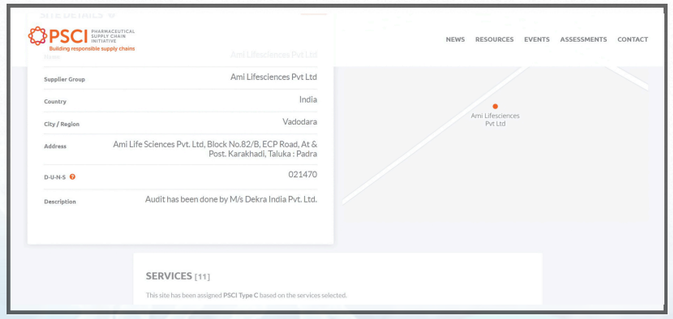
By aligning with PSCI principles, Ami Lifesciences pledges to:

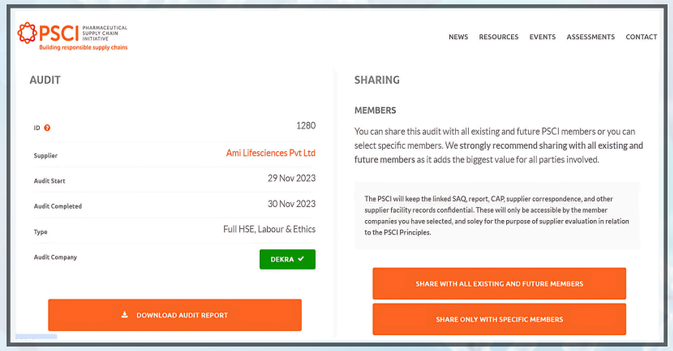


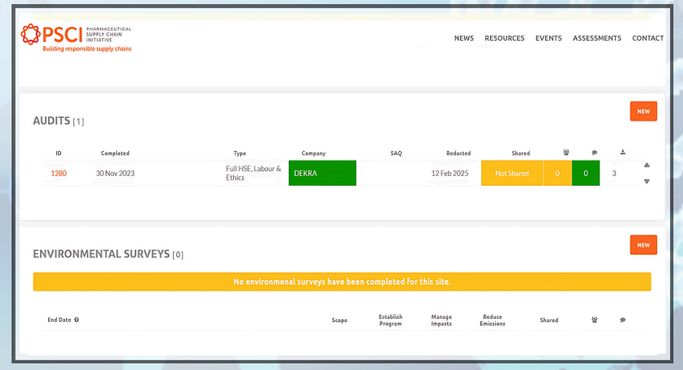
Conduct regular ESG audits of suppliers and service providers

Promote capacity building among supply chain partners on key topics such as:

- Environmental performance
- Occupational health and safety
- Responsible sourcing and compliance







EMPOWERING COMMUNITIES THROUGH HEALTH, EDUCATION, CULTURE & INNOVATION

Blood Donation Drive with SSG Hospital, Vadodara

Organized in collaboration with SSG Hospital, our blood donation camp witnessed enthusiastic participation from over 250 employees. The event was graced by our Chairman & MD Shri Girish Chovatia, along with MLA Shri Chaitanya Zala (Padra), who motivated donors and celebrated the life-saving contribution of every volunteer.

Every drop of blood is a ray of hope.
Blood donation not only saves lives but also promotes personal health.

Donation to Pramukh Swami Health Care, Botad

Ami Lifesciences donated ₹11 lakhs to Pramukh Swami Health Care for hospital infrastructure enhancement.

Your humble generosity has been deeply appreciated by the hospital management committee. Our heartfelt thanks to you.

-Mr. Chitranjen Mehta, Authorized Signatory, Pramukh Swami Health Care

Support to Vaishvik Gyanganga Seva Trust, Vadodara

We extended financial support to VGGS Trust to advance cultural, educational, and spiritual learning initiatives, impacting youth through heritage-rooted values and awareness programs.

Your support helps spread Indian knowledge systems and cultural wisdom to future generations.

-Shri Dharmendra Bhatt, Trustee, VGGS Trust

Participation in Maker Fest Vadodara 2023

As a proud supporter of the 5th edition of Maker Fest, we joined hands with innovators, entrepreneurs, and artists to foster local innovation. The event welcomed 9000+ visitors and featured 60+ teams from diverse disciplines including health sciences, agriculture, technology, and art.

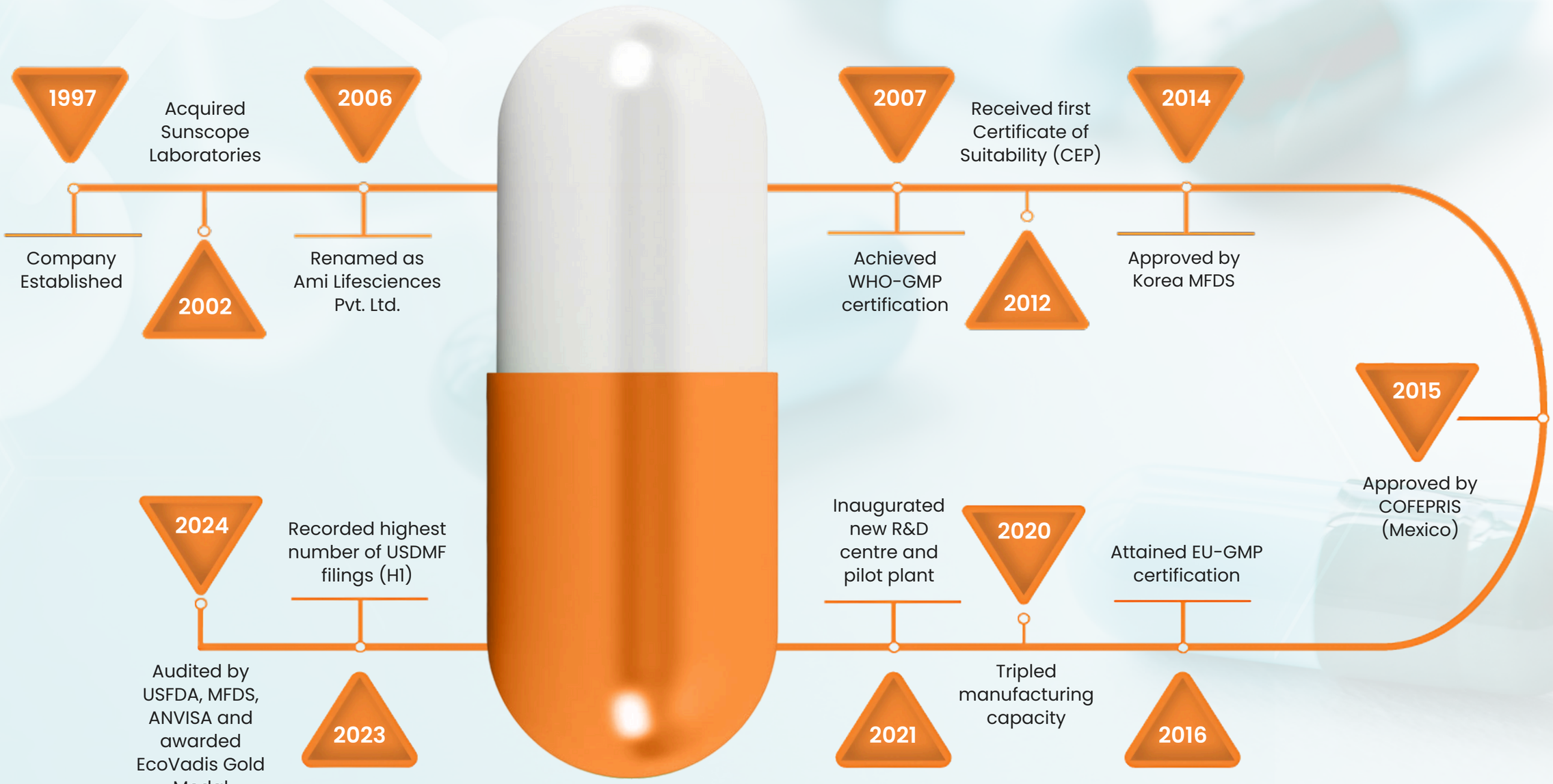
Highlights:

- Panel with Purple Docs founders
- Shark Tank India innovators' session
- IIT Gandhinagar live string-art workshop
- Career counselling and open mic jam sessions
- ₹2.5 lakh prize pool with special recognitions

Your support amplified innovation and entrepreneurship across Gujarat's youth ecosystem

HT Patel, Trustee, Yuvalay Charitable Trust

OUR JOURNEY:KEY MILESTONES



SUSTAINABILITY DASHBOARD FY 2024-25

ENVIRONMENTAL

28
% reduction of GHG intensity

13
% of Renewable Energy Used

40
% of Total wastewater Recycled & Reused

270,040
(mm) Rainwater Harvested catchment area

454
Total Energy Consumption (GJ/Ton of production)



GOVERNANCE

100
% of Employees Trained on Business Ethics

100
% Code of Conduct Coverage (Employees & Suppliers)

11
% Suppliers Screened for ESG Criteria

100
% Business Ethics Training

11
Number of External ESG Audits Conducted

SOCIAL

1215
Total Workforce

7
% Women in Workforce / Leadership Roles

41
% Of Women on Board

100
% Employee Health Check-up Coverage



ESG RATINGS, MEMBERSHIPS & AWARDS

> ***Recognitions that reflect our commitment to scientific integrity, sustainability, and leadership in the pharmaceutical sector***

At Ami Lifesciences, our relentless pursuit of quality, innovation, and responsibility has earned us recognition from both global sustainability platforms and national industry bodies. These accolades strengthen our resolve to embed ESG principles into everything we do.

Memberships & Industry Affiliations

- PHARMEXCIL – Pharmaceuticals Export Promotion Council of India (Setup by Ministry of Commerce & Industry, Government of India)
- BDMAI – Bulk Drug Manufacturers Association of India
- GCCI – Gujarat Chamber of Commerce & Industry

Awards & Achievements

- National Award for Excellence in Healthcare Innovation in Quality of Service Delivery
- India Pharma World Awards
  Winner – Excellence in Research and Development.
- National Awards – CEO of the Year (2021)
  Mr. Girish Chovatia – Pharmaceutical Sector
- Business Leader of the Year Award (2022)
  Awarded to Mr. Girish Chovatia
- Leader in USDMF Filings (H1 FY 2023–24)
  Among the highest number of filings by an Indian API company
- Recognized among India's Fastest Growing API Firms
  With sustained 25%+ YoY growth across key therapeutic segments.

ESG Ratings & Recognitions

EcoVadis Gold Medal (2024)

Recognized in the top 5% of companies worldwide for our sustainability performance across environment, labor & human rights, ethics, and sustainable procurement.

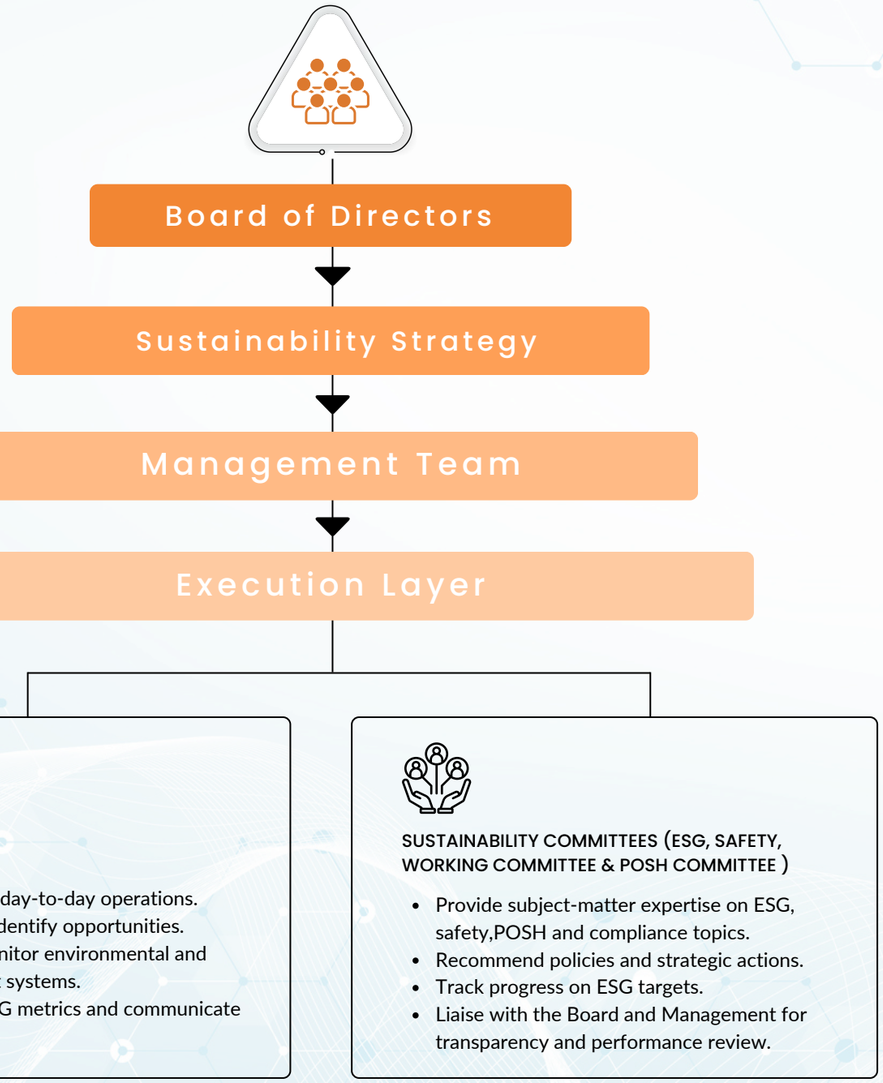
Regulatory Excellence

Successfully audited by global health authorities including USFDA, EU-GMP, WHO-GMP, MFDS, ANVISA, and COFEPRIS, with a first-pass success rate exceeding 95%.

ESG LEADERSHIP & STRATEGY

Sustainability Governance Structure

At Ami Lifesciences, governance is the cornerstone of how we deliver on our sustainability ambitions. Our governance framework ensures that Environmental, Social, and Governance (ESG) responsibilities are embedded at every level of the organization—from boardroom oversight to operational execution. It promotes strategic alignment, clear accountability and measurable performance across our sustainability initiatives.



> True ESG leadership lies not just in compliance, but in inspiring progress — by embedding environmental, social, and governance principles into the very fabric of how we lead, operate, and grow



STAKEHOLDER ENGAGEMENT

At Ami Lifesciences, we recognize that sustainability is not a solitary pursuit—it's a collective commitment. As a science-led, purpose-driven API manufacturer, our ability to create long-term value is strengthened by the trust, insight, and collaboration of our stakeholders.
From regulatory bodies and investors to employees, communities, suppliers, and customers each voice shapes our journey. Stakeholder engagement at Ami is not a checkbox; it is a strategic input into how we operate, innovate, and grow responsibly. Our goal is to ensure that every partnership, interaction, and dialogue fuels mutual benefit, resilience, and impact.

Why We Engage

In a world that's changing rapidly—climate, compliance, consumer needs, and community expectations—engaging stakeholders is mission-critical. These relationships help us:

- Identify and prioritize emerging ESG risks and opportunities.
- Respond to market expectations and regulatory shifts with agility.
- Build shared value through responsible business practices.
- Strengthen our license to operate in communities and global markets.

We listen. We act. And we evolve—because engagement is not an event; it is an ongoing co-creation process.

Our Approach to Stakeholder Engagement

We follow a dynamic four-stage engagement framework that fosters transparency and inclusion:



Discover: Map stakeholders based on influence, impact, and relevance to our ESG priorities.



Understand: Engage through surveys, consultations, interviews, and digital platforms.



Integrate: Feed insights into our sustainability strategy, risk planning, and reporting.



Respond: Close the loop by taking measurable action and communicating transparently.

This method enables us to embed stakeholder feedback into everything from product design and environmental management to policy advocacy and community development.

Key Stakeholder Engagement Matrix

Below is a breakdown of our core stakeholder groups, their expectations, and our ongoing actions:

EMPLOYEES

Engagement Channels

Townhalls, Anahata Wellness, CHRO Connect, Learning Portals, Listening Tours

Key Concerns & Expectations

Health & safety, growth opportunities, inclusivity, work-life balance

Our Strategic Response

Expanded mental health support, safety trainings, inclusive hiring, Arjan & Anant awards for recognition, mid-year & 360° feedback systems

CUSTOMERS

Engagement Channels

ESG Client Surveys, R&D Collaborations, Lifecycle Assessments (LCA/PCF), Global Roundtables

Key Concerns & Expectations

Speed to market, quality, regulatory compliance, ESG disclosures

Our Strategic Response

Enhanced OTIF performance, increased ESG reporting, launched LCA for key products, added environmental declarations for responsible sourcing

SUPPLIERS & VENDORS

Engagement Channels

Supplier Labs, ESG Onboarding, Training on Anti-Bribery & Anti-Corruption & Ethics, Sustainable Procurement Policy

Key Concerns & Expectations

Ethical practices, timely payments, ESG alignment

Our Strategic Response

Rolled out digitized supplier scorecards, sustainability onboarding programs, risk-based audits, grievance mechanisms for partners

STAKEHOLDER ENGAGEMENT

LOCAL COMMUNITIES

Engagement Channels
CSR Interactions, Skill Development Programs, Youth Employment Drives, Education Initiatives

Key Concerns & Expectations
Employment, healthcare, education, environmental protection

Our Strategic Response
Prioritized local hiring, provided education support for tribal youth, launched community nutrition and tree-plantation campaigns

REGULATORS &AUTHORITIES

Engagement Channels
CMS Compliance Platform, Audits, MOEF/ SPCB Meetings, Green Chemistry Consultations

Key Concerns & Expectations
Proactive disclosures, regulatory compliance, zero violations

Our Strategic Response
Gained approvals from USFDA, EU-GMP, WHO-GMP, and CPCB; digitized legal monitoring and internal audit schedules; launched internal compliance cell

INVESTORS & FINANCIAL INSTITUTIONS

Engagement Channels
Sustainability Reports, ESG Scorecards, Quarterly Analyst Calls, Investor Meets

Key Concerns & Expectations
ROI, transparency, ethical governance, ESG strategy

Our Strategic Response
Secured EcoVadis Gold, increased SBTi alignment, implemented robust governance structure with Board oversight on ESG metrics

ACADEMIC & INDUSTRY NETWORKS

Engagement Channels
Pharma Roundtables, Green Chemistry Research Consortia, Innovation Showcases

Key Concerns & Expectations
Knowledge collaboration, sustainability innovation, thought leadership

Our Strategic Response
Partnered with global thought leaders for co-authored whitepapers, hosted “Green Molecule” symposiums for industry peers and startups





Empowering Stakeholders through ESG Audits & Support

At Ami Lifesciences, stakeholder engagement goes beyond dialogue we empower stakeholders to actively participate in shaping our ESG performance through structured auditing, assessment, and digital support platforms.
Our initiative integrates rigorous ESG audits and stakeholder assessments to ensure our commitments are understood, embraced, and co-owned by our stakeholders.

Purpose

- **Enhance Transparency:** Provide clear and accurate insights into our ESG practices and impact.
- **Increase Accountability:** Ensure every business area adheres to ESG standards.
- **Foster Continuous Improvement:** Identify areas for enhancement and implement strategies collaboratively.

Process

- **ESG Audits:** Evaluate compliance with ESG standards across departments and projects.
- **Stakeholder Assessments:** Engage stakeholders through surveys and assessments to gather their perspectives.
- **Reporting:** Share outcomes of audits and assessments transparently with stakeholders to foster trust and award the best-performing suppliers in all ESG areas with a certificate.

Benefits

- Strengthened stakeholder relationships through deeper understanding and collaboration.
- Improved ESG performance by pinpointing opportunities for improvement.
- Enhanced decision-making through informed insights from stakeholders.

Future Goals

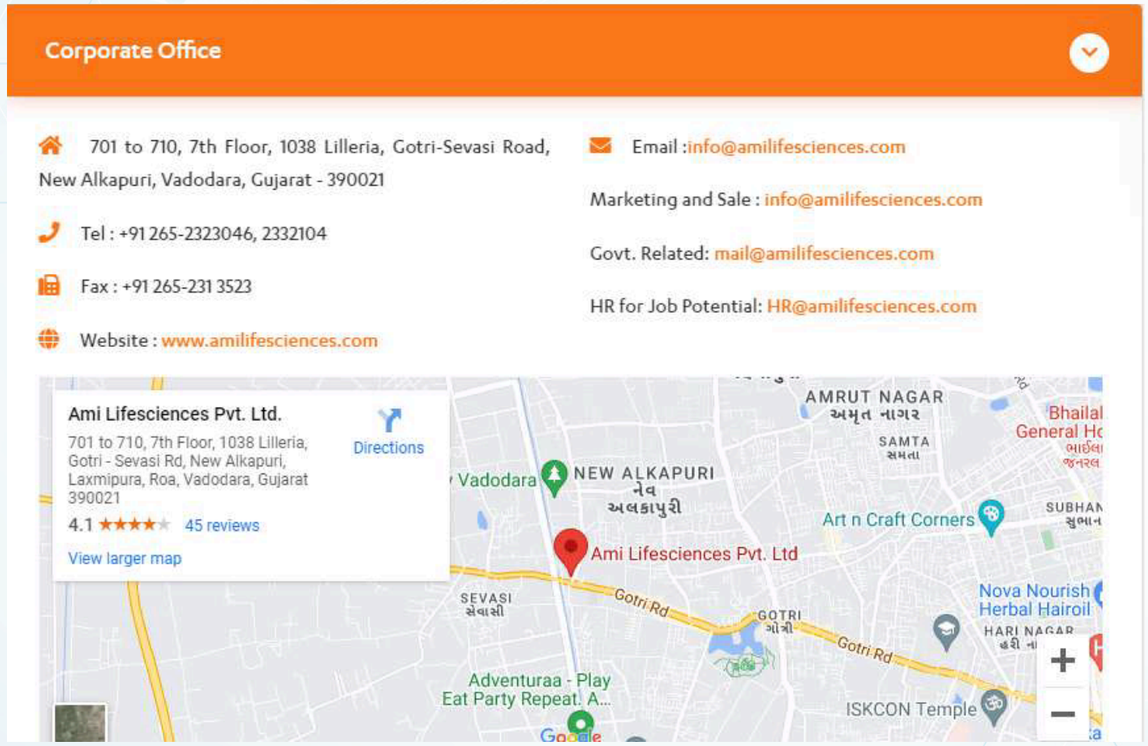
- Expand the scope of audits to include broader ESG factors and stakeholders.
- Increase the frequency of assessments for better alignment with ESG objectives.
- Leverage technology to improve tracking, analysis, and impact reporting.

STAKEHOLDER ENGAGEMENT

Online ESG Support

Recognizing the value of continuous support, we have established an online platform to assist stakeholders on ESG-related topics.

- Dedicated Webpage: Up-to-date resources, guidance, and tools for sustainable practices.
- Expert Assistance: Access to ESG experts for personalized advice.
- Multiple Communication Channels: Flexible options (email, phone, portal) to enhance engagement and responsiveness.



Public Hearings: Strengthening Community Voices

We are committed to transparent community involvement through public hearings, especially during project expansions or new initiatives.

Purpose of Public Hearings

- Ensure Transparency: Share project details openly and collect feedback.
- Fulfill Regulatory Obligations: Engage local authorities and communities as per legal requirements.
- Strengthen Engagement: Build trust by actively involving stakeholders in planning and decision-making.

Process

- Notification: Inform stakeholders in advance via multiple channels.
- Conduct: Facilitate open dialogue where all voices are heard and recorded.
- Documentation: Integrate feedback into project planning and execution strategies.

Our last public hearing, held on 1st October 2014, addressed community and environmental aspects of our expansion plans, ensuring no further expansion without stakeholder input.



MATERIALITY ASSESSMENT

At Ami Lifesciences Private Limited, we recognize that identifying and addressing the most critical Environmental, Social, and Governance (ESG) topics is fundamental to our sustainability journey. As part of our second Annual Sustainability Report for FY 2024–25, we undertook a refreshed materiality assessment process to capture evolving stakeholder expectations, regulatory landscapes, and operational realities.

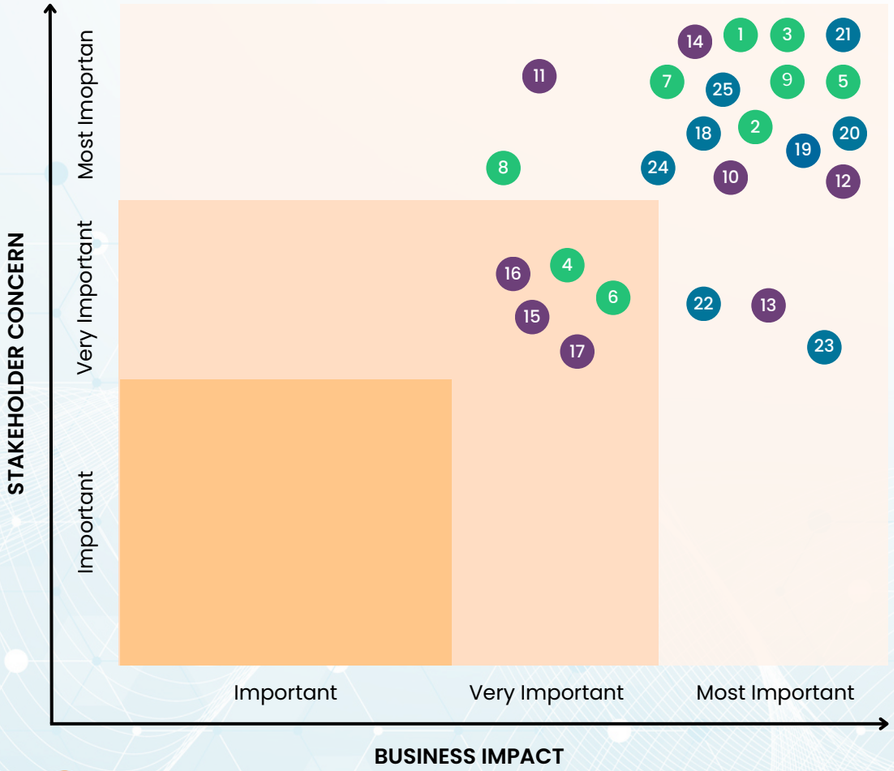
This year's assessment reflects our ongoing effort to align with global standards such as GRI 2021, while anchoring our strategy in science-based targets and real-world impact. Through active engagement with internal and external stakeholders, we identified the issues that are most material to our business continuity, risk management, and long-term value creation.

Identification and Prioritization of Material Topics (GRI 3-1, 3-2)

Material topics were prioritized based on:

- Relevance to stakeholders (derived from engagement feedback)
- Business significance (impact on our financial, environmental, and reputational performance)
- Risk and opportunity mapping (through our enterprise risk and ESG strategy frameworks)

The following 15 key material topics were identified for FY 2024–25:



ENVIRONMENT

1. Energy Efficiency & GHG Emissions
2. Water Stewardship
3. Air Pollution & Emissions Control
4. Biodiversity & Greenbelt Development
5. Waste Management and Product end-of-life management
6. Product Quality and Safety
7. Customer Health & Safety
8. Research and Development
9. Regulatory Compliance

SOCIAL

10. Employee Health & Safety
11. Discrimination, Harassment & Diversity
12. Child Labour, Forced Labour & Human Trafficking
13. Career Development, Training & Retention
14. Working Conditions & Labour Practices
15. Freedom of Association
16. Stakeholder Engagement
17. Corporate Social Responsibility

GOVERNANCE

18. Supply Chain Sustainability & Transparency
19. Ethical Business Practices
20. Anti-Corruption
21. Data Security & IT Compliance
22. Financial Performance
23. Intellectual Property Protection
24. Product Portfolio Diversity
25. Crisis Management

UN SDG ALIGNMENT & MANAGEMENT APPROACH TO MATERIAL TOPICS

At Ami Lifesciences, we align our sustainability strategies with the United Nations Sustainable Development Goals (UN SDGs) to amplify our contribution toward global well-being and environmental stewardship. Each material topic addressed in this report is mapped against relevant SDGs, supported by targeted actions and mitigation strategies to ensure long-term resilience, shared prosperity, and a healthier planet.

Management Approach toward Material Topics

Material Topic	Key Risks	Mitigation Strategy	UN SDGs Supported
Energy Efficiency & GHG Emissions	Rising emissions, energy price volatility, regulatory penalties	Expanded renewable energy sourcing (solar installations, green grid connections)- Process optimization and automation for energy efficiency- Regular third-party energy audits and energy performance monitoring and Certified under ISO 50001 for energy management.	7 AFFORDABLE AND CLEAN ENERGY; 13 CLIMATE ACTION
Water Stewardship	Water scarcity, effluent discharge non-compliance, community conflict	Achievement of Zero Liquid Discharge (ZLD)- Rainwater harvesting systems with recharge capacity- Upgraded ETPs with RO-based reuse and metering systems	6 CLEAN WATER AND SANITATION; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Air Pollution & Emissions Control	Non-compliance with air quality standards, occupational health risks	Online Continuous Emission Monitoring Systems (OCEMS)- Use of low-NOx burners and cleaner fuels- Strict compliance with GPCB norms and air permits	3 GOOD HEALTH AND WELL-BEING; 13 CLIMATE ACTION
Biodiversity & Greenbelt Development	Habitat degradation, community resistance	Native tree plantation and greenbelt development- Employee-led biodiversity awareness drives- Integration into site expansion plans	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Waste Management and Product end-of-life management	Generation of hazardous waste, rising disposal costs	Circular economy integration through solvent recovery, co-processing and in-plant reuse- Waste segregation training and responsible vendor selection	13 CLIMATE ACTION; 15 LIFE ON LAND
Product Quality and Safety	Product recalls, regulatory penalties, customer dissatisfaction	Regular quality audits and inspections- Continuous improvement of manufacturing processes- Training programs for employees on quality standards and procedures	12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 3 GOOD HEALTH AND WELL-BEING
Customer Health & Safety	Product recall, consumer harm, regulatory penalties	Comprehensive product testing and quality checks- Detailed MSDS (Material Safety Data Sheet) circulation- Safer packaging and labeling practices	3 GOOD HEALTH AND WELL-BEING; 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Research and Development	Innovation lag, market competitiveness, IP risks	Allocation of sufficient resources for R&D activities- Regular monitoring of R&D progress and milestones- Protection of intellectual property through patents and copyrights	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Regulatory Compliance	Penalties, operational shutdown, reputational damage	Regular audits and compliance reviews- Dedicated compliance team and automated monitoring systems- Internal training on applicable laws and updates	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Employee Health & Safety	Accidents, absenteeism, legal non-compliance	Behavior-Based Safety (BBS) programs- PPE provisioning and usage monitoring- Regular safety drills and occupational health screenings	3 GOOD HEALTH AND WELL-BEING; 8 DECENT WORK AND ECONOMIC GROWTH

UN SDG ALIGNMENT & MANAGEMENT APPROACH TO MATERIAL TOPICS

Material Topic	Key Risks	Mitigation Strategy	UN SDGs Supported
Discrimination & Harassment	Attrition, morale loss, legal liabilities	Implementation of PoSH policy with Internal Committees- Formation of DE&I Council- Gender sensitization and bias training	5 GENDER EQUALITY; 10 REDUCED INEQUALITIES
Child/Forced Labour	Legal non-compliance, customer distrust	Supplier Code of Conduct with child/forced labor clauses- Surprise audits and background checks- Anonymous grievance channels	8 DECENT WORK AND ECONOMIC GROWTH; 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Career & Training	Talent attrition, skills mismatch	Learning Management Systems (LMS)- IDPs and mentorship programs- Analytics to track learning impact and retention	4 QUALITY EDUCATION; 8 DECENT WORK AND ECONOMIC GROWTH
Working Conditions & Labour Practices	Poor retention, reputational damage, labor disputes	Regular wage and benefit benchmarking- Transparent grievance redressal mechanisms- Flexible work policies and safety nets	8 DECENT WORK AND ECONOMIC GROWTH
Freedom of Association	Employee dissatisfaction, unrest	Support for employee councils and unions- Regular employee-management dialogue- Compliance with national labor rights	8 DECENT WORK AND ECONOMIC GROWTH; 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Stakeholder Engagement	Loss of trust, ineffective communication	Multi-stakeholder forums and feedback channels- Public disclosures and sustainability reports- Community outreach programs	16 PEACE, JUSTICE AND STRONG INSTITUTIONS; 17 PARTNERSHIPS FOR THE GOALS
Corporate Social Responsibility	Community conflict, weak social license	Local development projects- Health, education, and skill initiatives- Partnerships with NGOs and local authorities	1 NO POVERTY; 4 QUALITY EDUCATION; 11 SUSTAINABLE CITIES AND COMMUNITIES
Supply Chain ESG	Procurement disruption, reputational risk, ESG violations	ESG scorecards and due diligence for suppliers- Annual audits and CAPA tracking- Supplier training on ESG topics	8 DECENT WORK AND ECONOMIC GROWTH; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 17 PARTNERSHIPS FOR THE GOALS
Ethical Business Practices	Corruption, loss of trust	Code of Conduct and ABAC policy- Employee training and whistleblower channels- Monitoring and disciplinary mechanisms	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Anti-Corruption & Compliance	Bribery, fraud, legal consequences	Anti-corruption training and internal controls- Risk assessments and conflict-of-interest disclosures	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Data Security & IT Compliance	Cyberattack, fraud, legal scrutiny	ISO 27001-aligned ISMS- Role-based access controls and monitoring- Employee data security training	16 PEACE, JUSTICE AND STRONG INSTITUTIONS; 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

UN SDG ALIGNMENT & MANAGEMENT APPROACH TO MATERIAL TOPICS

Material Topic	Key Risks	Mitigation Strategy	UN SDGs Supported
Financial Performance	Investor dissatisfaction, resource constraints	Strategic cost control and reinvestment- Balanced scorecard performance tracking- Quarterly financial disclosures	8 DECENT WORK AND ECONOMIC GROWTH
Intellectual Property Protection	IP theft, innovation risk	Legal protections through patents and copyrights- Internal IP awareness programs- Collaboration controls with external partners	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Product Portfolio Diversity	Over-reliance on few products, market volatility	Market intelligence and consumer research- Expansion into adjacent therapeutic areas- Agile innovation pipelines	3 GOOD HEALTH AND WELL-BEING; 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Crisis Management	Business continuity, stakeholder panic	Crisis Response and BCP (Business Continuity Planning) teams- Scenario planning and simulation drills- Emergency communication systems	11 SUSTAINABLE CITIES AND COMMUNITIES; 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

ENVIRONMENTAL



ENVIRONMENTAL POLICY, COMPLIANCE & RISK

From commitment to practice - building a compliant, responsible, and future-ready manufacturing environment.

At Ami Lifesciences, our Environmental Policy outlines our commitment to environmentally responsible manufacturing, guiding how we manage energy, water, waste, emissions, and chemicals across all operations. It is aligned with national environmental legislation and global best practices relevant to pharmaceutical manufacturing.
This policy serves as a foundational tool to help us balance performance and sustainability. It applies to all stakeholders including employees, contractors, suppliers, and third-party partners ensuring shared accountability for environmental stewardship throughout the value chain.

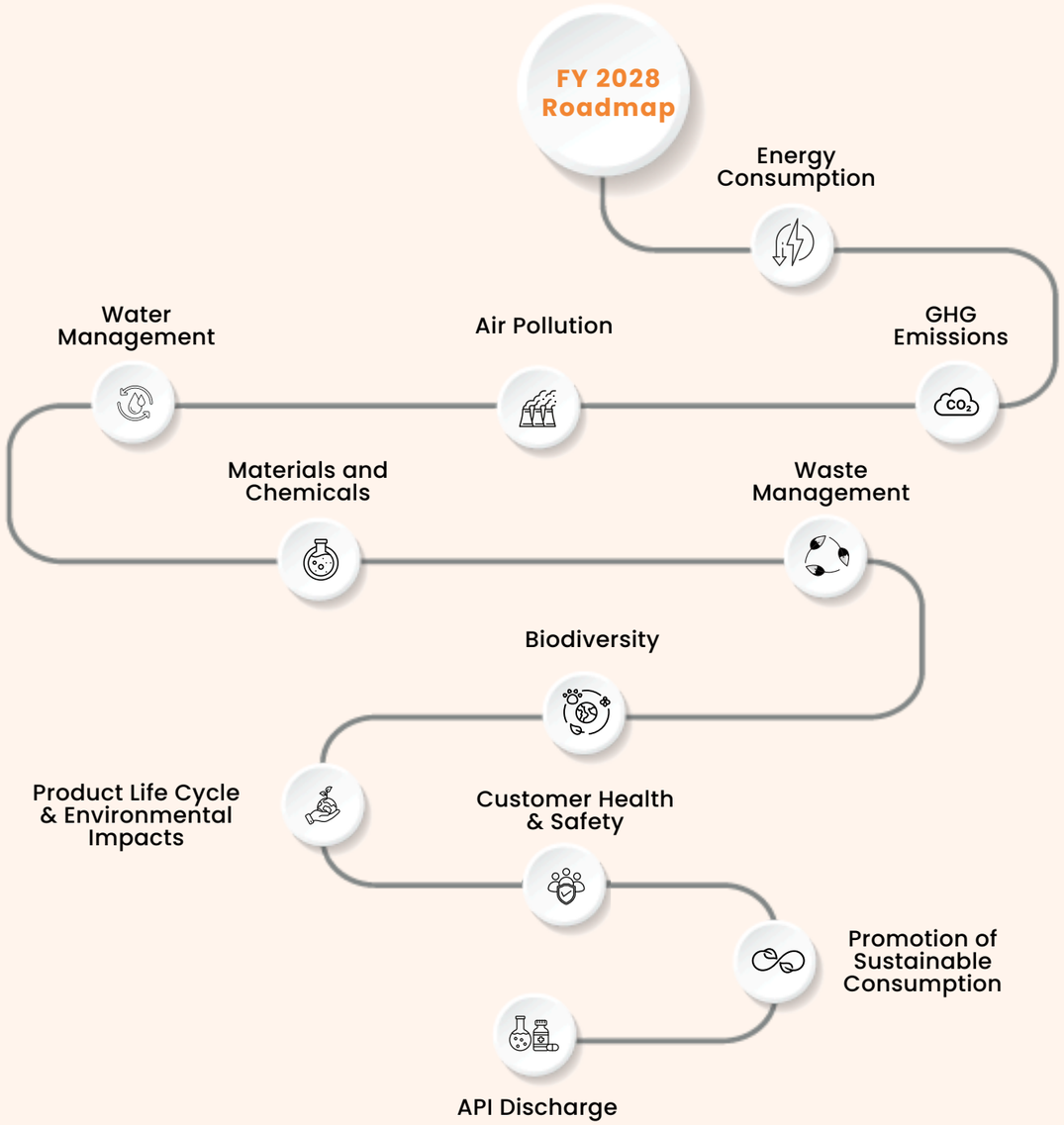
The policy is based on:

- Applicable Indian environmental laws (e.g., Environment Protection Act, 1986)
- Internal environmental risk assessments and performance reviews
- Global operational standards tied to Good Manufacturing Practice (GMP) audits
- EHS goals set by our leadership and technical functions



Sustainability Priorities & FY 2028 Roadmap

To translate our environmental commitments into action, Ami Lifesciences has developed qualitative and quantitative targets across key impact areas. These targets guide our performance and accountability through FY 2028.



ENVIRONMENTAL POLICY, COMPLIANCE & RISK

Policy Agenda	Qualitative Targets	Quantitative Targets
Energy Consumption	Promote energy-efficient practices; incorporate renewable energy in operations.	• 5% improvement in energy efficiency per ton of production by 31st March 2028. 60% implementation of energy audit recommendations within 3 years. • Increase renewable energy adoption to 3% per ton of production by 31st March 2028.
GHG Emissions	Reduce carbon emissions and engage stakeholders in mitigation efforts.	• 3% reduction in carbon emissions per ton of production by 31st March 2028. • 1 % reduction in stakeholder-related GHG emissions. • Train 3% of stakeholders on GHG reduction by 31st March 2028.
Air Pollution	Apply advanced emission control systems for air quality.	• Install OCEMS by 31st March 2025. • 100% air pollutant monitoring as per GPCB. • 100% compliance with prescribed air emission limits.
Water Management	Manage water usage and aim for zero liquid discharge impacts.	• Consumption ≤ 75 KL/ton of production. • Treated discharge ≤ 40 KL/ton. • 100% compliance with GPCB water discharge norms. • 100% compliance with API discharge limit (≤ 0.05 mg/L).
Waste Management	Strengthen waste reuse, reduction, and safe disposal.	• 100% reuse/recycling of spent carbon and residues. • 1% reduction in hazardous and non-hazardous waste per ton of production by 31st March 2028. • Contaminated containers ≤ 0.299 MT/ton annually.
Biodiversity	Promote afforestation and biodiversity training.	• Plant 2,500 trees by 31st March 2028. • Train 3% of suppliers on biodiversity protection.
Product Life Cycle & Environmental Impacts	Promote responsible production and evaluate environmental impact.	• Train 3% of customers on product lifecycle and environmental impact by 31st March 2028. • 100% take-back of expired goods. • Conduct LCA for at least 1 product and improve vs. baseline.
Customer Health & Safety	Ensure product safety and zero incidents.	• 0 customer complaints/incidents annually. • Train 3% of customers on health & safety by 31st March 2028.
Promotion of Sustainable Consumption	Educate consumers on environmental responsibility.	• Train 3% of customers on sustainable consumption practices by 31st March 2028.
API Discharge	Continuously improving manufacturing processes to reduce the generation of API waste. Implementing robust control measures to prevent accidental releases of APIs.	• Maintain a record of Zero API discharge into the environment to the environment till FY 2027–28 considering the baseline Year FY 2022–23. • Ensure that 100% of emission points have effective control technologies installed and operational by the end of FY 2024–25. • To ensure 100% take back of Expired Activated Pharmaceutical Ingredients (API) as compared to baseline year FY 2022–23 and maintain it each year as per the Product Recall procedure.

Implementation Responsibility

The implementation of the integrated environmental policy at Ami Lifesciences Pvt Ltd. is led by key functional heads. The Chief Sustainability Officer ensures policy alignment with ESG principles, legal compliance, and continuous improvement. The EHS Head oversees safe implementation within the workplace, focusing on health and hazard reduction. The Production Head ensures adherence to environmental guidelines in operations and promotes resource efficiency. The Procurement Head drives supplier compliance, sustainable sourcing, and environmental impact assessments. Together, this structure embeds environmental responsibility across all departments.

ENVIRONMENTAL POLICY, COMPLIANCE & RISK

This tiered structure ensures both strategic alignment and operational execution, embedding environmental responsibility into all levels of our organization.
"Environmental responsibility isn't just a checklist—it's a mindset we cultivate every day, from solvent recovery and waste segregation to long-term risk reduction. Our goal is to make sustainability a habit, not just a mandate."

> ***Environmental responsibility isn't just a checklist—it's a mindset we cultivate every day, from solvent recovery and waste segregation to long-term risk reduction. Our goal is to make sustainability a habit, not just a mandate.***
> *- EHS Manager, Ami Lifesciences*

Review Mechanism

To ensure continued effectiveness, our Environmental Policy undergoes formal review annually, or earlier in case of material developments. Reviews are informed by internal audits, changes in laws, stakeholder feedback, and risk assessments.

Key components of the review process:

- Alignment with updated legal and operational requirements.
- Feedback from audit teams and department heads.
- Analysis of KPI performance vs. targets.
- Board and leadership input before final approval.
- Communication of changes to all relevant teams via workshops and e-circulars.

This process keeps our policy practical, performance-oriented, and responsive to change.

Compliance Integration

Compliance with environmental laws and permitting conditions is central to our license to operate. We maintain all statutory approvals and operate in close coordination with regulatory authorities at state, national, and global levels.

Key Indian regulatory bodies we engage with:

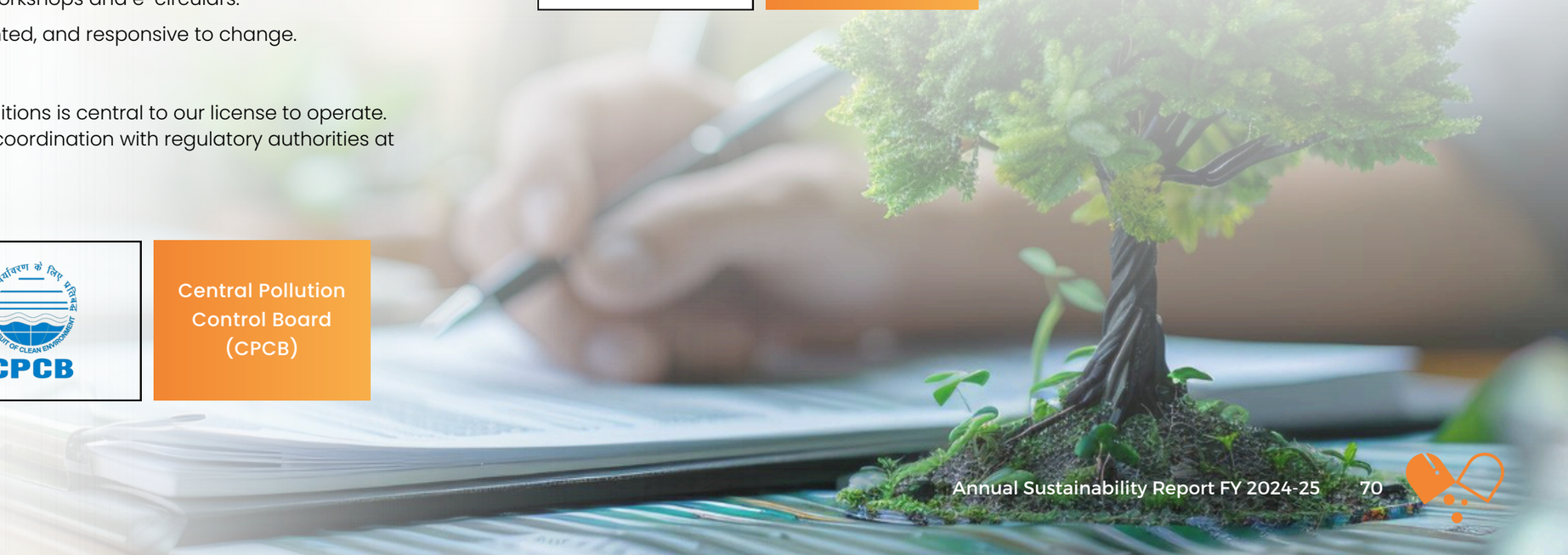
- Ministry of Environment, Forest and Climate Change (MoEFCC)
- Directorate of Industrial Safety and Health (DISH)

Environmental aspects of GMP compliance are reviewed by:

- USFDA (United States Food and Drug Administration)
- EU-GMP regulatory authorities (Europe)
- MFDS (Ministry of Food and Drug Safety – South Korea)
- ANVISA (Brazilian Health Regulatory Agency)
- COFEPRIS (Federal Commission for Protection against Sanitary Risk – Mexico)

These bodies examine environmental performance as part of comprehensive facility inspections—assessing factors such as effluent discharge, solvent recovery, emissions control, and hazardous materials management.

- Gujarat Pollution Control Board (GPCB)
- Central Pollution Control Board (CPCB)



ENVIRONMENTAL POLICY, COMPLIANCE & RISK

Environmental Risk Management

Environmental risk management is a key focus area as we expand operations. In FY 2024–25, Ami Lifesciences enhanced its site-specific risk identification and control processes. Risks are assessed based on severity and likelihood, and mitigation measures are integrated into our day-to-day operations.
Primary environmental risk areas assessed this year:

- Discharge of APIs to local water bodies
- Groundwater contamination from effluent and storage leaks
- Solvent emissions and VOC control
- Storage and handling of hazardous chemicals
- Emergency preparedness for chemical or operational spills

Mitigation includes upgrades to containment infrastructure, engineering controls, procedural training, and third-party monitoring where required.

Mitigation Measures:

To proactively address these environmental risks, Ami Lifesciences has adopted a multi-layered mitigation strategy involving infrastructure upgrades, monitoring systems, and employee capacity-building. Key mitigation actions include:

Effluent Containment & Monitoring:
Installation of double-walled storage tanks, flow meters, and leak detection systems to prevent contamination of groundwater and surface water.

VOC Emission Controls:
Use of activated carbon filters, scrubbers, and closed-loop solvent recovery systems to manage solvent vapors and airborne pollutants.

Hazardous Chemical Handling:
Implementation of standard operating procedures (SOPs) for storage and transfer, coupled with Material Safety Data Sheet (MSDS) accessibility and secondary containment systems.

Emergency Preparedness:
Routine mock drills, installation of emergency showers and eyewash stations, spill response kits, and trained emergency response teams.

Third-party Audits & Real-time Monitoring:
Engagement of certified external agencies to conduct environmental audits, and installation of Online Continuous Emission Monitoring Systems (OCEMS) for transparency and real-time compliance.

Employee Training & Accountability:
Department-level training sessions on risk identification, safe handling practices, and emergency procedures to ensure operational-level awareness and accountability.

These measures ensure that environmental risks are not only identified but also actively controlled, reinforcing Ami Lifesciences' commitment to responsible operations.



ENERGY MANAGEMENT & RENEWABLE INTEGRATION

At Ami Lifesciences, energy optimization is more than a compliance obligation—it's a proactive strategy rooted in operational excellence and environmental responsibility. Over the past year, we have integrated sustainable energy management practices into our operations, aligning with the principles of continuous improvement. The results reflect not just technical progress, but a deep organizational shift toward energy-conscious decision-making.

Electricity Consumption & Emission Trends

At Ami Lifesciences, energy management is not only a compliance requirement but a strategic driver of our climate action efforts. Over the last three fiscal years, our electricity usage and Scope 2 GHG emissions have shown notable year-on-year variations—driven by shifts in production volume, process changes, and energy sourcing strategies. These trends reflect both progress and emerging challenges as we scale up operations while transitioning toward low-carbon alternatives.

Decoding the Energy & Emissions Shift

FY 2022–23 to FY 2023–24:
A commendable 5.8% reduction in both electricity consumption and emissions was achieved through targeted energy efficiency programs, such as optimized equipment usage, process tuning, and better load distribution. The decline indicates effective implementation of conservation measures and stable production demand during the year.

FY 2023–24 to FY 2024–25:

The 5.3% rise in electricity consumption and 25.7% surge in emissions is attributed primarily to expanded manufacturing output, and increased operational hours to meet market demand. Additionally, while solar capacity expanded, the higher reliance on grid power during peak loads increased our Scope 2 emissions intensity.

To address this, we are accelerating our renewable energy roadmap, strengthening our EMS (Energy Management System), and aiming for deeper decarbonization of purchased electricity in the coming years.

Electricity & Emissions KPI Comparison Table

Financial Year	Electricity Consumption (KWH)	Change vs Previous Year (%)	GHG Emissions (TCO_2Eq)	Energy Intensity (KWH/Prodction)	Change vs Previous Year (%)
2022–23	2,43,81,134	-	14,824	43152.114	-
2023–24	2,29,75,420	↓ 5.8%	14,347	38979.722	↓ 9.7%
2024–25	2,17,65,235	↓ 5.3%	15,613	28942.962	↓ 25.7%

Strategic Focus on Energy Efficiency

Recognizing the long-term cost and environmental implications of energy use, Ami Lifesciences identified key areas across utilities and production where modern interventions could yield measurable efficiency. Our focus remained on replacing legacy systems, optimizing thermal operations, and enhancing process design to maximize kilowatt-to-output ratio.



Implementing Smarter Infrastructure

Building on prior year assessments, we translated findings into impactful upgrades. Integration of smart automation, utility segregation, and fuel-switching projects were executed across the plant.

Cooling Tower VFDs: Introduction of VFDs for cooling towers allowed dynamic control of flow rates, saving 13,741 kWh through load-based operation.

ENERGY MANAGEMENT & RENEWABLE INTEGRATION

- **Chilled Water Plant Optimization:** Streamlining chiller usage from 6 units to 3 improved load balancing and saved over 844,440 kWh, more than doubling last year's gains.
- **Solvent Recovery Plants**: Automating cooling tower operations based on real-time temperature thresholds contributed an additional 10,384 kWh in energy savings.
- **Batch Process Efficiency:** By scaling up batch sizes for select APIs, we reduced energy intensity, resulting in 111,109 kWh savings and a reduction of 80.77 tCO_2e.
- **Integrated advanced energy-efficient technologies-**such as LED lighting, high-efficiency machinery, and automated control systems—across operations to reduce energy consumption, enhance performance, and support long-term sustainability goals without compromising productivity.

Energy Conservation Matrix Table

Energy Conservation Metrics	Period	Unit	Energy Saving
Harmonizing Cooling Tower Efficiency	August 2023 – September 2024	KWH	10,384
Optimizing Cooling Tower Cells	FY 2024-25	cell	01
Harmonizing Chill Water Efficiency	FY 2024-25	KWH	84,440
Maximizing Batch Size Efficiency	Apr 2024 – Mar 2025	KWH	1,11,110
Effluent Treatment Efficiency Enhancement	FY 2024-25	KL	113

Effluent Stream Segregation: Separation of high-COD and low-COD streams significantly reduced the use of energy-intensive evaporation systems, resulting in:

1,23,360

KWH OF ELECTRICITY SAVED

7,16,875

KG OF STEAM CONSERVED

Greening Our Flame: Transitioning to Bio-Fuel for Sustainable Boiler Operations

At Ami Lifesciences Pvt. Ltd., our energy transformation journey is deeply rooted in responsible sourcing and circularity. Recognizing the ecological footprint of conventional fossil fuels, we made a decisive shift toward bio-fuel briquettes—a renewable alternative derived from agro-waste and biodegradable materials.

In FY 2023–24, this transition led to the consumption of 10,423 metric tonnes of bio-fuel—marking a significant milestone in reducing our carbon intensity and supporting waste valorization.

Building on this momentum, FY 2024–25 witnessed a further scale-up, with 14,123 metric tonnes of bio-fuel utilized across our boiler operations—representing a 35% increase year-on-year. This upward trajectory reflects not just a change in fuel source, but a deepening commitment to low-emission, high-efficiency thermal energy systems.

By adopting bio-fuel as our primary boiler feedstock, we are:

- Reducing dependence on fossil fuels
- Supporting agricultural residue utilization
- Lowering GHG emissions from combustion
- Strengthening our alignment with SDG 7 (Affordable and Clean Energy) and SDG 13 (Climate Action)

This transition is more than operational—it's cultural. It signifies a paradigm shift in how we power our processes, proving that industrial performance and planetary responsibility can thrive together.

ENERGY OPTIMIZATION THROUGH EFFLUENT STREAM MANAGEMENT

At Ami Lifesciences Pvt. Ltd., energy conservation is a critical pillar of our environmental management strategy. In FY 2023–24, we implemented two major projects that significantly reduced both electrical and steam energy consumption across our operations:

Effluent Stream Optimization: Smart Classification to Save Energy

Background:
Previously, all effluents were treated as high Chemical Oxygen Demand (COD) waste streams, requiring energy-intensive processes like stripping, multi-effect evaporation, and use of Agitated Thin Film Dryers (ATFD). This led to high usage of both electricity and steam.

What Changed:
Upon reassessment, we identified a separate stream of low COD effluent, which doesn't require the same level of treatment. A dedicated pipeline system was installed to divert this stream directly to the Effluent Treatment Plant (ETP), bypassing energy-heavy steps.

Impact:
This simple yet impactful change led to a yearly saving of 30,840 kWh of electricity and 179,219 kg of steam, with zero compromise on effluent compliance.

Effluent Stream Energy Optimization

Category	Electricity (kWh)	Steam (kg)
Before (High COD Process)	43,729	1,79,219
After (Low COD Stream to ETP)	12,889	0
Annual Energy Savings	30,840	1,79,219

Waste Heat Recovery: Reducing Steam Load through Process Integration

Background:
Our Multi Effect Evaporation (MEE) system previously required 1,100 kg/hr of steam to operate. This demand was primarily driven by heating needs during the effluent treatment process.

Modification Introduced:
We re-engineered the process to recover heat from ATFD condensate and route it into the MEE feed. Additional insulation and pipeline shortening helped reduce heat loss. The new setup reduced steam consumption to 535.5 kg/hr, delivering consistent operational results with less thermal energy.

Results:

This project saved 165 kg of steam per hour, translating to 13,560 kg/day, or approximately 8479 tonnes of steam annually.

Waste Heat Recovery in MEE Plant

Steam Requirement (kg/hr)	Steam Used (kg/hr)	Steam Saved (kg/hr)	Steam Saved (kg/day)	Total Steam Saved/Year (Tons)
1,100	536	565	13,560	8,479

Sustainability Impact

Together, these two initiatives underscore our commitment to:

- Energy efficiency through intelligent process segregation and reuse
- Reduction of steam and electricity consumption in utility-intensive operations
- Lowering operational emissions by reducing fossil fuel-based steam generation
- Cost savings and alignment with SDG 12 (Responsible Consumption & Production) and SDG 13 (Climate Action)
- Transport Emissions Reduction:
  - Migrated to BS6-compliant buses
  - Engaged CNG-based logistics partners
  - Saved over 40,327 liters of diesel
- Diesel Generator Optimization: DG usage cut by 40% via express feeder connectivity, saving an additional 290 liters of diesel.

Performance Monitoring & Data Insights

All efficiency improvements were supported by energy monitoring dashboards, internal audits, and utility-wise energy mapping. These systems helped track baseline comparisons, detect inefficiencies in real time, and quantify the ROI of interventions. Notable highlights include:

- Cross-verification with energy consumption per ton of production
- Steam and electricity intensity ratios benchmarked against prior years
- Third-party validation of emission reductions and biofuel substitution

Harnessing the Sun, Powering the Future: Ami Lifesciences' Renewable Energy Leap

At Ami Lifesciences Pvt. Ltd., our commitment to sustainable energy isn't just about reducing electricity bills—it's about transforming the way we power progress. What began as a single step in FY 2023–24 with the commissioning of our first solar initiative has now become a defining feature of our energy transition journey.

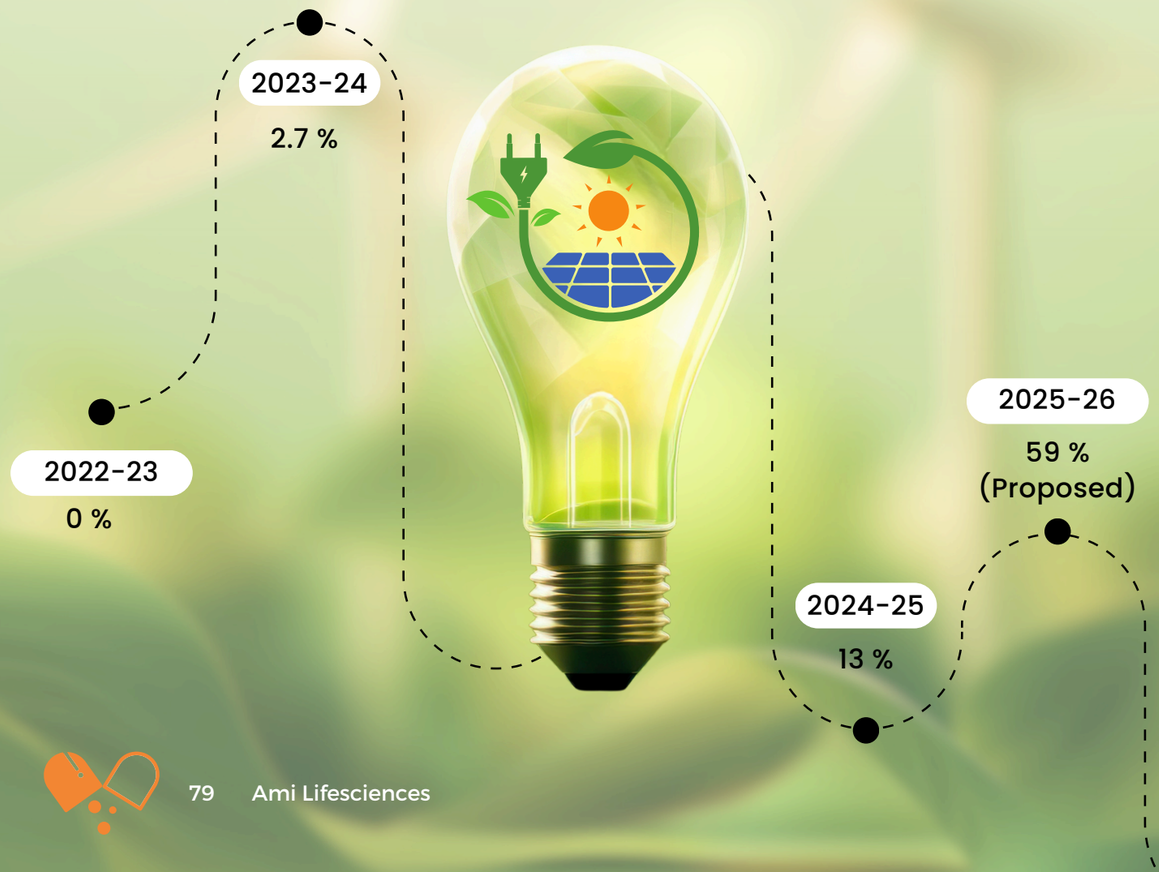
ENERGY OPTIMIZATION THROUGH EFFLUENT STREAM MANAGEMENT

From Milestone to Movement: Solar Progress at a Glance

In FY 2023–24, we marked a turning point—generating over 630,000 kWh of solar power and offsetting 383 tonnes of CO_2 emissions. But we didn't stop there. Building on this momentum, FY 2024–25 became a breakthrough year. With 3.32 million kWh of clean energy generated, we offset 2,418 tonnes of CO_2e—reducing our Scope 2 emissions by nearly 13% through renewable substitution.

Parameter	FY 2022–23	FY 2023–24	FY 2024–25
Solar Energy Generated (KWH)	-	630,894	3,325,366
Emissions Offset through solar energy generation (TCO_2Eq)	-	383	2,418

Clean Energy Expansion: A Decade of Growth





Ami Lifesciences began using renewable energy in February 2024, achieving 13.25% solar power use in FY 2024–25. To scale this further, a third-party solar plant is under installation, targeting 14.9 million kWh/year generation. This project aims to reduce reliance on non-renewable energy by 59% annually, supporting our shift toward clean, sustainable power.

In FY 2024–25, Ami Lifesciences Pvt. Ltd. partnered with Karma Solar LLP to commission a 10.4 MW ground-mounted grid-connected solar power plant at our Panchmahal facility. The project, valued at ₹31.67 crore, includes complete engineering, supply, installation, and testing.

This initiative will significantly reduce our carbon footprint by generating clean energy on-site, helping offset approximately 15,000+ metric tons of CO_2 annually and meeting over 55% of our energy needs through renewable sources. The move supports our commitment to sustainability and aligns with national and global clean energy goals.

From Pilot to Powerhouse: Building Energy Resilience

This fivefold increase in solar energy output was made possible through the commissioning of our expanded solar infrastructure, reinforcing our transition from limited pilot installations to a fully integrated renewable energy ecosystem. Our rooftop and ground-mounted solar arrays now contribute directly to plant operations, reducing grid dependency during peak hours and improving energy predictability.

This surge in renewable sourcing not only lowers our carbon footprint—it shields our operations from volatile energy markets and supports our long-term decarbonization roadmap.

A Culture Powered by the Sun

The success of our solar program has ignited more than just megawatts. It's sparked a culture shift across Ami Lifesciences—where departments are setting their own sustainability goals, employees are identifying energy-saving opportunities, and renewable thinking is embedded into process and procurement decisions. Energy KPIs, dashboards, and climate awareness sessions have turned our workforce into active participants in our sustainability transformation.

ENERGY OPTIMIZATION THROUGH EFFLUENT STREAM MANAGEMENT

Looking Forward: Scaling the Sunrise

We are not done yet. With a 2.6 MW solar plant under construction in Godhra, Gujarat, projected to generate 14.89 million kWh annually, we are poised to multiply our clean energy impact in the years ahead. This next phase of solar capacity will cover a significant share of our future energy needs, further accelerating our journey toward net-zero operations. Targeting 59% renewable energy consumption by FY 2025–26 with upcoming solar expansion.

Targeting

59%

Renewable energy consumption by FY 2025-26 with upcoming solar expansion.

In parallel, all employees were sensitized to the importance of energy-saving behaviors through internal campaigns, awareness drives, and digital learning tools. This full-spectrum approach ensured 100% employee awareness, embedding energy consciousness into both routine and strategic operations.
By coupling technical know-how with behavioral engagement, we are nurturing a workforce of energy stewards who are empowered to lead Ami Lifesciences toward a more sustainable future.

Empowering Through Knowledge: Employee Energy Management Training

At Ami Lifesciences, we believe that energy efficiency is driven not just by systems, but by people. In FY 2024–25, we intensified our efforts to build internal capacity by conducting structured training programs and toolbox talks, with over 295 man hours of dedicated sessions focused on energy conservation.

These programs targeted cross-functional teams—including engineering, operations, maintenance, and utilities—and covered:

- Identification of high-consumption equipment and energy leakage points
- Best practices in process-level energy optimization
- SOPs for operating energy-efficient infrastructure such as VFDs, chillers, and RO systems
- Introduction to energy KPIs and their integration into daily performance tracking

In parallel, all employees were sensitized to the importance of energy-saving behaviors through internal campaigns, awareness drives, and digital learning tools. This full-spectrum approach ensured 100% employee awareness, embedding energy consciousness into both routine and strategic operations.
By coupling technical know-how with behavioral engagement, we are nurturing a workforce of energy stewards who are empowered to lead Ami Lifesciences toward a more sustainable future.



ENERGY & CARBON INSIGHTS (FY 2024–25)

As Ami Lifesciences Pvt. Ltd. accelerates its transition to low-carbon operations, energy and carbon audits have become foundational tools to guide strategic action. In FY 2024–25, we deepened the scope and precision of our energy and GHG emissions audit, moving beyond compliance into a space of performance benchmarking, opportunity mapping, and long-term decarbonization planning.
This audit spanned across all operational footprints including manufacturing facilities, administrative offices, utilities, and transportation systems providing a holistic view of our environmental impact. It enabled us to measure what matters, discover hidden inefficiencies, and sharpen our energy-smart roadmap.

Purpose of the Audit

The primary goals of the FY 2024–25 energy and carbon audit were to:

- Quantify the total energy consumption and GHG emissions across the enterprise
- Identify energy-intensive processes and high-emission hotspots
- Evaluate improvements made since the previous year
- Prioritize new opportunities for efficiency, emission reduction, and renewable integration
- Set the stage for science-aligned targets and future climate disclosures

Scope of the Audit

The FY 2024–25 audit covered:

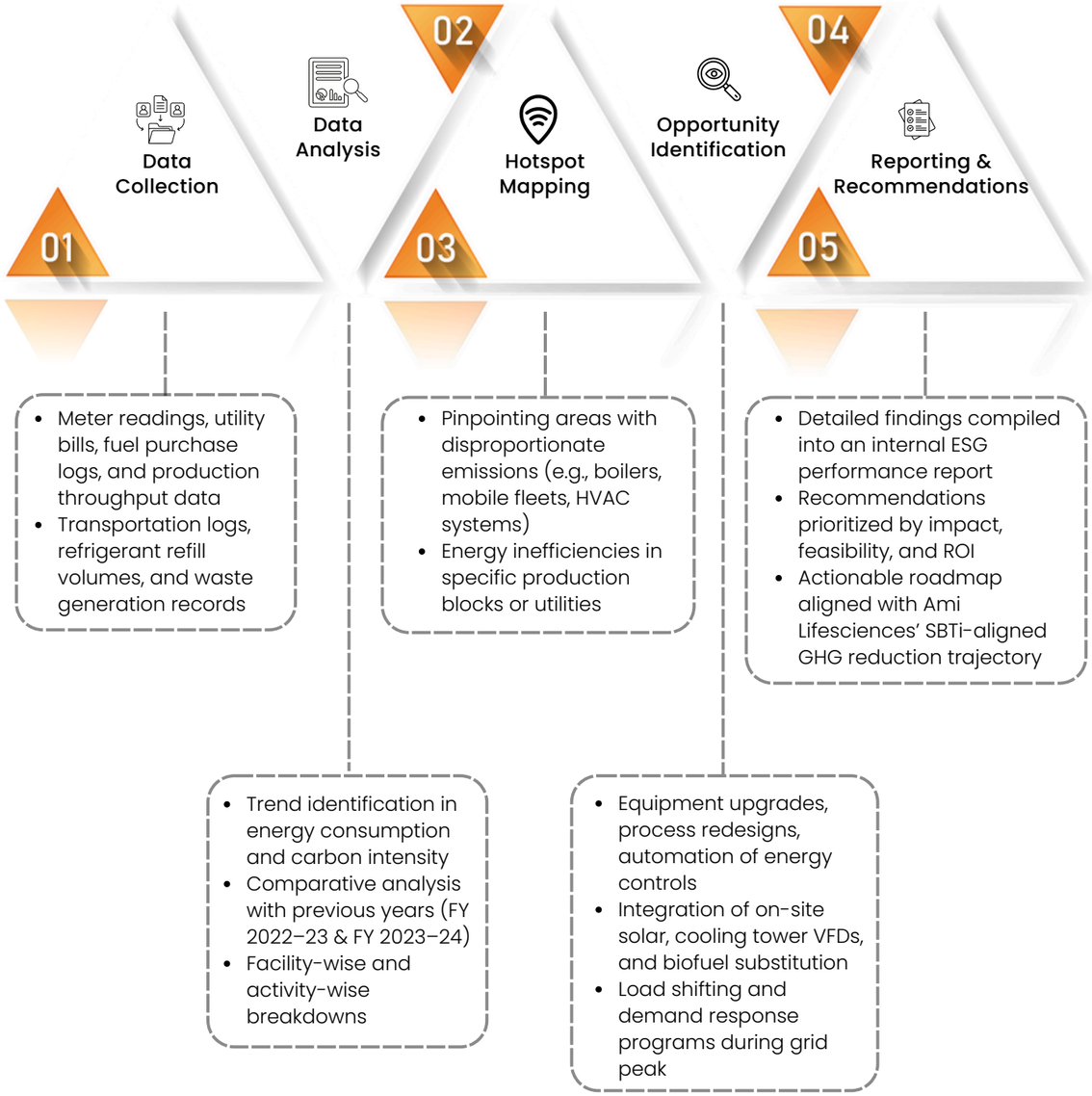
- **Energy Consumption:** Electricity (grid and renewable), fuels (diesel, petrol, briquettes), and refrigerants across all sites.
- **GHG Emissions:** Scope 1 (direct emissions from fuel combustion), Scope 2 (indirect emissions from purchased electricity), and Scope 3 (value chain emissions from transport, commuting, waste, procurement).
- **Operational Activities:** Manufacturing units, solvent recovery plants, chiller operations, transport logistics, R&D centers, and canteens.

Key Findings from FY 2024–25

- Total Energy Consumption rose by 6.3% compared to FY 2023–24, reflecting increased manufacturing output
- Scope 2 GHG Emissions saw a spike due to higher grid dependence partially offset by a 5x increase in solar energy generation
- Process optimization in API synthesis reduced electricity intensity per ton in targeted blocks
- The audit revealed energy hotspots in legacy chiller systems, DG sets, and solvent recovery towers now earmarked for retrofit
- Transport emissions were identified as an emerging contributor to Scope 3, triggering an EV logistics pilot for FY 2025–26

Methodology Followed:

The audit was conducted using internationally recognized standards, including frameworks inspired by the GHG Protocol and ISO 14064-1:2018, verified by third-party consultants. The methodology included:



GHG EMISSIONS & CLIMATE ACTION

Our Journey to Decarbonization

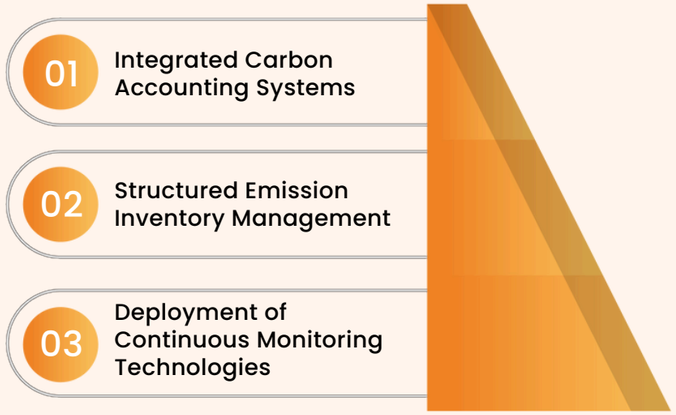
FROM GREENHOUSE GAS TO GREENHOUSE GONE

At Ami Lifesciences Pvt. Ltd., climate action is not an afterthought—it's an integrated pillar of our sustainability strategy. As a global pharmaceutical company, we understand the critical role of GHG management in reducing operational risks, cutting costs, meeting regulatory standards, and building long-term stakeholder trust. Following the groundwork laid in our inaugural report, FY 2024–25 saw a significant strengthening of our GHG reduction programs, backed by data verification, technology upgrades, and expanded stakeholder alignment.

We continued to align our climate strategy with the ISO 14064-1:2018 and the GHG Protocol, with emissions verified by Growlity Pvt. Ltd. Our commitment extends across all three scopes—direct, indirect, and value chain emissions—with systematic tracking and action across departments.

Methodologies Employed for Monitoring GHG Emissions

Ami Lifesciences Pvt. Ltd. remains steadfast in its commitment to managing and reducing its greenhouse gas (GHG) emissions through systematic monitoring and data-driven interventions. As part of our broader climate action strategy, we have adopted the following methodologies to ensure accurate, transparent, and consistent measurement of our emissions across the value chain.



1. Integrated Carbon Accounting Systems

To accurately assess our carbon footprint, we utilize integrated carbon accounting platforms that consolidate emissions data across all operational domains. These systems collect and analyze inputs from:

- Direct and indirect energy consumption
- Manufacturing operations and process equipment
- Internal and third-party logistics

By converting energy usage and other emission sources into CO_2 equivalents, we gain a unified view of our GHG impact. These tools are aligned with internationally accepted protocols and support internal benchmarking and external disclosures.

2. Structured Emission Inventory Management

Ami Lifesciences maintains a comprehensive emissions inventory based on the GHG Protocol classification of:

- Scope 1 – Direct emissions from fuel combustion and company-owned assets
- Scope 2 – Indirect emissions from purchased electricity
- Scope 3 – Other indirect emissions across the upstream and downstream value chain, including waste, employee travel, and third-party distribution

This structured inventory enables the company to identify major emission hotspots, set science-aligned reduction targets, and track progress against sustainability goals.

3.Deployment of Continuous Monitoring Technologies

To ensure real-time oversight of emissions from critical operations, Ami Lifesciences has invested in Continuous Emissions Monitoring Systems (CEMS) and automated data collection infrastructure. These systems provide:

- Real-time tracking of key emission parameters
- Alerts in the event of deviations from permissible thresholds
- Continuous data logs for internal analysis and compliance reporting

This proactive monitoring approach enhances operational accountability and supports adherence to national and international environmental regulations.

GHG Emission Reduction Targets – FY 2027–2028 compare to baseline FY 2022-2023

- **Scope 1 GHG Emissions**
  - Targeted reduction: 4.5%
  - Focus on process efficiency and fuel optimization.
- **Scope 2 GHG Emissions**
  - Targeted reduction: 9%
  - Through renewable energy sourcing and energy-efficient technologies.
- **Scope 3 GHG Emissions (Total)**
  - Targeted reduction: 9%
  - Emphasis on supply chain collaboration and logistics optimization.
- **Scope 3 – Downstream Emissions**
  - Targeted reduction: 1.5%
  - Addressing distribution and product-use phase impacts.
- **Scope 3 – Upstream Emissions**
  - Targeted reduction: 1.5%
  - Engaging suppliers and improving material sourcing practices.
- **GHG Emission Intensity**
  - Targeted reduction: 15%
  - Achieved through cleaner technologies and operational excellence.

SCOPE 01 EMISSIONS

GHG Emissions (TCO_2eq)

5,326
FY 2022–23

5,291
FY 2023–24

5,802
FY 2024–25

GHG Emissions Intensity

35.67
(Scope 1 + Scope 2) (TCO_2eq / Tonne of products)

31.39
(Scope 1 + Scope 2) (TCO_2eq/ Tonne of products)

28.20
(Scope 1 + Scope 2) (TCO_2eq / Tonne of products)

The increase in Scope 1 emissions is attributed to higher production volumes driven by market demand

From Stability to Strategic Adjustments: Decoding Scope 1 Emission Trends

1. Diesel Generator & Pump Emissions

There was a notable drop in diesel generator consumption and emissions from FY 2022–23 to FY 2023–24, reflecting the company's effective transition to renewable sources and more efficient power backup systems. This stable low trend continued into FY 2024–25, indicating maintained operational efficiency. Additionally, the complete phase-out of diesel pump usage in FY 2024–25 demonstrates intentional fuel optimization.

2. Boiler Emissions

Emissions from boilers increased in FY 2024–25, driven by a significant rise in consumption (from 11,538 to 14,159 tons). This suggests a higher production load or seasonal demand spikes. However, this is an area that can benefit from fuel substitution strategies or efficiency improvements in the next cycle.

3. Purchased Gases (CO_2 & NH_3)

A steady year-on-year increase in both CO_2 and NH_3 gas consumption and emissions reflects expanding production processes or greater operational complexity. This trend reinforces the need for emissions capture technology or sourcing lower-emission alternatives.

4. Mobile Combustion (Petrol & Diesel)

Petrol emissions saw fluctuations, but the sharp rise in diesel vehicle emissions in FY 2024–25 (up 69% YoY) points to expanded logistics or field operations. This increase could be mitigated by faster electrification of the fleet or wider use of CNG vehicles.

5. Refrigerant Emissions

Refrigerant-related emissions rose to 1,150 TCO_2e in FY 2024–25, the highest across three years. This could be due to new cooling systems or increased servicing needs. It highlights an opportunity to shift toward low-GWP refrigerants and improve leak management systems.

To reduce our environmental footprint, Ami Lifesciences has adopted R32 refrigerant in our systems—recognized for its low Global Warming Potential (GWP) of approximately 675, which is 70% lower than R410A. This transition supports our commitment to minimizing GHG emissions, protecting the ozone layer, and advancing sustainable cooling practices.

Summary Insight:

Despite improvements in stationary combustion and diesel pump use, total Scope 1 emissions increased by ~10% in FY 2024–25, mainly due to:

- Increased boiler fuel use,
- Higher diesel vehicle reliance,
- More refrigerant refills, and
- Expansion in industrial gases usage.

This highlights the dual challenge of scaling operations while managing emissions. While operational efficiency and green energy adoption continue to improve, targeted action on thermal energy, mobility, and cooling systems will be key to reversing this upward emissions trend.

SCOPE 02 EMISSIONS: INDIRECT GHG EMISSIONS

GHG Emissions (TCO_2eq)

14,347
FY 2022–23

15,613
FY 2023–24

2,418 TCO_2eq
Carbon Emissions Offset in FY 2024–25

GHG Emissions Intensity

35.67
(Scope 1 + Scope 2) (TCO_2eq / Tonne of products)

31.39
(Scope 1 + Scope 2) (TCO_2eq / Tonne of products)

28.20
(Scope 1 + Scope 2) (TCO_2eq/ Tonne of products)

The increase in Scope 2 emissions is attributed to higher production volumes driven by market demand

From Grid Dependency to Clean Energy Leadership

At Ami Lifesciences, FY 2024–25 marked a major leap in climate-positive action, with the successful generation of 3.32 million kWh of solar energy translating into 2,418 tonnes of CO_2 equivalent emissions avoided. This marks the company's highest annual carbon offset to date from renewable sources—up more than 6x from the previous year.

Scaling Solar: From Pilot to Powerhouse

Building on the groundwork laid in FY 2023–24, Ami Lifesciences scaled its solar infrastructure to an operational capacity of 145 kW, located at its facility in Godhra, Gujarat. This facility—strategically chosen for optimal solar irradiance and operational efficiency—served as the foundation for delivering our renewable ambitions.

3,325,365 kWh
Solar Energy Generated

2,418 TCO_2Eq
GHG Emissions Offset

Godhra, Gujarat
Current Site

Technology
Solar panels connected to net metering and internal power substitution systems

Methodology: How Offsetting Works

Our carbon offset calculations are guided by global best practices and verified frameworks to ensure transparency and credibility. The methodology includes:

- **GHG Protocol Alignment:** We adopt the Scope 2 market-based approach under the GHG Protocol to measure and report our emissions reductions.
- **ISO 14064-1:2018 Verification:** Emission estimates and offsets are validated through ISO-aligned protocols, as independently verified by Growlity Pvt. Ltd.
- **National Emission Factors:** Emission reductions are based on India's Central Electricity Authority grid emission factor for electricity displacement.
- **Solar Energy Substitution Principle:** Every unit of solar energy generated is considered to have replaced an equivalent unit from the national grid, avoiding its associated emissions.
- **On-Site Generation Tracking:** All solar generation is metered in real-time to monitor clean energy use and its contribution to reducing Scope 2 emissions.

SCOPE 03 EMISSIONS

GHG Emissions (TCO_2eq)

10,377
FY 2022–23

10,258
FY 2023–24

14,309
FY 2024–25

Trend Analysis & Key Observations

- **Upstream & Downstream Transport:**
  After a temporary decline in upstream emissions in FY 2023–24 due to efficiency improvements, the FY 2024–25 rise can be attributed to higher shipment volumes (↑16,152 MT) and longer haulage distances. Downstream emissions dropped significantly in FY 2024–25—despite higher volumes—due to optimized routing and cleaner fuel adoption.
- **Employee Commuting & Business Travel:**
  A marginal drop in FY 2024–25 employee commuting emissions reflects hybrid working models. Air travel emissions reduced due to fewer flights (↓672 trips) and improved itinerary planning.
- **Purchased Goods:**
  A major increase in FY 2024–25 (↑4,800 TCO_2eq) results from a significant spike in procurement (↑7,197 MT), partially offset by local vendor engagement and CNG-based delivery fleets.
- **Waste & Water:**
  Waste disposal emissions saw a rise in FY 2024–25 due to higher volumes treated (↑9,756 MT), while wastewater and purchased water emissions remained largely stable due to efficient reuse and recycling processes.
- **Transmission & Distribution (T&D):**
  Emissions remained proportional to electricity consumption, with slight increases due to higher demand.

28.20 31.39 35.67

GHG EMISSIONS & CLIMATE ACTION

Supplier Scope 3 Emissions Integration: Extending Accountability Across the Value Chain

we recognize that a significant portion of our environmental impact originates beyond our immediate operations—within the activities of our suppliers and extended value chain partners. In line with leading global sustainability practices and value chain transparency expectations, we have taken proactive steps to quantify and integrate Scope 3 emissions arising from our upstream suppliers into our overall GHG inventory.

Driving Decarbonization: Our Integrated GHG Emissions Reduction Strategy

At Ami Lifesciences Pvt. Ltd., climate responsibility is not a standalone initiative it is embedded into every aspect of how we operate, innovate, and grow. As the complexity of global emissions rises, especially within indirect value chain activities (Scope 3), we are proactively evolving our approach to climate action. Our response is a unified, enterprise-wide emissions reduction strategy that balances technical interventions, collaborative accountability, and long-term impact.

From Planning to Action: Structuring Our Climate Response

To ensure measurable progress, Ami Lifesciences has developed a comprehensive GHG Emission Reduction Action Plan that spans across:

- Scope 1 (Direct emissions from company-owned operations)
- Scope 2 (Indirect emissions from purchased electricity)
- Scope 3 (Emissions from upstream and downstream value chain activities)

This plan outlines a series of targeted initiatives — including facility upgrades, energy transitions, green procurement, and low-emission mobility — all supported by defined timelines, expected impacts, departmental ownership, and budgetary alignment.

To operationalize the strategy, we have formed a cross-functional GHG Emission Reduction Team with representation from Facilities, Operations, Procurement, Supply Chain, and Human Resources. This integrated task force ensures that the reduction efforts are practical, efficient, and aligned with broader business goals.

Scaling Up: Climate Strategy Enhancements in FY 2024–25

In FY 2024–25, we observed a noticeable rise in Scope 3 emissions, prompting deeper focus on upstream and downstream emissions. Our climate strategy was therefore expanded to include:

- Supplier capacity-building programs focused on emissions tracking and management
- Local sourcing and green logistics, reducing emissions tied to long-distance transport
- Life Cycle Assessments (LCAs) for raw materials to guide sustainable procurement decisions
- Adoption of electric vehicles (EVs) and smart mobility policies
- Digital automation of Scope 3 data collection and monitoring systems

By connecting these forward-looking actions with our internal emissions management efforts, we are building a holistic decarbonization model — one that not only addresses regulatory and market expectations but also redefines our responsibility toward a lower-carbon future.

Scope	Initiatives to Cut Emissions	Details of Actions	Anticipated Impact	Timeframe	Responsible Teams	Projected Budget (INR)
Scope 1	Upgrade to efficient boilers	Replace outdated boilers with high-efficiency models	0.5% annual reduction	2023–2030	Facilities, Operations	₹2,00,00,000
	Transition to electric vehicles	Shift company fleet to electric vehicles	0.5% annual reduction	2023–2030	Facilities, Operations	₹4,00,00,000
Scope 2	Deploy solar power systems	Install solar panels on building rooftops to produce renewable energy	3% annual reduction	2023–2028	Facilities	₹2,50,00,000
Scope 3	Sustainable sourcing	Integrate sustainability into supplier choices	0.5% annual reduction	2023–2030	Procurement	₹1,00,00,000
	Green logistics	Streamline logistics for lower emissions	0.2% annual reduction	2023–2030	Logistics	₹50,00,000
	Virtual training	Offer virtual training programs	0.2% annual reduction	2023–2030	Training	₹30,00,000
	Eco-friendly procurement	Procure environmentally responsible materials	0.1% annual reduction	2023–2030	Procurement	₹50,00,000

GHG EMISSIONS & CLIMATE ACTION

Air Emission Performance Overview

As part of our continuous improvement in environmental performance,Ami Lifesciences has intensified its efforts to reduce air emissions and improve real-time monitoring. FY 2024–25 marked a strategic advancement in how we monitor, manage, and minimize pollutants—building on the foundation laid over the past two years.

Key Metric	FY 2022–23	FY 2023–24	FY 2024–25
Total PM (Particulate Matter) Emissions (kg/year)	11.74	22.30	17.79
SOx Emissions (kg/year)	13.03	27.61	20.53
NOx Emissions (kg/year)	11.74	22.30	17.79
VOC Emissions (kg/year)	1.12	0.56	1.49
Number of OCEMS Installed	00	00	01
% Compliance with GPCB Emission Standards	100%	100%	100%
Number of Reported Non-Compliances (Air)	0	0	0
Odour Complaints Reported	0	0	0

At Ami Lifesciences, air quality is more than an environmental compliance metric—it's a reflection of our responsibility to the health of our workers, the community, and the planet. In FY 2024–25, we significantly enhanced our air pollution control infrastructure by deploying state-of-the-art technologies and preventive systems to mitigate emissions, odours, and harmful particulates across our operations.

Advanced Emission Control & Monitoring

To regulate and monitor emissions such as Particulate Matter (PM), Sulphur Oxides (SOx), and Nitrogen Oxides (NOx), we have implemented:

- Online Continuous Emission Monitoring Systems (OCEMS) at boiler stacks to track and report emission levels in real time.
- Bag filters, wet scrubbers, and cyclone separators across boiler units to reduce airborne pollutants before release.
- VOC Detectors at critical solvent-handling points to detect and alert in case of leakages or abnormal concentrations.
- Carbon Towers at solvent recovery units to adsorb VOCs and prevent their release into the atmosphere.

Advancing Air Emission Control at Ami Lifesciences

At Ami Lifesciences Pvt. Ltd., we've strengthened our commitment to clean air through advanced VOC and odor control systems, enhancing both environmental and workplace quality.

VOC Reduction Initiatives

To address unmonitored VOC emissions in our Solvent Recovery Plant, we implemented:

- A carbon adsorption tower to capture VOCs at the source.
- VOC detectors across operations for real-time leak detection.

These steps have significantly reduced emissions, improved air quality, and created a healthier, odor-free workspace.

Odor Mitigation via Biofiltration

To eliminate odor emissions from our Tranexamic Acid (TRA) vent lines, we installed a biofilter system. This has:

- Completely removed surrounding odor impact.
- Improved community relations and environmental compliance.

Sustainable Supply Chain Measures

- We're extending our impact by:
- Collaborating with suppliers to reduce emissions across sourcing and logistics.
- Prioritizing eco-conscious vendors.
- Optimizing transportation through consolidated routes and low-emission options.

GHG EMISSIONS & CLIMATE ACTION

Key Performance Indicator (KPI)	FY 2024–25 Value	Status
Number of OCEMS installed and functional	Boiler stacks	Achieved
Real-time emission monitoring coverage (major emission sources)	100%	Achieved
Percentage of scrubbers/bag filters operational uptime	>99%	Achieved
Dust collection units installed	Yes	Completed
VOC detectors active at solvent recovery units	Installed & functional	Completed
Compliance with GPCB air discharge norms	100%	Achieved
Reported air quality-related incidents or violations	0	Fully Compliant
Percentage of solvent odour neutralized (biofilter/carbon filter use)	100% efficiency	Ongoing monitoring
Reduction in manual intervention for emission checks	>80% automation	Achieved

Dust & Odour Control Innovations

To minimize fugitive dust and odour from processing and effluent systems:

- Installed Dust Collection Systems (DCS) at Plant 5 to trap powder residues during operations.
- Implemented Biofilters at key process vents to neutralize odorous gases before atmospheric release.
- Deployed Carbon Filters at our Effluent Treatment Plant (ETP) and Sewage Treatment Plant (STP) to control odour at source.

Occupational Air Quality Management

Within labs and production facilities, we've ensured:

- Fume hoods with auto airflow control connected to scrubbers for VOC capture during R&D and small-scale processing.
- Air Handling Units (AHUs) and local exhaust systems in labs and plants for ventilation, fume extraction, and temperature control—ensuring worker safety and indoor air quality.
- Covered conveyor systems for biomass briquette feeding to boilers, preventing dust dispersal.

Results & Progress in FY 2024–25

- Achieved 100% compliance with the air discharge parameters as per the Gujarat Pollution Control Board (GPCB).
- Recorded zero significant air pollution incidents or non-compliance penalties during the year.
- Enhanced odour and particulate control measures across labs, ETPs, and solvent handling units.

Ami Lifesciences continues to uphold the highest environmental standards in air pollution control—proactively investing in infrastructure and systems that protect both operational integrity and the ecosystem. As we grow, our commitment to clean air and climate-conscious practices remains non-negotiable.

Noise Monitoring & Industrial Hygiene Initiatives

Ami Lifesciences Pvt. Ltd. is committed to minimizing occupational noise exposure and enhancing the working environment across all operations. Our industrial hygiene program integrates comprehensive monitoring, mitigation, and continuous improvement strategies to ensure the health and safety of our workforce.

Noise Monitoring Approach

We conduct regular noise assessments at critical locations within our facility using calibrated sound level meters in accordance with national standards. Measurements are recorded during both daytime (6:00 AM to 10:00 PM) and nighttime (10:00 PM to 6:00 AM) intervals. These assessments provide essential data for risk evaluation and help guide mitigation measures.
In FY 2024–25, a detailed Noise Mapping Survey was carried out at multiple operational zones, including utility areas, engineering rooms, ETP zones, and office cabins. The noise exposure levels were analyzed for various employees across functions, with results benchmarked against ACGIH Threshold Limit Values (TLV-TWA) and other occupational exposure standards.

Noise Mitigation Actions

Building on previous assessments, Ami Lifesciences implemented targeted interventions to reduce noise exposure. A key success involved the installation of a soundproof cabin at the Nitrogen Plant's operator sitting area, one of the facility's high-noise zones.

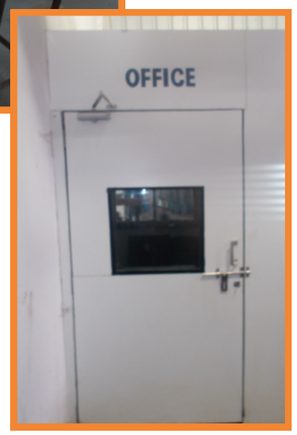
GHG EMISSIONS & CLIMATE ACTION

Noise Level Reduction at Nitrogen Plant:

Location	Before (dB)	After (dB)
Operator Sitting Arrangement – N_2 Plant	92.1 dBIvent plants	68 dB

This intervention achieved a reduction of 23.7 dB, bringing exposure within more acceptable limits for operator comfort and safety. The project has been recognized internally as a best practice for high-noise environments.





Other Industrial Hygiene Measures

In parallel, AMI Lifesciences also initiated Heat Stress Management Monitoring, analyzing environmental heat exposure across shop floors. This study led to the implementation of targeted cooling measures, employee awareness programs, and scheduled rest protocols for at-risk employees working in high-temperature zones. Additionally, to enhance occupational health and respiratory protection, fit testing was conducted for cartridge masks to ensure proper sealing and effectiveness, especially for employees exposed to airborne contaminants in critical areas.

Current Observations & Way Forward

While interventions like the soundproof cabin have significantly reduced point-source noise, overall monitoring indicates that average facility noise levels remain around:

68 dB(A)	64 dB(A)
DURING THE DAY	AT NIGHT

These values are above ideal thresholds for silent/residential zones, underscoring the need for continued action. Future initiatives will focus on:

- Engineering controls (barriers, dampers) in high-noise zones
- Expansion of soundproof workstations
- Rotational shifts to minimize prolonged exposure
- Continued mapping and tracking of noise data using digital tools

WATER STEWARDSHIP

Understanding Our Water Consumption Trends

As our operations evolve, so do our water needs and so must our conservation strategies. The table below captures three-year trends in water consumption, showing our efforts to manage rising production demands while continuously enhancing water-use efficiency through reuse, recycling, and smarter process controls.

Parameter	FY 2022–23	FY 2023–24	FY 2024–25
Total Water Consumed (KL)	41,579	41,673	43,117
Wastewater Treated & Reused (KL)	8,924	9,678	10,450
Net Freshwater Withdrawal (KL)*	32,655	31,995	32,667
Water Intensity (KL per ton output)**	58	52	43

*Net Freshwater Withdrawal = Total Consumption – Treated Effluent Reused
**Water Intensity is calculated based on production output volumes

In line with our ongoing commitment to water stewardship, Ami Lifesciences has demonstrated a consistent focus on optimizing freshwater usage while enhancing reuse and treatment efficiency. Over the past three years, water consumption has remained largely stable, with minor fluctuations reflecting both operational adjustments and sustainability interventions. In FY 2022–23, our total water consumption stood at 32,655 kilolitres. This was followed by a slight reduction in FY 2023–24 to 31,968 KL, achieved primarily through measures such as auto-sensor taps, process water substitution, and the reuse of treated effluent.

However, in FY 2024–25, water consumption rose modestly to 32,670 KL, driven by increased production activities and facility expansions. Despite this increase, our dependency on raw water continued to decline due to several offsetting measures. Notably, the integration of Reverse Osmosis (RO) technology into our Effluent Treatment Plant allowed us to reuse 10,449.90 KL of treated water—a 19% increase over the previous year's 9,678 KL. In addition, initiatives like mist spray nozzles, and the continued replacement of purified water with process-grade water in key manufacturing units contributed significantly to water savings.

These efforts reflect our dedication to maintaining responsible water use even as our operations expand, highlighting a balanced approach of resource efficiency and sustainable growth.

Reducing Raw Water Dependency



Before



After

In line with our commitment to sustainable resource management, AMI Lifesciences implemented a phased upgrade of water fixtures across its facilities to reduce water wastage. Initially, conventional manual taps with free-flow discharge (approximately 8–10 LPM) were in use, leading to excessive water consumption. In the first phase, these were replaced with auto-sensor taps calibrated at 2 LPM, ensuring controlled and need-based usage. Most recently, flow restrictors were installed to further optimize water flow to just 0.2 LPM in low-demand applications such as handwashing areas.

We continued our initiative to reduce the demand for fresh water by replacing purified water with process-grade water in several manufacturing stages (DCE I, II & III). This measure alone resulted in a raw water saving of 213.05 KL in FY 2024–25, building on the 230.55 KL saved in the previous year.

Raw Water Dependency Reduction (via Process-Grade Water Substitution)

Location/Process Area	Water Saved (KL) FY 2023–24	Water Saved (KL) FY 2024–25
DCE I, II & III	231 KL	213 KL
Total	**231 KL**	**213 KL**

In addition, auto-sensor taps were installed across washrooms to regulate flow, while mist spray nozzles were deployed to reduce water usage in non-critical cleaning operations.

WATER STEWARDSHIP

Location	No. of Taps Installed	Water Flow Reduced per Tap (L/min)	Total Flow Reduction (L/min)	Total Flow Reduction (L/min)
Financial Year	**FY 2023–24**	**FY 2024–25**	**FY 2023–24**	**FY 2024–25**
Administration Building	24	3.8	48	43.2
QA/QC/Canteen Building	70	3.8	140	126
Research & Development Bldg	40	3.8	80	72
Total	134	3.8	268	241.2
Annual Water Saved			16 KL	30 KL

Enhancing Reuse Through RO Integration

In FY 2024–25, we enhanced our Effluent Treatment Plant (ETP) with an integrated Reverse Osmosis (RO) system, enabling reuse of treated water in utility systems such as cooling towers and boilers. This upgrade led to a reuse of 10,449.90 KL of treated effluent, up from 9,678 KL in FY 2023–24—an increase of nearly 8 %.

This shift not only lowered our freshwater consumption but also improved the plant's overall water-use efficiency and contributed directly to our sustainability KPIs.

Treated Effluent Reuse via RO in Cooling Tower & Boiler

Parameter	FY 2023–24 (Apr '23–Feb '24)	FY 2023–24 (Apr '23–Feb '24)	% Change
Total RO Treated Effluent Reused (KL)	9,678 KL	10,450 KL	↑ 8 %
Average Daily Reuse (KL/day)	26 KL/day	29 KL/day	↑ 12 %
Peak Monthly Reuse (KL)	932 KL (Jul & Sep '23)	1,025 KL (May '24)	↑ 10 %
Lowest Monthly Reuse (KL)	593 KL (Apr '23)	775 KL (Feb '25)	↑ 31 %

This reduced freshwater consumption, improved plant efficiency, and strengthened alignment with sustainability KPIs.

Effluent Sample Analysis: Safeguarding Water Integrity

Ensuring Zero-API Discharge

At Ami Lifesciences, environmental stewardship is a cornerstone of our operations — and a critical aspect of this is ensuring that no Active Pharmaceutical Ingredients (APIs) are discharged into the environment. Protecting groundwater, surface water, and ecosystems from pharmaceutical contamination is both a regulatory requirement and an ethical responsibility.
We have adopted a robust approach combining prevention, advanced technology, and rigorous monitoring to achieve zero untreated API discharge and maintain compliance with the Gazette of India limit of ≤0.05 mg/L (50 µg/L) for APIs in treated effluent.

Our Objectives: From Prevention to Compliance

We follow a structured roadmap toward best-in-class discharge management, built around the following qualitative objectives:

- Enhancing Process Efficiency: Ongoing optimization of manufacturing processes to minimize API waste generation at source.
- Strengthening Controls: Deployment of robust engineering and administrative controls — including standard operating procedures (SOPs) — to prevent accidental API releases.
- Promoting Best Practices: Adoption of industry-leading environmental and API control measures across all relevant departments.
- Ensuring Compliance: Full adherence to all applicable legal and regulatory norms regarding API discharge as mandated by national guidelines.



WATER STEWARDSHIP

Quantitative Targets: Measurable Impact

To track and evaluate our progress, we have set the following measurable targets:

- **Zero API Discharge to Environment:** Maintain a clean record of zero untreated API discharge through FY 2027–28, using FY 2022–23 as the baseline year.
- **Emission Control Technology:** Ensure 100% of emission points are equipped with compliant control technologies and fully operational by FY 2024–25.
- **Discharge Limit Compliance:** Achieve 100% compliance with the final effluent API discharge standard (≤0.05 mg/L) as stipulated in Gazette Notification CG-DL-E-27012020-215690 (MOEF, Jan 2020).
- **Expired API Take-Back:** Ensure 100% take-back of expired APIs annually, benchmarked to FY 2022–23 levels, through a structured product recall mechanism.

Results: Zero Detection of Active Pharmaceutical Ingredients

Our testing, conducted across 18 APIs including Doxycycline, Diacerein, Tranexamic Acid, Fenofibrate, and others, confirmed "Not Detected" levels for all compounds, well within permissible thresholds.

This outcome underscores:

API Monitoring Table (FY 2024-25)

Sr. No	Parameter (API)	Unit	Result	Regulatory Limit (µg/L)
1	Doxycycline	µg/L	Not Detected	NIL
2	Itopride Hydrochloride	µg/L	Not Detected	NIL
3	Febuxostat	µg/L	Not Detected	NIL
4	Exenatide	µg/L	Not Detected	NIL
5	Dapagliflozin	µg/L	Not Detected	NIL
6	Diacerein	µg/L	Not Detected	NIL
7	Choline Fenofibrate	µg/L	Not Detected	NIL
8	Tranexamic Acid	µg/L	Not Detected	NIL
9	Fluvoxate Hydrochloride & Intermediate	µg/L	Not Detected	NIL
10	Betahistine Dihydrochloride	µg/L	Not Detected	NIL
11	Fenofibrate	µg/L	Not Detected	NIL
12	Venlafaxine Hydrochloride	µg/L	Not Detected	NIL
13	Sevelamer Carbonate	µg/L	Not Detected	NIL
14	Desvenlafaxine Succinate Monohydrate	µg/L	Not Detected	NIL
15	Benfotiamine	µg/L	Not Detected	NIL
16	Pancreatin	µg/L	Not Detected	NIL
17	Hydroxyzine HCl (Human Base)	µg/L	Not Detected	NIL
18	Amlodipine	µg/L	Not Detected	NIL

** NIL = No regulatory limits for APIs (µg/L) are prescribed as per the Gazette of India, Part II, Section 3(i)

- The effectiveness of our treatment infrastructure in removing trace pharmaceutical residues.
- Our adherence to environmental regulations governing the pharmaceutical sector.
- A strong commitment to protecting ecosystems and public health.

Wastewater Quality Assessment: Ensuring Regulatory Compliance and Ecosystem Protection

At Ami Lifesciences Pvt. Ltd., our approach to wastewater management reflects a strong commitment to environmental stewardship. We conduct rigorous assessments to monitor the quality of effluents discharged from our operations, ensuring that all treated wastewater complies with national regulatory norms and aligns with our broader sustainability goals.
Through comprehensive water quality testing, we analyze a wide array of parameters including pH, Total Suspended Solids (TSS), Chemical Oxygen Demand (COD), Biological Oxygen Demand (BOD), and various trace elements. This proactive monitoring helps us minimize pollution risks and supports our commitment to preserving the integrity of local ecosystems.
All monitored parameters were within or below the permissible limits set by environmental regulators, confirming the efficacy of our treatment systems.

Wastewater Parameter Summary FY 2024–25

Sr. No	Test Parameter	Unit	Result	Permissible Limit
1	pH	–	7.4	6.0–9.0
2	Temperature	°C	28.16	≤ 45
3	Total Suspended Solids	mg/L	18.41	600

WATER STEWARDSHIP

Sr. No	Test Parameter	Unit	Result	Permissible Limit
4	Chemical Oxygen Demand (COD)	mg/L	266.56	2,000
5	Oil & Grease	mg/L	1.8	20
6	Ammoniacal Nitrogen	mg/L	17.92	50
7	BOD (3 days @ 27°C)	mg/L	65.82	500
8	Sulphide	mg/L	0.475	2
9	Phenolic Compounds	mg/L	0.375	5
10	Hexavalent Chromium	mg/L	0.03	1.0
11	Fluoride	mg/L	ND	2
12	Cyanides	mg/L	BDL (DL:0.01)	0.2
13	Arsenic	mg/L	BDL (DL:0.003)	0.2
14	Total Chromium	mg/L	0.05	2
15	Copper	mg/L	ND	2
16	Lead	mg/L	BDL (DL:0.01)	0.2
17	Mercury	mg/L	BDL (DL:0.0009)	0.01
18	Nickel	mg/L	BDL (DL:0.05)	5
19	Zinc	mg/L	BDL (DL:0.05)	5
20	Cadmium	mg/L	BDL (DL:0.0015)	2
21	Free Ammonia	mg/L	2.4	5

BDL = Below Detection Limit

Advancing Water Sustainability Through the 4R Framework

Our wastewater initiatives are part of a broader, circular water management strategy guided by the 4R concept—Reduce, Reuse, Recycle, and Recover. By integrating advanced treatment technologies and closed-loop systems, we aim to maximize water reuse within our processes and reduce freshwater withdrawals.

Our Ongoing Focus Areas:



Commitment to Groundwater Stewardship

Groundwater is a critical natural resource that sustains ecosystems and communities. Protecting its quality and ensuring its long-term sustainability remain central to our environmental responsibility. Through a combination of prevention, conservation, monitoring, and process improvements, we work to safeguard groundwater while supporting sustainable operations.

WATER STEWARDSHIP

Key Strategies & Measures

1. Containment & Barrier Systems

To prevent contaminants from infiltrating soil and groundwater:

- Impervious flooring has been installed in vulnerable areas such as storage and processing zones.
- Dyke walls and spill collection pits have been constructed around storage tanks to contain potential leaks or spills.
- Above-ground tanks have replaced underground tanks, minimizing subsurface contamination risks.

2. Water Treatment & Discharge Management

To ensure that no untreated or hazardous water is discharged:

- Operations maintain Zero Liquid Discharge (ZLD), ensuring no untreated effluent leaves the site.
- An advanced Effluent Treatment Plant (ETP), equipped with multi-stage treatment including reverse osmosis (RO) and evaporation, treats all API-contaminated wastewater.
- API-intensive processes are regularly redesigned and optimized to explore substitution or recovery pathways, reducing API loading at the source.

3.Monitoring, Testing & Maintenance

To verify system integrity, detect issues early, and ensure compliance:

- A structured monitoring schedule includes regular inspections of containment barriers, dyke walls, spill pits, and tanks.
- Real-time monitoring of wastewater is carried out using flow meters, TOC analyzers, and third-party API analysis in NABL-accredited laboratories.
- Groundwater from borewells near the plant is sampled quarterly to confirm zero contamination from operations.

4. Groundwater Recharge & Conservation

To reduce dependency on groundwater and contribute to its replenishment:

- A rainwater harvesting system has been commissioned at Karkhadi village, which supports natural groundwater recharge and helps reduce runoff pollution.

5. Risk Assessment & Process Optimization

To proactively identify and mitigate site-specific risks:

- Regular hazard identification and risk assessments are conducted, particularly for tanker operations and storage zones, to anticipate vulnerabilities.
- Preventive actions are implemented to address operational and structural risks before they can impact groundwater.

Rainwater Harvesting & Recharge Potential

We commissioned a rainwater harvesting system designed by third-party consultants. With a catchment area of 270,040 m² and a pond area of 10,625 m², the system is capable of recharging approximately 7,450 m³ of groundwater annually. During the reporting year, with 207 mm of annual rainfall, this potential was largely realized, strengthening our efforts to replenish local aquifers and offset site-level withdrawal.

Rainwater Harvesting and Groundwater Recharge

Parameter	FY 2023–24	FY 2024–25
Catchment Area (m²)	2,70,040	2,70,040
Pond Area (m²)	10,625	10,625
Annual Rainfall (mm)	Not specified	207 mm
Recharge Potential (m³)	7,450 (estimated)	7,450 (realized)

Water Stress & Risk Assessment

A comprehensive assessment, using Aqueduct 4.0 and WWF Water Risk Filter, evaluated water-related risks:

- **Physical Risk:** Exposure to water scarcity, floods, or poor water quality.
- **Regulatory Risk:** Compliance challenges in evolving or weakly enforced water regulations.
- **Reputational Risk:** Stakeholder expectations and scrutiny of water practices.

Proactive strategies are in place to mitigate these risks through monitoring, stakeholder engagement, and adaptive management.

Water Audit & Accountability

Regular internal and third-party water audits ensure accurate tracking, leakage detection, and optimization of reuse and recycling initiatives. These audits have improved RO efficiency, supported sensor tap deployment, and enhanced overall water management performance. Periodic risk assessments identify vulnerabilities and guide mitigation at site and process levels, aligning water strategy with environmental and operational resilience goals.



WASTE & CIRCULAR ECONOMY

At Ami Lifesciences, waste reduction is not merely about disposal it is about transformation. We aim to minimize our environmental footprint by reducing hazardous and non-hazardous waste generation at source and maximizing recovery, recycling, and reuse.
To track our progress, we monitor key waste indicators annually. The following table offers a year-wise overview of our waste generation performance for the past three fiscal years. These metrics help evaluate operational efficiency and guide our transition to a more circular economy.

Resource Recirculation in Products

Waste volumes have fluctuated in recent years in response to evolving production demands and process improvements. FY 2023–24 saw a notable decline in waste generation due to process redesigns and recovery systems. However, in FY 2024–25, the increase in output led to a rise in total waste generated—especially due to scale-up in CDMO and API production. This was anticipated and managed through enhanced circularity practices.

Waste Disposal (Scope 3)	FY 2022–23	FY 2023–24	FY 2024–25
Waste Generated (MT)	7,614	6,474	9,759

Circular Gains and Highlights – FY 2024–25

- Higher Production, Higher Recovery: While waste increased, we also scaled recovery systems to reduce impact at source.
- Solvent Recovery Systems saved 6,827.9 KL of fresh solvents and raw materials—translating to 61.3% reduction compared to baseline.

61.3%

This led to a significant reduction in consumption compared to the baseline.

- Process Redesign led to the removal of non-value-adding steps, reducing input requirements and enhancing safety.
- Hazardous Substitution measures eliminated or reduced use of DMAC, MDC, and sodium sulphide in key processes.
- Effluent Reuse enabled 100% replacement of sulfuric acid in NH_3 scrubbing, using recycled acidic waste from Diacerein stages.

Closing the Loop with Solvent Recovery

Since introducing solvent recovery systems in 2022, we've continued optimizing our recovery processes. This year 2024-2025:

- 6,827.9 KL of fresh solvent/raw materials were saved—a 61.3% reduction compared to baseline.
- Recovery and reuse of solvents in new product lines resulted in 4,759 KL reduction—77% savings in fresh material usage.

WASTE & CIRCULAR ECONOMY

Solvent Recovery Performance

Parameter	FY 2024–25 Value	Notes
Fresh solvent/raw material saved (KL)	6,828 KL	61.3% reduction from baseline
Fresh material saved (new product lines)	4,759 KL	77% savings through recovery

These efforts not only reduced hazardous waste output but also lowered procurement dependency and cost.

Process Redesign for Waste Avoidance

At AMI Lifesciences, we embrace circular thinking and resource efficiency in our products and processes to minimize environmental impact and maximize value creation.
Our R&D team introduced second-crop extraction in CFT, a technique that increases API output from the same raw material input while reducing waste generation. This innovative reuse approach improved production yields across multiple batches and converted potential waste into valuable product, exemplifying circularity in active pharmaceutical ingredient (API) synthesis.

Product	Technique Used	Impact
CFT	Second-crop extraction	Improved API yield, reduced waste, enabled multiple-batch reuse

In addition, to avoid overproduction, minimize excess inventory, and reduce the risk of unused or expired medications being released into the environment, AMI Lifesciences has implemented robust demand estimation tools and strategies. By analyzing historical sales data, seasonal trends, and customer forecasts, we accurately estimate the demand for pharmaceutical products and align production schedules accordingly. This proactive planning helps us optimize batch sizes, reduce over-prescription risks, and prevent unnecessary stockpiling, thereby complementing our resource recirculation efforts.

Together, these initiatives—innovative second-crop extraction and strategic demand estimation—demonstrate our commitment to sustainable production, efficient resource use, and environmental stewardship.

Resource Recirculation in Products

Our R&D team introduced second-crop extraction in CFT, increasing API output from the same raw material input while simultaneously reducing waste generation. This innovative reuse approach:

- Improved production yield across multiple batches.
- Converted potential waste into valuable product, exemplifying circular thinking in active pharmaceutical ingredient synthesis.

Product	Technique Used	Impact
CFT	Second-crop extraction	Improved API yield, reduced waste, multiple-batch reuse achieved

Eliminating Persistent Hazardous Substances

- In DCE Stage IV, we reduced the use of Dimethyl Acetamide (DMAC) by 2,574 liters in 2023–24 and by 4,004 liters in 2024–25, minimizing exposure to carcinogenic materials.
- For product LPR-II, switching to recycled HDPE drums and increasing yield helped us reuse 85 drums and reduce hazardous sodium sulphide usage by 1,214 kg, enhancing both environmental and worker safety outcomes.
- We eliminated Methylene Dichloride (MDC) from FPC Stage I, replacing it with less harmful Ethyl Acetate.

Intervention	FY 2023–24 Impact	FY 2024–25 Impact
Reduced DMAC (DCE Stage IV)	2,574 L reduced	4,004 L reduced
LPR-II: Recycled HDPE drums reused	255 Nos drums reused	85 Nos drums reused
LPR-II: Sodium sulphide usage reduced	3,641 Kg	1,214 kg avoided
MDC eliminated in FPC Stage I	Replaced with Ethyl Acetate (less harmful)	Replaced with Ethyl Acetate (less harmful)

Sustainable Packaging by Design

At AMI Lifesciences, we are redefining packaging by combining functionality with sustainability. Our packaging philosophy emphasizes using eco-friendly, recyclable, and biodegradable materials to reduce environmental impact across the product life cycle.

In FY 2024–25, we achieved 100% recyclable or biodegradable packaging, replacing traditional, high-impact materials with more sustainable alternatives wherever feasible.

WASTE & CIRCULAR ECONOMY

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In FY 2024–25, we achieved 100% recyclable or biodegradable packaging, replacing traditional, high-impact materials with more sustainable alternatives wherever feasible.

Key Sustainable Materials We Use:

- **Use commonly recycled materials** : HDPE and aluminum with established recycling streams.
- **Mono-material design** : Easier identification and separation during recycling.
- **Optimize product-to-package ratio** : HDPE drums (10L–120L) and liner bags sized to minimize material use.
- **Efficient assembly** : Designed for streamlined manufacturing.
- **Avoid glue and laminations** : Improves recyclability.
- **Design for disassembly** : Easy separation of components at end-of-life.
- **Clear material marking** : In-mold recycle codes and How to Recycle labels.
- **Lifecycle assessment** : Evaluates environmental impact across the packaging value chain.

These sustainable materials allow us to design single-material, easily separable, and clearly labeled packaging, empowering customers to dispose of it responsibly.

At Ami Lifesciences, we have adopted a circular packaging approach by prioritizing recyclable materials and sustainable design principles. In FY 2024–25, we used 1,04,763 HDPE drums, 6,08,799 LDPE bags, and 2,915 aluminum bags, all selected for their recyclability and ease of dismantling.

Our packaging is designed using mono-materials to ensure easy segregation and recycling, supported by clear in-mold recycling codes and How to Recycle labels to guide end-users. With a range of drum sizes (10L to 120L) and liner bags, we optimize the product-to-package ratio to minimize material use while maintaining product safety. Our packaging is glue-free, assembly-efficient, and designed for disassembly, ensuring minimal environmental impact. We also apply lifecycle assessment to evaluate sustainability across the packaging value chain.

Impact Achieved:

- Reduced dependency on virgin plastic by ~40%.
- Increased use of renewable and biodegradable materials in secondary and tertiary packaging.
- 100% of packaging is now recyclable or biodegradable.
- End-of-life impact minimized through clear labeling and disassemblable designs.

By integrating these eco-friendly materials and circular design principles, AMI Lifesciences continues to lead the way toward a greener, more responsible pharmaceutical packaging ecosystem.

Increasing the Use of Eco-Friendly Materials

At AMI Lifesciences, we continued to prioritize the use of environmentally responsible materials in our operations. In FY 2024–25, there was a notable increase in the consumption of eco-friendly inputs compared to the previous year, reflecting our ongoing shift toward greener alternatives. Usage of Deformer, an eco-compatible additive of 17,060 units in FY 2024–25. Similarly, Bio-Culture—used to promote microbial activity for sustainable waste treatment was 2,000 units in this year. Meanwhile, the use of Cow Dung was phased out entirely in FY 2024–25, in alignment with our focus on more efficient and scalable bio-based materials. This material transition underscores our commitment to adopting innovative, eco-friendly solutions that align with sustainable manufacturing practices.

Effluent Reuse as Process Input

In a breakthrough intervention, acidic Diacerein effluent was repurposed to scrub NH_3 vapors in the Tranexamic Acid plant, replacing hazardous H_2SO_4. This reduced:

- 112.7 KL of caustic and 100% of sulfuric acid in FY 2024–25, demonstrating circular chemistry in action.

Effluent Reuse for NH_3 Scrubbing:

Year	Caustic Replaced (KL)	Sulfuric Acid Replaced (%)	Process Description
FY 2024–25	112.7 KL	100%	Full replacement of H_2SO_4 with recycled effluent

Looking Ahead:

As we continue to expand our API and CDMO operations, our focus on waste minimization and circular resource use will remain core to our sustainability vision. Through smart recovery, green design, and innovation in material flows, Ami Lifesciences is advancing a future where chemistry and conservation go hand in hand.

WASTE & CIRCULAR ECONOMY

Building Capacity: Waste Management Training

At Ami Lifesciences, we believe that effective waste management starts with informed people. That's why we've embedded structured training programs on hazardous and non-hazardous waste handling into our broader sustainability capacity-building strategy.

Our waste management training modules are designed to enhance awareness, ensure regulatory compliance, and promote safe, responsible behavior among employees across operations. These sessions are mandatory for all personnel involved in waste segregation, transport, storage, or disposal—ranging from shop-floor teams to ETP operators and housekeeping staff.

Key Focus Areas Include:

- Classification of hazardous vs. non-hazardous waste
- Labeling, storage, and transport protocols (as per GPCB guidelines)
- Use of PPE and emergency handling during spills or exposure
- SOPs for solvent recovery, effluent reuse, and recyclable packaging
- Incident reporting and root-cause analysis
- Internal waste segregation audits and visual management systems

We conducted refresher training across all manufacturing and utility blocks, achieving 100% training coverage for target roles. These initiatives ensure that waste is managed not only through systems and infrastructure but also through culture and competence—making every employee a partner in our journey toward circularity.

Structured Waste Management Process at Ami Lifesciences Pvt. Ltd.

At Ami Lifesciences, our waste management process is designed with a holistic view—starting from waste reduction at source, through safe handling, efficient recovery, and regulatory compliance. By embedding waste minimization and recycling into every step, we contribute to a safer workplace and a more sustainable environment.



Stage 1: Waste Identification, Classification & Minimization at Source

Every unit at Ami Lifesciences initiates the process by auditing operations and conducting material balance studies to identify waste streams. These are then classified based on their chemical composition and MSDS, into hazardous, non-hazardous, or biomedical categories in line with Schedule I of the Hazardous Waste Management Rules.

As part of this stage, we emphasize waste minimization at the source by:

- Redesigning products and reformulating processes to reduce hazardous waste generation
- Improving material efficiency and eliminating non-essential inputs
- Introducing closed-loop processes to minimize discardable waste
- This proactive approach helps us reduce the volume of waste requiring treatment or disposal, aligning with our goals under pollution prevention and cleaner production.

Stage 2: Source Segregation, Labelling & Recyclable Recovery

Once waste is identified, it is immediately segregated at source to prevent cross-contamination. We utilize a color-coded bin system with dedicated, tamper-proof, and weather-resistant containers labeled for various waste types like solvent waste, process sludge, packaging waste, and biomedical waste.

As part of our recycling and reuse programs, this stage also facilitates:

- Recovery of recyclable materials such as paper, plastics, glass, and metals
- Deployment of clearly marked recycling stations across facilities to encourage participation
- Reintroduction of select recycled materials into operations wherever feasible

Employees are trained via SOPs and engagement sessions to ensure accurate segregation and to instill a culture of resource conservation.

Stage 3: Waste Stream Mapping & Digital Documentation

To gain end-to-end visibility, every waste stream is mapped from generation to final treatment or disposal. We document quantities, generation frequency, and final disposal routes using a digitized tracking system, and are exploring barcode/QR code tagging for real-time monitoring.

This step also helps us:

- Quantify waste minimization achievements
- Identify further reduction or recycling opportunities
- Improve traceability and support data-driven sustainability disclosures

Stage 4: Secure Storage, Handling & Monitoring

All waste is stored safely in designated leak-proof and ventilated storage areas, categorized by waste type. Hazardous waste is securely held for no longer than the 90-day legal window, and regular inspections ensure safety and compliance.

WASTE & CIRCULAR ECONOMY

We have implemented:

- Spill containment kits and emergency handling SOPs
- Periodic staff training for safe handling and emergency response
- Internal monitoring systems to detect anomalies and reduce risk

This stage supports both environmental protection and occupational health and safety standards.

Stage 5: Treatment, Recovery & Disposal with a Circular Approach

Post storage, wastes are routed based on their category:

- Hazardous waste is sent to authorized TSDFs or co-processing units
- Non-hazardous waste is recycled via licensed vendors
- Solvent waste is processed in on-site recovery systems, reducing virgin solvent dependency

Our circular economy mindset encourages reuse of recovered materials and promotes responsible disposal. Every movement is backed by waste manifests and certified Proofs of Disposal, ensuring traceability and audit readiness.

Stage 6: Transboundary Movement & Legal Compliance

We strictly follow the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016. No hazardous waste is allowed to cross borders without proper authorization. We partner only with registered and permitted transporters, ensuring full legal and environmental compliance.
In addition, annual waste returns are submitted to the State Pollution Control Board, summarizing volumes handled, routes taken, and final outcomes.

Stage 7: Monitoring, Continuous Improvement & Employee Involvement

The waste management process is supported by quarterly audits, real-time reviews, and performance assessments. KPIs such as waste reduced at source, recycled volumes, and diversion from landfill are tracked closely.

To ensure long-term success:

- Employees undergo mandatory training in waste handling and emergency protocols
- Recycling champions are identified to lead awareness drives
- Continuous feedback loops help improve SOPs and introduce innovative reduction ideas

Performance insights are integrated into internal dashboards and disclosed in our annual ESG reporting, strengthening transparency and accountability.

Specialized Treatment & Safe Disposal of Hazardous Substances

At Ami Lifesciences, the management of hazardous substances extends beyond containment and emergency response—it culminates in specialized treatment and safe, compliant disposal. Given the potential environmental and health risks posed by certain chemicals used in API and intermediate manufacturing, we follow a rigorous cradle-to-grave approach for hazardous waste management.

Classification & Pre-Treatment

All hazardous wastes are classified based on their physical, chemical, and toxicological properties in accordance with Schedule I of the Hazardous and Other Wastes (Management and Transboundary Movement) Rules. Prior to disposal:

- Wastes are segregated at source—organic solvents, sludges, heavy metals, and corrosives are not mixed.
- Pre-treatment methods such as neutralization, pH adjustment, or stabilization are applied for specific waste streams to reduce reactivity or toxicity.
- Incompatible wastes are labeled and stored separately to avoid risk of uncontrolled reactions.

Certified Co-Processing & TSDF Disposal

Hazardous wastes with calorific value (e.g., spent solvents, residues) are sent for co-processing in cement kilns, replacing conventional fossil fuels. This method ensures complete destruction at high temperatures with zero residual toxicity.

Remaining hazardous wastes that are not suitable for co-processing are transferred to authorized Treatment, Storage, and Disposal Facilities (TSDFs). All partner TSDFs are approved by State Pollution Control Boards
and maintain strict records of manifest tracking and destruction certificates.

Traceability & Documentation

Each hazardous waste movement is tracked through a manifest system, from generation to final disposal. This includes:



Ami Lifesciences ensures 100% traceability and documentation for all hazardous waste disposals, with records maintained for audit and regulatory purposes.

Training & Contractor Compliance

All waste handling personnel—both in-house and contractors—undergo mandatory training in:

- Hazardous waste categorization
- Safe loading/unloading practices
- Use of PPE and emergency response protocols
- Spill management and fire safety near waste zones

Only licensed vendors with valid authorizations under the Hazardous Waste Rules are permitted for transport or disposal operations.

BIODIVERSITY & TREE PLANTATION



Biodiversity Stewardship: Preserving Natural Harmony for Sustainable Growth

At Ami Lifesciences Pvt. Ltd., we recognize that biodiversity underpins the health of ecosystems and is vital for the long-term sustainability of our operations and the communities we serve. As a responsible pharmaceutical manufacturer, we are committed to minimizing our ecological footprint and actively contributing to biodiversity conservation wherever possible.
Our approach aligns with the Global Reporting Initiative (GRI) Standards on Biodiversity, specifically:

- **GRI 304-1:** Operational Sites in or Near Protected Areas or Areas of High Biodiversity Value (HBVs)
- **GRI 304-2:** Significant Impacts of Activities, Products, and Services on Biodiversity
- **GRI 304-3:** Habitats Protected or Restored

Biodiversity Context of Our Operations

Our operations are situated with due consideration to ecological sensitivity. A comprehensive ecological mapping of our facilities and their surrounding environments is conducted to evaluate proximity to:

- Protected or Ecologically Sensitive Areas
- High Biodiversity Value (HBV) Zones
- Ecosystems and Habitats Hosting Threatened Species

These assessments provide baseline data for identifying biodiversity priorities and guide decision-making throughout the facility lifecycle—from site selection to decommissioning.

Our Biodiversity Conservation Approach

We follow a structured framework for biodiversity protection based on Avoid–Minimize–Restore–Offset principles. Our strategy includes:

Diversity, Equity & Inclusion — Conducted during project planning and operational phases to identify potential risks to local flora and fauna.

Mitigation Measures — Integrated into operations to reduce emissions, minimize land disturbance, and protect surrounding habitats.

Habitat Restoration Projects — Designed to rehabilitate degraded ecosystems and strengthen biodiversity corridors.

Monitoring & Evaluation — Biodiversity metrics are embedded into our environmental performance systems to track progress and impact over time.

Key Actions and Illustrative Efforts

- **Water Stewardship:** Our water conservation measures help protect aquatic biodiversity. Efficient use of freshwater, rainwater harvesting systems, and effluent reuse reduce pressure on local water bodies.
- **Waste Management:** We implement stringent waste minimization and safe disposal practices to prevent contamination of surrounding habitats, particularly soil and groundwater.
- **Sustainable Sourcing:** By prioritizing suppliers who adhere to sustainable land and resource use practices, we reduce indirect biodiversity risks in our value chain.
- **Community Engagement:** We work with local communities and NGOs on projects that support biodiversity conservation—ranging from native vegetation planting to species habitat restoration and wildlife awareness campaigns.

Looking Ahead:

As part of our forward-looking roadmap, we are enhancing our internal biodiversity KPIs and exploring partnerships for landscape-level conservation planning. These initiatives form an integral part of our broader ESG strategy and reinforce our commitment to environmental integrity, regulatory compliance, and the protection of life in all forms.
Through responsible operations and collaborative conservation efforts, Ami Lifesciences Pvt. Ltd. strives to leave a positive imprint on the planet's biodiversity—preserving its richness for generations to come.

BIODIVERSITY & TREE PLANTATION

Plantation Activities Conducted

Location:
Periphery of plant boundary, near ETP, utility areas, and green belt extension zones

Species Planted:
Neem, Peltophorum, Rain Tree, Ashoka, Kadamba, and other native varieties selected for local adaptability, shade, and carbon capture potential.

Plantation Mode:
Manual plantation followed by mulching, drip irrigation setup, and seasonal watering cycles

Plant Survival Strategy: Monthly survival checks, pest control, and replenishment of any saplings with <70% survival rate.

Tree Plantation Summary by Year

Indicator	Unit	FY 2022–23	FY 2023–24	FY 2024–25	Cumulative Total
Total Trees Planted	Number of trees	1,296	3,235	2,689	7,220
Increase in Green Cover	Sq.m.	21,000	4,100	6,688	31,788
Native/Low-Water Species Share	% of total species planted	72%	68%	75%	-
Beneficiaries of Green Space (Est.)	On-site employees/ community	300+	500+	650+	~1,500
Tree Survival Rate	%	85%	88%	90% (proj.)	-













PRODUCT RESPONSIBILITY

FY 2024–25 Performance & Progress

At Ami Lifesciences, product responsibility is a core pillar of how we operate, innovate, and serve. We recognize that the environmental and social impact of a pharmaceutical product begins long before it reaches the market—and continues far beyond its use. That's why we approach our APIs through a full lifecycle lens: from design and development to customer handling, end-of-life disposal, and impact transparency.

In FY 2024–25, we deepened this commitment by integrating Life Cycle Assessment (LCA) and Product Carbon Footprint (PCF) analysis into select high-impact APIs—ensuring our customers, regulators, and downstream partners have better visibility into the sustainability profile of our products

Lifecycle Risk Management and Product Safety

Our multi-layered risk assessment framework is applied across every stage of product development and commercialization:

- Hazard Identification: Toxicity, flammability, eco-toxicological and exposure risks.
- Consequence Analysis: Effects on health and environment under various scenarios
- Risk Characterization: Quantitative & qualitative profiling for decision-making.
- Fire & Reactivity: Stability, temperature sensitivity, incompatibilities

This data informs internal approvals, regulatory filings, and safe-handling protocols. Every commercial API in our portfolio undergoes rigorous risk screening, and new molecules are assessed as part of our innovation pipeline entry criteria.

Mitigation & Continuous Improvement

At Ami Lifesciences, product safety goes beyond compliance. Mitigation strategies are embedded from the design stage through to market delivery, incorporating engineering controls, administrative measures, and personal protective equipment (PPE) guidelines. We actively monitor product performance and incident reports to identify emerging risks and refine safety protocols. Feedback from customers, regulatory updates, and scientific advancements continually inform improvements ensuring our products remain safe, responsible, and aligned with global standards.

Life Cycle Assessment (LCA) & Product Carbon Footprint (PCF)

In FY 2024–25, Ami Lifesciences initiated LCA and PCF assessments for key products in the anti-diabetic and CNS therapeutic areas. These assessments cover raw material sourcing, process energy, packaging, waste generation, and emissions throughout the product life cycle.

- Three APIs completed full LCA + PCF reporting as per ISO 14040/14067 standards.
- Early insights helped identify solvent recovery and packaging improvements to reduce PCF per kg API by up to 18%.
- LCA findings will be used to guide product redesigns, material substitutions, and customer guidance in FY 2025–26.

This initiative represents a major milestone in making Ami's environmental impact measurable and improvable at the product level.

Safe Use, Customer Wellbeing & End-of-Life Practices

At Ami Lifesciences Pvt. Ltd., we uphold our responsibility to safeguard users and the environment across the entire product lifecycle — from safe usage to end-of-life management.

Product Use Safety

- 100% of our Active Pharmaceutical Ingredients (APIs) are accompanied by Globally Harmonized System (GHS)-compliant Safety Data Sheets (SDSs) and clear, multilingual usage instructions, ensuring safe handling and storage.
- We collaborate with hospital procurement teams and clinical distributors in India, Kenya, and Vietnam to train handlers on the use of personal protective equipment (PPE) and proper ambient storage, especially in tropical conditions.







PRODUCT RESPONSIBILITY

End-of-Life Management

- We have updated our Product Recall SOPs and introduced a Take-Back Mechanism in compliance with local regulatory expectations to retrieve expired, unused, or returned inventory — already implemented with two institutional buyers in Gujarat and Maharashtra.
- In 2024–25, we launched a Customer Pilot Program for responsible API disposal, with support from EcoPharm Waste Solutions, an India-based third-party hazardous waste aggregator. The pilot program covers 5 clients across 3 countries (India, Kenya, and Bangladesh), educating them on safe neutralization and compliant disposal.
- We are a supporting member of the Clean Pharma Initiative (CPI), a public-private collaboration that works toward reducing pharmaceutical contamination in waterways and soil. Through this initiative, we co-developed a guideline for downstream users on eco-toxicological disposal protocols, currently adopted by three customers and published by CPI in 2024.
- We collaborate with the Indian Institute of Packaging (IIP) and ReCircle, a circular economy platform, to research and pilot disassemblable and recyclable secondary packaging for APIs. This packaging is now being trialed in 12 product lines with a goal to scale in FY 2025–26.

Customer Health, Satisfaction & Performance Support

In FY 2024–25, we delivered 12 specialized technical training sessions to all our global clients, covering:

Product Safety & Handling

- Safe handling, storage, and disposal of chemicals
- Understanding Material Safety Data Sheets (MSDS)
- Recommended use of Personal Protective Equipment (PPE)

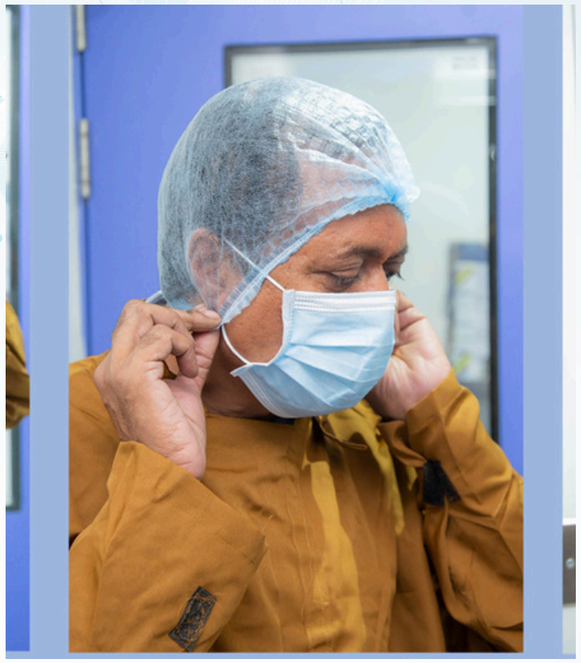
Allergy Awareness

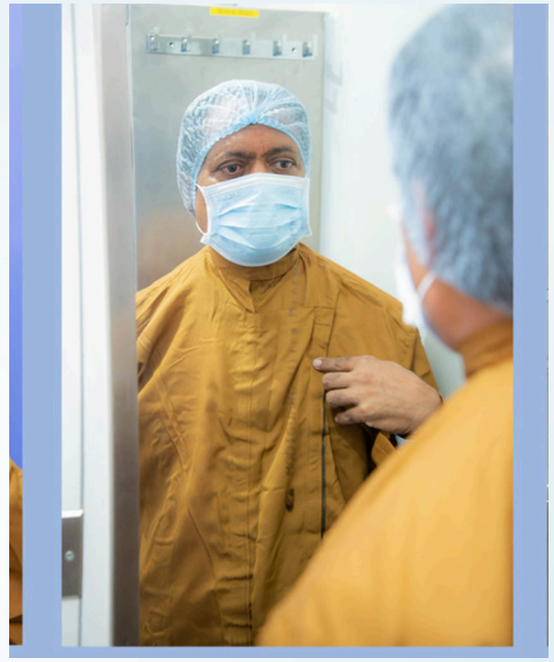
- Identifying potential allergic reactions
- Mitigation steps and emergency response procedures

Sustainability & Compliance

- Life Cycle Assessment (LCA) insights
- Product Carbon Footprint (PCF) methodology
- Environmentally responsible use & disposal practices

These programs ensure our clients can confidently manage health, safety, and environmental risks associated with our products.











OUR FY 2024–25 HIGHLIGHTS

- Zero product-related safety incidents across all major geographies
- 100% On-Time In-Full (OTIF) for top 10 clients
- Customer satisfaction > 90%, based on feedback on product quality, compliance & documentation
- 100% recyclable & easily dismantlable product packaging, reducing environmental impact

Comparative Analysis: Product Responsibility – FY 2023–24 vs FY 2024–25

Focus Area	FY 2023–24	FY 2024–25	Progress Highlights
Product Risk Assessments	Conducted for all marketed APIs	Extended to include APIs in late-stage development pipeline	Proactive risk management across product lifecycle
Customer Health & Safety	SDS provided; basic product handling info shared	Comprehensive usage protocols, hazard mitigation, and customer training programs introduced	Enhanced downstream safety practices
Product Lifecycle Focus	End-of-life aspects mentioned in SOPs	Formal take-back mechanism for expired goods initiated; lifecycle criteria integrated in SOPs	Operationalization of end-of-life responsibility
Product Recall Readiness	Recall process aligned with internal quality policy	Updated SOPs + External customer engagement on recall and disposal practices	Strengthened recall communication and compliance
Life Cycle Assessment (LCA)	Not initiated	LCA conducted for 3 APIs (anti-diabetic, CNS categories)	Data-driven product redesign for sustainability
Product Carbon Footprint (PCF)	Not measured	PCF calculated for selected APIs using ISO 14067 framework	Enabled emission visibility at product level
Packaging Impact	Shift to recyclable materials initiated	100% of API packaging redesigned for recyclability and dismantlability	Reduced environmental impact of packaging
Technical Customer Training Sessions	Conducted ad-hoc	12 structured sessions on safety, lifecycle, and regulatory handling	Institutionalized knowledge transfer
Safety Incident Reports	0 product-related incidents	0 product-related incidents	Maintained incident-free record
Customer Satisfaction	Collected feedback informally	Structured feedback loop in place; >90% satisfaction in quality and compliance	Improved client engagement and response management
LCA-Driven Improvements	Not applicable	Solvent optimization in 2 APIs reduced PCF by up to 18%	Evidence-based process improvement



SOCIAL

SOCIAL POLICIES AND COMMITMENTS

At Ami Lifesciences, our people are our strength. We believe that social sustainability goes beyond compliance—it reflects our commitment to building a workplace and value chain rooted in equity, safety, dignity, and development. Our policies and initiatives are guided by globally recognized frameworks such as the UN Guiding Principles on Business and Human Rights, ILO Conventions, and India's labor laws, and are integrated across our operations, suppliers, and partners.



Focus Area	Goals	Targets by FY 2027–28
Child and Forced Labor	Enforce minimum working age (18+)- Promote voluntary work only	100% compliance with legal & internal policies- Regular audits ensuring zero occurrence of forced labor
Employee Health and Safety	Provide a safe, healthy workplace- Empower safety reporting	Zero Loss Time Accidents (LTA)- 100% legal compliance- 35,000 man-hours of health & safety training by 31st March 2028
Labor Relations	Uphold freedom of association- Promote conflict resolution and dignity	75% employee satisfaction through training- Annual surveys with >70% satisfaction score- Effective resolution of labor-related conflicts
Working Conditions	Ensure fair wages and humane work hours- Track and improve human rights performance	100% compliance with wage laws- Annual working condition surveys with >70% satisfaction- 100% medical insurance coverage for employees and families
Career Management	Fair and transparent recruitment- Eliminate recruitment fees- Promote internal talent	10% increase in internal promotions- 100% pre-joining disclosure of job terms- Zero recruitment fees charged
Anti-Human Trafficking	Prohibit human trafficking and exploitation in all forms	Zero trafficking incidents within the workforce- Ongoing monitoring and vigilance systems
Diversity, Equity & Inclusion	Ensure equal opportunities for all- Foster inclusive work culture	100% compliance with DE&I policies - 5% increase in DE&I practices by 31st March 2028- Annual DE&I surveys with >70% satisfaction
External Stakeholder Human Rights	Extend human rights commitment across supply chain and partners	2.5% of external stakeholders trained in human rights by 31st March 2028- Regular third-party audits and engagement forums

SOCIAL POLICIES AND COMMITMENTS

Implementation Responsibility

The implementation of social sustainability policies at Ami Lifesciences is overseen by the ESG Committee, in close coordination with the Human Resources (HR), Environment Health & Safety (EHS), and Compliance departments. The HR Director is responsible for ensuring fair and transparent recruitment practices, promoting diversity and inclusion (DE&I), facilitating grievance redressal, and conducting relevant employee training. The EHS Manager leads initiatives around occupational safety, health programs, and compliance audits. Meanwhile, the Procurement and Compliance teams manage supplier assessments to uphold labor and human rights standards across the supply chain. Additionally, the Training & Development team plays a critical role in designing and delivering capacity-building programs tailored for both internal employees and external stakeholders.

Review Mechanism

Ami Lifesciences ensures that its social policy framework remains current, effective, and responsive to stakeholder expectations through a structured review mechanism. Internally, the ESG Committee conducts an annual review to evaluate policy alignment and operational impact. Every two years, third-party audits are carried out to benchmark social performance against industry best practices. To capture real-time feedback and identify gaps, grievance trends and employee satisfaction surveys are regularly analyzed. Furthermore, a quarterly Social KPI Dashboard is presented to senior management to support data-driven decisions and continuous improvement.

Compliance Integration

Our social sustainability commitments are deeply embedded into the company's operational and governance structures. These include integration with the Employee Handbook, Code of Conduct, and critical legal documents such as supplier contracts and vendor agreements. Core policies like the Prevention of Sexual Harassment (POSH)policy, DE&I framework, and Ethics & Grievance Mechanism further reinforce our accountability. Social awareness and rights-based training modules are also incorporated into onboarding and continuous development programs to institutionalize these values across teams.

Social Risk Management

Ami Lifesciences follows a proactive and comprehensive approach to managing social risks within its workforce and value chain. Identified risks include child labor or forced labor particularly in tier-2 supplier networks, unsafe or undocumented working conditions, unfair hiring practices or wage disparities, the possibility of human trafficking via recruitment intermediaries, and incidents of discrimination or harassment within supervisory roles. Recognizing these risks allows for early interventions and corrective planning.

Mitigation Measures

To address these social risks effectively, Ami Lifesciences has implemented a range of mitigation measures. Regular risk assessments are conducted through both internal audits and on-site evaluations. A confidential whistleblower mechanism is available to all stakeholders, encouraging the reporting of any violations. The Supplier Code of Conduct includes strict clauses prohibiting forced or child labor and is a mandatory compliance requirement. Additionally, all departments undergo mandatory gender sensitization and POSH training. Worker grievance redressal platforms ensure timely resolution of complaints related to safety, wages, or harassment. For external stakeholders, human rights due diligence is a core part of supplier onboarding, reinforcing ethical accountability across the value chain.



EMPLOYEE WELLBEING & FLEXIBILITY

At Ami, our workforce doesn't just power our operations—they define our culture."
At Ami Lifesciences, employee wellbeing is not an afterthought—it is a strategic priority embedded into every aspect of our HR practices. As we evolve into a global API and biologics leader, our commitment to building a compassionate, flexible, and equitable workplace has grown even stronger.

We recognize that empowering employees with flexibility, safety, transparency, and inclusion fosters not just retention—but pride and purpose.

Key Initiatives in FY 2024–25:

Yoga & Mindfulness Sessions
To support emotional clarity, stress management, and focus, we introduced guided yoga sessions across sites. These weekly sessions, led by certified instructors, are aimed at fostering mindfulness, improving posture, and encouraging holistic health among our employees.

Employee Assistance Program – Anahata
A confidential support system offering counselling services, work-life balance advice, and professional mental health guidance to help employees navigate personal or workplace stress.

Wellness Campaigns
Quarterly wellness drives on topics like sleep health, anxiety awareness, nutrition, and digital detox were conducted with participation across departments.

Mental Health Awareness Training
Managers and team leads were trained to recognize early signs of burnout and stress, fostering a culture of empathy and proactive intervention.

Healthcare Partnership with BAPS Shastriji Maharaj Hospital: A long-term collaboration was established to provide comprehensive healthcare services, including regular health checkups, diagnostic services, and emergency medical support for employees and their families, ensuring timely and quality medical care.

Highlights:

Mental Wellbeing Indicator	Performance / Target
% participation in on-site yoga sessions	25%
Employees covered under EAP (Anahata)	302 employees
Mental wellness training hours (FY 2024–25)	377 hours
Planned sessions for mindfulness / yoga (2025–26)	01 per month across manufacturing locations
Target mental wellness satisfaction score (survey)	80% by FY 2025–26





EMPLOYEE WELLBEING & FLEXIBILITY

Flexibility:

Building Bonds: Supporting Work-Life Harmony

At Ami Lifesciences Pvt. Ltd., we are committed to enhancing employee well-being through our Family Friendly Programs (FFPs), which include parental or care leave, childcare support, and other allowances. These initiatives aim to foster a workplace culture centered on balance, inclusivity, and support, enabling our employees to thrive both professionally and personally.

Transparent Remuneration: Communicating Fair Pay

Transparency and fairness are cornerstones of our remuneration philosophy. With 100% employee participation in a recent survey, we reaffirmed our commitment to open, inclusive, and equitable compensation practices. This approach not only strengthens employee trust but also supports our Remuneration Framework at Ami Lifesciences broader sustainability and governance goals.

Salary Grid: We maintain a structured salary grid that outlines clear pay ranges based on role, qualifications, and experience. This information is accessible to all employees via our internal HR portal.

Comprehensive Benefits: Our benefits package includes health insurance, retirement plans, paid leave, and other employee-centric offerings—clearly communicated through onboarding materials and the employee handbook.

Performance-Based Advancement

Salary reviews and promotions are tied to performance appraisals. Employees receive clear feedback on their contributions and how these translate into recognition or salary increments.

Open Communication Culture:

Managers maintain open dialogues with employees regarding compensation decisions, ensuring they understand their salary positioning and performance-related impacts.

Market Benchmarking for Pay Equity

To ensure our compensation practices remain competitive:

- We conduct regular market benchmarking surveys to align salaries with life sciences industry standards.
- Employees are provided access to tools and data that allow them to compare their pay with industry peers, strengthening internal equity and transparency.

Voices of the Team: Listening to Employees

Employee feedback is central to shaping our workplace culture. Through employee satisfaction surveys, we capture insights on work-life balance, career growth, and organizational culture. With 100% participation, the data enables informed decision-making and continuous improvement of our policies and employee programs.

Fair Rewards: Recognizing Extraordinary Dedication

Recognition is key to employee motivation. We use survey insights to tailor our reward programs and address evolving workforce needs. This helps strengthen morale, build commitment, and align HR strategies with performance and satisfaction indicators.

Empowerment Pay: Enabling Flexible Work

We embrace flexibility in work arrangements, offering options like remote work and flexible hours to suit diverse employee needs. Transparent reporting, accurate time tracking, and supervisor oversight ensure fair workload distribution. By integrating employee feedback into these practices, we create an inclusive, productive environment focused on both well-being and performance.

Two-Way Communication Framework for Employee Feedback and Management Response

At Ami Lifesciences Pvt. Ltd., we are committed to fostering a workplace culture rooted in transparency, inclusivity, and continuous improvement. To ensure employees have a voice in shaping workplace conditions, we have institutionalized a structured Two-Way Communication Procedure that facilitates open dialogue between management and staff.

01

Initiation of Interactive Sessions

- Management organizes regular employee engagement forums—both department-specific and cross-functional—to discuss topics related to working conditions, compensation, benefits, and overall well-being.
- Employees are informed in advance about session objectives, and participation is encouraged across all levels.

02

Employee Input Phase

- Employees are invited to share feedback openly in the format of their choice—verbal inputs during sessions or written submissions via designated channels.
- Efforts are made to create a respectful and non-retaliatory environment where each individual's voice is heard and valued.

03

Feedback Documentation

- All feedback points are carefully recorded and categorized by the designated HR or EHS officer, ensuring data accuracy and confidentiality.
- Each piece of feedback is logged with reference to the contributor (if voluntarily disclosed) to support personalized follow-up.

04

Management Response Protocol

- The leadership team conducts a thorough review of all feedback and formulates clear, transparent, and evidence-based responses.
- Where applicable, responses address feasibility, rationale, and timelines for proposed changes or improvements.

EMPLOYEE WELLBEING & FLEXIBILITY

05

Fostering Open Dialogue

- Beyond structured responses, ongoing dialogue is promoted to clarify perspectives and align on expectations.
- Follow-up Q&A sessions or one-on-one meetings may be organized to foster mutual understanding and collaborative problem-solving.

06

Action Plan Development

Based on the nature of the feedback, management and employee representatives co-develop a targeted action plan.
The plan includes:

- Defined improvement areas
- Assigned responsibilities
- Milestones and deadlines for implementation

This joint planning ensures shared ownership and accountability.

07

Follow-Up and Continuous Evaluation

- To ensure sustained progress, all action items are tracked through periodic review meetings.
- Employees are updated on implementation status and outcomes, with mechanisms for re-evaluation and further feedback as needed.



EMPLOYEE DEMOGRAPHICS & DIVERSITY

At Ami Lifesciences, we recognize that diversity is not just a metric—it's a mindset. A diverse workforce brings the richness of perspectives needed to drive innovation, resilience, and empathy in everything we do. From the shopfloor to the boardroom, we are committed to creating a workplace where everyone is treated with respect, dignity, and equal opportunity.
We continue to strengthen our diversity and inclusion programs across gender, age, region, background, and ability, while embedding anti-discrimination practices into all levels of management and recruitment.

Key Demographic Insights (FY 2024–25)

Employee Category	FY 2023-2024	FY 2024-2025
Total Number of Employees	1,115	1,215
Female Employees (Overall)	7%	7 %
Women in Leadership Roles	12%	12 %
Women on Board of Directors	40%	41 %
Employees from Minority/Vulnerable Groups	7%	7 %
Average Gender Pay Gap (Unadjusted)	-2% *	-19.8% *
Employees Trained on DE&I Topics	113 Manhours	511 Manhours

*Our average female pay is 19.8% higher than male average pay.

Our DE&I Philosophy in Practice

At Ami Lifesciences, inclusion is more than representation—it is about fostering a culture of belonging where all employees feel valued, heard, and empowered. We recognize that creating such a culture requires continuous listening, learning, and systemic change.
We actively promote an open, transparent, and merit-based recruitment process that prevents discriminatory practices and ensures equal opportunities for all candidates, both internal and external. Our commitment to equal opportunity is reflected through:

- Inclusive hiring practices by ensuring diverse candidate shortlists and eliminating bias in screening and selection processes.
- Transparent recruitment and promotion processes anchored in objective, competency-based assessments and structured interviews to ensure merit-based hiring decisions.
- Managerial accountability for maintaining bias-free recruitment and promotion, supported through periodic sensitization and anti-bias training.
- Accessible infrastructure across offices and manufacturing sites to enable participation by candidates and employees of all abilities.
- Equitable policies that ensure work-life integration, fairness, and a level playing field for career progression, irrespective of gender, age, disability, religion, caste, or socioeconomic background.

By embedding these practices, we aim to build a workforce reflective of diverse perspectives, enabling sustainable growth driven by fairness and inclusion.

Accessibility & Ability Inclusion

At Ami Lifesciences, we are committed to creating an inclusive work environment that prioritizes accessibility and dignity for all. We are actively working toward making all our facilities universally accessible by integrating step-free access and adapted washrooms into the design of all new infrastructure projects. Additionally, we have designated reserved parking and are customizing workstations to accommodate persons with disabilities (PwD). Our hiring practices also reflect this commitment—we engage with disability-inclusive job portals to widen access and ensure equal employment opportunities for all individuals, regardless of physical ability.

OCCUPATIONAL HEALTH & SAFETY

Wellness-Centric EHS Excellence: Advancing Safety, Health & Sustainability

At Ami Lifesciences Pvt. Ltd., Environmental, Health, and Safety (EHS) is not treated as a compliance requirement—it is embedded in our culture as a wellness-driven philosophy. Our approach integrates safety, well-being, and sustainability into every facet of our operations, empowering our workforce and protecting the communities we serve.

Engineering Safety with Purpose

Every piece of equipment we procure is rigorously evaluated not only for compliance with statutory safety norms but also for its contribution to employee well-being and environmental sustainability. We design our infrastructure with human-centered safety in mind.

Embedding Safety as a Core Value

Our EHS commitment is woven into the fabric of our organizational culture. Safety is not just a protocol—it's a shared responsibility. We foster a proactive safety mindset, where every employee feels accountable and empowered to uphold safe work practices.

Smart Risk Assessment for Safer Operations







Our risk management programs are proactive, data-driven, and continuously evolving. We leverage advanced tools and technologies to conduct real-time risk assessments, ensuring early detection and mitigation of potential hazards across our facilities. We have also introduced regular Gemba Walks, enabling management to observe operations in real-time, foster open dialogue with employees, and identify hidden safety risks proactively, reinforcing a culture of continuous improvement.

Harmonizing Health with Operational Productivity



We believe that a healthy workforce is the foundation of sustainable productivity. Our integrated Process Safety Management (PSM) system includes industrial hygiene protocols, exposure monitoring, and ergonomic assessments to promote a safe and health-optimized work environment. In response to rising temperatures, we upgraded our transportation fleet with air-conditioned buses to enhance employee comfort and well-being during commutes.

Strengthening Safety Through Training & Awareness



Continuous learning is central to our EHS strategy. We deliver tailored training modules, safety drills, and refresher programs that empower employees, sub contractor, Non-employees, stakeholders with the knowledge and tools to navigate risks and make informed safety decisions at every level.We conducted ESG awareness training sessions for all employees to enhance their understanding of ESG principles and how they relate to our work and responsibilities.As part of our commitment to inclusive safety awareness, we also organized a dedicated session to empower our women employees with basic yet effective techniques for personal safety, fostering confidence and preparedness in their daily lives.

OCCUPATIONAL HEALTH & SAFETY

Extending EHS Awareness Beyond Boundaries






We actively engage with the broader community through awareness programs such as National Safety Week and World Environment Week. These initiatives foster collective responsibility and amplify the importance of health, safety, and environmental consciousness both internally and externally.

In FY 2024–25, we also organized a Fire Safety Training session at the nearby village school in Karkhadi, aimed at raising awareness among students and parents about essential fire safety practices. The training covered topics such as preventing fire hazards, responding effectively in case of a fire, and basic firefighting techniques. By educating the community on these crucial safety measures, we strive to create a safer and more resilient environment for everyone.Our team also attended the technical Process Safety workshop organized by PSCI India, strengthening our supplier engagement and process safety knowledge.

Designing Sustainable and Safe Products

Our product development is guided by a dual commitment to human health and environmental impact. From formulation to packaging, we integrate green chemistry principles and life cycle assessments to ensure our offerings support both consumer well-being and ecological integrity.

Minimizing Ecological Footprint, Maximizing Impact

Our EHS framework extends to environmental stewardship. We adopt best practices to limit emissions, reduce waste, and conserve resources. Through ecosystem-sensitive operations, we ensure that our presence enhances, rather than burdens, the communities and environments in which we operate.

EHS as a Pillar of Resilience

At Ami Lifesciences Pvt. Ltd., EHS is not a checklist—it is a commitment to resilience, well-being, and future-readiness. By embedding wellness into every action, we are building not only a safer workplace but also a sustainable future for all stakeholders. Our internal ESG team meets periodically to share ideas, review progress, and align strategies for enhancing our impact across Environment, Social, and Governance domains.

Collaborations & External Engagements

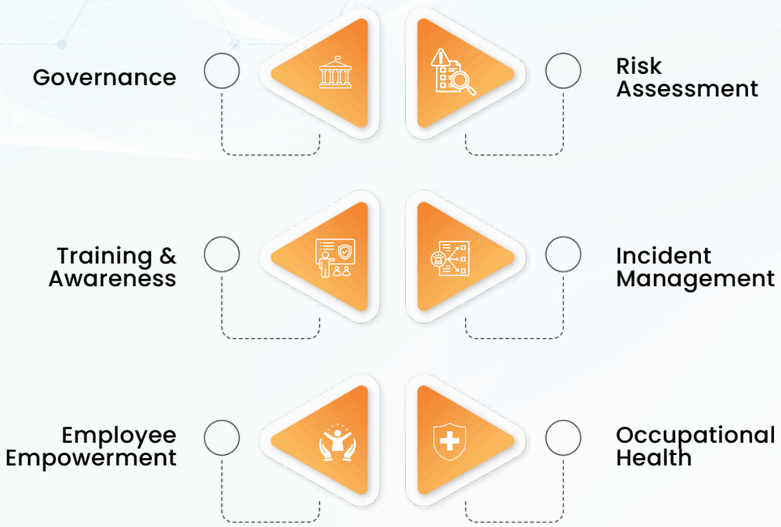





We participated in the UN Global Compact Network India's 'Health Care Innovation & Sustainable Business Leaders' Roundtable,' contributing to meaningful dialogues on sustainable and responsible business practices.

OCCUPATIONAL HEALTH & SAFETY

Our Approach to Health & Safety



Area	Key Practices
Governance	EHS policy aligned with ISO 45001 standards and local regulatory frameworks
Risk Assessment	Routine Hazard Identification & Risk Assessment (HIRA) across all processes
Training & Awareness	Safety induction, toolbox talks, mock drills, and topic-specific training sessions
Incident Management	Near-miss tracking, root cause analysis, and preventive action tracking via digital systems
Employee Empowerment	Anonymous safety suggestion box, open-door policy with HSE officers, and recognition for proactive safety reporting
Occupational Health	Pre-employment & annual health check-ups, ergonomics training, wellness campaigns, and tie-ups with medical professionals for OHC (Occupational Health Center) coverage

Integrated Safety Framework

- **Training:** Conducted comprehensive HSE modules across all levels—including first responders, shopfloor staff, and transport operators.
- **Monitoring:** Digital HIRA (Hazard Identification & Risk Assessment) tools implemented at major sites.
- **Emergency Preparedness:** Fire drills, medical response drills, and chemical handling simulations conducted quarterly.
- **Occupational Health:** Annual checkups, ergonomic assessments, and PPE audits ensure proactive health management.
- **Customer-Centric Safety:** We began training customers on safe handling of high-potency APIs—1.25% trained so far, with a 2.5% target by FY 2027–28.
- **Supply Chain Engagement:** We conduct periodic supplier audits and assessments to ensure alignment with our safety, environmental, and ethical standards.

Commitments for FY 2024–25 and Beyond

- Maintain zero LTI and zero accident status
- Achieve 100% ISO 45001 certification across all sites
- Complete 20,000+ H&S training manhours in FY 2025–26
- Expand digital incident tracking and root cause analysis tools
- Implement HSE onboarding for 100% contract workers
- Enhance focus on contractor safety with multilingual training materials

KPI-Based Safety Performance (FY 2024–25)

KPI	Objective	FY 2022–23	FY 2023–24	FY 2024–25	Target FY 2027–28
Lost Time Injury (LTI) Frequency Rate – Employees	100% reduction vs baseline	0	0	0	0
LTI Severity Rate	Zero cases	0	0	0	0
% of Work-Related Accidents	Zero cases	0	0	0	0
Days Lost due to Injury/Ill Health	Zero lost time	0	0	0	0
Manhours of Health & Safety Training	+5% from baseline annually	7,682	15,141	14,281	35,000

OCCUPATIONAL HEALTH & SAFETY

KPI	Objective	FY 2022–23	FY 2023–24	FY 2024–25	Target FY 2027–28
Legal Compliance	100% compliance	100%	100%	100%	-
Train 2.5% of Customers on H&S	Raise external awareness	0%	1.12%	2.42%	-
Customer H&S Complaints	Maintain zero complaints	0	0	0	-
ISO 45001 Certification	All sites certified	In Progress	In Progress	Certificate available	100% of sites

Preparedness That Protects: Our Emergency Action Plan:

At Ami Lifesciences, preparedness is not a formality—it's a lifeline. Our Emergency Action Plan (EAP) is meticulously designed and implemented across all manufacturing and R&D facilities to ensure rapid, organized, and effective responses to crises. Each site-specific EAP outlines the chain of command, evacuation procedures, emergency contacts, designated assembly points, and structured reporting protocols. At Ami Lifesciences, preparedness is not a formality—it's a lifeline. In FY 2024–25, we conducted periodic mock drills across our sites, engaging both employees and contract workers in realistic emergency scenarios. These drills familiarized participants with different emergency situations, strengthened their ability to respond effectively, and validated the functionality of our emergency protocols and equipment. Through these practical exercises, we aim to continually enhance awareness, build confidence, and ensure the safety of everyone on site during real emergencies.

Ergonomics in Action: RSI Awareness & Prevention

Repetitive Strain Injuries (RSIs) can severely impact productivity and well-being, especially in high-intensity industrial roles. That's why in FY 2024–25, Ami Lifesciences has meticulously focused on comprehensive RSI awareness training, aimed at equipping employees with tools and knowledge to reduce musculoskeletal risks.
Customized modules were developed for shop floor workers, quality control technicians, and office-based staff, addressing role-specific ergonomic risks. Topics included correct posture, workstation ergonomics, micro-break scheduling, and stretching techniques. These sessions were reinforced through visual reminders, such as RSI prevention posters and digital stretch alerts installed in high-risk zones. Early feedback suggests a marked improvement in employee comfort and a reduction in reported fatigue.

Extending the Safety Net: Health & Safety Training for Contract and Vendor Workers

At Ami Lifesciences, safety is not reserved for full-time employees alone it is a shared responsibility that extends to every individual present at our facilities. Building on the groundwork laid in our previous year, we have further strengthened our safety onboarding and training processes for contract workers, vendors, and third-party personnel.
In FY 2024–25, we rolled out an enhanced, multilingual health and safety training framework to ensure consistent standards across our extended workforce. The program includes:

- **Multilingual Induction: Pre**-deployment orientation in Hindi, Gujarati, and English to ensure clarity across language groups.
- **PPE & Hazard-Specific Protocols:** Compulsory distribution of appropriate Personal Protective Equipment (PPE), accompanied by job-specific hazard analyses and daily toolbox talks.
- **Risk-Centric Training Modules:** Sessions tailored to high-risk topics such as fire safety, chemical handling, electrical safety, and emergency response.
- **Digital Compliance Logs:** All training sessions are digitally documented for audit readiness and future reference.
- **Continuous Monitoring:** Periodic performance assessments through supervisor check-ins, safety spot-checks, and corrective action plans where needed.

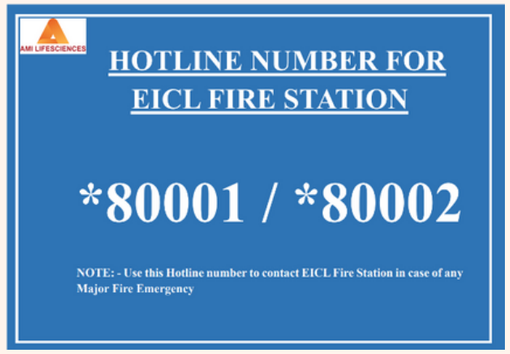


OCCUPATIONAL HEALTH & SAFETY





Contact Numbers Of Emergency Responders



Hotline Numbers to Contact Nearby Fire Station in case of any Emergency

Workplace and Road Safety Management

At Ami Lifesciences Pvt. Ltd., we prioritize creating a safe and secure environment for all employees, contractors, and visitors. Our proactive safety framework is designed to minimize risks and maintain operational excellence by implementing robust preventive, protective, and responsive safety systems across the facility.

Workplace Safety Measures

To prevent workplace accidents and promote a culture of safety, we have instituted several engineering controls and procedural safeguards:

Fall Arrest Systems: Comprehensive fall protection systems are installed in elevated-risk areas such as tanker loading bays to prevent fall-related injuries. These systems comply with the latest industrial safety standards.

Anti-Skid Flooring: High-traffic and moisture-prone zones are equipped with anti-skid tapes and surfaces, minimizing the risk of slips and falls.

Pipeline Safety Protocols: A strict Pipeline Breaking Permit System ensures all pipeline maintenance or modifications are carried out under controlled and documented procedures to prevent leaks and accidental discharges.

SCBA Sets & LEL Detectors: Self-contained breathing apparatus (SCBA) and Lower Explosive Limit (LEL) detectors are deployed across key operational zones for immediate response in case of chemical exposure or explosive atmospheres.

Emergency Showers and Eye Wash Stations: Strategically installed throughout the facility, these provide rapid decontamination in the event of chemical spills or exposure incidents.

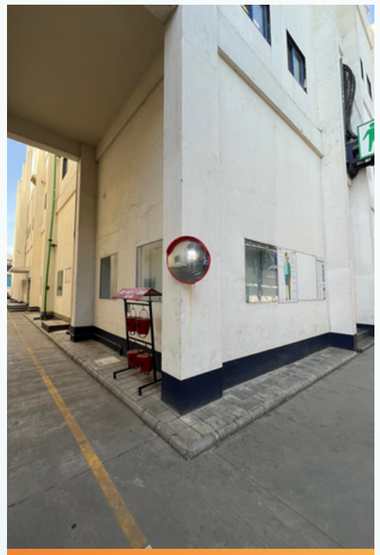
Regular Emergency Drills: Mock drills are routinely conducted to test the preparedness of staff and validate the functionality of emergency protocols and equipment.

OCCUPATIONAL HEALTH & SAFETY

Road Safety Initiatives

Recognizing the risks posed by vehicular movement within our premises, we have implemented a range of road safety measures aimed at reducing collisions and enhancing traffic control:

- **Convex Mirrors:** Installed at four critical blind intersections, convex mirrors improve visibility for drivers and prevent vehicular accidents.
- **Speed Limit Enforcement:** Clearly marked speed limits are maintained across the facility with prominent signage to control vehicular speed and safeguard pedestrian zones.
- **Wheel Stoppers:** All parked vehicles are required to use wheel stoppers to prevent unintended movement, ensuring stationary safety.
- **Pedestrian Walkways:** Designated and clearly marked pedestrian pathways ensure safe movement of personnel through areas with vehicular activity.
- **Vehicle Safety Compliance:** Entry into the facility is restricted to vehicles fitted with spark arrestors to mitigate fire hazards. In addition, seat belts and safety shoes are mandatory for all drivers.



Convex Mirrors



Pedestrian Walkways



Speed Limit Enforcement

Our Commitment to Safety

These comprehensive safety initiatives reflect our commitment to Zero Harm and a preventive safety culture. By investing in high-standard safety infrastructure and maintaining regular training and evaluation, we ensure that the health and safety of every individual on our premises remains a top priority.

National Safety Week 2025: Celebrating a Culture of Protection and Preparedness:

At Ami Lifesciences Pvt. Ltd., safety is not just compliance—it's culture. We proudly celebrated the 54th National Safety Week from 3rd to 7th March 2025, aligning with India's National Safety Day on 4th March, through a week of spirited engagement, training, and competitions that energized our workforce and reinforced our commitment to occupational safety.











OCCUPATIONAL HEALTH & SAFETY

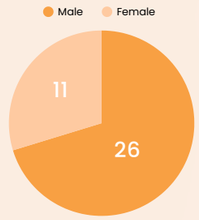
Key Highlights of Safety Week Activities

At Ami Lifesciences Pvt. Ltd., we prioritize creating a safe and secure environment for all employees, contractors, and visitors. Our proactive safety framework is designed to minimize risks and maintain operational excellence by implementing robust preventive, protective, and responsive safety systems across the facility.

SCBA Set Wearing Competition:

37

Total Participants



Safety Quiz Competition:

94

Employees tested their safety knowledge

Safety Poster Competition:

- A record 458 participants showcased creative safety messages

Safety Slogan Competition:

- 440 participants contributed inspiring safety slogans

Safety Drama Competition:

- 15 employees acted out workplace safety themes.

Safety Speech Competition:

- Engaged employees in powerful safety storytelling

Safety Training Sessions

- 24 employees trained in First Aid and Emergency Response.

Safety Gallery Opening

- Visited by 622 employees to explore live safety demonstrations and exhibits.
- Conducted HAZOP Training by DEKRA (Dec 20–21, 2023)
- Initiated HAZOP studies for every Management of Change (MOC) or product transition.
- Conducted powder safety studies covering:
  - Dust Explosion Class
  - Minimum Ignition Energy
  - Fall Hammer Test
  - Specific Powder Resistivity
- Rolled out PSSR (Plant Pre-Startup Safety Review) across all units

EHS Excellence Recognition: Raising the Bar Every Month

As part of our "Safety First, Always" initiative, Ami Lifesciences launched an in-house recognition program to reward top-performing teams on safety:

Winners for December 2024

- Safest Production Department: Plant 08
- Safest Service Department: PD Lab

These accolades are based on a structured and transparent EHS Scoring Framework, with detailed evaluation metrics including:

Criteria	Weightage	Highlights
EHS Round Rating	25%	Based on cross-functional site rounds and compliance to observations
Incident/Accident Rating	25%	Zero LTI, First Aid, Fire, or Dangerous Occurrences earn top scores
EHS Walkthrough Observation (WTO)	20%	Rewarding both observation frequency and compliance
Work Permit Compliance	15%	Based on adherence and violation metrics
Near Miss Reporting	5%	Encourages proactive risk identification
PPE Violation Reporting	5%	Based on PPE usage and rule adherence
Environment (COD Performance)	5%	Measured via monthly average COD benchmarks

PPE Compliance and Safety Communication

We have developed and deployed a comprehensive PPE Matrix, which is prominently displayed across our operational areas to ensure clarity on equipment-specific safety requirements. In addition, Material Safety Data Sheets (MSDS) are now accessible through dedicated signage to provide quick reference for chemical handling safety. Emergency PPE kits have been strategically placed at Plant 9 entry and R&D/ADL units to enhance preparedness.
To address non-compliance, regular email advisories are circulated to reinforce awareness of safety expectations and drive behavioral change through consistent communication.

OCCUPATIONAL HEALTH & SAFETY

Ami Lifesciences Pvt. Ltd. Personal Protective Equipment Matrix-Plant-01									
Activity PPE's	Helmet	Safety Shoes	Safety Goggles	Apron	Nose Mask	Chemical Hand Gloves	Cotton Hand Gloves	Ear Plug	Canister Mask
Production General	✓	✓	✓	✓	✓	✓		✓	✓
Raw Material Handling	✓	✓	✓	✓	✓	✓			✓
Solvent Handling	✓	✓	✓	✓	✓	✓			✓
Gas Cylinder Handling	✓	✓	✓	✓	✓	✓			
Reactor Operation	✓	✓	✓	✓	✓	✓			
Centrifuge Operation	✓	✓	✓	✓	✓	✓	✓		
Sparkler Filter Operation	✓	✓	✓	✓	✓	✓	✓		
Miling Operation	✓	✓	✓	✓	✓	✓		✓	
ATD Operation	✓	✓	✓	✓	✓	✓			
Equipment Cleaning	✓	✓	✓	✓	✓	✓	✓		
Loading/ Unloading handling	✓	✓	✓	✓	✓	✓	✓		✓

Tanker Safety: Vigilant Protocols for Risk Prevention

At Ami Lifesciences Pvt. Ltd., maintaining the highest standards of environmental safety and operational integrity is central to our commitment to responsible business practices.
We have implemented a rigorous hazard identification and risk assessment protocol for all tanker and tank operations. This proactive approach enables us to systematically evaluate and address potential safety risks associated with the storage and transportation of materials.

By anticipating and mitigating hazards at every stage—from loading to transit and unloading—we ensure:

- Safe handling of hazardous substances
- Protection of our workforce and nearby communities
- Prevention of environmental contamination
- Compliance with industry and regulatory safety norms

This initiative reinforces our culture of safety-first and strengthens our broader objective of operating with accountability, sustainability, and transparency.
Through continuous improvement and vigilant monitoring, we remain steadfast in our mission to ensure safe, secure, and environmentally sound operations at all times.

Hazard Identification Protocols

At Ami Lifesciences Ltd., proactive risk identification forms the foundation of our health, safety, and environmental (HSE) strategy. Our structured approach to hazard identification ensures safe handling, storage, and transportation of materials—particularly in tanker-related operations.

Key Safety Procedures

- **Routine Inspections:** Regular inspections of tankers and tanks are conducted to detect potential hazards such as corrosion, leaks, or structural weaknesses.
- **Health & Safety Risk Assessments:** Comprehensive evaluations are carried out to assess the chemical reactivity, flammability, and potential environmental impact of stored contents. We maintain a 100% compliance rate for risk assessments across all operational zones.
- **Clear Labelling and Documentation:** All tankers and tanks are labeled in line with NFPA (National Fire Protection Association) and EIP (Emergency Information Panel) standards to ensure immediate hazard recognition and safe response protocols.
- **Employee Training:** Extensive training programs are in place for all personnel handling tankers and hazardous materials, with a focus on identifying risks and executing emergency protocols effectively.

Implementation Highlights

- **Standardized Safety Signage:** NFPA diamonds and EIP panels are prominently displayed on all relevant tankers and containers to ensure hazard visibility and communication.
- **Behavior-Based Safety Audits:** Periodic safety audits reinforce awareness and strengthen compliance with safety protocols.
- **Emergency Response Preparedness:** Safety drills and rapid response simulations are regularly conducted to prepare personnel for potential tanker-related emergencies. with safety protocols.

Impact and Future Roadmap

This initiative reinforces our culture of safety-first and strengthens our broader objective of operating with accountability, sustainability, anSince adopting our enhanced hazard identification protocols, we've seen a marked reduction in tanker-related incidents. To build on this success, we are exploring the integration of advanced monitoring technologies and upgraded training programs aligned with global best practices in hazard management.

d transparency.
Through continuous improvement and vigilant monitoring, we remain steadfast in our mission to ensure safe, secure, and environmentally sound operations at all times.

OCCUPATIONAL HEALTH & SAFETY

Health & Safety Budget (FY 2024–25)

Ami Lifesciences Ltd. continues to invest in the well-being of its employees and contractors, with a dedicated Health, Safety, and Environment (HSE) budget aligned with our sustainability goals. The table below outlines key initiatives funded during the financial year:

Sr. No.	Initiative / Item	Cost (INR Lakhs)
1	Stripper 100 KLD Capacity	90
2	Decanter / Volute Press	75
3	Paddle Dryers for ETP Sludge Drying	70
4	Partition in 600 KLD High COD Collection Tank with Diffuser Aeration System	20
5	Pre-Treatment to MEE	20
6	Blowers for Old ATFD-2 No.9	18
7	Partition in Final Collection Tank; Submersible Pumps in Aeration Tank 1 and 2	17
8	GHG & ESG Training: Empowering Workforce on Emission Reduction and Sustainability	16
9	GHG Calculation Software Solution	15
10	Renewable Energy: Solar Panel Installation & Other Projects	15
11	GHG Reduction Initiative: Sustainable Materials Use (EcoFriendly)	15
12	GHG-Online Continuous Emission Monitoring System for Boiler Stack	15
13.	Revamping of Fire Hydrant System and Safety Equipment Relocation	15
14.	Manual Sprinkler System Setup – Warehouse & FG Storage Areas	13

EHS Testing & Inspection Overview

At Ami Lifesciences, we uphold a proactive and preventive approach to safety by implementing a structured schedule for Environmental, Health, and Safety (EHS) testing and inspection. The table below outlines our periodic checks across critical equipment, systems, and environmental parameters, ensuring operational safety, regulatory compliance, and continuous risk mitigation. These inspections are conducted by internal teams and certified external agencies as per applicable legal and industry standards.

EHS TESTING & INSPECTION DETAILS		
Sr. No.	**Description of Inspection & Testing**	**Frequency of Testing**
1	Hoist/Lifts Testing & Inspection	Six Monthly
2	Lifting Machines, Ropes, and Tackles Testing & Inspection	Yearly
3	Pressure Vessels and Plants Inspection & Testing	Six Monthly (Externally) & Every 2 Years (Hydro Test)
4	Centrifuge Machine Inspection & Testing	Yearly
5	Passenger Lift Inspection & Testing	Yearly
6	Dryer (Air Tray Dryer, Vaccum Tray Dryer) Inspection & Testing	Yearly
7	Dust & Fume Extraction System Inspection & Testing	Yearly
8	Thermic Fluid Heater Inspection & Testing	Yearly
9	Workplace Monitoring Inspection & Testing	3 Months

OCCUPATIONAL HEALTH & SAFETY

EHS TESTING & INSPECTION DETAILS		
Sr. No.	Description of Inspection & Testing	Frequency of Testing
10	Ambient Air Monitoring & Testing	Every Months
11	Boiler Stack Monitoring Testing	Every Months
12	Process Stack Monitoring & Testing	Every Months
13	DG Set Stack Monitoring &Testing	Every Months
14	ETP Sludge Monitoring & Testing	Every Months
15	Noise Level Monitoring & Testing	Every Months
16	Waste water ETP final Outlet Monitoring & Testing	Every Months
17	Waste water primary Outlet Monitoring &Testing	Every Months
18	Waste Water - STP Outlet Monitoring & Testing	Every Months
19	API Traces in Wastewater Monitoring & Testing	Yearly
20	Drinking Water Analysis Monitoring & Testing	Every Months
21	Fire Emergency Equipment i.e. Fire Extinguisher, SCBA Set, Fire Hydrant System, etc. Testing & Inspection	Quarterly
22	Fire Pumps i.e. Jockey Pump, Electrical Main Pump & Diesel Pump Testing & Inspection	Six Monthly
23	Fire & Smoke Detection System Testing & Inspection	Six Monthly



LEARNING & DEVELOPMENT



Nurturing Talent for Sustainable Growth

At Ami Lifesciences, we consider learning and development to be the foundation of a future-ready organization. In our second consecutive year of reporting, we have deepened our commitment to upskilling, career advancement, and building a high-performing workforce that drives both innovation and resilience.

Our approach to employee growth is based on continuous improvement—not just of skills, but of mindset, responsibility, and leadership potential. Learning at Ami is not a one-time event—it is an ongoing journey that aligns individual aspirations with organizational needs.

At Ami Lifesciences, we view career development as a shared journey — where individual aspirations and organizational goals intersect. Our internal growth philosophy ensures employees are not only recognized for their contributions but also supported in achieving their short- and long-term career goals through a structured, transparent, and consistent development process.

Our Structured Career Development Process

We have institutionalized an Operational Career Growth Framework that is followed consistently across all departments and employee levels. This framework focuses on aligning employees' potential, priorities, and aspirations with business needs while fostering continuous improvement and readiness for greater responsibilities.

Step-by-Step Process to Support Career Growth

Promotions are never arbitrary; they are earned. We follow a transparent and merit-based framework that considers multiple dimensions of an employee's growth, not just annual ratings.



LEARNING & DEVELOPMENT

Career Conversations & Goal Setting

- At the beginning of each appraisal cycle, employees and their managers engage in a formal career discussion.
- Employees articulate their short-term (1–2 years) and long-term (3–5 years) career aspirations.
- Managers help employees identify roles, competencies, and pathways aligned with those goals.

Assessment of Strengths & Improvement Areas

- Supervisors provide honest, evidence-based feedback about the employee's current strengths, skills, and areas that need development.
- This includes evaluating technical expertise, leadership readiness, behavioral attributes, and safety & compliance adherence.

Individual Development Action Plan (IDAP)

- Based on the career conversation, an Individual Development Action Plan is created jointly by the employee and manager.
- The IDAP includes:
  - Target roles or career milestones.
  - Competencies and qualifications to be acquired.
  - Specific actions, such as stretch assignments, skill training, mentoring, or certifications.
  - Timelines and measurable progress indicators.

Ongoing Mentorship & Feedback

- Throughout the year, managers and department heads provide guidance, track progress, and adjust the IDAP as necessary.
- Employees receive periodic feedback and encouragement to stay on course with their development plan.

Review & Promotion Readiness Assessment

- At the annual review, the manager evaluates the employee's progress against their IDAP.
- Recommendations for advancement are based not only on performance ratings but also on demonstrated growth, alignment with values, readiness for larger roles, and business needs.

Principles We Follow:

Career growth is merit-based and structured, never arbitrary.
Opportunities are aligned with both individual potential and organizational readiness.
Employees are encouraged to take ownership of their development, with the company providing tools and support.
Safety, ethics, and collaboration are non-negotiable criteria for advancement.
By institutionalizing this career development process, Ami Lifesciences ensures that every employee has the opportunity to thrive, grow into their full potential, and turn their aspirations into reality — all while contributing meaningfully to our shared success.

Training & Education (Aligned with GRI 404)

- Skill Enhancement Programs focused on technical proficiency and operational excellence.
- Leadership Development Modules designed to build future-ready managers.
- Diversity, Equity & Inclusion (DE&I) Workshops to promote respectful and inclusive workplace culture.
- Compliance and Ethics Training that reinforces our commitment to responsible business conduct.

Cultivating a Culture of Lifelong Learning

- At Ami Lifesciences, learning is not a one-time event—it is a mindset. Through internal knowledge-sharing sessions, mentorship programs, and digital learning platforms, we encourage employees to upskill, innovate, and lead change from within.

Our Social Pillar: Creating Thriving Workplaces

Our people-centric policies are built on principles of fairness, transparency, and respect. From fair compensation and labor rights to occupational health and safety, we integrate global best practices to ensure that our workplaces are safe, inclusive, and future-ready.

We remain fully aligned with relevant GRI Standards (including GRI 404 – Training and Education), reinforcing our dedication to:

- Upholding labor rights and ethical employment practices.
- Promoting occupational health and well-being.
- Ensuring employee voice through grievance mechanisms and open communication channels.
- Providing equitable opportunities for growth and development.

KPI	FY 2022–23	FY 2023–24	FY 2024–25
Manhours of Career Management & Skill Development Training	2,417	10,951	13,806
Awareness Sessions on Career Management	81	475	1,670
% Internal Promotions via Training	17%	21%	PMS is Under Process

Employee Training Overview (FY 2024–25)

All Ami Lifesciences sites were fully covered under our structured annual training programs during FY 2024–25. These programs were tailored to the specific roles, risks, and responsibilities of each location, ensuring consistent learning outcomes across diverse teams. From safety and compliance to ethics and technical development, every employee, regardless of location or designation, participated in relevant sessions designed to strengthen capability, awareness, and alignment with our sustainability and operational goals.

At Ami Lifesciences, we continuously reflect on our progress and identify opportunities to strengthen our ESG journey further. While our existing learning, development, and stakeholder engagement initiatives cover many aspects of Environmental, Social, and Governance principles, we recognize that certain impactful practices can be formalized and integrated more explicitly.
Through this assessment, we identified areas where our efforts are partially covered and areas that merit dedicated focus, as outlined below:

LEARNING & DEVELOPMENT

What We Have Already Started:

We deliver regular workshops and training on human rights, ethical business conduct, environmental responsibility, and DE&I principles for employees and stakeholders.
We actively engage with suppliers and partners through sustainability awareness programs and technical collaborations to enhance ESG performance.

What We Aim to Strengthen:

Internal ESG Team Alignment Meetings:
While our teams already collaborate on ESG-related initiatives, a formalized internal ESG meet-up—to share ideas, discuss key improvement areas, and align future strategies—will help reinforce our collective vision and sharpen our roadmap.

Dedicated ESG Awareness Training for All Employees:
Our current training programs partially address ESG principles through DE&I, compliance, and sustainability modules. We aim to introduce a focused ESG Awareness Session for all employees to strengthen their understanding of how ESG influences their daily work and the company's success.
Online ESG Awareness Training for Suppliers:
Although we engage stakeholders through workshops and support their ESG adoption, a structured online ESG awareness session—covering our goals, implementation strategies, and opportunities for collaboration—can further enhance our partnerships and mutual impact.

Sites	Number of Employees	Employee Training on Energy & GHG Reduction	Professional Competency Enhancement	Safe Management of Hazardous Substances	Chemicals & Waste Safety and Disposal	Workplace Safety Fundamentals	Ergonomic Safety & Injury Prevention	Safety Orientation for Contract & Temporary Workforce	Human Rights Awareness	Information Security	Responsible Procurement Practices	Capacity Building of suppliers
Ami Lifesciences Pvt Ltd [Corporate Office]	43	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Ami Lifesciences Pvt Ltd [Manufacturing Unit]	1152	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Ami Lifesciences Pvt Ltd [Marketing Office]	20	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Through our comprehensive and inclusive training framework, Ami Lifesciences continues to empower its workforce with the knowledge, skills, and awareness needed to perform safely, ethically, and sustainably. These learning initiatives not only enhance individual competencies but also build a unified organizational culture committed to excellence, accountability, and long-term value creation. As we look ahead, we remain focused on evolving our training programs to meet emerging challenges, regulatory expectations, and the aspirations of our people.

LEARNING & DEVELOPMENT

Strengthening Academia-Industry Synergy

Collaboration Between Ami Lifesciences Pvt. Ltd. and Dharmsinh Desai University (DDU)
As part of our commitment to fostering innovation, skill development, and sustainable growth in the chemical industry, Ami Lifesciences Pvt. Ltd. has signed a Memorandum of Understanding (MoU) with the Department of Chemical Engineering (CH-AI-DDU) at Dharmsinh Desai University (DDU). This strategic partnership aims to promote mutual growth by bridging the gap between academic learning and industry practices.

Key Objectives of the MoU:

- **Curriculum Co-Design:** We collaborate with DDU to align academic curricula with current industry needs, ensuring graduates are well-equipped with practical and future-ready skills.
- **Internship Opportunities:** Students nearing graduation are provided with structured internship programs—paid or unpaid—enabling hands-on exposure to real-world industrial applications.
- **Industry Exposure:** Students gain access to Ami's tools, technologies, methodologies, and live projects, deepening their industry understanding.
- **Recognition & Mentorship:** Interns receive formal certificates and personalized mentorship during their training to enhance their career development.
- **Employment Pipeline:** High-performing interns may be offered full-time employment with Ami Lifesciences, creating a strong talent pipeline.
- **Guest Lectures:** Industry experts from Ami deliver sessions on emerging trends, sector-specific technologies, and evolving job roles to enrich student learning.
- **Joint Research:** Collaborative research initiatives tackle industry challenges, encouraging innovation and generating insights beneficial to both academia and industry.
- **Faculty Development:** DDU faculty conduct specialized training for Ami employees on technical areas such as organic chemistry and unit operations, promoting cross-learning.
- **Industry Showcasing:** Ami Lifesciences showcases its operations, R&D strengths, and ESG commitments through interactive sessions with students and faculty.
- **Student Engagement:** Students are encouraged to participate in Ami-hosted events and contribute to industry-based projects, including M.Tech or Ph.D. research with potential stipends.
- **Talent Access:** Early engagement enables Ami to tap into a pool of highly qualified candidates for future recruitment.
- **Alumni Network:** Ami Lifesciences will benefit from access to DDU's alumni database to enhance outreach for potential hiring.

Sustainability Impact of the Collaboration:

- **Investing in Future Generations:** By shaping talent pipelines through curriculum development, internships, and employment, this initiative supports SDG 4 (Quality Education) and SDG 8 (Decent Work & Economic Growth).
- **Knowledge Sharing for Environmental Solutions:** Joint research can generate innovative solutions in green chemistry, resource efficiency, and sustainable manufacturing.
- **Building Long-Term Institutional Partnerships:** This academia-industry partnership contributes to SDG 17 (Partnerships for the Goals), enabling continuous knowledge exchange and capability building.

This collaboration reinforces Ami Lifesciences' long-term sustainability vision—investing in people, driving innovation, and strengthening ecosystems through inclusive and forward-looking partnerships

External Stakeholder Awareness & Training on Human Rights

At Ami Lifesciences Pvt. Ltd., we understand that true sustainability extends beyond our operational boundaries. As part of our broader commitment to environmental stewardship and ethical business conduct, we actively engage external stakeholders including suppliers, clients, and community partners—through structured awareness and training programs focused on human rights and environmental responsibility.

Talent Acquisition: Building a Future-Ready Workforce

As part of our commitment to nurturing scientific talent and strengthening our innovation capabilities, Ami Lifesciences organized a structured walk-in recruitment drive in September 2024. The drive targeted experienced professionals in R&D and Analytical Development Laboratory (ADL) functions, with a focus on candidates holding M.Sc. or Ph.D. qualifications in Organic or Analytical Chemistry and relevant experience in the API industry.
The recruitment emphasized core skills in:

- API synthesis, process development, and ICH-compliant technology transfer
- Advanced analytical techniques (HPLC, NMR, Mass, IR)
- GLP compliance and instrument qualification,
- Documentation and regulatory filing processes.

This initiative reflects our ongoing efforts to attract high-caliber professionals who can contribute to eco-friendly, cost-effective innovation in pharmaceutical development.

LEARNING & DEVELOPMENT

Our Strategic Approach Includes:

Capacity Building through Educational Outreach

We organize targeted workshops, webinars, and seminars to raise awareness on key human rights principles, ethical labor practices, and environmental sustainability. These programs highlight the importance of reducing greenhouse gas (GHG) emissions, adopting cleaner technologies, and respecting the rights of workers throughout the value chain.

Technical Support and Collaborative Implementation

To facilitate the transition toward more responsible practices, Ami Lifesciences provides technical guidance, capacity-building resources, and access to green technologies. We support stakeholders in adopting low-emission alternatives and integrating sustainable solutions across their operations.

Supplier Prioritization Based on ESG Performance

Our procurement strategy emphasizes partnering with suppliers who demonstrate strong ESG performance, particularly in areas such as GHG reduction, ethical labor standards, and circular resource use. Environmental and human rights metrics are embedded into our supplier evaluations and selection process.

Continuous Engagement and Improvement

We believe in sustained partnerships. Beyond one-time interventions, we continuously assess the ESG performance of our supply chain partners and collaborate to drive measurable improvements over time. Regular feedback loops, performance reviews, and joint initiatives help ensure alignment with our sustainability goals.

By embedding sustainability and human rights education into our stakeholder engagement efforts, Ami Lifesciences not only strengthens its own ethical framework but also acts as a catalyst for positive change across the broader industry ecosystem.

Embedding Human Rights in Career Development

Our respect for human rights is embedded across all facets of employee experience—including how we manage careers. At Ami Lifesciences, we are committed to equity, inclusivity, and transparency in career progression for all employees.

Key elements of our human rights–aligned career development approach include:

- Structured mentorship and skills enhancement programs to support individual growth.
- Clear advancement pathways based on merit, not bias or discrimination.
- Inclusive career planning, ensuring all employees—regardless of gender, background, or ability—have equal access to training, leadership opportunities, and internal mobility.

Through these initiatives, we foster a workplace culture where every individual can thrive, contribute meaningfully, and grow with confidence—free from discrimination or inequality.







COMMUNITY ENGAGEMENT & CSR

> *Empowering Communities, Enabling Progress*

At Ami Lifesciences, our responsibility extends beyond the factory gates. We are deeply rooted in the belief that a business thrives when the community around it prospers. Through structured CSR initiatives and active community engagement, we aim to foster inclusive growth, uplift underprivileged sections of society, and contribute meaningfully to local development.

This year, we have expanded both the reach and impact of our programs, focusing on high-need areas aligned with our values and national development goals. Our CSR efforts are guided by Section 135 of the Companies Act, 2013 and Schedule VII, and are strategically aligned with several UN Sustainable Development Goals (SDGs).





Empowering Through Education and Welfare

Education for Economically Disadvantaged Children

To address educational inequities, Ami Lifesciences Pvt. Ltd. has partnered with the Padmavati Education Trust, supporting the development and education of over 1,100 underprivileged children, primarily from daily wage families. Contributions totaling INR 17+ lakhs have been made to cover daily meals and educational needs.

Employee Welfare Compliance

We adhere strictly to all statutory requirements, including the Minimum Wages Act (1948), Employee Compensation Act (2017), and the Bonus Act (1965), ensuring fair compensation and promoting decent work standards.

Support to Law Enforcement Personnel

Ami Lifesciences has provided financial assistance to the Vadodara Traffic Department, including education, compensation, and training support for their staff and the city's traffic brigade to promote community safety and workforce welfare.

COMMUNITY ENGAGEMENT & CSR



Smart Anganwadi Transformation Project

In collaboration with United Way of Baroda, we initiated the Smart Anganwadi Transformation Project in Padra Taluka. This initiative focused on revamping five dilapidated centers, which lacked basic infrastructure, sanitation, and safe spaces.

By transforming these neglected facilities, we are ensuring access to nurturing, secure, and stimulating environments for children from marginalized communities, supporting their early development and learning foundations.

Science Lab Inauguration at Kharakhadi School

On 3rd August 2024, we inaugurated a Smart Classroom and Mini Science Laboratory at Kharakhadi High School. The objective was to strengthen STEM education through enhanced digital tools and interactive learning environments.

Additionally, we distributed educational kits to further support students' academic pursuits, reinforcing our commitment to equitable access to quality education.

Education Kit Distribution Drive

On 25th October 2024, Ami Lifesciences distributed over 800+ educational kits to children from underprivileged backgrounds. This initiative was aimed at bridging the educational resource gap, ensuring students have the essential tools to continue their learning with confidence and dignity.



COMMUNITY ENGAGEMENT & CSR





Ensuring Food Security for Vulnerable Groups

We provide daily nutritious, subsidized meals to more than 1,600 individuals, including daily wage workers. Meals are curated by certified dietitians to meet balanced nutrition standards.



Community Food Support

- Contributed to Indraprasth nu Rasodu, delivering hygienic meals at subsidized rates to the underserved.
- Donated a meal van to the Akshaya Patra Foundation, enabling free school meals for children.
- Sponsored high-yielding mango and lemon saplings to assist local farmers in improving agricultural productivity and income.

Promoting Physical and Mental Wellness

Employee Health Initiatives

- In partnership with SSG Hospital, we organized a blood donation drive, with 250+ employees participating.
- We offer biannual full-body medical checkups for all staff, including contract employees.

Encouraging Active Lifestyles

- As key sponsors of the Vadodara International Marathon, over 500 employees and their families participated, promoting fitness and team spirit.
- We regularly organize yoga and meditation sessions to support mental wellness and stress reduction in the workplace.

COMMUNITY ENGAGEMENT & CSR

Empowering Communities Through Education





- **Smart Classroom Setup:** Installed digital smart classes in both primary and high schools in Village Karakhadi during FY 2023–24 to enhance access to technology-based learning.

- **University Collaboration:** Partnered with MS University of Baroda to support the development of digital infrastructure for their professional education programs.

- **Support to Underprivileged Students:** Financially supported Padmavati Education Trust, which provides education and development opportunities for children from economically backward communities.

- **Skill Development through Apprenticeship:** Offered apprenticeship opportunities to students from various colleges to promote hands-on learning and career readiness.

ESG Awareness & Community Engagement Initiatives:





Daily Subsidized Meals for Workers

- Conducted ESG Awareness Training Sessions for all employees and internal stakeholders.
- Focused on:
  - Core principles of Environment, Social, and Governance (ESG).
  - Relevance of ESG to daily operations and stakeholder wellbeing.
  - Roles and responsibilities of both stakeholders and the company in achieving sustainability.
- Included Q&A sessions to gather feedback and suggestions.

Online ESG Training for External Stakeholders





- Hosted virtual ESG awareness programs for suppliers, vendors, and customers.
- Key topics covered:
  - Understanding ESG frameworks and sustainable business practices.
  - Rights and responsibilities of external stakeholders.
  - Ami Lifesciences' ESG goals, commitments, and implementation strategies.
  - Stakeholder participation opportunities and feedback mechanisms.

Community Awareness Sessions (Villagers)





- Organized ESG awareness sessions for nearby villagers and communities.
- Sessions included:
  - Fire safety awareness and emergency preparedness.
  - Human rights education and responsibilities.
  - Basic firefighting techniques and prevention methods.
- Aimed to enhance community resilience and support inclusive development.

COMMUNITY ENGAGEMENT & CSR



ESG Internal Team Meet-Up

- ESG core team convened to:
  - Review progress on ESG initiatives.
  - Share innovative ideas and best practices.
  - Identify key improvement areas for future planning and alignment.



External ESG Workshops & Seminars

- Participated in the India-based Supplier Workshop on Process Safety, organized by Pharmaceutical Supply Chain Initiative (PSCI).
- Engagement with global peers and suppliers to enhance process safety and ESG alignment in the pharmaceutical value chain.

Participation in Events, Workshops & Seminars to Align with SDG Goals

UN Global Compact Roundtable – Ahmedabad

- Participated in the "Healthcare Innovation & Sustainable Business Leaders' Roundtable" organized by UN Global Compact Network India.
- Involved internal and external stakeholders, including female participants.
- Objective: Empower participants with knowledge and skills to advance sustainability in healthcare.
- Focus areas of the event:
  - Health and Well-being
  - UNGC Action Platforms
  - Sustainable Business Practices
  - Innovation in Healthcare
  - Alignment with SDGs
  - Global Compact Principles









Stakeholder Engagement through SDG-Aligned Events

- Encouraged participation of internal and external stakeholders—including women—in SDG-themed events and knowledge sessions.
- Focused on:

4 QUALITY EDUCATION	Quality Education – Capacity building for stakeholders.
5 GENDER EQUALITY	Gender Equality – Promoting equal representation.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Responsible Consumption & Production – Sharing sustainable practices.
8 DECENT WORK AND ECONOMIC GROWTH	Decent Work & Economic Growth – Improving stakeholder work engagement and dignity.

COMMUNITY ENGAGEMENT & CSR

Women Development & Empowerment Initiatives:



Equal Opportunity & Inclusive Workplace Practices:

- Policies ensure no discrimination based on gender, caste, or nationality.
- Equal opportunity embedded in recruitment, training, compensation, and performance management.
- Maintains active Works Committee for social dialogue between workers and management with focus on Gender Equality.
- Periodic review of gender-related agendas with dedicated management attention.
- Ami Lifesciences sponsored an MBA program at D. Y. Patil Vidyapeeth (DPU) University for a woman employee by contributing ₹1,30,000 towards her education. This initiative reflects our commitment to inclusive growth and gender empowerment by supporting professional development through higher education.

Dedicated Infrastructure & Support Facilities

- Special workplace infrastructure for women:
  - Reserved seats in company transport
  - Separate canteen and washroom facilities
  - Female housekeeping team

Women's Marathon

- Supported and participated in Women's Marathon to promote:
  - Gender equality
  - Women's empowerment
  - Health and wellness through sports and fitness

Events & Awareness Programs

- Regular programs to recognize and empower women:
  - International Women's Day celebration
  - Safety competitions for female employees
  - Participation in external gender-equality forums
- POSH (Prevention of Sexual Harassment) awareness sessions conducted regularly by the L&D team to promote a respectful and safe workplace culture.

Community Development Initiatives:

Overview:

As part of its commitment to social responsibility and equitable development, Ami Lifesciences Pvt. Ltd. collaborated with United Way of Baroda to implement a holistic intervention aimed at strengthening early childhood education and digital literacy in Padra Taluka, Vadodara District. The initiative focused on upgrading Anganwadi Centres (AWCs) and introducing structured digital learning modules in rural high schools.

Key Objectives

- Smart Anganwadis: Transform five AWCs into child-friendly, safe, and vibrant early learning centres with smart TVs, mural-based learning walls, and educational tools.
- Digital Literacy: Provide IT education infrastructure and training for students in grades 6–9 to bridge the rural digital divide and prepare youth for digital futures.

Implementation Framework: NVIMR Model

01	02	03	04	05
Need Assessment: Ground-level gap analysis in education and infrastructure.	**Vendor Selection & Procurement:** Transparent procurement adhering to quality, cost-efficiency, and service benchmarks.	**Implementation:** Renovation, equipment installation, and digital module integration.	**Monitoring:** Regular field visits, feedback loops, and real-time problem solving.	**Reporting:** Quarterly reporting with financials, testimonials, and photographic documentation.

Impact Metrics

- Smart Anganwadi Initiative

Location:

5

AWCs in Padra Taluka

Beneficiaries:

406+

(Children aged 0–6, pregnant women, lactating mothers, adolescent girls)

- Deliverables:
  - Renovation & safety upgrades
  - Age-appropriate mural paintings
  - Educational aids & play-based tools
  - Smart TV-based learning (regional content)

Digital Literacy Program:

- Location: Karkhadi High School, Karkhadi Village
- Beneficiaries: Students from grades 6–9
- Deliverables:
- Computer lab refurbishment
- Deployment of IT instructor
- Weekly hands-on computer training
- Modules in MS Office, internet use, and online safety

LABOR RIGHTS & IMPLEMENTATION

Building a Workplace Rooted in Dignity, Dialogue & Fairness At Ami Lifesciences, our commitment to labor rights extends far beyond compliance—it is a foundational principle aligned with our core values of respect, equity, and social accountability. As we continue our sustainability journey, this year we have further aligned our workforce practices with the globally recognized Standard, which promotes fair and decent working conditions for all. It enables us to maintain an ethical and transparent work culture that fosters dignity, inclusiveness, and dialogue.

Our internal policies are designed in alignment with global human rights standards, focusing on:

- Promoting fair labor practices
- Ensuring safe and healthy workplaces
- Advancing social responsibility through inclusive community development

Labor Practices

We uphold the principles of fair and equitable labor by:

- Providing fair wages, safe working conditions, and clear avenues for employee growth and professional development
- Encouraging a culture of respect, inclusion, and opportunity
- Implementing non-discriminatory hiring and promotion policies

These measures help foster a workplace environment where diversity is celebrated and every individual feels respected and empowered.

Social Responsibility:

As a responsible corporate citizen, Ami Lifesciences actively engages with the communities in which we operate. Our CSR programs address systemic social challenges, with a focus on:

- Healthcare access
- Educational advancement
- Women's empowerment
- Economic inclusion in underserved regions

These initiatives are aimed at building resilient, self-reliant communities and driving long-term positive social impact.

Contribution to the United Nations Sustainable Development Goals (SDGs)

Our labor and social responsibility initiatives directly support the following SDGs:

3 GOOD HEALTH AND WELL-BEING	By promoting access to healthcare and fostering safe workplaces.
8 DECENT WORK AND ECONOMIC GROWTH	Through ethical labor practices, employment generation, and inclusive economic empowerment.
10 REDUCED INEQUALITIES	By embracing workplace diversity and social inclusion, ensuring no one is left behind in our value chain.

Core Focus Areas under Labor Rights :

Focus Area:	Our Commitments:
Child & Forced Labour	Zero tolerance for underage or involuntary labor. Verified through robust audits and regular inspections.
Freedom of Association	100% recognition of the right to form or join unions, with no discrimination or retaliation.
Working Hours & Compensation	Adherence to wage laws and humane working hour norms as per local and global standards.
Health & Safety	Safe working conditions maintained across all sites through proactive training and risk assessments.

LABOR RIGHTS & IMPLEMENTATION

Focus Area:	Our Commitments:
Disciplinary Practices	No form of mental or physical coercion tolerated. Corrective systems based on fairness and due process.
Grievance Redressal	Accessible, confidential, and non-retaliatory grievance system in place for all employees and workers.
Anti-Discrimination	Equal opportunity hiring and promotion practices, regardless of caste, gender, religion, or background.
Management Systems	Periodic self-assessments and internal audits conducted to identify gaps and improve compliance.

Upholding Human Dignity: Zero Tolerance for Child & Forced Labour

At Ami Lifesciences Pvt. Ltd., we maintain an uncompromising zero-tolerance policy toward all forms of child labor and forced labor across our operations and supply chain. Employment opportunities are extended only to individuals aged 18 and above, with stringent age-verification protocols and robust documentation checks in place to ensure compliance.
We routinely audit our operations and supplier facilities to eliminate any risk of bonded, trafficked, or involuntary labor. These audits are supplemented by third-party assessments to validate the ethical integrity of our value chain and reinforce accountability.

Human Rights Impact Assessment

At Ami Lifesciences, we recognize that respecting human rights is fundamental to our operations and a core part of our corporate responsibility. To ensure that our activities do not cause or contribute to adverse human rights impacts — and to address any potential risks proactively — we have implemented a structured Human Rights Impact Assessment (HRIA) process, covering all our operations and workforce.
In FY 2024–25, we conducted a comprehensive HRIA in collaboration with a qualified third-party human rights consultancy, complemented by internal reviews by our HR and Compliance teams. Unlike conventional risk assessments that focus on risks to the company, this HRIA evaluated the risks and actual or potential adverse impacts on affected stakeholders — our employees, contract workers, and other on-site personnel.

Key Focus Areas Assessed:

- Risks of child labor in outsourced or ancillary activities
- Risks of forced labor and excessive working hours
- Exposure to human trafficking, especially through contractors or vulnerable supply chain points
- Discrimination, harassment, or workplace inequities
- Health, safety, and fair wage practices

Levels of Severity Identified:

Each identified risk or impact was categorized based on its severity and likelihood, taking into account the scale (extent of harm), scope (number of people affected), and irremediability (difficulty of remedying harm):

High Severity: Potential forced overtime under contractor-managed units mitigated by strict oversight and contractor code of conduct.

Medium Severity: Lack of grievance awareness among some casual workers addressed by enhanced training and visibility of channels.

Low Severity: Minor gaps in documentation for age verification at vendor facilities — corrected through vendor audits and documentation improvements.

LABOR RIGHTS & IMPLEMENTATION

Actions Taken:

- Enforced strict age-verification procedures across all units and contractors to eliminate risks of child labor.
- Strengthened our Supplier & Contractor Code of Conduct with clear prohibitions against forced labor and trafficking.
- Rolled out targeted employee and contractor training on human rights awareness and grievance mechanisms.
- Made our internal grievance redressal channels and whistleblower mechanisms more accessible and anonymous.
- Implemented quarterly monitoring and follow-up audits to assess improvements.

The HRIA findings are reviewed by senior management and integrated into our ESG roadmap to ensure continuous improvement. By systematically identifying, assessing, and addressing human rights risks — with a focus on the rights and dignity of our employees and other stakeholders — Ami Lifesciences reaffirms its commitment to ethical, fair, and responsible business practices.

Training, Awareness & Responsible Practices

To strengthen our proactive stance, we have introduced targeted training sessions to equip employees with the tools necessary to identify, report, and respond to signs of forced labor. These sessions foster awareness, promote ethical vigilance, and empower our workforce to uphold labor rights in every setting.
As part of our commitment to dignity and fairness:

- Security personnel are trained to ensure that force is used only when absolutely necessary, in compliance with human rights principles.
- Freedom of movement is respected for all workers, and no individual is subjected to coercion, intimidation, or restriction of liberty.
- We have embedded human rights safeguards into our corporate policies, supplier codes of conduct, and grievance mechanisms.

A Culture of Ethical Labor

Through a combination of clear policy frameworks, regular training, supplier engagement, and internal accountability measures, we promote a workplace and supply chain where every individual is treated with fairness, respect, and dignity.
We also engage with local communities and stakeholders to raise awareness, foster transparency, and continually improve our labor standards. Our approach is aligned with international best practices, and we remain committed to continuous improvement in our human rights performance.
Ami Lifesciences Pvt. Ltd. views the protection of labor rights not only as a compliance mandate but as a core expression of our values. Together, we are building an inclusive, safe, and respectful work environment—where exploitation has no place.

Upholding Human Rights Through Strategic Partnerships

At Ami Lifesciences Pvt. Ltd., we believe that safeguarding human dignity and fostering ethical practices are at the heart of sustainable growth. In FY 2024–25, we strengthened this commitment by entering into a formal partnership with United Way of Baroda, a respected non-governmental organization, to oversee and support our human rights initiatives.
Under this agreement, the NGO serves as an independent partner to address, monitor, and guide cases of child labour, forced labour, human trafficking, and broader human rights concerns, ensuring that such incidents—if they arise—are managed transparently and responsibly. This includes all stakeholders, whether internal employees, supply chain partners, or local communities impacted by our operations.
We also embed the principle of Free, Prior, and Informed Consent (FPIC) into our engagement with communities. This means that before initiating activities that may affect local people or their environment, we ensure they are fully informed, given adequate time to consider, and empowered to make decisions voluntarily and without coercion.
By aligning with international best practices, collaborating with expert partners, and honoring the voices of our stakeholders through FPIC, Ami Lifesciences continues to build an inclusive, respectful, and exploitation-free workplace, supply chain, and community ecosystem—where fairness and trust are paramount.

Combating Human Trafficking: A Pledge to Protect Human Rights



At Ami Lifesciences Pvt. Ltd., we maintain an unwavering commitment to upholding human dignity and freedom by adopting a zero-tolerance policy toward human trafficking in all its forms. We actively work to eradicate trafficking risks across our operations and global supply chains, ensuring that our business practices reflect the highest standards of ethics, compliance, and responsibility.

Key Focus Areas Assessed:

- Risks of child labor in outsourced or ancillary activities
- Risks of forced labor and excessive working hours
- Exposure to human trafficking, especially through contractors or vulnerable supply chain points
- Discrimination, harassment, or workplace inequities
- Health, safety, and fair wage practices

Policy Framework & Proactive Due Diligence

Our Human Trafficking Policy explicitly prohibits all forms of forced labor, slavery, servitude, debt bondage, and trafficking in persons. This policy is embedded within our broader human rights framework and reinforced through:

- Comprehensive due diligence mechanisms
- Continuous supplier screening and audits
- Ongoing monitoring and impact assessment processes

We assess trafficking-related risks using tools aligned with international conventions, ensuring that vulnerable populations are safeguarded and systemic risks are addressed.

LABOR RIGHTS & IMPLEMENTATION

Freedom of Association

At Ami Lifesciences Pvt. Ltd., we firmly uphold the right to freedom of association and collective bargaining as fundamental to a fair, transparent, and inclusive workplace. We are committed to fostering an environment where every employee can freely join associations, participate in union activities, and engage in collective dialogue—without fear of retaliation, discrimination, or bias.
This principle is not merely a policy—it is a cornerstone of our ethical governance framework and social sustainability commitment.

Employee Voice through the Works Committee

To institutionalize employee representation, we have established a dedicated Works Committee, which acts as a formal channel for constructive engagement between management and employees. The committee:

- Facilitates regular and open dialogue on workplace matters
- Encourages collaborative problem-solving
- Ensures that employee perspectives are meaningfully integrated into decision-making

Through this platform, Ami Lifesciences reinforces its dedication to democratic participation, empowering its workforce and nurturing a culture of trust, equity, and mutual respect across all levels of the organization.

Working Hours & Compensation

We ensure that all employees are compensated fairly and legally, in full alignment with national wage laws and industry standards. Our compensation system exceeds minimum wage requirements and adheres to living wage principles. Work hours, overtime, and rest periods are monitored digitally and reviewed through quarterly audits to avoid overwork and ensure humane working conditions across all sites.

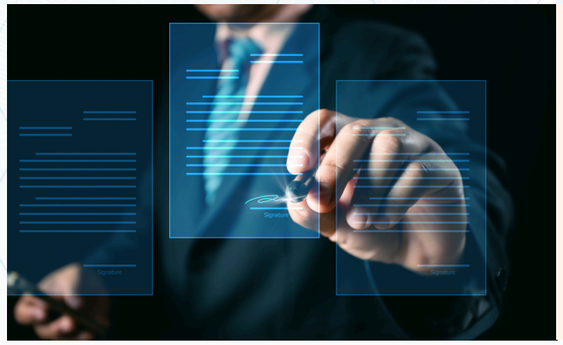
Health & Safety

Occupational safety is fundamental to our operations. Our ISO 45001-aligned systems ensure proactive hazard identification, risk assessment, and safety training. Each employee and contract worker is provided with task-specific PPE and access to emergency response tools. From ergonomics training to mental well-being support, we promote a holistic approach to worker health aiming to maintain a zero accident and zero LTI workplace.

Disciplinary Practices

Ami Lifesciences prohibits all forms of physical or psychological abuse, coercion, or harassment. Our disciplinary policy is grounded in transparency, documentation, and fairness. Employees are guaranteed due process, and corrective actions are governed by predefined conduct codes. All disciplinary actions are reviewed and approved by authorized personnel, with regular oversight by HR to prevent misuse.

Grievance Mechanism & Remediation Procedure



At Ami Lifesciences Pvt. Ltd., we are committed to fostering a workplace and value chain rooted in fairness, dignity, and accountability. Our Grievance Mechanism and Remediation Procedure provides employees, contractors, and external stakeholders with an accessible, transparent, and confidential platform to voice concerns and seek redress.

Scope & Applicability

This mechanism applies to all internal and external stakeholders, including employees, workers, subcontractors, and partners, covering grievances related to:

- Child labour & forced labour
- Corruption & bribery
- Working conditions & workplace infrastructure
- Minority & affinity group concerns
- Anti-competitive practices
- Discrimination, harassment & diversity issues
- Human rights violations (internal/external stakeholders)
- Human trafficking & money laundering
- Fraud & ethical breaches
- Women's development & empowerment issues
- Grievances linked to company policies (Code of Conduct, POSH, Employee Relations, Violence at Work, Maternity Benefits, Appraisal & Review, Termination or Disciplinary actions)

Procedure at a Glance

- Employees or stakeholders may submit grievances in writing to their Manager (copying the relevant Department Head). If it involves the Manager, escalate to the Department Head or Leadership Team.
- Acknowledgment is given promptly, and resolution is pursued within defined timelines (typically within 7–15 working days).
- If unresolved, the grievance is escalated to the Grievance Resolution Committee — comprising senior leaders and cross-functional representatives — ensuring impartiality and fairness.
- The Committee investigates, consults relevant parties, and recommends appropriate actions to the Leadership Team, which communicates the final decision to the complainant.
- Appeals can be made in writing within five working days, and are reviewed by the Committee and, where necessary, the Board.

LABOR RIGHTS & IMPLEMENTATION

Principles & Safeguards

Non-compliance & Consequences: Employees are expected to follow the proper grievance channels. Attempts to disrupt operations by rallying co-workers instead of using the mechanism may attract disciplinary action.

Communication & Awareness: Awareness campaigns via emails, newsletters, posters, and multilingual materials ensure everyone understands the process.

Accessibility: Translation services, diversity officers, and accessibility accommodations empower everyone, including minority and differently-abled employees, to access the mechanism.

Non-retaliation: We enforce a zero-tolerance policy for retaliation against anyone raising or participating in grievance proceedings.

Confidentiality: All grievances are handled discreetly, with secure records and limited access to authorized personnel only.

Remediation Measures

We prioritize proportionality, transparency, and effectiveness in addressing grievances. Key remediation practices include:

- Maintaining transparency about steps, timelines, and outcomes to foster trust.
- Actively listening and mediating where necessary, promoting restorative justice and reconciliation.
- Tailored and proportional responses based on the severity and nature of the issue.
- Follow-up with complainants post-resolution to ensure satisfaction and prevent recurrence.
- Periodic reviews and monitoring of the grievance mechanism's effectiveness to strengthen accountability.
- Training staff to handle grievances empathetically, objectively, and in alignment with legal and ethical standards.

Anti-Discrimination

Our hiring and promotion practices are designed to provide equal opportunity regardless of gender, caste, religion, ethnicity, disability, or socioeconomic background. We actively track and report data on gender ratios, pay parity, and diversity to ensure fairness. Annual DE&I training programs sensitize the workforce, and inclusive recruitment strategies are embedded into talent acquisition.

Management Systems

Ami Lifesciences has institutionalized self-assessments, internal audits, and policy reviews. We continuously evaluate our HR practices, worker feedback, and risk areas to drive improvements. Managers and HR leads undergo periodic training in social compliance and are responsible for maintaining documentation, data logs, and audit trails.

Employee Document Protection

Respecting the privacy and autonomy of our employees is fundamental to our values. In line with our human rights principles:

- We never retain original personal documents (e.g., identification, certifications, passports) of any employee or worker
- Only certified copies are collected and maintained securely, with clear documentation protocols
- Our Employee Handbook outlines a formal Document Retention Policy, ensuring transparent, secure, and ethical handling of employee records

This approach reduces administrative risks, upholds individual rights, and reinforces trust between employer and employee.

Zero Tolerance for Modern Slavery and Human Trafficking

At Ami Lifesciences Pvt. Ltd., we maintain a zero-tolerance stance against modern slavery and human trafficking in any form. These practices are fundamentally incompatible with our values, and we are unwavering in our commitment to upholding ethical labor standards across our operations and global supply chain.
We have implemented a robust framework that includes:

- Comprehensive due diligence to identify and assess risks.
- Supplier assessments and audits to ensure compliance with human rights norms.
- Ongoing monitoring to detect, prevent, and address any potential violations.

Our approach is proactive and preventative—designed not only to ensure legal compliance but to champion the dignity, safety, and freedom of all workers in our value chain. Through continuous engagement, accountability mechanisms, and capacity-building efforts, we strive to create a supply network free from exploitation and rooted in respect for human rights.

Human Rights Impact Assessment: Guiding Responsible Business Conduct

At Ami Lifesciences Pvt. Ltd., we recognize our role as stewards of human rights and are committed to proactively identifying and mitigating any potential risks embedded within our operations and supply chain. Through comprehensive human rights impact assessments, we systematically examine our business practices to ensure they align with international human rights standards.
These assessments serve as strategic tools

LABOR RIGHTS & IMPLEMENTATION

helping us navigate complex operational landscapes while identifying areas that may pose a risk to human dignity, equity, or wellbeing. We actively engage with stakeholders, including employees, communities, and suppliers, to gain valuable insights that inform our decisions and shape effective mitigation strategies.

As of FY 2024–25, 100% of our operational sites have undergone human rights assessments, demonstrating our unwavering commitment to transparency, ethical governance, and continuous improvement in protecting human rights across our value chain.

KPI Description	Objective	FY 2022–23	FY 2023–24	FY 2024–25
% employees under representatives	100% coverage	100%	100%	100%
% employees in collective agreements	100% coverage	100%	100%	100%
% covered under living wage	100% employees	100%	100%	100%
% paid below living wage	Zero employees	0%	0%	0%
% complaints on Human Trafficking	Zero complaints	0	0	0
% complaints on Sexual Harassment	Zero complaints	0	0	0
% complaints on Discrimination (Internal)	Zero complaints	0	0	0
% complaints on Discrimination (External - Suppliers)	Zero complaints	0	0	0
% complaints on Discrimination (External - Customers)	Zero complaints	0	0	0
% complaints on Discrimination (Other Stakeholders)	Zero complaints	0	0	0
People Trained on Human Rights (Manhours)	+5% vs baseline	638	644	670
Compliance with child & forced labor policies	100% compliance	100%	100%	100%
Audits to ensure zero forced labor	Zero occurrence	0	0	0
Zero recruitment fees charged	Zero cases	0	0	0
Zero human trafficking victims in org.	Zero victims	0	0	0

VOICE AT WORK

Strengthening Voices, Empowering Workforce

At Ami Lifesciences, we believe that constructive dialogue is the foundation of a progressive and equitable workplace. As part of our continued alignment with the Indian labor regulations, we uphold and encourage the right of all employees to participate in collective bargaining through their chosen representatives.

In FY 2024–25, we maintained 100% employee coverage under representation systems and collective agreements, ensuring that every individual regardless of role or seniority has access to fair representation. This reflects our core belief that inclusive participation leads to better decision-making, stronger relationships, and a more resilient organizational culture.

Our Commitments:

- Full recognition of employee rights to unionize and bargain collectively, with no interference or retaliation.
- Bipartite engagement between employee representatives and management through regular consultations, meetings, and feedback forums.
- Transparency in policy updates, wage adjustments, benefits, and grievance resolutions—developed in collaboration with employee bodies.
- Open-door policy encouraging communication beyond formal representation for additional support and responsiveness.

Embedding Collective Bargaining into Our Labor Governance

We recognize collective bargaining as an essential tool to institutionalize fair labor relations and inclusive decision-making. Ami Lifesciences ensures 100% coverage of Works Committee meetings annually. These meetings facilitate structured dialogue between worker representatives and the management team.

Key areas covered through collective bargaining include:

- Diversity, Equity & Inclusion
- Discrimination and Harassment Prevention
- Career and Skill Development Opportunities
- Working Conditions and Benefits
- Occupational Health & Safety Commitments

Each meeting is minuted and the outcomes are formally acknowledged by both parties, serving as binding agreements under our internal labor governance framework. This collaborative process not only ensures transparency and accountability but also strengthens mutual trust and engagement—cornerstones.

VOICE AT WORK

Key Themes Covered Under Collective Bargaining Agreements

Diversity, Equity & Inclusion

Ami Lifesciences is committed to fostering a culture where diversity is embraced and inclusion is the norm. Collective bargaining meetings include discussions on increasing representation of women and minority groups, strengthening equal opportunity policies, and promoting respectful workplace interactions that value every individual.

Discrimination and Harassment Prevention

At Ami Lifesciences, we maintain zero tolerance for workplace harassment or discrimination, upheld through proactive and independent prevention and monitoring measures. Beyond grievance mechanisms, remediation, and training, we regularly conduct workplace climate assessments, anonymous employee surveys, and periodic audits to detect any signs of harassment or discrimination early. During structured social dialogues, both workers and management review preventive measures, reporting trends, and agreed disciplinary actions to ensure they remain effective and relevant. These ongoing monitoring efforts, aligned with the POSH Act and global human rights standards, help us create a safe, respectful, and inclusive work environment.

Career and Skill Development Opportunities

Employees play an active role in shaping their own career growth. Collective agreements outline structured approaches for internal mobility, skill-building, fair evaluation criteria, and training access. Mutual understanding ensures promotions and development programs are fair, inclusive, and aligned with business needs.

Working Conditions and Benefits

Worker representatives collaborate with management to review and improve work hours, leave policies, rest breaks, shift arrangements, and benefit packages. This ensures that conditions not only comply with labor laws but also reflect evolving employee needs and wellbeing.

Occupational Health & Safety Commitments

Health and safety remain top priorities. Regular discussions lead to shared goals on reducing workplace risk, strengthening emergency response systems, ensuring PPE availability, and providing H&S training for all —including contract workers. These dialogues support our zero-incident target and ISO 45001 alignment.

Training on Collective Bargaining Awareness

To further strengthen our participatory work culture, Ami Lifesciences introduced awareness training on collective bargaining processes for both employee representatives and managers. The training is designed to:

- Help employees understand their rights under Indian labor law..
- Educate worker representatives on the structurenction, and ethics of collective bargaining.
- Build negotiation and communication skills to ensure inclusive dialogue.
- Clarify management responsibilities in respecting employee voices and upholding agreements.

These sessions were conducted across manufacturing and R&D sites and included real-world case studies, role plays, and policy briefings. The initiative is part of our broader commitment to social sustainability, human rights, and accountable leadership.



SOCIAL IMPACT SCORE CARD FY 2024-25

CATEGORY	DESCRIPTION	TOTAL	ACHIEVED	PERCENTAGE
Employee Health and Safety Risk Assessment	Sites Conducted Assessment	1	1	100%
Formal Joint Management-Worker Health & Safety Committee	Employees Represented	1215	64	5.27%
Formal Collective Agreements Concerning Working Conditions	Employees Covered	1215	64	5.27%
Formally Elected Employee/Worker Representative	Employees Covered	1215	64	5.27%
Environment Social & Governance Committee	Employees Covered	1215	15	1.23%
Formal elected employees' representatives in POSH + Women Committee	Employees Covered	1215	39	3.2%
Regular Performance and Career Development Reviews	Workforce Reviewed	1215	1215	100%
Career & Skills Related Training	Workforce Trained	1215	1215	100%
Code of Conduct & Commitment	Employees Signed	1215	1215	100%
Annual Performance Review	Employees Covered	1215	1215	100%
Operational Sites Certified Against ISO Standards	Sites Certified	1	1	100%
Total Workforce Trained on Business Ethics Issues	Employees Trained	1215	1215	100%
INCIDENT SUMMARY - APR 2024 TO MAR 2025				
Loss Time Incidents	Incidents Reported	NA	0	0
Fatality or Disability or Ill Health Cases	Cases Reported	NA	0	0
Major Accidents/Incidents	Incidents Reported	NA	0	0
Nearmiss Reported	Incidents Reported	NA	1239	NA
Lost Time Injury Frequency Rate	Rate	NA	0	0
Lost Time Injury Severity Rate	Rate	NA	0	0
Average Hours of Training Provided per Employee	Hours	NA	20.7	NA
WORKFORCE DEMOGRAPHICS				
Percentage of Women Employed	Women employed	1215	86	7.08%
Percentage of Women in Top Executive Positions	Women in Top Roles	363	45	12.39%
Percentage of Women within the Organization's Board	Women in Board	5	2	40%
DIVERSITY & INCLUSION				
Percentage of Total Workforce Trained on Diversity	Workforce Trained	1215	1215	100%
Operational Sites Subject to Human Rights Reviews	Sites Reviewed	1	1	100%

ETHICS & GOVERNANCE



CORPORATE GOVERNANCE FRAMEWORK

> ***Building a Culture of Integrity, Transparency, and Accountability.***

At Ami Lifesciences, ethical governance is not just about compliance—it's about setting a standard for how we conduct business, interact with stakeholders, and uphold our values across every layer of the organization. As we continue building on our prior year's foundation, FY 2024–25 saw a sharper focus on proactive policy implementation, internal accountability mechanisms, and employee awareness around ethical business conduct.

We follow a robust Corporate Governance Framework that aligns with our ESG principles, stakeholder expectations, and global standards like ISO 37001 (Anti-Bribery), ISO 27001 (Information Security), and . Our ESG Committee, composed of senior leadership and cross-functional heads, steers the implementation, review, and enforcement of governance practices company-wide.



Navigating Sustainability: Governance & Ethics

At Ami Lifesciences, sustainability governance is the backbone of our responsible business practices. It ensures that our strategies, decisions, and operations align with our sustainability objectives and global priorities such as the UN Sustainable Development Goals (SDGs)—especially SDG 16 (Peace, Justice, and Strong Institutions).
Our governance framework fosters integrity, transparency, and accountability at all levels, empowering us to deliver on our ESG commitments while building stakeholder trust. This robust system balances oversight, risk management, and stakeholder engagement, ensuring we remain resilient, ethical, and compliant in a dynamic industry landscape.

GOVERNANCE STRUCTURE: ROLES & RESPONSIBILITIES

Our sustainability governance structure integrates oversight, strategy, and execution, ensuring that sustainability is embedded in our core operations:

Board of Directors

(Sets vision, oversees strategy, approves policies, and allocates resources)

↓

Sustainability Strategy

↓

Management Team

(Implements sustainability strategy, integrates into operations, manages risks & opportunities, establishes management systems, gathers & reports data, communicates performance)

↓

Implements Strategy

- Integrates sustainability into operations
- Manages risks & opportunities
- Establishes management systems
- Gathers & reports data
- Communicates performance

Sustainability Committees (ESG, Safety & Working Committee)

- Provide expertise & guidance
- Oversee specific ESG areas (environmental & social)
- Recommend policies & strategies
- Monitor progress on goals
- Report to Board on committee activitie

GOVERNANCE COMMITTEE & MEETING CADENCE

At Ami Lifesciences, structured governance is vital to our sustainability and operational excellence. We have instituted a range of committees and review forums to ensure regulatory compliance, employee welfare, stakeholder engagement, and alignment with ESG goals. The following committees and meetings were conducted as per their defined frequency throughout FY 2024–25.

Committee / Meeting	Purpose	Importance	Frequency	Status in FY 2024–25
Works Committee	To address worker-related issues, foster collaboration between employees and management, and review workplace conditions.	Enhances transparency, communication, and industrial harmony.	Quarterly	Conducted as scheduled
Safety Committee	To review EHS performance, identify hazards, and implement corrective actions.	Ensures a culture of safety, accident prevention, and legal compliance.	Quarterly	Conducted as scheduled
ESG Committee	To monitor and drive the implementation of environmental, social, and governance initiatives.	Aligns sustainability strategy with business objectives and stakeholder expectations.	Quarterly	Conducted as scheduled
POSH Committee	To oversee the implementation of the Prevention of Sexual Harassment (POSH) policy and address any complaints.	Upholds dignity, safety, and legal rights of employees, especially women.	As needed / Reviewed Quarterly	Meetings held as required
Women's Committee	To promote gender inclusion, workplace equity, and support women's welfare initiatives.	Fosters inclusive leadership and empowers women employees.	Half-Yearly	Conducted as scheduled
Board Meetings	Strategic review of business performance, compliance, governance, and stakeholder matters.	Drives strategic decision-making, risk management, and policy oversight.	Quarterly (Minimum 4/year)	Conducted 4 meetings
MRM – Monthly Review Meeting	Cross-functional forum to track key performance indicators (KPIs), targets, and corrective actions.	Facilitates continuous improvement, agility, and departmental alignment.	Monthly	Conducted every month



GOVERNANCE POLICY

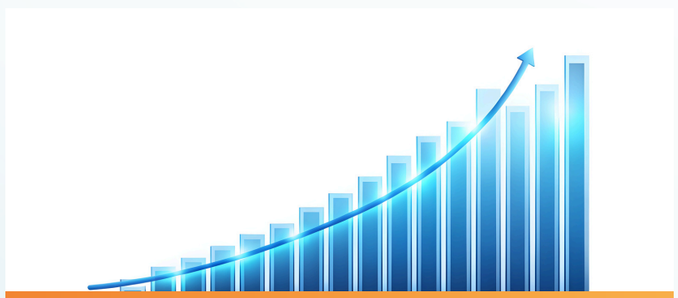
Our governance teams ensure that sustainability is seamlessly woven into the fabric of Ami Lifesciences' operations:



Establishing management systems to monitor & improve



Gathering, analyzing & reporting ESG data



Communicating progress transparently



Integrating ESG into daily operations



Managing risks & opportunities proactively

We go beyond regulatory compliance to cultivate a culture of ethical conduct, transparency, and accountability, ensuring every decision contributes to long-term value creation and stakeholder confidence.

Core Governance Pillars



Anti-Corruption & Fraud Prevention

Ami Lifesciences maintains a zero-tolerance approach to bribery, kickbacks, and unethical financial practices. We have established stringent internal audit mechanisms to monitor all financial transactions, ensuring full transparency. Employees are regularly trained on the Whistleblower Policy and are encouraged to report concerns through secure, anonymous channels—reinforcing our culture of integrity. In FY 2024–25, 100% of reported corruption and fraud cases were investigated and resolved promptly.



Conflict of Interest Management

To uphold transparency and trust, every employee is required to declare any potential conflicts of interest annually. These disclosures are reviewed and addressed by HR and Compliance within a 30-day window. Senior leadership reinforces a culture of openness, particularly around vendor and client engagements. We target 95% annual compliance with these declarations to maintain impartiality in decision-making.



Money Laundering Prevention

In line with AML regulations, Ami Lifesciences ensures that all financial dealings are subject to risk-based due diligence and ongoing monitoring. Finance and procurement teams are trained to detect red flags and suspicious activities, and all whistleblower reports relating to financial misconduct are promptly escalated to the Compliance Officer. This framework helps safeguard against illegal financial flows and reinforces ethical governance.



Anti-Competitive Practice Avoidance

We strictly adhere to fair competition laws and ensure that our sales and marketing teams are well-versed in identifying and avoiding antitrust violations. All pricing strategies, promotions, and market activities are reviewed to maintain market integrity. Our commitment is to achieve and maintain zero instances of anti-competitive behavior through FY 2027–28 and beyond.



Information Security & Data Protection

We prioritize data confidentiality and resilience against cyber threats by deploying advanced cybersecurity tools and conducting regular phishing awareness programs. Information Security Training is mandatory for all employees. Moving forward, we are working toward full ISO 27001 implementation and aim to achieve 100% annual training coverage to further reinforce our data protection standards.



Stakeholder Engagement & Transparency

Transparency is embedded in our governance structure. We conduct bi-annual stakeholder forums to gather feedback, assess ESG risks, and refine our governance approach. All updates, progress reports, and performance outcomes are shared through our Annual Sustainability Report, ensuring accountability to internal and external stakeholders.

Governance Goals and Targets (by FY 2027–28)

Focus Area	Discirption	Target by FY 2027–28
Anti-Corruption & Fraud	Prevention of bribery, extortion, and other forms of corruption within the organization ensuring ethical conduct and transparency. Prevention and detection of fraudulent activities, safeguarding organizational assets and financial integrity.	Aim Zero in Anti-Corruption & Fraud Incidents.
		Whistleblower Reporting: Ensure that 100% reported cases of corruption or fraud are promptly investigated and resolved within established timeframes.
Conflict of Interest	Identification and management of situations where personal interests may conflict with the organization's interests, promoting impartial decision-making.	95% employee compliance with disclosure and review framework
AML & Suspicious Activity	Preventing money laundering through robust controls that block the illicit handling of unlawful funds, safeguarding the integrity and legitimacy of financial transactions.	100% trained workforce in identifying/reporting suspicious acts
		AML Compliance: Achieve 100% compliance with Anti-Money Laundering (AML) regulations, including regular reporting to regulatory authorities.
Anti-Competitive Practices	Preventing anti-competitive practices through strict compliance measures that promote fair competition and uphold applicable antitrust laws and regulations.	Maintain 0 violations, train 100% of commercial team
		Antitrust Training: Ensure that 100% of employees are trained on Anti-Competitive Practice avoidance by 31st March 2028.
Information Security	Safeguarding sensitive information against unauthorized use, exposure, alteration, or loss, while maintaining its confidentiality, integrity, and availability.	ISO 27001 implemented; zero information breaches
		Cybersecurity Training: Ensure that 100% of employees complete annual cybersecurity training to enhance awareness and readiness by 31st March 2028.

Governance Roles and Oversight

Role: ESG Committee
Responsibility: Policy oversight, risk evaluation, governance integration across departments

Role: Compliance Officer
Responsibility: Whistleblower system management, fraud/corruption investigations

Role: IT & Cybersecurity
Responsibility: Data protection, breach mitigation, system upgrades

Role: Legal Counsel
Responsibility: Legal compliance across contracts, vendors, stakeholders

Role: Procurement Manager
Responsibility: Supplier vetting, ethical sourcing integration

Role: Departmental Heads
Responsibility: Day-to-day governance enforcement and internal monitoring

Ethics Reporting Channels

- **Whistleblower Portal:** Available 24/7, online and in physical drop boxes.
- **Zero Retaliation Policy:** Employees can raise concerns without fear of adverse consequences.
- **Review Period:** All reports are acknowledged within 48 hours and closed within 30 days.

ETHICS & GOVERNANCE TRAINING

Embedding Integrity Through Continuous Learning

At Ami Lifesciences, we believe that strong governance starts with informed individuals. To embed ethical conduct across all levels of the organization, we implement a structured training calendar focused on compliance, anti-corruption, data privacy, and fair competition.

All employees undergo mandatory annual training modules aligned with our internal governance policies and legal requirements. Specialized programs are also delivered to targeted groups such as procurement, sales, finance, and senior leadership to address role-specific governance risks.

Key Training Themes Include:

- Anti-corruption and fraud prevention
- Whistleblower protection and anonymous reporting protocols
- Conflict of interest identification and disclosure procedures
- Data protection and cybersecurity best practices
- Antitrust and fair competition standards
- Prevention of money laundering and unethical transactions

In FY 2024–25, our governance training programs achieved full coverage across all departments. Training delivery was carried out through e-learning modules, in-person workshops, and scenario-based simulations, ensuring deep understanding and practical application.

Looking Ahead:

By FY 2027–28, we aim to integrate interactive compliance assessments and track individual progress through a centralized learning management system. Our goal is to ensure not just compliance—but a lasting culture of ethical excellence.

Key Governance KPIs

Category	KPI Description	Objective	FY 2022–23	FY 2023–24	FY 2024–25
Anti-Corruption	% Complaints on Corruption/Bribery	Zero complaints	0	0	0
Anti-Corruption	Anti-Corruption Training (Manhours)	+5% vs baselin	112	375	521
Info Mgmt	Data Retention Compliance	Zero complaints	0	0	0

Category	KPI Description	Objective	FY22–23	FY23–24	FY24–25
Info Mgmt	Cybersecurity Training Completion	100% by FY27–28	52	88	330
Info Mgmt	Confirmed Info Security Incidents	Zero incidents	0	0	0
Info Mgmt	ISO 27001 Certification Implementation	Full implementation	-	-	Implemented
Info Mgmt	% Sites w/ Certified Anti-Corruption Mgmt	100%	100	100	100
Info Mgmt	% Sites with ISMS Certification (ISO 27000)	100%	100	100	100
Anti-Competitive	Deceptive Advertising Complaints	Zero complaints	0	0	0
Anti-Competitive	Departmental Risk Assessment Coverage	100% by Dec 2023	100	100	100
Anti-Competitive	Anti-Corruption/Fraud Incidents	Zero incidents	0	0	0
Anti-Competitive	Whistleblower Resolution Rate	100% resolution	100	100	100
Anti-Competitive	Antitrust Training Completion (Manhours)	100% by FY27–28	0	123	40
Anti-Competitive	Anti-Competitive Case Count	Zero cases	0	0	0
Ethics	Business Ethics Training (Manhours)	+5% vs baseline	0	150	1071
Ethics	Whistleblower Cases Received	Zero cases	0	0	0
Ethics	Site Ethics Risk Coverage	100% of sites	100	100	100

ETHICAL PRACTICES AND ANTI-CORRUPTION

> *At Ami, doing the right thing isn't just expected - it's encouraged, supported, and celebrated. Ethics here isn't a rulebook, it's a mindset*

At Ami Lifesciences Pvt. Ltd., ethics forms the core of how we do business. In an era of increasing scrutiny and complex global supply chains, integrity and transparency are not optional—they are indispensable. We recognize that ethical lapses can jeopardize not just compliance, but reputation, stakeholder trust, and long-term value creation.

In FY 2024–25, we deepened our commitment to ethical governance through active implementation of our Anti-Corruption and Bribery Policy, regular employee sensitization sessions, conflict of interest disclosures, and vendor code of conduct enforcement. Our policies go beyond compliance—they build a culture of integrity where speaking up is safe, expected, and supported.

Whether it's avoiding facilitation payments, ensuring fair procurement, or resisting undue influence in third-party dealings, we expect all our stakeholders—employees, suppliers, partners—to uphold the highest standards of ethical conduct. Through proactive monitoring, whistleblower protection, and zero tolerance toward violations, Ami Lifesciences continues to embed ethics not just in paperwork—but in people, processes, and purpose.

Ethical Business Practices and Anti-Corruption Commitment

We have instituted a robust governance framework comprising:

- Comprehensive anti-corruption and anti-bribery policies
- Clear guidance on managing conflicts of interest
- Preventive controls and whistleblower mechanisms to detect and deter unethical practices

ETHICAL PRACTICES AND ANTI-CORRUPTION

These frameworks are designed to reinforce a culture of accountability, fairness, and ethical responsibility, ensuring that every stakeholder interaction is grounded in trust and mutual respect.

We maintain a zero-tolerance policy towards all forms of corruption, including bribery, facilitation payments, kickbacks, and coercive practices. Through rigorous internal audits, third-party reviews, and compliance training, we proactively prevent and address potential breaches—ensuring that ethical considerations are embedded into everyday business decision-making.

Our approach aligns closely with:

SDG 16:
Peace, Justice, and Strong Institutions

by championing ethical governance and combating corruption, we promote inclusive, transparent, and accountable institutions.

SDG 17:
Partnerships for the Goals

we collaborate with regulatory authorities, civil society, industry associations, and supply chain partners to promote integrity and build resilient ethical ecosystems.

By integrating ethics and anti-corruption measures into our strategic, operational, and reporting systems, Ami Lifesciences Pvt. Ltd. is building a future-ready enterprise rooted in responsibility, compliance, and sustainable value creation.

Ethical Training Initiatives

At Ami Lifesciences Pvt. Ltd., ethical conduct is not just a principle but a deeply embedded value driving every layer of our operations. Over the years, we have significantly strengthened our commitment to transparency and integrity through structured training initiatives that continuously evolve with our organizational needs.

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Central to our approach is a dynamic training framework that fosters awareness around corruption and bribery prevention across the workforce. Whether conducted in-person or via digital platforms, each session is thoughtfully designed to provide employees with actionable knowledge to recognize, deter, and respond to unethical practices.

A cornerstone of this program is the Code of Conduct training, which clarifies employees' roles in upholding organizational ethics. The materials ranging from policy walkthroughs to case-based learning ensure participants develop a clear understanding of how to maintain integrity in real-world operations.

These sessions are backed by a comprehensive documentation process that includes training records, attendance, and feedback forms, reinforcing our culture of accountability. Additionally, a select group _XX_% of our workforce receive specialized training focused on navigating complex ethical dilemmas with confidence and clarity.

Through consistent reinforcement of ethical behavior, Ami Lifesciences continues to build a workforce that is vigilant, principled, and aligned with global standards of corporate integrity. This ongoing investment in education serves not only to mitigate internal risks but also to sustain the trust of stakeholders in every interaction.

Prevention of Anticompetitive Practices

At Ami Lifesciences Pvt. Ltd., we are dedicated to maintaining a fair, ethical, and legally compliant business environment. We recognize the importance of upholding competition laws and preventing anti-competitive conduct, which can distort markets and hinder innovation. Our company has instituted comprehensive measures to ensure that all employees understand and adhere to the principles of fair competition.

We conduct periodic awareness sessions and training programs to educate employees about the risks and implications of anti-competitive behavior, including price-fixing, bid-rigging, market allocation, and the misuse of market dominance. These sessions emphasize compliance with applicable competition laws and provide practical examples relevant to our industry.
To reinforce accountability, we have implemented a structured Whistleblower Mechanism, which allows employees and stakeholders to report any suspicious or unethical business conduct in a confidential and retaliation-free manner. Additionally, we provide internal guidelines and protocols for engaging with competitors to prevent the inadvertent exchange of sensitive commercial information.

By embedding these practices into our operations, Ami Lifesciences demonstrates its strong commitment to ethical business standards, responsible corporate conduct, and long-term value creation for stakeholders.

RESPONSIBLE SOURCING, TRUSTED ALLIANCES

At Ami Lifesciences Pvt. Ltd., our commitment to Environmental, Social, and Governance (ESG) excellence goes beyond internal practices—it extends across our entire value chain. As we evolve, we continue to strengthen our ESG due diligence framework to ensure all third parties suppliers, vendors, contractors, service providers, and consultants not only comply with our standards but actively contribute to our sustainability goals.

Supplier Registration and Compliance

Prior to onboarding, every third party undergoes a rigorous registration and evaluation process. This includes a detailed review of ESG compliance credentials across environmental stewardship, labor practices, data integrity, and governance standards. Only those meeting our stringent criteria are approved and entered into our system.

Continuous Monitoring and Review

Our commitment to responsible sourcing is ongoing. Once onboarded, suppliers are regularly monitored through ESG audits, assessments, and reviews. These checks not only ensure continued compliance but also help us identify emerging risks and areas for improvement.

- Ongoing Compliance Checks: Active tracking of ESG performance through internal scorecards and third-party verifications.
- Periodic Review: Regular review cycles ensure third-party policies remain aligned with our evolving ESG expectations and industry best practices.

ESG Due Diligence Objectives	
ESG Pillar	**Key Focus Areas**
Environmental	Ensure third parties minimize waste, emissions, and environmental harm; align with our sustainability targets.
Social	Uphold human rights, ethical labor standards, and protect stakeholder data integrity.
Governance	Prevent corruption, fraud, and ensure third-party adherence to ethics, data privacy, and security frameworks.

Due Diligence Process

Pre-Engagement Evaluation

Before initiating any engagement, a thorough ESG screening is conducted. This includes reviewing credentials, prior compliance records, anti-bribery and sustainability certifications, and their alignment with our standards.

Risk Assessment

ESG-specific risk assessments identify potential exposure across environmental impact, labor practices, and governance reliability. Based on the outcome, engagement risk levels are defined and mitigation measures implemented.

Documentation & Traceability

Every step of the due diligence process—evaluations, communications, and assessments—is documented systematically. This serves as an auditable trail that reinforces compliance with both internal ESG protocols and external regulatory mandates.

Validation of Compliance

Third parties are required to validate their ESG compliance through independent audits or certifications. Environmental controls, ethical labor practices, anti-corruption measures, and information security standards are thoroughly verified before and during the contract lifecycle.

This holistic approach reinforces our belief that ethical sourcing and sustainable partnerships are foundational to responsible growth. By continually strengthening our ESG due diligence system, Ami Lifesciences ensures that integrity, accountability, and sustainability remain embedded across every business relationship.

Whistleblower Protection & Vigil Mechanism

AMI Lifesciences has implemented a robust Whistle Blower Policy and Vigil Mechanism, applicable to all employees, directors, contractors, workers, internal and external stakeholders associated with the company, to report concerns about corruption, fraud, unethical behavior, or policy violations through a secure and confidential process. The policy ensures strict confidentiality of the whistle blower's identity, guarantees protection against retaliation or unfair treatment for those reporting in good faith, and provides dedicated reporting channels.

Concerns can be raised by submitting a sealed written disclosure (in English or local language) marked "Protected Disclosure" into designated drop boxes at the Factory, Registered Office, or Marketing Office, addressed to the Vigilance & Ethics Officer (Company Secretary/CFO) or directly to the Chairman of the Board in exceptional cases. All reports are investigated impartially, overseen by the Board, and handled with discretion and fairness.

SECURITY PRACTICES TRAINING & FAIR COMPETITION

At Ami Lifesciences Pvt. Ltd., safeguarding our people, assets, data, and operations is a cornerstone of our governance framework. Recognizing the growing complexity of internal and external security threats from cyber risks to physical breaches—we have implemented dedicated training modules that reinforce a culture of proactive security awareness and response readiness.

Types of Security Training Conducted:

1. Information Security & Data Privacy

- Awareness on handling sensitive data, protecting intellectual property, and adhering to internal data classification protocols.
- Training on recognizing phishing attempts, managing digital credentials, and using secure communication platforms.
- Reinforcement of security protocols as part of our ERP and internal software systems.

2. Physical Security & Asset Protection

- Sessions for employees and security personnel on perimeter control, visitor management, access card protocols, and emergency response drills.
- Emergency evacuation training for fire, chemical spills, or external threats.

3. Cybersecurity Awareness

- Role-specific training for IT teams and employees handling sensitive information.
- Simulation-based awareness programs to identify and mitigate phishing, malware, and data breaches.
- Use of internal dashboards to report suspicious activity.

4. Confidentiality & Intellectual Property Protection

- Specialized workshops for R&D and commercial teams to prevent unauthorized disclosures of trade secrets, API processes, and formulations.

Key Performance Indicators (KPIs) – FY 2024–25	
Indicator	**Status**
% Employees trained on data security	100%
% of security personnel trained on access management	100%
Total manhours on security and cyber awareness training	330
% of IT personnel trained on ISO 27001-aligned practices	100%
% of employees trained on asset and IP protection	100%

Promoting Fair Competition and Ethical Market Conduct

At Ami Lifesciences Pvt. Ltd., we recognize that sustainable business growth is intrinsically linked to fair competition, integrity, and ethical conduct. As part of our governance and compliance framework, we have instituted a robust system to prevent anti-competitive practices, ensure transparency in industry collaborations, and promote responsible behavior in all stakeholder interactions.

Competitor Interaction Guidelines

To uphold ethical conduct in competitive environments, clear interaction protocols have been communicated to relevant personnel, particularly sales and marketing teams. These guidelines explicitly prohibit:

- Price fixing or discussions around pricing strategies
- Market allocation based on geography or customer segments
- Bid rigging or collusion during procurement processes
- Sharing of competitively sensitive information, such as future plans, production costs, or customer data

Employees are trained to understand the boundaries of lawful and ethical engagement and are encouraged to seek guidance when in doubt. These measures ensure strict adherence to global competition laws and regulatory expectations.

Ethical Collaboration in Industry Forums

While we actively participate in industry associations to contribute to public policy, regulatory development, and shared sustainability goals, we maintain a strong focus on ethical collaboration. All such engagements are subject to internal compliance review to prevent any risk of coordinated behavior that could distort market competition. Representatives attending association meetings and industry events are guided to avoid discussions that could result in anti-competitive outcomes and to maintain transparency in all collaborative actions.

Compliance Training and Awareness

Our proactive approach to preventing anti-competitive practices includes:

- Regular training sessions on competition laws and ethical competitor engagement
- Practical case-based scenarios covering risks during industry events, social interactions, and digital communications
- Internal advisories and updates to reinforce compliance as legal frameworks evolve

Employees are well-equipped to recognize red flags and are empowered to act responsibly in all external interactions.

Enabling Innovation through Fair Competition

By promoting fair competition, Ami Lifesciences contributes to a more dynamic, innovative, and sustainable pharmaceutical sector. Competitive integrity drives continuous improvement, responsible pricing, and increased investment in R&D, ultimately supporting the development of eco-efficient products and processes.

We believe that a level playing field benefits all stakeholders—from patients and customers to suppliers and society at large—by ensuring better choices, improved quality, and sustainable value creation.

INFORMATION SECURITY & DIGITAL GOVERNANCE

At Ami Lifesciences Pvt. Ltd., protecting information integrity, ensuring data confidentiality, and fostering digital trust are essential to our operational resilience and stakeholder confidence. Our Responsible Information Management Measures are designed to safeguard both internal and external data through structured systems, continuous monitoring, employee training, and third-party due diligence.

Safeguarding Information Integrity: Security Breach Awareness Training

We prioritize the protection of sensitive information by equipping employees with the knowledge and tools necessary to prevent security breaches. Through regular awareness sessions both online and in-person our staff are trained to recognize and mitigate cybersecurity threats. By promoting a culture of vigilance, we protect company data and maintain compliance with national and international information security standards.

Upholding Data Integrity: Third-Party Information Security Due Diligence

Our due diligence program ensures that vendors, suppliers, and contractors managing stakeholder information meet our internal ESG and data privacy standards. Every third-party partner is vetted for data protection practices, and their compliance is documented to uphold trust, transparency, and integrity across the supply chain.

Safeguarding Data Integrity: Information Security Whistleblower Procedure

Stakeholders and employees can confidentially report suspected data breaches or unethical handling of sensitive information through our dedicated Information Security Whistleblower Mechanism. This process ensures anonymity, protection from retaliation, and a clear channel for transparency and timely investigation.

Information Security Risk Assessments

We conduct structured risk assessments to proactively identify vulnerabilities and reduce exposure to cyber threats. These assessments allow us to strengthen internal controls, build cybersecurity resilience, and protect mission-critical systems.

Information Security Control Audits

Regular internal and third-party audits are conducted to evaluate the strength of our information security controls. These audits help us maintain compliance, assess procedural effectiveness, and reinforce our accountability in protecting stakeholder data.

Compliance Training and Awareness

Our proactive approach to preventing anti-competitive practices includes:

- Regular training sessions on competition laws and ethical competitor engagement
- Practical case-based scenarios covering risks during industry events, social interactions, and digital communications
- Internal advisories and updates to reinforce compliance as legal frameworks evolve

Employees are well-equipped to recognize red flags and are empowered to act responsibly in all external interactions.

Enabling Innovation through Fair Competition

By promoting fair competition, Ami Lifesciences contributes to a more dynamic, innovative, and sustainable pharmaceutical sector. Competitive integrity drives continuous improvement, responsible pricing, and increased investment in R&D, ultimately supporting the development of eco-efficient products and processes.

We believe that a level playing field benefits all stakeholders—from patients and customers to suppliers and society at large—by ensuring better choices, improved quality, and sustainable value creation.



AUDIT INSIGHTS: STRENGTHENING GOVERNANCE AND DIGITAL RESILIENCE

At Ami Lifesciences Pvt. Ltd., internal and external audits play a critical role in reinforcing our commitment to operational excellence, regulatory compliance, and continuous improvement. Through independent evaluations of our financial controls and IT systems, we ensure that our governance structures remain resilient, adaptive, and aligned with evolving industry standards.

Financial Audit Findings (FY 2023–24)

The most recent financial audit for FY 2023–24, conducted in collaboration with our independent audit partner, reaffirmed our strong compliance with applicable regulatory frameworks and internal control procedures. The audit highlighted:

- Strengths in financial discipline and regulatory adherence
- Transparent procurement and expenditure tracking mechanisms
- High-level compliance with internal approval protocols

In addition to validating existing controls, the audit provided constructive recommendations aimed at streamlining certain workflows and further enhancing financial governance. The implementation of these suggestions demonstrates our proactive approach to strengthening accountability and operational efficiency.

IT Audit for Cybersecurity and Data Integrity

Recognizing the growing importance of digital resilience, Ami Lifesciences undertook an external IT audit in May 2022, conducted by GAVS Technology Pvt. Ltd. The objective was to independently assess the strength of our IT control environment and ensure preparedness against cybersecurity threats.

Scope and Methodology of the IT Audit

The audit covered a comprehensive range of IT security and governance elements, including:

- Network security and firewall controls
- Data protection and encryption protocols
- Access management and user authorization systems
- IT governance policies and incident response strategies

The audit methodology involved in-depth assessments of our system architecture, review of internal policies, and evaluation of our readiness to respond to data breaches or cyber incidents.

Key Audit Outcomes and Follow-Up Actions

The audit identified several strengths in our IT framework, such as:

- Robust secure access mechanisms
- Effective data encryption practices
- Strong emphasis on compliance with data privacy regulations

However, the assessment also revealed areas for enhancement, including:

- Modernization of legacy systems
- Improved cybersecurity awareness and training programs for personnel

All recommendations from GAVS Technology Pvt. Ltd. have been acknowledged and are being actively implemented as part of our IT improvement roadmap. This includes upgrading select infrastructure components, refining incident management protocols, and expanding training coverage to strengthen cyber vigilance across all levels of the organization.

Through rigorous auditing and timely implementation of recommendations, Ami Lifesciences Pvt. Ltd. continues to strengthen its governance, financial integrity, and digital infrastructure, ensuring operational resilience and stakeholder confidence in an increasingly dynamic risk environment.

ESG DATA VALIDATION & AUDIT

Sustainable Procurement Vision

At Ami Lifesciences Pvt. Ltd., we are committed to embedding sustainability across our entire value chain, beginning with responsible and ethical procurement. Our approach prioritizes the integration of environmental and social considerations into supplier relationships, ensuring that our procurement practices contribute to long-term value creation for both the company and society.

Sustainable Supplier Partnerships

We actively promote sustainable procurement by incorporating comprehensive social and environmental clauses into our supplier contracts. These clauses go beyond the core subject matter of goods or services and outline expectations for labor rights, workplace health and safety, non-discrimination, and environmental stewardship.

Key contractual provisions include:

- Ensuring fair and safe working conditions for all workers
- Promoting inclusivity and anti-discrimination in employment practices
- Requiring energy efficiency, waste reduction, emissions control, and biodiversity protection initiatives

All suppliers are required to formally commit to these standards by signing contracts that reflect our sustainability goals. Through these agreements, we foster partnerships built on shared values and accountability, working together toward a resilient and responsible supply chain.

Ethical Sourcing Compass

Beyond our formal Sustainable Procurement Policy, we have established a Supplier Sustainability Code of Conduct—our Ethical Sourcing Compass—which serves as a guiding framework for supplier behavior and expectations.

This code outlines:

- Ethical labor practices
- Environmental responsibility
- Transparent and fair business dealings

By adhering to this code, our suppliers are recognized not just as vendors, but as collaborative partners navigating the journey of sustainable business with us. Each transaction under this code becomes a symbol of our joint commitment to creating a positive impact on people and the planet.

Supplier Diversity: Empowering Communities and Enhancing Resilience

As part of our drive toward inclusive growth, we have implemented a Supplier Diversity Program aimed at empowering:

- Micro, Small, and Medium Enterprises (MSMEs)
- Minority-owned businesses
- Enterprises led by vulnerable and underrepresented communities

This initiative not only supports community development but also strengthens our supply chain's resilience by promoting innovation, competitiveness, and local economic empowerment. By sourcing responsibly and inclusively, Ami Lifesciences reaffirms its core values of equity, sustainability, and ethical leadership.

Supply Chain Management Excellence

At Ami Lifesciences Pvt. Ltd., our supply chain strategy is built on the principles of sustainability, resilience, cost competitiveness, and customer-centricity. By prioritizing self-reliance, process excellence, and backward integration, we ensure uninterrupted operations, optimal cost structures, and timely delivery—key pillars of our competitive edge in the pharmaceutical industry.

1. Emphasis on Supply Chain Assurance & Cost Competitiveness

To remain resilient in a dynamic global environment, we have developed an integrated and self-sufficient supply chain system. Our strategic focus includes:

- Backward integration of key molecules to reduce dependency on external suppliers
- End-to-end control over raw materials, intermediates, and finished goods
- Process excellence initiatives to optimize productivity and reduce variability

This approach strengthens our capacity to absorb market shocks while ensuring cost-effective production. As a result, we can consistently deliver high-quality APIs at competitive prices, reinforcing our market leadership.

2. Assurance of Product Competitiveness

Product competitiveness is rooted in our ability to offer superior quality and price efficiency. Our vertically integrated operations enable us to:

- Maintain stringent quality controls across the value chain
- Leverage economies of scale to offer cost leadership
- Swiftly respond to regulatory and customer demands with agility

This model enhances our value proposition, supporting long-term business sustainability.

3. Timely Delivery and Customer Satisfaction

Operational excellence and robust inventory management enable us to meet customer demand with precision. Key highlights include:

- Consistent On Time In Full (OTIF) delivery performance
- Strong planning systems ensuring reliable lead times
- Focus on customer satisfaction through proactive service and responsiveness

These capabilities translate to trust, loyalty, and long-term partnerships with our customers.

Strengthening ESG Through Strategic Partnership with Growlity

In early 2022, Ami Lifesciences Pvt. Ltd. entered into a strategic collaboration with Growlity, a leading global management consulting firm specializing in ESG and sustainability transformation. This partnership is a cornerstone of our journey toward industry-leading sustainability practices.

Key Collaborative Initiatives with Growlity:

- Consultation & Strategic Advice: Growlity conducted a detailed assessment of our ESG practices, offering strategic guidance on global sustainability benchmarks and areas of improvement.
- Training & Awareness Building: Customized employee training programs were delivered to embed sustainability thinking across departments and daily operations.
- Technical Support: Growlity provided subject matter expertise in:
  - GHG emissions accounting
  - Carbon sequestration assessments
  - Energy efficiency optimization
  - Waste management frameworks
  - Sustainability reporting alignment
- Implementation of Sustainability Initiatives: With Growlity's guidance, we have:
  - Initiated renewable energy installations
  - Rolled out waste reduction strategies
  - Strengthened supply chain sustainability measures
- Sustainability Certifications & Reporting: Growlity is supporting us in securing relevant ESG certifications and in preparing transparent, data-driven annual sustainability reports that reflect our progress and commitments.

Our ESG Core Team

To drive our sustainability agenda internally, Ami Lifesciences has established an in-house ESG Task Force comprising professionals from:

- Environmental Management
- Human Resources
- Data Analytics

Together with Growlity, this team forms the backbone of our sustainability transformation strategy, working cross-functionally to embed ESG principles across all areas of the business.

SUPPLIER ESG RISK & PERFORMANCE

Evaluating Supplier Commitments & Ensuring Accountability

At Ami Lifesciences Pvt. Ltd., we undertake comprehensive supplier assessments to evaluate environmental and social performance. These assessments are conducted either directly or through third-party agencies and are designed to provide a robust overview of a supplier's corporate social responsibility (CSR) practices without the need for physical site visits in the initial stages.

Our evaluations cover a broad range of criteria, including:

- Waste management
- Energy efficiency
- Labor practices
- Community engagement

By embedding these assessments into our supplier management system, we reinforce our commitment to sustainability across the supply chain. We maintain a continuous feedback loop with suppliers to promote improvement and alignment with our environmental and social responsibility objectives.

We have also initiated updates to our supplier contractual agreements by incorporating mandatory social and environmental clauses, ensuring all suppliers commit to sustainable and ethical practices.

On-Site Audits for Supplier Accountability

In addition to remote assessments, on-site audits are a cornerstone of our supplier due diligence framework. These audits conducted either announced or unannounced enable our team to observe, verify, and evaluate compliance with sustainability standards on the ground.

Key areas of focus during audits:

- Environmental practices such as waste handling and resource management
- Labor conditions, including worker safety and fair treatment
- Community impact and local stakeholder engagement

These audits help us:

- Identify non-conformances with sustainability criteria
- Address operational gaps
- Collaborate with suppliers for corrective actions and capacity building

Through direct engagement and transparent evaluation, we uphold supplier accountability and foster continuous improvement.

Sustainable Procurement Performance Metrics

Criteria	Response	Comments
Percentage of targeted suppliers signed to sustainable procurement charter / supplier code of conduct	100%	Focused initially on raw material suppliers
Percentage of targeted contracts including environmental, labor, and human rights clauses	100%	All suppliers are required to sign our updated EHS contract agreement
Percentage of targeted suppliers that underwent a CSR assessment	100%	Data captured; however, assessment details not disclosed in available documentation
Percentage or number of assessed suppliers engaged in corrective action or capacity building	1%	Initial phase focused on raw material suppliers actions taken on both environmental and social aspects

Sustainable Partnerships & Emissions Reduction Initiatives

Collaborates actively with suppliers to reduce greenhouse gas (GHG) emissions. Our approach includes:

- Assisting suppliers in implementing emissions reduction measures
- Promoting energy-efficient practices within supplier operations
- Collecting primary Scope 3 emissions data from internal and external stakeholders to assess indirect impacts

These efforts reflect our commitment to environmental stewardship and our role in driving decarbonization throughout the value chain. The data collected serves as the foundation for further action and improvement in carbon performance.

Recognizing Responsible Suppliers

We celebrate and honor our suppliers who demonstrate consistent sustainability performance. Their dedication to ethical sourcing, eco-friendly manufacturing, and social responsibility plays a vital role in supporting our long-term vision of sustainable growth.As part of our appreciation, Ami Lifesciences also awards a Certificate of Recognition to top-performing suppliers in sustainability,

Through strong supplier partnerships and shared sustainability values, Ami Lifesciences continues to pave the way for a greener, more inclusive, and responsible future.

Supplier Recognition Program

To celebrate and encourage exceptional sustainability performance, we have launched a Supplier Recognition Program. This initiative identifies and honors suppliers who demonstrate leadership in sustainability across key focus areas:

1. Environmental Performance

We recognize suppliers who actively work to minimize their environmental footprint. This includes:

- Reduction in greenhouse gas (GHG) emissions
- Efficient water usage
- Implementation of waste reduction strategies
- Use of eco-friendly materials or technologies

2. Social Responsibility

Suppliers who uphold high standards of ethical labor practices and responsible sourcing are given special recognition. We prioritize:

- Fair wages and safe working conditions
- Non-discrimination and equal opportunity policies
- Transparent sourcing practices and social impact disclosures

3. Innovation and Continuous Improvement

Beyond compliance, we honor suppliers who:

- Introduce innovative technologies or sustainable practices
- Demonstrate consistent year-over-year improvement in sustainability metrics
- Share best practices and contribute to collective learning within our supply chain

Evaluation and Recognition Process

A dedicated cross-functional team assesses supplier performance based on measurable sustainability criteria. The evaluation process includes:

- Supplier self-assessments
- Independent third-party verifications and audits (when applicable)
- Ongoing performance monitoring and engagement

Suppliers who excel in these areas are acknowledged in our Annual Sustainability Report and may receive formal awards, certifications, or public recognition via our website and corporate communications.

Driving Continuous Improvement

We believe that recognizing outstanding sustainability performance not only strengthens supplier relationships but also creates a culture of continuous improvement across our supply chain. By celebrating leadership and innovation, Ami Lifesciences Pvt. Ltd. promotes scalable, impactful, and ethical practices that contribute to a more sustainable future for all.

SUPPLIER CODE OF CONDUCT

Sustainable Procurement: Empowering the Supply Chain for ESG Excellence

At Ami Lifesciences Pvt. Ltd., our commitment to sustainability goes beyond our own operations. We actively integrate Environmental, Social, and Governance (ESG) principles into our procurement practices, recognizing that sustainable growth requires responsible sourcing, ethical partnerships, and a resilient value chain. Our Sustainable Procurement Program ensures that every supplier whether raw material provider, logistics partner, or service consultant aligns with our environmental and social priorities. We adopt a multi-tiered approach to capacity building, risk mitigation, and collaborative improvement to embed sustainability deep within our supplier relationships.

Capacity-Building Through Supplier Training

we recognize that our environmental and social footprint extends far beyond the boundaries of our own operations. As a result, we actively engage with our suppliers not only to assess sustainability risks, but to build their capacity to manage and improve ESG (Environmental, Social, and Governance) performance. Our supplier training framework is designed to foster long-term, meaningful improvements across our supply chain and ensure that our partners are fully aligned with our sustainability objectives.

Core Sustainability Topics Covered

Our training programs are structured to equip suppliers with actionable knowledge and tools across critical focus areas:

Environmental Management Systems (EMS):

Emphasizing ISO 14001-aligned systems to identify, manage, and reduce environmental impacts through structured approaches and audits.

Waste and Emissions Reduction:

Covering best practices in chemical handling, VOC mitigation, solvent recovery, and climate-positive waste strategies.

Occupational Health and Safety (OHS):

Promoting global safety standards (e.g., ISO 45001) and regulatory compliance for improving workforce wellbeing in hazardous environments.

Human Rights and Labor Compliance:

Training suppliers on adherence to ILO conventions, India's labor laws, and our own Code of Conduct to prevent issues such as child labor, excessive work hours, and forced labor.

Ethical Sourcing and Anti-Corruption:

Building awareness around ethical procurement, anti-bribery practices, fair bidding, and whistleblower protections.

Training Formats & Delivery Channels

To maximize impact and reach, our capacity-building efforts are delivered in a blended format, combining:

- **In-person workshops** led by Ami Lifesciences' internal ESG experts
- **Interactive e-learning modules** available on-demand in regional languages
- **Third-party certifications** via industry-recognized sustainability training platforms

Highlights of FY 2024–25 Capacity-Building Sessions

Training Initiative	Description	Format	Participation
Sustainable Logistics & GHG Accounting	Focused on carbon footprint tracking, green transportation and reverse logistics	In-person session	2 supplier engagement workshops
Green Chemistry Practices	Safer alternative chemicals, solvent substitution, and eco-formulations	Third-party webinar	1 expert-led virtual session
Corrective Action Trainings (Post-Audit)	Focused on non-compliance areas identified during ESG audits—waste management, labor rights, or environmental permitting	Structured module	3 targeted sessions for flagged vendors

These trainings not only serve to correct gaps identified during audits but also empower suppliers to transition from compliance to leadership in sustainability.

Sustainable Procurement

Nos. of Suppliers Covered Under Sustainability Assessment

Description	FY 2022–23	FY 2023–24	FY 2024–25
Increasing supplier coverage under the sustainability assessment for raw material, chemicals, packaging transporters, and third-party contractors			
Total Number of Active Suppliers	370	381	454
Total Number of Suppliers Covered Under Sustainability Assessment	370	381	454
% of Suppliers Covered Under Sustainability Assessment	100%	100%	100%

Nos. of Suppliers Covered Under Sustainability Audits

Description	FY 2022–23	FY 2023–24	FY 2024–25
Increasing supplier coverage under the sustainability on-site audits for raw material, packaging, and chemicals			
Total Number of Active Suppliers	370	381	454
Total Number of Suppliers Covered Under On-site Sustainability Audits	00	02	11
% of Suppliers Covered Under On-site Audits	00%	1 %	2 %

Nos. of Suppliers Covered Under Capacity Building

Description	FY 2022–23	FY 2023–24	FY 2024–25
Increasing supplier participation in sustainability-related capacity building			
Total Number of Active Suppliers	370	381	454
Total Number of Suppliers Trained via ESG Training / Capacity Building	00	04	11
% of Suppliers Covered in Capacity Building	00%	1 %	2 %

Sustainable Supplier Partnerships and Risk Management

we recognize that our environmental and social footprint extends far beyond the boundaries of our own operations. As a result, we actively engage with our suppliers not only to assess sustainability risks, but to build their capacity to manage and improve ESG (Environmental, Social, and Governance) performance. Our supplier training framework is designed to foster long-term, meaningful improvements across our supply chain and ensure that our partners are fully aligned with our sustainability objectives.

Key Measures:

Comprehensive Risk Analysis:

We evaluate factors including labor practices, environmental impact, regulatory compliance, and ethical standards. This allows us to identify areas of potential concern before formal onboarding or audit.

Informed Decision-Making:

The outcomes of these risk assessments serve as a critical decision-making tool, helping us determine whether corrective actions, enhanced monitoring, or disqualification is necessary.

Commitment to Responsible Sourcing:

Our proactive approach ensures that all suppliers align with our values of integrity, environmental stewardship, and human rights, contributing to a resilient and sustainable supply chain.

By embedding diversity, equity, and risk mitigation into our supplier engagement strategy, Ami Lifesciences reaffirms its role as a socially responsible and future-ready organization.

Conflict Minerals Measures

we are committed to the highest standards of ethical sourcing and corporate responsibility. As part of this commitment, we conduct thorough conflict minerals risk analyses to ensure our products do not contain conflict minerals such as tantalum, tin, tungsten, and gold (commonly referred to as 3TG), particularly those sourced from conflict-affected and high-risk areas (CAHRAs).

Conflict Minerals Policy and Implementation

Our policy strictly prohibits the use of conflict minerals sourced from regions associated with human rights abuses and armed conflict. The following structured approach guides our implementation:

Risk Identification and Assessment

We systematically assess the presence and risks associated with conflict minerals across all purchasing categories. This includes:

- Determining the mineral origin
- Mapping the supply chain
- Evaluating compliance with international ethical sourcing standards

Supply Chain Scrutiny and Supplier Declarations

We demand complete transparency from our suppliers. Each supplier is required to:

- Declare that their materials are conflict-free
- Provide verifiable documentation supporting the origin of minerals

This step ensures traceability and accountability throughout the supply chain.

3. Responsible Sourcing Framework

Ami Lifesciences adheres to the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRAs. We:

- Conduct regular audits
- Require suppliers to participate in similar assessments
- Monitor supplier performance for continuous alignment with our ethical sourcing principles

4. Outcomes and Continuous Improvement

Through these rigorous procedures, we have maintained a conflict-free supply chain. Our commitment extends beyond compliance—we aim to set a benchmark for ethical and responsible sourcing in the pharmaceutical industry. We continuously:

- Monitor global regulations
- Update our strategies accordingly
- Promote awareness and accountability across our supplier base

REACH Compliance and Data Integrity

Our commitment to data integrity also encompasses regulatory compliance within our supply chain. We prioritize strict adherence to REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) regulations, even though we do not import any materials from the European Union.

Supplier Evaluation for REACH Compliance

Our approach includes a dual mechanism for verifying REACH compliance:

- On-Site Audits: Conducted by independent third-party auditors, these inspections yield comprehensive reports that assess supplier conformity to REACH standards.
- Remote Reviews via Questionnaires: Where on-site audits are not feasible, we employ structured questionnaires, either filled out directly by suppliers or facilitated by third parties.

Both forms of documentation—audit reports and questionnaire responses—are retained as evidence of compliance and support our broader environmental and regulatory obligations.

Animal Testing: Ethics Over Experiments

At Ami Lifesciences Pvt. Ltd., we firmly believe that innovation should never come at the cost of compassion. We do not conduct, support, or commission animal testing in any phase of our product development or manufacturing processes. Our commitment to ethical science and regulatory compliance ensures that all testing protocols are aligned with non-animal alternative methods, upholding both scientific integrity and humane values.

No Trace of Palm Oil: Responsible Sourcing First

Ami Lifesciences does not procure or utilize palm oil or its derivatives in any of our raw materials or product formulations. Our supply chain consciously avoids ingredients linked to deforestation, biodiversity loss, or unsustainable agricultural practices. By steering clear of palm oil, we reinforce our commitment to environmentally responsible sourcing and the preservation of sensitive ecosystems.

SUPPLIER DIVERSITY

Supplier Diversity & Risk Management Highlights

Ami Lifesciences Pvt. Ltd. achieved significant milestones in advancing supplier diversity and inclusive procurement practices. Our initiatives were aimed at strengthening economic opportunities for underrepresented groups and fostering long-term partnerships with small and medium enterprises.

Key Achievements:

Expanded Engagement with MSMEs:

We expanded our total vendor base to 381 suppliers, of which 101 were Micro, Small, and Medium Enterprises (MSMEs). This deliberate inclusion supports business resilience and economic stability among smaller enterprises that are often more sensitive to market volatility.

Promotion of Women in Leadership:

As part of our commitment to gender equity, we actively promoted partnerships with companies where women hold key leadership roles. Noteworthy examples include:

Sharayu Dattatraya Deshmukh
Managing Director at Delta Finochem Pvt. Ltd.

Mrs. Vandana Doshi
CSR Committee Member at Amoli Organics

Dr. Meena A. Galliara
Independent Director at Excel Industries Ltd.

SUPPLIER DIVERSITY

Vendor Name	Name of Person	Position
Delta Finochem Pvt Ltd	Sharayu Dattatraya Deshmukh	Managing Director
Amoli Organics	Mrs. Vandana Doshi	CSR Committee
UPL Limited	Mrs. Sandra Shroff	Promoter-Director
Excel Industries Ltd	Dr. Meena A. Galliara	Independent Director
Jubilant Ingrevia Limited	Sudha Pillai	Independent Director
Jubilant Ingrevia Limited	Ameeta Chatterjee	Independent Director
Bluejet Healthcare	Preeti Gautam Mehta	Independent Director
Bluejet Healthcare	Divya Sameer Momaya	Independent Director
Shiva Pharmachem Limited	Mrs. Ruchika Rahul Agrawal	Shareholder
Shiva Pharmachem Limited	Umadevi Agrawal	Shareholder

These cases exemplify our dedication not only to empowering women-led businesses but also to ensuring women occupy strategic decision-making roles within our supply chain.

Enhanced Supplier Evaluation Criteria:

We revised our supplier evaluation framework to integrate diversity and sustainability metrics, ensuring that all partners align with our core values of responsible and ethical sourcing.

Targeted Support for Minority Enterprises:

We continued to provide business opportunities to vendors led by minority and vulnerable groups, reinforcing our commitment to inclusive growth and socio-economic equity. Suppliers indicated by red circles in our records received prioritized support under this initiative.



ESG MATURITY SCORECARD

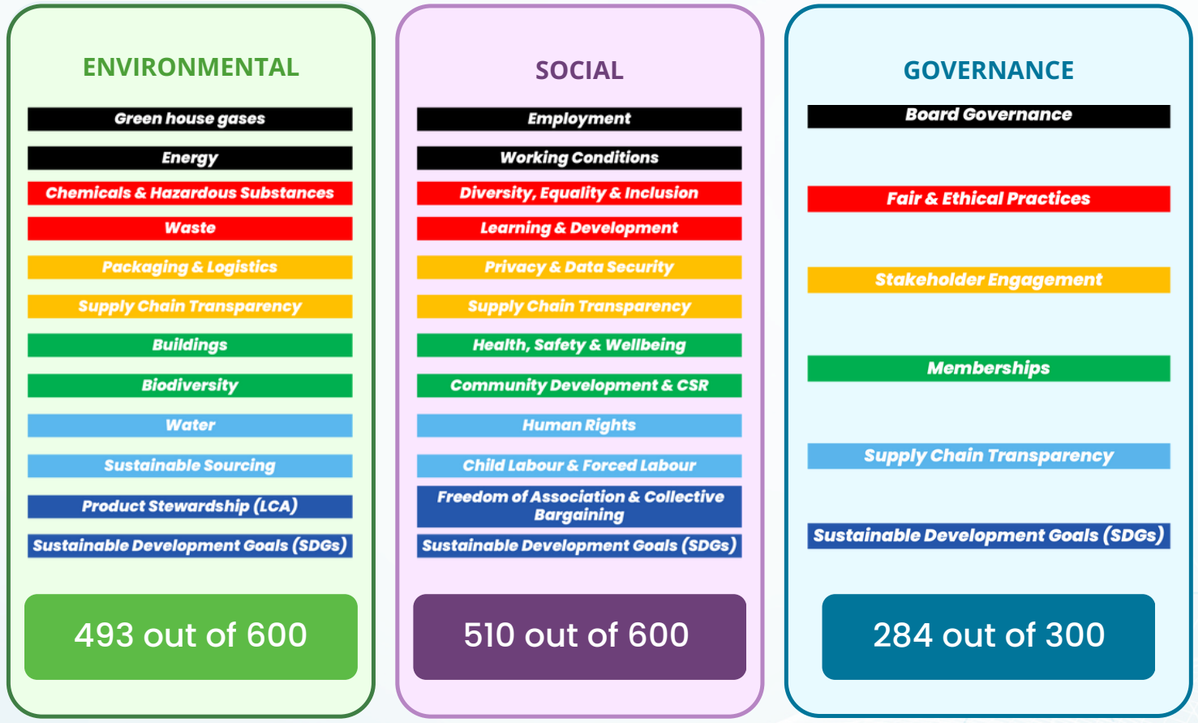
Evaluating Progress, Empowering Change

At Ami Lifesciences, sustainability is not just an obligation—it is a catalyst for long-term value creation. To strengthen our ESG journey, we partnered with Growlity Pvt. Ltd., our dedicated ESG & Sustainability Partner, to conduct a detailed ESG Maturity Assessment for FY 2024–25. This structured evaluation benchmarks our progress across Environmental, Social, and Governance domains, using a robust 300-parameter framework that reveals not just compliance, but strategic readiness

Assessment Framework

- 300+ questions across 30 ESG sub-domains
- 6 maturity levels ranging from Beginner to World Class
- Covers key themes such as GHG emissions, water, energy, human rights, board governance, and product stewardship

ESG Maturity Scores (FY 2024–25)



Pillar	FY 2023-24	FY 2024-25
Environmental	453 / 600	493 / 600
Social	478 / 600	510 / 600
Governance	243 / 300	284 / 300
Total	**1,174 / 1500**	**1,287 / 1500**

Environmental Maturity

Building Systems for Sustainable Growth:
Ami Lifesciences has made impressive strides in environmental performance, doubling its ESG score over the year. This reflects our focused efforts to monitor and reduce emissions, optimize energy use, manage waste responsibly, and improve water efficiency.

Key Highlights

- Scope 1, 2, and 3 emissions tracked and verified
- ISO 50001:2018 Energy Management System certification achieved
- Renewable energy usage initiated (~13.25%)
- Water audits conducted annually with rainwater harvesting (~20%)
- Solid waste and hazardous waste managed with recovery strategies
- Product Life Cycle Assessment initiated for APIs

Next Focus Areas

- Expand Scope 3 emission controls across supply chain
- Improve performance on plastic/paper waste reduction
- Adopt LCA certification (ISO 14040/14044)
- Explore zero liquid discharge (ZLD) practices

ESG MATURITY SCORECARD

Social Maturity

Empowering People & Purpose:
Our strong social score demonstrates our people-first philosophy and community engagement. The assessment recognized our practices in labor rights, safety, inclusive hiring, learning and development, and corporate social responsibility.

Key Highlights

- No incidents of child labor or forced labor
- Strong POSH policy and training
- Women's empowerment through educational sponsorships (e.g., DPU MBA)
- Structured safety trainings across teams
- CSR aligned with health and education initiatives

Next Focus Areas

- Track supply chain labor rights practices
- Integrate DEI programs across all levels
- Launch employee happiness index
- Implement community grievance redressal systems

Governance Maturity

Institutionalizing Ethical Accountability:
Governance remains a crucial pillar in our ESG evolution. While our foundational score was modest, we made significant progress in aligning board oversight, stakeholder engagement, and policy-level commitments.

Key Highlights

- No legal or regulatory notices received
- ESG policy available publicly and communicated internally
- Board oversight on ESG metrics initiated
- Supply chain transparency mapped

Next Focus Areas

- Strengthen Board ESG competencies
- Introduce ESG-linked performance KPIs
- Build governance dashboards for policy compliance
- Publish ESG Code of Conduct updates

From Insight to Impact

At Ami Lifesciences, sustainability is not just an obligation—it is a catalyst for long-term value creation. To strengthen our ESG journey, we partnered with Growlity Pvt. Ltd., our dedicated ESG & Sustainability Partner, to conduct a detailed ESG Maturity Assessment for FY 2024–25. This structured evaluation benchmarks our progress across Environmental, Social, and Governance domains, using a robust 300-parameter framework that reveals not just compliance, but strategic readiness.

440 out of 600

ANNEXURES

LONG-TERM ESG PERFORMANCE SNAPSHOT: FY 2022–FY 2025

At Ami Lifesciences, we believe that strong governance starts with informed individuals. To embed ethical conduct across all levels of the organization, we implement a structured training calendar focused on compliance, anti-corruption, data privacy, and fair competition.
All employees undergo mandatory annual training modules aligned with our internal governance policies and legal requirements. Specialized programs are also delivered to targeted groups such as procurement, sales, finance, and senior leadership to address role-specific governance risks.

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Greenhouse Gas (GHG) (Carbon Footprint or intensity) - GRI 305				
GRI 305-1	Scope 1 GHG (tCO2eq) 5327	Scope 1 GHG (TCO_2eq) 5291	Scope 1 GHG (TCO_2eq) 5802 *The increase in Scope 1 emissions is attributed to higher production volumes driven by market demand.*	Scope 1 GHG 4.5% Reduction (TCO_2eq) 5087/
GRI 305-2	Scope 2 GHG (tCO2eq) 14824	Scope 2 GHG (TCO_2eq) 13964	Scope 2 GHG (TCO_2eq) 15613 *The increase in Scope 1 emissions is attributed to higher production volumes driven by market demand.*	Scope 2 GHG 9% Reduction (TCO_2eq) 13489.84/
GRI 305-3	Scope 3 GHG (tCO2eq) 13677	Scope 3 GHG (TCO_2eq) 9439	Scope 3 GHG (TCO_2eq) 14309 *The increase in Scope 3 emissions is attributed to higher production volumes driven by market demand.*	Scope 3 GHG 1.5% Reduction (TCO_2eq) 13,471.84/
GRI 305-3	Scope 3 Downstream GHG Emission (TCO_2eq) 2074	Scope 3 Downstream GHG Emission (TCO_2eq) 2232	Scope 3 Downstream GHG Emission (TCO_2eq) 1140	Scope 3 Downstream GHG Emission 1.5% Reduction (TCO_2eq) 2,042.89/
GRI 305-3	Scope 3 Upstream GHG Emission (TCO_2eq) 1314	Scope 3 Upstream GHG Emission (TCO_2eq) 875	Scope 3 Upstream GHG Emission (TCO_2eq) 1332	Scope 3 Upstream GHG Emission 1.5% Reduction (TCO_2eq) 1,294.29/
Greenhouse Gas (GHG) (Carbon Footprint or intensity) - GRI 305				
GRI 305-4	GHG Emission Intensity (Scope 1 + Scope 2) (TCO_2eq/ tonne of products) 35.67	GHG Emission Intensity (Scope 1 + Scope 2) (TCO_2eq/ tonne of products) 31.39	GHG Emission Intensity (Scope 1 + Scope 2) (TCO_2eq / tonne of products) 28.20	GHG Emission Intensity (Scope 1 + Scope 2) (TCO_2eq / tonne of products) 32.46/
GRI 305-4	People Trained on GHG (Manhours) 0 hrs	People Trained on GHG (Manhours) 24	# People Trained on GHG (Manhours) 212	# People Trained on GHG (Manhours) 91.25/
Environmental Risk Assessment- GRI 3				
GRI 3-3	% of operational sites assessed on specific environmental risks 100 %	% of operational sites assessed on specific environmental risks 100 %	% of operational sites assessed on specific environmental risks 100 %	% of operational sites assessed on specific environmental risks 100 % /

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Environmental Complaints - GRI 307				
GRI 307-1	# of Complaints 0	# of Complaints 0	# of Complaints 0	# of Complaints 0 /
Energy - GRI 302				
GRI 302-1	Total electricity use (in KWH) 24381134	Total electricity use (in KWH) 22975420	Total electricity use (in KWH) 21765235	Total electricity use (in KWH) 24259228.33/
	Total electricity use (GJ) 87772.08	Total electricity use (GJ) 82711.512	Total electricity use (GJ) 78354.845	Total electricity use (GJ) 87,333.22/
GRI 302-3	Electricity use per ton of production (KWH/ton) 43152.14	Electricity use per ton of production (KWH/ton) 38979.72	Electricity use per ton of production (KWH/ton) 28942.962	Electricity use per ton of production (KWH/ton) 42936.38/
GRI 302-1	Total energy consumption (GJ) 296391.17	Total energy consumption (GJ) 290070.41	Total energy consumption (GJ) 330015.25	Total energy consumption (GJ) 294909.21/
GRI 302-3	Energy Intensity (Energy consumption per ton of production) (GJ/ton) 524.582	Energy Intensity (Energy consumption per ton of production) (GJ/ton) 472.927	Energy Intensity (Energy consumption per ton of production) (GJ/ton) 453.7	Energy Intensity (Energy consumption per ton of production) (GJ/ton) 521.96/

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Energy - GRI 302				
GRI 302-1 GRI 302-4	Total Renewable (Solar) Energy consumption in % against Total Energy (%) 0.00	Total Renewable (Solar) Energy consumption in % against Total Energy (%) 2.67%	Total Renewable (Solar) Energy consumption in % against Total Energy (%) 13.25%	Total Renewable (Solar) Energy consumption in % against Total Energy (%) 12% /
GRI 302-1	Total renewable energy consumption (in KWH) 0	Total renewable energy consumption (in KWH) 630894	Total renewable energy consumption (in KWH) 3325365	Total renewable energy consumption (in KWH) 705600/
GRI 302-4	Total Renewable Energy consumption in GJ against Total Energy (%) 0	Total Renewable Energy consumption in GJ against Total Energy (%) 2271.21	Total Renewable Energy consumption in GJ against Total Energy (%) 11971.31	Total Renewable Energy consumption in GJ against Total Energy (%) 2419.20/
GRI 404-1	People Trained on Energy Efficiency (Manhours) 290	People Trained on Energy Efficiency (Manhours) 295.3	People Trained on Energy Efficiency (Manhours) 150	People Trained on Energy Efficiency (Manhours) 297.25/
GRI 302-1	Diesel Consumption (Liters) 43458	Diesel Consumption (Liters) 26530	Diesel Consumption (Liters) 29059	Diesel Consumption (Liters) 43240/

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Energy - GRI 302				
GRI 302-1	Total Energy Consumption By Diesel Consumption (GJ) (1 L = 0.036 GJ) 1564.5	Total Energy Consumption By Diesel Consumption (GJ) (1 L = 0.036 GJ) 955.08	Total Energy Consumption By Diesel Consumption (GJ) (1 L = 0.036 GJ) 1046.1	Total Energy Consumption By Diesel Consumption (GJ) (1 L = 0.036 GJ) 1556.68/
GRI 302-3	Diesel use per ton of production (Diesel Intensity) (Liters/ton) 77	Diesel use per ton of production (Diesel Intensity)(Liters/ton) 43	Diesel use per ton of production (Diesel Intensity)(Liters/ton) 39.49	Diesel use per ton of production (Diesel Intensity)(Liters/ton) 76.62/
GRI 302-1	Briquettes Consumption (MT) 11698	Briquettes Consumption (MT) 11538	Briquettes Consumption (MT) 14,159	Briquettes Consumption (MT) 11,639.51/
GRI 302-1	Briquettes Consumption (GJ) 207054.6	Briquettes Consumption (GJ) 204222.6	Briquettes Consumption (GJ) 250614.3	Briquettes Consumption (GJ) 206019.33/
GRI 302-3	Total Energy Consumption By Briquette Intensity (Briquettes per ton of production) (MT/ton) 20.70	Total Energy Consumption By Briquette Intensity (Briquettes per ton of production) (MT/ton) 18.81	Total Energy Consumption By Briquette Intensity (Briquettes per ton of production) (MT/ton) 18.78	Total Energy Consumption By Briquette Intensity (Briquettes per ton of production) (MT/ton) 20.60

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Energy - GRI 302				
GRI 302-4	Improvement in energy efficiency per ton by conservation (KWH/ton) 43152.14	Improvement in energy efficiency per ton by conservation (KWH/ton) 38979.722	Improvement in energy efficiency per ton by conservation (KWH/ton) 28942.962	Improvement in energy efficiency per ton by conservation (KWH/ton) 43,152.14/
GRI 302-4	External Energy audit to be performed every three years to identify & 60 % implementation of the energy efficient measures for site. 100%	External Energy audit to be performed every three years to identify & 60 % implementation of the energy efficient measures for site. 100%	External Energy audit to be performed every three years to identify & 60 % implementation of the energy efficient measures for site. 100%	External Energy audit to be performed every three years to identify & 60 % implementation of the energy efficient measures for site. 100% /
GRI 302-5	Develop strategy for renewable energy adoption Nil	Develop strategy for renewable energy adoption Generate 2.7 %	Develop strategy for renewable energy adoption Generate 13.25 %	Develop strategy for renewable energy adoption 20 % /
GRI 302-1	Percentage of total energy consumption from renewable sources 0%	Percentage of total energy consumption from renewable sources 2.7%	Percentage of total energy consumption from renewable sources 13.25%	Percentage of total energy consumption from renewable sources 20% /

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Energy - GRI 302				
GRI 302-4	Waste Heat recovery (%) 0%	Waste Heat recovery (%) 30%	Waste Heat recovery (%) 0%	Waste Heat recovery (%) 20% /
Water- GRI 303				
GRI 303-3	Total Water consumption (in Kilo Litres / Year) 32655	Total Water consumption (in Kilo Litres / Year) 31995	Total Water consumption (in Kilo Litres / Year) 32670.05	Total Water consumption (in Kilo Litres / Year) 32328.45/
GRI 303-3	Total Water recycled and reused (in Kilo Litres / Year) 8924	Total Water recycled and reused (in Kilo Litres / Year) 9678.42	Total Water recycled and reused (in Kilo Litres / Year) 10449.9	Total Water recycled and reused (in Kilo Litres / Year) 10262.6/
GRI 303-5	Total Water consumption (%) 1.005	Total Water consumption (%) 0.984712261	Total Water consumption (%) 1.01	Total Water consumption (%) 1 /
GRI 303-1	Total Rain Water Harvested (in Kilo Litres / Year) 7550	Total Rain Water Harvested (in Kilo Litres / Year) 7568	Total Rain Water Harvested (in Kilo Litres / Year) 7450	Total Rain Water Harvested (in Kilo Litres / Year) 8682.5/
GRI 303-2	Total Water Treated (In % of Total Water consumption) 100 %	Total Water Treated (In % of Total Water consumption) 100 %	Total Water Treated (In % of Total Water consumption) 100 %	Total Water Treated (In % of Total Water consumption) 100 %

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Water- GRI 303				
GRI 303-5	Water Intensity (Water consumed / KL/Ton of Production 57.8	Water Intensity (Water consumed / Revenue KL/Ton of Production 52.16	Water Intensity (Water consumed / Revenue KL/Ton of Production 43.29	Water Intensity (Water consumed / Revenue KL/Ton of Production 57.22/
GRI 303-4	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) <600 / 67.6	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) <600 / 32.2	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) <600 / 18.41	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) <600 /
GRI 303-2	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result) 50/ 23.42	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result) 50 / 15.09	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result) 50 / 18.38	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result) 50 /
GRI 303-2	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) <2000 /290.00	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) <2000 / 238.08	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) <2000 / 266.56	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) <2000 /

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Water- GRI 303				
GRI 303-2	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) <500 / 59.13	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) <500 /51.67	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) <500 / 65.82	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) <500 /
	Arsenic in wastewater(mg/l) (Actual /Limit) BDL / 0.2	Arsenic in wastewater(mg/l) (Actual /Limit) BDL / 0.2	Arsenic in wastewater(mg/l) (Actual /Limit) BDL/ 0.2	Arsenic in wastewater(mg/l) (Actual /Limit) / 0.2
	Lead (mg/L) (Actual /Limit) BDL /<0.2	Lead (mg/L) (Actual /Limit) BDL/≤0.2	Lead (mg/L) (Actual /Limit) BDL/≤0.2	Lead (mg/L) (Actual /Limit) /≤0.2
	Water Discharge (not more than 40 KL/ton) 40/35	Water Discharge (not more than 40 KL/ton) 40/23.5	Water Discharge (not more than 40 KL/ton) 40/20.89	Water Discharge (not more than 40 KL/ton) 40/
	Pollutants present in waste water Free Ammonia (milligra m / Litre) (Actual / Limit) 1.8/5.0	Pollutants present in waste water Free Ammonia (milligram / Litre) (Actual / Limit) 1.8/5.0	Pollutants present in waste water Free Ammonia (milligram / Litre) (Actual / Limit) 2.4/5.0	Pollutants present in waste water Free Ammonia (milligram / Litre) (Actual / Limit) /5.0
	Water Compliance (100% compliance with GPCB discharge parameters) 100%	Water Compliance (100% compliance with GPCB discharge parameters) 100%	Water Compliance (100% compliance with GPCB discharge parameters) 100%	Water Compliance (100% compliance with GPCB discharge parameters) 100%/

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Water- GRI 303				
GRI 404-1	People Trained on Water Efficiency (Manhours) 12.75	People Trained on Water Efficiency (Manhours) 85	People Trained on Water Efficiency (Manhours) 144.5	People Trained on Water Efficiency (Manhours) 12.94/
GRI 303-2	Compliance of API Discharge limit for final outlet of Effluent Treatment Plant (Not more than the 0.05 mg/l as per The Gazette of India No.: CG-DL-E-27012020-215690, MOEF 23rd Jan-2020) 0.05/Not Detected	Compliance of API Discharge limit for final outlet of Effluent Treatment Plant (Not more than the 0.05 mg/l as per The Gazette of India No.: CG-DL-E-27012020-215690, MOEF 23rd Jan-2020) 0.05/ Not Detected	Compliance of API Discharge limit for final outlet of Effluent Treatment Plant (Not more than the 0.05 mg/l as per The Gazette of India No.: CG-DL-E-27012020-215690, MOEF 23rd Jan-2020) 0.05/ Not Detected	Compliance of API Discharge limit for final outlet of Effluent Treatment Plant (Not more than the 0.05 mg/l as per The Gazette of India No.: CG-DL-E-27012020-215690, MOEF 23rd Jan-2020) 0.05/
	Maintain COD load <32 KG/MT of production 12	Maintain COD load <32 KG/MT of production 5	Maintain COD load <32 KG/MT of production 5.93	Maintain COD load <32 KG/MT of production 3/
Air Pollution- GRI-2, GRI 305				
GRI 305-7	SOx (Micro /m3) (Limit /Result) ≤ 80/ 13.03	SOx (Micro /m3) (Limit /Result) ≤ 80/27.61	SOx (Micro /m3) (Limit /Result) ≤ 80/20.53	SOx (Micro /m3) (Limit /Result) ≤ 80/
	NOx (Micro /m3) (Limit /Result) ≤80/ 11.74	NOx (Micro /m3) (Limit /Result) ≤80/22.30	NOx (Micro /m3) (Limit /Result) ≤80/17.79	NOx (Micro /m3) (Limit /Result) ≤80/

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Air Pollution- GRI-2, GRI 305				
GRI 305-7	PM_{10} (mg/M^3) (Limit /Result) ≤100/ 72.14	PM_{10} (mg/M^3) (Limit /Result) ≤100/88.65	PM_{10} (mg/M^3) (Limit /Result) ≤100/57.21	PM_{10} (mg/M^3) (Limit /Result) ≤100/
	PM2.5 (mg/M^3) (Limit /Result) ≤60/30.63	PM2.5 (mg/M^3) (Limit /Result) ≤60/32.32	PM2.5 (mg/M^3) (Limit /Result) ≤60/23	PM2.5 (mg/M^3) (Limit /Result) ≤60/
	VOC-Ammonia (PPM) (Limit /Result) 25/8.5	VOC-Ammonia (PPM) (Limit /Result) ≤25/8.5	VOC-Ammonia (PPM) (Limit /Result) ≤25/11.33	VOC-Ammonia (PPM) (Limit /Result) ≤25/
	Lead (mg/M^3) (Actual /Limit) BDL /<0.2	Lead (mg/M^3) (Actual /Limit) BDL/≤0.2	Lead (mg/M^3) (Actual /Limit) BDL /≤0.2	Lead (mg/M^3) (Actual /Limit) /≤0.2
	Total weight of air pollutants in workplace (limit: 200 PPM) (Actual /Limit) 11.62/≤200	Total weight of air pollutants in workplace (limit: 200 PPM) (Actual /Limit) 11.06/≤200	Total weight of air pollutants in workplace (limit: 200 PPM) (Actual /Limit) 2.0/≤200	Total weight of air pollutants in workplace (limit: 200 PPM) (Actual /Limit) /≤200
	VOC Toluene in workplace (limit: 100 PPM) (Actual /Limit) 1.12/≤100	VOC Toluene in workplace (limit: 100 PPM) (Actual /Limit) 0.56/≤100	VOC Toluene in workplace (limit: 100 PPM) (Actual /Limit) 1.49/≤100	VOC Toluene in workplace (limit: 100 PPM) (Actual /Limit) /≤100

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Air Pollution- GRI-2, GRI 305				
GRI 305-7	VOC Methanol in workplace (limit: 200 PPM) (Actual /Limit) 2/≤200	VOC Methanol in workplace (limit: 200 PPM) (Actual /Limit) 2/≤200	VOC Methanol in workplace (limit: 200 PPM) (Actual /Limit) 2.67/≤200	VOC Methanol in workplace (limit: 200 PPM) (Actual /Limit) /≤200
	VOC Methanol in workplace (limit: 200 PPM) (Actual /Limit) 2.67/≤200	Workplace odour (limit: 200 PPM) (Actual /Limit) 11.06/≤200	Workplace odour (limit: 200 PPM) (Actual /Limit) 2.0/≤200	Workplace odour (limit: 200 PPM) (Actual /Limit) /≤200
GRI 305-7 GRI 2-24	Install Online Continuous Emission Monitoring System (OCEMS) by Mar 2025 Under Installation	Install Online Continuous Emission Monitoring System (OCEMS) by Mar 2025 Under Installation	Install Online Continuous Emission Monitoring System (OCEMS) by Mar 2025 In Operation	Install Online Continuous Emission Monitoring System (OCEMS) by Mar 2025 In Operation
GRI 305-7	100% monitoring of air pollutants as per GPCB 100%	100% monitoring of air pollutants as per GPCB 100%	100% monitoring of air pollutants as per GPCB 100%	100% monitoring of air pollutants as per GPCB 100%/
GRI 305-1	0% deviation from prescribed air limits (As per CCA) 0%	0% deviation from prescribed air limits (As per CCA) 0%	0% deviation from prescribed air limits (As per CCA) 0%	0% deviation from prescribed air limits (As per CCA) 0/

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Air Pollution- GRI-2, GRI 305				
GRI 305-1	100% compliance with GPCB discharge parameters (As per CCA) 100%	100% compliance with GPCB discharge parameters(As per CCA) 100%	100% compliance with GPCB discharge parameters(As per CCA) 100% /	100% compliance with GPCB discharge parameters(As per CCA) 100% /
Light - GRI 403				
GRI 403-3 GRI 403-6	Daytime Lux level (target ≥ 200) (Actual/Limit) 325/≥200	Daytime Lux level (target ≥ 200) (Actual/Limit) 418/≥200	Daytime Lux level (target ≥ 200) (Actual/Limit) 444/≥200	Daytime Lux level (target ≥ 200) (Actual/Limit) /≥200
GRI 403-3 GRI 403-6	Nighttime Lux level (target ≥ 150) (Actual/Limit) 304/≥150	Nighttime Lux level (target ≥ 150) (Actual/Limit) 345/≥150	Nighttime Lux level (target ≥ 150) (Actual/Limit) 361/≥150	Nighttime Lux level (target ≥ 150) (Actual/Limit) /≥150
Noise- GRI 403				
GRI 403-3 GRI 403-6	Day Time Noise Level dB (A) Main Gate (Actual / Limit) 68.1/75	Day Time Noise Level dB (A) Main Gate (Actual / Limit) 67.2/75	Day Time Noise Level dB (A) Main Gate (Actual / Limit) 72.75/75	Day Time Noise Level dB (A) Main Gate (Actual / Limit) /75
	Daytime noise level near Plant 3 (limit: 75 dB(A) (Actual / Limit) 71.7/ 75	Daytime noise level near Plant 3 (limit: 75 dB(A) (Actual / Limit) 73.5/ 75	Daytime noise level near Plant 3 (limit: 75 dB(A) (Actual / Limit) 73.5/ 75	Daytime noise level near Plant 3 (limit: 75 dB(A) (Actual / Limit) / 75

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
GRI 403-3 GRI 403-6	Night Time Noise Level dB (A) Main Gate (Actual / Limit) 66.4/70	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 65.7/70	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 69.13/70	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) /70
	Night Noise level db (A) Main Gate (Actual / Limit) 68.5/70	Night Noise level db (A) Main Gate (Actual / Limit) 69.3/70	Night Noise level db (A) Main Gate (Actual / Limit) 69.72/70	Night Noise level db (A) Main Gate (Actual / Limit) /70
Biodiversity Conservation - GRI 2, GRI 304, GRI 308, GRI 404.				
GRI 304-2 GRI 404-1	% of total workforce received training on Biodiversity conservation 100%	% of total workforce received training on Biodiversity conservation 100%	% of total workforce received training on Biodiversity conservation 100%	% of total workforce received training on Biodiversity conservation 100%/
GRI 304-1 GRI 304-2	% of total department covered in Internal risk assessment Biodiversity 100%	% of total department covered in Internal risk assessment Biodiversity 100%	% of total department covered in Internal risk assessment Biodiversity 100%	% of total department covered in Internal risk assessment Biodiversity 100%/
GRI 304-2	Number of Awareness session conducted on Biodiversity conservation 0	Number of Awareness session conducted on Biodiversity conservation 2	Number of Awareness session conducted on Biodiversity conservation 4	Number of Awareness session conducted on Biodiversity conservation 10/

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Biodiversity Conservation - GRI 2, GRI 304, GRI 308, GRI 404.				
GRI 304-3 GRI 2-25	Complaints received on Biodiversity 0	Complaints received on Biodiversity 0	Complaints received on Biodiversity 0 / 0	Complaints received on Biodiversity 0 /
GRI 304-2 GRI 304-4	Plant 2500 trees by 31st March 2028 2035	Plant 2500 trees by 31st March 2028 1200	Plant 2500 trees by 31st March 2028 2372	Plant 2500 trees by 31st March 2028 1000/
GRI 308-1 GRI 304-2	Biodiversity Training of suppliers (manhours) 0	Biodiversity Training of suppliers (manhours) 12.09	Biodiversity Training of suppliers (manhours) 11.96	Biodiversity Training of suppliers (manhours) 12.24/
GRI 304-1 GRI 304-2	% of total department covered in Internal risk assessment Biodiversity 100%	% of total department covered in Internal risk assessment Biodiversity 100%	% of total department covered in Internal risk assessment Biodiversity 100%	% of total department covered in Internal risk assessment Biodiversity 100%/
GRI 303-2 GRI 304-2	Volume of wastewater treated before discharge to prevent ecological harm. 28704 KL	Volume of wastewater treated before discharge to prevent ecological harm. 24121.4 KL	Volume of wastewater treated before discharge to prevent ecological harm. 26159.2 KL	Volume of wastewater treated before discharge to prevent ecological harm.

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Waste Generation - GRI 306				
GRI 306-3	Total Waste Generated (in Metric Tonnes) 7614.123	Total Waste Generated (in Metric Tonnes) 6473.62	Total Waste Generated (in Metric Tonnes) 9759.188	Total Waste Generated (in Metric Tonnes) 7294.89/
	Total Hazardous Waste Generation (in Metric Tonnes) 7387.23	Total Hazardous Waste Generation (in Metric Tonnes) 6417.04	Total Hazardous Waste Generation (in Metric Tonnes) 9698.88	Total Hazardous Waste Generation (in Metric Tonnes) 7294.89/
	Total non-Hazardous Waste Generation (in Metric Tonnes) 226.89	Total non-Hazardous Waste Generation (in Metric Tonnes) 56.58	Total non-Hazardous Waste Generation (in Metric Tonnes) 60.3	Total non-Hazardous Waste Generation (in Metric Tonnes) 224.05/
GRI 306-4	% of total waste from company operations diverted from landfills 46.05 %	% of total waste from company operations diverted from landfills 47.63 %	% of total waste from company operations diverted from landfills 44.56 %	% of total waste from company operations diverted from landfills 50 %/
GRI 306-3 GRI 306-5	WEEE Generated (in Metric Tonnes) 1/0	WEEE Generated (in Metric Tonnes) 0	WEEE Generated (in Metric Tonnes) 1.255	WEEE Generated (in Metric Tonnes) 1/

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Waste Generation - GRI 306				
GRI 306-4	Total Waste recycled in a year (in Metric Tonnes) 3702.67	Total Waste recycled in a year (in Metric Tonnes) 3702.67	Total Waste recycled in a year (in Metric Tonnes) 3494.073	Total Waste recycled in a year (in Metric Tonnes) 3656.38/
GRI 306-5	Hazardous to Landfill (in Metric Tonnes) 3402.08	Hazardous to Landfill (in Metric Tonnes) 3056.705	Hazardous to Landfill (in Metric Tonnes) 4322.15	Hazardous to Landfill (in Metric Tonnes) 3359.56/
GRI 306-4	Total Hazardous Waste Recycled (in Metric Tonnes) 3475.78	Total Hazardous Waste Recycled (in Metric Tonnes) 2675.915	Total Hazardous Waste Recycled (in Metric Tonnes) 3433.773	Total Hazardous Waste Recycled (in Metric Tonnes) 3432.33/
	Total Hazardous Waste Sent for Pre Processing in a year (in Metric Tonnes) 509.37	Total Hazardous Waste Sent for Pre Processing in a year (in Metric Tonnes) 684.42	Total Hazardous Waste Sent for Pre Processing in a year (in Metric Tonnes) 1942.96	Total Hazardous Waste Sent for Pre Processing in a year (in Metric Tonnes) 700/
	Total Non-Hazardous Waste Recycled in a year (in Metric Tonnes) 226.89	Total Non-Hazardous Waste Recycled in a year (in Metric Tonnes) 56.58	Total Non-Hazardous Waste Recycled in a year (in Metric Tonnes) 60.3	Total Non-Hazardous Waste Recycled in a year (in Metric Tonnes) 224.05/

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Waste Generation - GRI 306				
GRI 306-4	Total Non-Hazardous Waste Reused in a year (in Metric Tonnes) 0	Total Non-Hazardous Waste Reused in a year (in Metric Tonnes) 0	Total Non-Hazardous Waste Reused in a year (in Metric Tonnes) 0	Total Non-Hazardous Waste Reused in a year (in Metric Tonnes) 0/
GRI 306-4 GRI 306-5	Total Non-Hazardous Waste Recovered in a year (in Metric Tonnes) 0	Total Non-Hazardous Waste Recovered in a year (in Metric Tonnes) 0	Total Non-Hazardous Waste Recovered in a year (in Metric Tonnes) 0	Total Non-Hazardous Waste Recovered in a year (in Metric Tonnes) 0/
	Total Weight of Waste (Hazardous & Non-Hazardous) Recovered (in Metric Tonnes) 7614.12	Total Weight of Waste (Hazardous & Non-Hazardous) Recovered (in Metric Tonnes) 6473.62	Total Weight of Waste (Hazardous & Non-Hazardous) Recovered (in Metric Tonnes) 9759.188	Total Weight of Waste (Hazardous & Non-Hazardous) Recovered (in Metric Tonnes) 7557.02/
GRI 306-4	Reuse/Recycle of Spent Carbon and Distillation Residue/ Process waste residue by sale to co-processing units 100%	Reuse/Recycle of Spent Carbon and Distillation Residue/ Process waste residue by sale to co-processing units 100%	Reuse/Recycle of Spent Carbon and Distillation Residue/ Process waste residue by sale to co-processing units 100%	Reuse/Recycle of Spent Carbon and Distillation Residue/ Process waste residue by sale to co-processing units 100%

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Waste Generation - GRI 306				
GRI 306-2 GRI 306-5	Reduction in hazardous and non-hazardous waste per ton of production (%) 0%	Reduction in hazardous and non-hazardous waste per ton of production (%) 14.98%	Reduction in hazardous and non-hazardous waste per ton of production (%) 12.97%	Reduction in hazardous and non-hazardous waste per ton of production (%) 0.5%
GRI 306-3 GRI 306-4	Target to limit the Empty barrels/ containers contaminated with hazardous chemicals/wastes (MT/ton) 0.334	Target to limit the Empty barrels/containers contaminated with hazardous chemicals/wastes (MT/ton) 0.272	Target to limit the Empty barrels/containers contaminated with hazardous chemicals/wastes (MT/ton) 0.348	Target to limit the Empty barrels/containers contaminated with hazardous chemicals/wastes (MT/ton) 0.299/
Product use and product End of Life - GRI 2, GRI 301, GRI 303, GRI 306, GRI 416, GRI 417.				
GRI 306-2 GRI 301-3	Reporting on Product End of Life Treatment 0	Reporting on Product End of Life Treatment 1	Reporting on Product End of Life Treatment 3	Reporting on Product End of Life Treatment 1/
GRI 301-2	Percentage of recycled input materials solvent used in the production 19.89%	Percentage of recycled input materials solvent used in the production 40 %	Percentage of recycled input materials solvent used in the production 43.89 %	Percentage of recycled input materials solvent used in the production 40 %/

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Product use and product End of Life - GRI 2, GRI 301, GRI 303, GRI 306, GRI 416, GRI 417.				
GRI 417-1 GRI 301-3 GRI 306-2	The percentage of products returned by customers compared to the total number of products sold. 0/0	The percentage of products returned by customers compared to the total number of products sold. 0	The percentage of products returned by customers compared to the total number of products sold. 0	The percentage of products returned by customers compared to the total number of products sold. 0 /
	The percentage of customers who are aware of and participate in the company's recycling programs. 100%	The percentage of customers who are aware of and participate in the company's recycling programs. 100%	The percentage of customers who are aware of and participate in the company's recycling programs. 100%	The percentage of customers who are aware of and participate in the company's recycling programs. 100%/
	Reporting on Product End of Life Treatment 0	Reporting on Product End of Life Treatment 1	Reporting on Product End of Life Treatment 3	Reporting on Product End of Life Treatment 1/
GRI 303-5	To Save 200 KL Water from DCE-I,II &III Product manufacturing through process water used instead of Purified water (KL) 0	To Save 200 KL Water from DCE-I,II &III Product manufacturing through process water used instead of Purified water (KL) 230.55	To Save 200 KL Water from DCE-I,II &III Product manufacturing through process water used instead of Purified water (KL) 213.05	To Save 200 KL Water from DCE-I,II &III Product manufacturing through process water used instead of Purified water (KL) 200/

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Product use and product End of Life - GRI 2, GRI 301, GRI 303, GRI 306, GRI 416, GRI 417.				
GRI 302-4 GRI 417-1 GRI 416-1	To Save 25000 KWH Electricity from AME-I, AME-II, BTE-I, BTE-II, BTI-I & FBR-II for the year (KWH) 0	To Save 25000 KWH Electricity from AME-I, AME-II, BTE-I, BTE-II, BTI-I & FBR-II for the year (KWH) 45419	To Save 25000 KWH Electricity from AME-I, AME-II, BTE-I, BTE-II, BTI-I & FBR-II for the year (KWH) 111109.9	To Save 25000 KWH Electricity from AME-I, AME-II, BTE-I, BTE-II, BTI-I & FBR-II for the year (KWH) 2500/
	Customer Training for Product Life Cycle & Environmental Impact from use of product (manhours) 0	Customer Training for Product Life Cycle & Environmental Impact from use of product (manhours) 1.12	Customer Training for Product Life Cycle & Environmental Impact from use of product (manhours) 2.42	Customer Training for Product Life Cycle & Environmental Impact from use of product (manhours) 0.75/
	Product Sales Volume (MT) 565.04	Product Sales Volume (MT) 613.35	Product Sales Volume (MT) 759.513	Product Sales Volume (MT) 717.60/
GRI 306-2	Expired API taken back for Recycling or waste treatment (%) 100%	Expired API taken back for Recycling or waste treatment (%) 100%	Expired API taken back for Recycling or waste treatment (%) 100%	Expired API taken back for Recycling or waste treatment (%) 100%/
GRI 417-2 GRI 2-25	Ensure zero complaints on product take back (%) 0%	Ensure zero complaints on product take back (%) 0%	Ensure zero complaints on product take back (%) 0%	Ensure zero complaints on product take back (%) 0%/

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Product use and product End of Life - GRI 2, GRI 301, GRI 303, GRI 306, GRI 416, GRI 417.				
GRI 306-2	Total Voume of Expired Activated Pharmaceutical Ingredients (API) taken back for recycling or waste treatment(MT) 0.029	Total Voume of Expired Activated Pharmaceutical Ingredients (API) taken back for recycling or waste treatment(MT) 0.0003	Total Voume of Expired Activated Pharmaceutical Ingredients (API) taken back for recycling or waste treatment(MT) 0.0	Total Voume of Expired Activated Pharmaceutical Ingredients (API) taken back for recycling or waste treatment(MT) 640.71/
GRI 417-2	Number of customer complaints received regarding product performance 0	Number of customer complaints received regarding product performance 0	Number of customer complaints received regarding product performance 0	Number of customer complaints received regarding product performance 0/
GRI 416-1	Percentage of APIs with updated Safety Data Sheets (SDS) and handling guidelines available for customers 100 %	Percentage of APIs with updated Safety Data Sheets (SDS) and handling guidelines available for customers 100 %	Percentage of APIs with updated Safety Data Sheets (SDS) and handling guidelines available for customers 100 %	Percentage of APIs with updated Safety Data Sheets (SDS) and handling guidelines available for customers 100 %/
GRI 416-2	Percentage of returned API batches due to quality defects or stability failures 0.029	Percentage of returned API batches due to quality defects or stability failures 0.0003	Percentage of returned API batches due to quality defects or stability failures 0	Percentage of returned API batches due to quality defects or stability failures 0/

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Product use and product End of Life - GRI 2, GRI 301, GRI 303, GRI 306, GRI 416, GRI 417.				
GRI 416-1	percentage of products meet regulatory compliance and safety standards? 100%	percentage of products meet regulatory compliance and safety standards? 100 %	percentage of products meet regulatory compliance and safety standards? 100 %	percentage of products meet regulatory compliance and safety standards? 100 %/
GRI 416-1 GRI 416-2	Percentage of API batches meeting 100% purity and stability standards 100 %	Percentage of API batches meeting 100% purity and stability standards 100 %	Percentage of API batches meeting 100% purity and stability standards 100 %	Percentage of API batches meeting 100% purity and stability standards 100 %/
GRI 306-2 GRI 301-3	Percentage of unused or expired medicines collected for recycling or waste treatment out of total volume of products sold 0.029	Percentage of unused or expired medicines collected for recycling or waste treatment out of total volume of products sold 0.0003	Percentage of unused or expired medicines collected for recycling or waste treatment out of total volume of products sold 0	Percentage of unused or expired medicines collected for recycling or waste treatment out of total volume of products sold 0/
Sustainable Consumption - GRI 301, GRI 417				
GRI 301-2	Percentage of recycled input material out of total materials consumed 8.61%	Percentage of recycled input material out of total materials consumed 10%	Percentage of recycled input material out of total materials consumed 12.12%	Percentage of recycled input material out of total materials consumed 13%/

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Sustainable Consumption - GRI 301, GRI 417				
GRI 417-1 GRI 301-3	Number of awareness session with customer on disposal of product after use 2	Number of awareness session with customer on disposal of product after use 2	Number of awareness session with customer on disposal of product after use 12	Number of awareness session with customer on disposal of product after use /2
GRI 417-1	% of customers covered in awareness session on disposal of product after use 100%	% of customers covered in awareness session on disposal of product after use 100%	% of customers covered in awareness session on disposal of product after use 100%	% of customers covered in awareness session on disposal of product after use 100% /
Sustainable Sourcing - GRI 301, GRI 306, GRI-308, GRI 404, GRI 417				
GRI 308-1 GRI 404-1	% of Employees Trained Sustainable Sourcing of Raw material 100%	% of Employees Trained Sustainable Sourcing of Raw material 100%	% of Employees Trained Sustainable Sourcing of Raw material 100%	% of Employees Trained Sustainable Sourcing of Raw material 100%/
GRI 301-1 GRI 301-2	% of Cost Saving through efficient material management 0/0	% of Cost Saving through efficient material management 0.62	% of Cost Saving through efficient material management 0.7	% of Cost Saving through efficient material management 0.75/

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Sustainable Sourcing - GRI 301, GRI 306, GRI-308, GRI 404, GRI 417				
GRI 301-2 GRI 306-2	Recycling and reuse target to prevent resource depletion as well as Optimization solvent recovered. (%) 20%	Recycling and reuse target to prevent resource depletion as well as Optimization solvent recovered. (%) 40%	Recycling and reuse target to prevent resource depletion as well as Optimization solvent recovered. (%) 43.89%	Recycling and reuse target to prevent resource depletion as well as Optimization solvent recovered. (%) 20%/
GRI 301-2 GRI 306-2	Briquettes made from the composition of waste of material as fuel for Boiler to reduce the usage of fossil fuel consumption helps in reduction of landfill waste (%) 100%	Briquettes made from the composition of waste of material as fuel for Boiler to reduce the usage of fossil fuel consumption helps in reduction of landfill waste(%) 100%	Briquettes made from the composition of waste of material as fuel for Boiler to reduce the usage of fossil fuel consumption helps in reduction of landfill waste(%) 100%	Briquettes made from the composition of waste of material as fuel for Boiler to reduce the usage of fossil fuel consumption helps in reduction of landfill waste(%) 100%
GRI 417-1 GRI 301-3	Training customers on sustainable consumption (%) 0	Training customers on sustainable consumption (%) 1.12	Training customers on sustainable consumption (%) 2.42	Training customers on sustainable consumption (%) 0.75/
GRI 308-1 GRI 404-1	Training on sustainable sourcing (repeated KPI) (%) 100%	Training on sustainable sourcing (repeated KPI) (%) 100%	Training on sustainable sourcing (repeated KPI) (%) 100%	Training on sustainable sourcing (repeated KPI) (%) 100%/

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Environmental Certificate- GRI-2, GRI 302				
GRI 2-24 GRI 2-25	Percentage of operational sites with an environmental certification, such as ISO 14001 100%	Percentage of operational sites with an environmental certification, such as ISO 14001 100%	Percentage of operational sites with an environmental certification, such as ISO 14001 100%	Percentage of operational sites with an environmental certification, such as ISO 14001 100%
GRI 302-1 GRI 302-4	Percentage of operational sites with an environmental certification, such as ISO 50001 0	Percentage of operational sites with an environmental certification, such as ISO 50001 0	Percentage of operational sites with an environmental certification, such as ISO 50001 100%	Percentage of operational sites with an environmental certification, such as ISO 50001 100%
Environmental service and advocacy -GRI 2, GRI 305, GRI 413, GRI 414, GRI 417				
GRI 417-1	% Customers Participating in product related Training Programs 0	% Customers Participating in product related Training Programs 1.12	% Customers Participating in product-related Training Programs 2.42	% Customers Participating in product-related Training Programs 0.5/
GRI 305-5	Offsetting of GHG Emission for Clients (TCO_2eq 0	Offsetting of GHG Emission for Clients (TCO_2eq) 27.6	Offsetting of GHG Emission for Clients (TCO_2eq) 80.77	Offsetting of GHG Emission for Clients (TCO_2eq) 10/

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Environmental service and advocacy -GRI 2, GRI 305, GRI 413, GRI 414, GRI 417				
GRI 417-1 GRI 2-29	Number of workshops/training sessions held to educate consumers on sustainability. 2	Number of workshops/training sessions held to educate consumers on sustainability. 2	Number of workshops/training sessions held to educate consumers on sustainability. 12	Number of workshops/training sessions held to educate consumers on sustainability. 5/
GRI 2-24 GRI 2-25	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices 100%	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices 100%	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices 100%	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices 100% /
GRI 302-1 GRI 302-4	Number of environmental training sessions conducted for customers, suppliers, and stakeholders 2	Number of environmental training sessions conducted for customers, suppliers, and stakeholders 2	Number of environmental training sessions conducted for customers, suppliers, and stakeholders 12	Number of environmental training sessions conducted for customers, suppliers, and stakeholders 10/

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Training-GRI 2, GRI 305, GRI 413, GRI 414, GRI 417				
GRI 308-1 GRI 414-1 GRI 404-1	% of buyers across all locations who have received training on sustainable procurement 75%	% of buyers across all locations who have received training on sustainable procurement 100%	% of buyers across all locations who have received training on sustainable procurement 100%	% of buyers across all locations who have received training on sustainable procurement 100%/
GRI 404-1 GRI 2-30	% of total workforce received training on environmental issues 75%	% of total workforce received training on environmental issues 100%	% of total workforce received training on environmental issues 100%	% of total workforce received training on environmental issues 100% /

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Employment - GRI 2, GRI 202, GRI 401, GRI 404, GRI 405,GRI 408, GRI 409, GRI 414				
GRI 408-1	Child Labour (%) 0	Child Labour (%) 0	Child Labour (%) 0	Child Labour (%) 0
GRI 409-1	Force Labour (%) 0	Force Labour (%) 0	Force Labour (%) 0	Force Labour (%) 0
GRI 409-1 GRI 414-1	Human Trafficking (%) 0	Human Trafficking (%) 0	Human Trafficking (%) 0	Human Trafficking (%) 0
GRI 401-1 GRI 2-7	Attrition Ratio (%) 1.66	Attrition Ratio (%) 2.28	Attrition Ratio (%) 1.90	Attrition Ratio (%) 10 /
GRI 404-1	Total Training Hours of employees 4073	Total Training Hours of employees 2976	Total Training Hours of employees 1624	Total Training Hours of employees 1900 /
GRI 404-1	Total Training Hours per employee 8.03	Total Training Hours per employee 26.56	Total Training Hours per employee 20.7	Total Training Hours per employee 8.13 /
GRI 202-2 GRI 2-21	Average Salary above Minimum Wages (Rs.) 6306	Average Salary above Minimum Wages (Rs.) 6708	Average Salary above Minimum Wages (Rs.) 12636	Average Salary above Minimum Wages (Rs.) 19500 /

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Employment - GRI 2, GRI 202, GRI 401, GRI 404, GRI 405,GRI 408, GRI 409, GRI 414				
GRI 2-21	Pay ratio between the highest-paid person and the median employee (Number) 303252	Pay ratio between the highest-paid person and the median employee (Number) 398436	Pay ratio between the highest-paid person and the median employee (Number) 479760	Pay ratio between the highest-paid person and the median employee (Number) 333577.2 /
GRI 202-2 GRI 2-21	Employees Above Living wage rules 100 %	Employees Above Living wage rules 100%	Employees Above Living wage rules 100%	Employees Above Living wage rules 100% /
GRI 414-1 GRI 2-24	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100 %	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100%	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100%	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100%
GRI 202-2 GRI 401-1	Hiring of Local People (%) 40%	Hiring of Local People (%) 30%/40%	Hiring of Local People (%) 30%/40.34	Hiring of Local People (%) 30%
GRI 405-1	Hiring of People with Disability (Numbers) 1	Hiring of People with Disability (Numbers) 1/1	Hiring of People with Disability (Numbers) 1/2	Hiring of People with Disability (Numbers) 1/

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Employment - GRI 2, GRI 202, GRI 401, GRI 404, GRI 405,GRI 408, GRI 409, GRI 414				
GRI 405-1 GRI 2-1	Hiring of Vulnerable / Marginalized People at Top Management level (N) 1	Hiring of Vulnerable / Marginalized People at Top Management level (N) 1/1	Hiring of Vulnerable / Marginalized People at Top Management level (N) 1/2	Hiring of Vulnerable / Marginalized People at Top Management level (N) 1/
GRI 405-1	Hiring of Vulnerable / Marginalized People in company (%) 6.75%	Hiring of Vulnerable / Marginalized People in company (%) 7.18%	Hiring of Vulnerable / Marginalized People in company (%) 7.24%	Hiring of Vulnerable / Marginalized People in company (%) 2.5% /
GRI 202-1	Maintain average salary above minimum wage (INR) 6306	Maintain average salary above minimum wage (INR) 6708	Maintain average salary above minimum wage (INR) 12636	Maintain average salary above minimum wage (INR) 5000 /
GRI 2-21	Ratio of highest-paid to median-paid employee (Number) 303252	Ratio of highest-paid to median-paid employee (Number) 398436	Ratio of highest-paid to median-paid employee (Number) 479760	Ratio of highest-paid to median-paid employee (Number) 333577.2/
Health & Safety Incidents / Accidents - GRI 2, GRI 403				
GRI 403-9	Lost time injury (LTI) frequency rate for Employees 0.00	Lost time injury (LTI) frequency rate for direct workforce 0.00	Lost time injury (LTI) frequency rate for direct workforce 0.00	Lost time injury (LTI) frequency rate for direct workforce 0.00 /

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Health & Safety Incidents / Accidents - GRI 2, GRI 403				
GRI 403-9	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0.00	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0.00	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0.00	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0.00
	Lost time Severity (LTI) frequency rate for Employees 0.00	Lost time Severity (LTI) frequency rate for Employees 0.00	Lost time Severity (LTI) frequency rate for Employees 0.00	Lost time Severity (LTI) frequency rate for Employees 0.00
	Lost time Severity (LTI) frequency rate for Subcontractor's Workers 0.00	Lost time Severity (LTI) frequency rate for Subcontractor's Workers 0.00	Lost time Severity (LTI) frequency rate for Subcontractor's Workers 0.00	Lost time Severity (LTI) frequency rate for Subcontractor's Workers 0.00
	Lost time in Accident rate for Employees 0.00	Lost time in Accident rate for Employees 0.00	Lost time in Accident rate for Employees 0.00	Lost time in Accident rate for Employees 0.00
	# of Work-related Incidents 0	# of Work-related Incidents 0	# of Work-related Incidents 0	# of Work-related Incidents 0/0
	# of Fatal Incidents 0	# of Fatal Incidents 0	# of Fatal Incidents 0	# of Fatal Incidents 0/

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Health & Safety Incidents / Accidents - GRI 2, GRI 403				
GRI 403-9 GRI 403-10	Number of days lost to work-related injuries, fatalities and ill health 0	Number of days lost to work-related injuries, fatalities and ill health 0	Number of days lost to work-related injuries, fatalities and ill health 0	Number of days lost to work-related injuries, fatalities and ill health 0/
GRI 403-2	% of operational sites an employee health & safety risk assessment has been conducted 100%	% of operational sites an employee health & safety risk assessment has been conducted 100%	% of operational sites an employee health & safety risk assessment has been conducted 100%	% of operational sites an employee health & safety risk assessment has been conducted 100%
GRI 403-4	% of the total workforce across all locations represented in formal joint management-worker health & safety committees 5%	% of the total workforce across all locations represented in formal joint management-worker health & safety committees 5 %	% of the total workforce across all locations represented in formal joint management-worker health & safety committees 5.27	% of the total workforce across all locations represented in formal joint management-worker health & safety committees
GRI 403-5	People Trained on Health & Safety (in Manhours) 7682	People Trained on Health & Safety (in Manhours) 15141	People Trained on Health & Safety (in Manhours) 14280.5	People Trained on Health & Safety (in Manhours) 7875.54
GRI 403-7 GRI 417-1	Customers Trained on Health & Safety (%) 0	Customers Trained on Health & Safety (%) 1.12	Customers Trained on Health & Safety (%) 2.42	Customers Trained on Health & Safety (%) 5/

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Health & Safety Incidents / Accidents - GRI 2, GRI 403				
GRI 403-1 GRI 2-27	Compliance with legal requirements. 100%	Compliance with legal requirements. 100%	Compliance with legal requirements. 100%	Compliance with legal requirements. 100%
GRI 403-5	35,000 Manhours H&S Training (Manhours) 7682	35,000 Manhours H&S Training (Manhours) 15141	35,000 Manhours H&S Training (Manhours) 14280.5	35,000 Manhours H&S Training (Manhours) 15000
GRI 403-1 GRI 2-24	ISO 45001 certification (All sites certified) 100%	ISO 45001 certification (All sites certified) 100%	ISO 45001 certification (All sites certified) 100%	ISO 45001 certification (All sites certified) 100%/
Human Rights – GRI-2, GRI 202,GRI-401 to GRI-406, GRI-408, GRI-409, GRI-414, GRI-418				
GRI 202-1	% of direct employees covered by a living wage benchmarking analysis 100%	% of direct employees covered by a living wage benchmarking analysis 100%	% of direct employees covered by a living wage benchmarking analysis 100%	% of direct employees covered by a living wage benchmarking analysis 100%
GRI 202-1 GRI 2-21	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers 0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers 0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers 0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers 0%

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Human Rights – GRI-2, GRI 202,GRI-401 to GRI-406, GRI-408, GRI-409, GRI-414, GRI-418				
GRI 202-1 GRI 2-21	% of average wage gap for direct employees paid below living wage against a living wage benchmark 0.10%	% of average wage gap for direct employees paid below living wage against a living wage benchmark -2.21%	% of average wage gap for direct employees paid below living wage against a living wage benchmark -19.84%	% of average wage gap for direct employees paid below living wage against a living wage benchmark 0%
GRI 414-1 GRI 2-23	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100%	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100%	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100%	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100%
GRI 402-1	% of the total workforce covered by formally-elected employee representatives 100%	% of the total workforce covered by formally-elected employee representatives 100%	% of the total workforce covered by formally-elected employee representatives 100%	% of the total workforce covered by formally-elected employee representatives 100%
GRI 404-3	% of the total workforce across all locations who received regular performance and career development reviews 100%	% of the total workforce across all locations who received regular performance and career development reviews 100%	% of the total workforce across all locations who received regular performance and career development reviews 100%	% of the total workforce across all locations who received regular performance and career development reviews 100%
GRI 408-1 GRI 409-1 GRI 2-25	# of Complaints reported on Child Labour / Human Trafficking 0	# of Complaints reported on Child Labour / Human Trafficking 0	# of Complaints reported on Child Labour / Human Trafficking 0	# of Complaints reported on Child Labour / Human Trafficking 0

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Human Rights – GRI-2, GRI 202,GRI-401 to GRI-406, GRI-408, GRI-409, GRI-414, GRI-418				
GRI 406-1 GRI 2-25	# of Complaints reported on Sexual Harassment 0	# of Complaints reported on Sexual Harassment 0	# of Complaints reported on Sexual Harassment 0	# of Complaints reported on Sexual Harassment 0
	# of Complaints reported on Discrimination (Internal) 0	# of Complaints reported on Discrimination (Internal) 0	# of Complaints reported on Discrimination (Internal) 0	# of Complaints reported on Discrimination (Internal) 0
	# of Complaints reported on Discrimination by Suppliers 0	# of Complaints reported on Discrimination by Suppliers 0	# of Complaints reported on Discrimination by Suppliers 0	# of Complaints reported on Discrimination by Suppliers 0
	# of Complaints reported on Discrimination by Customers 0	# of Complaints reported on Discrimination by Customers 0	# of Complaints reported on Discrimination by Customers 0	# of Complaints reported on Discrimination by Customers 0
	# of Complaints reported on Discrimination by Other Stakeholders 0	# of Complaints reported on Discrimination by Other Stakeholders 0	# of Complaints reported on Discrimination by Other Stakeholders 0	# of Complaints reported on Discrimination by Other Stakeholders 0

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Human Rights – GRI-2, GRI 202,GRI-401 to GRI-406, GRI-408, GRI-409, GRI-414, GRI-418				
GRI 418-1	# of Complaints reported on Data Privacy / Security (Internal) 0	# of Complaints reported on Data Privacy / Security (Internal) 0	# of Complaints reported on Data Privacy / Security (Internal) 0	# of Complaints reported on Data Privacy / Security (Internal) 0
	# of Complaints reported on Data Privacy / Security by Suppliers 0	# of Complaints reported on Data Privacy / Security by Suppliers 0	# of Complaints reported on Data Privacy / Security by Suppliers 0	# of Complaints reported on Data Privacy / Security by Suppliers 0
	# of Complaints reported on Data Privacy / Security by Customers 0	# of Complaints reported on Data Privacy / Security by Customers 0	# of Complaints reported on Data Privacy / Security by Customers 0	# of Complaints reported on Data Privacy / Security by Customers 0
	# of Complaints reported on Data Privacy / Security by Other Stakeholders 0	# of Complaints reported on Data Privacy / Security by Other Stakeholders 0	# of Complaints reported on Data Privacy / Security by Other Stakeholders 0	# of Complaints reported on Data Privacy / Security by Other Stakeholders 0
GRI 414-1 GRI 2-23	% of operational sites assessed for human rights risks 100 %	% of operational sites assessed for human rights risks 100 %	% of operational sites assessed for human rights risks 100 %	% of operational sites assessed for human rights risks 100 %
	% of all operational sites that have been subject to human rights reviews or human rights impact assessments 100 %	% of all operational sites that have been subject to human rights reviews or human rights impact assessments 100 %	% of all operational sites that have been subject to human rights reviews or human rights impact assessments 100 %	% of all operational sites that have been subject to human rights reviews or human rights impact assessments 100 %
GRI 2-29 GRI 414-1	External Stakeholder Human Rights Impact Reporting Compliance Count (%) 100 %	External Stakeholder Human Rights Impact Reporting Compliance Count (%) 100%	External Stakeholder Human Rights Impact Reporting Compliance Count (%) 100 %	External Stakeholder Human Rights Impact Reporting Compliance Count (%) 100 %
GRI 404-1 GRI 414-2	People Trained on Human Rights (Manhours) 638 hrs	People Trained on Human Rights (Manhours) 1672 manhours	People Trained on Human Rights (Manhours) 1765.5 manhours	People Trained on Human Rights (Manhours) 672 hrs
GRI 409-1 GRI 2-25	# of Complaints reported on forced labour 0	# of Complaints reported on forced labour 0	# of Complaints reported on forced labour 0	# of Complaints reported on forced labour 0
GRI 405-1	% of minority/vulnerable group employees in entire organization (%) 6.75%	% of minority/vulnerable group employees in entire organization (%) 7.18	% of minority/vulnerable group employees in entire organization (%) 7.24%	% of minority/vulnerable group employees in entire organization (%) 6.83%
GRI 405-1	% of minority/vulnerable group employees in top management (%) 0.1%	% of minority/vulnerable group employees in top management (%) 0.15%	% of minority/vulnerable group employees in top management (%) 1.73%	% of minority/vulnerable group employees in top management(%) 0.1%

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Human Rights – GRI-2, GRI 202,GRI-401 to GRI-406, GRI-408, GRI-409, GRI-414, GRI-418				
GRI 202-1 GRI 2-25	# of Complaints for salaries below living wage rule 0	# of Complaints for salaries below living wage rule 0	# of Complaints for salaries below living wage rule 0	# of Complaints for salaries below living wage rule 0
GRI 401-1 GRI 2-7	Internal recruitment (%) 1.1%	Internal recruitment (%) 1.3%	Internal recruitment (%) 4%	Internal recruitment (%) 5%
GRI 408-1 GRI 409-1 GRI 2-23	Compliance with child & forced labor policies 100 %	Compliance with child & forced labor policies 100%	Compliance with child & forced labor policies 100%	Compliance with child & forced labor policies 100%
GRI 409-1 GRI 414-1	Audits to ensure zero forced labor 0	Audits to ensure zero forced labor 0	Audits to ensure zero forced labor 0	Audits to ensure zero forced labor 0
GRI 404-2 GRI 404-3	% internal promotions via training 17%	% internal promotions via training 21%	% internal promotions via training PMS is in Under Process	% internal promotions via training 5%
GRI 401-1 GRI 2-29	Recruitment info disclosure 100 %	Recruitment info disclosure 100%	Recruitment info disclosure 100%	Recruitment info disclosure 100%

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Human Rights – GRI-2, GRI 202,GRI-401 to GRI-406, GRI-408, GRI-409, GRI-414, GRI-418				
GRI 401-2 GRI 2-25	Recruitment fees charged (%) 0%	Recruitment fees charged (%) 0%	Recruitment fees charged (%) 0%	Recruitment fees charged (%) 0%
GRI 409-1	human trafficking victims in org. (%) 0%	human trafficking victims in org. (%) 0%	human trafficking victims in org. (%) 0%	human trafficking victims in org. (%) 0%
Career Management & Training- GRI-404				
GRI 404-2	% of the total workforce across all locations who received career- or skills-related training 100 %	% of the total workforce across all locations who received career- or skills-related training 100%	% of the total workforce across all locations who received career- or skills-related training 100%	% of the total workforce across all locations who received career- or skills-related training 100%
GRI 404-1 GRI 404-2	People Trained on overall Career Management and Skill Development\ (Manhours) 2417	People Trained on overall Career Management and Skill Development\ (Manhours) 10951	People Trained on overall Career Management and Skill Development\ (Manhours) 13805.6	People Trained on overall Career Management and Skill Development\ (Manhours) 2797.98
GRI 404-2	Awareness Session conducted on Career Management 81	Awareness Session conducted on Career Management 475	Awareness Session conducted on Career Management 1670	Awareness Session conducted on Career Management 85.11

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Gender Equality GRI 2, GRI- 404 to 406				
GRI 405-1	Gender balance at Worker level (Women to Men %) 6.9	Gender balance at Worker level (Women to Men %) 7.17%	Gender balance at Worker level (Women to Men %) 7.5%	Gender balance at Worker level (Women to Men %) 7.17
	Gender balance at Executive level (Women to Men %) 2%	Gender balance at Executive level (Women to Men %) 2%	Gender balance at Executive level (Women to Men %) 2%	Gender balance at Executive level (Women to Men %) 1%
	Gender balance at Top / Key Manager level (Women to Men %) 1%	Gender balance at Top / Key Manager level (Women to Men %) 1%	Gender balance at Top / Key Manager level (Women to Men %) 2%	Gender balance at Top / Key Manager level (Women to Men %) 1%
	Gender balance of Employees (Women to Men %) 6.9%	Gender balance of Employees (Women to Men %) 7.17	Gender balance of Employees (Women to Men %) 7.5%	Gender balance of Employees (Women to Men %) 7.17%
GRI 405-2	Average unadjusted gender pay gap (Woman to man %) 0.10	Average unadjusted gender pay gap (Woman to man %) -2.21	Average unadjusted gender pay gap (Woman to man %) -19.84	Average unadjusted gender pay gap (Woman to man %) 0.10

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Gender Equality GRI 2, GRI- 404 to 406				
GRI 405-1 GRI 2-9	People Trained on Gender Equality (Manhours) 638	People Trained on Gender Equality (Manhours) 1672	People Trained on Gender Equality (Manhours) 1765.5	People Trained on Gender Equality (Manhours) 670.40
GRI 404-1 GRI 405-1	% of women representation on the board 29%	% of women representation on the board 40%	% of women representation on the board 41%	% of women representation on the board 29%
GRI 405-1 GRI 406-1	Equal opportunity compliance % 100%	Equal opportunity compliance % 100%	Equal opportunity compliance % 100%	Equal opportunity compliance % 100%
GRI 405-1 GRI 2-23	Diverse culture promotion % 20%	Diverse culture promotion % 21%	Diverse culture promotion % PMS is in under Process	Diverse culture promotion % 6%
GRI 405-1 GRI 2-29	D&I survey score >70% Annual surveys (%) 70%/85%	D&I survey score >70% Annual surveys (%) 86%	D&I survey score >70% Annual surveys (%) 89%	D&I survey score >70% Annual surveys (%) 70%
GRI 404-2 GRI 414-2	H.R. Training for External Stakeholders (%) 0%	H.R. Training for External Stakeholders (%) 2.84%	H.R. Training for External Stakeholders (%) 11.95%	H.R. Training for External Stakeholders (%) 2.5%

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Working Conditions - GRI-2, GRI-401 to 405				
GRI 403-9	# of Hours Worked (Manhours) 3099452	# of Hours Worked (Manhours) 3660566	# of Hours Worked (Manhours) 3483904	# of Hours Worked (Manhours)
GRI 403-2 GRI 2-24	% of your plants and offices that were assessed 100%	% of your plants and offices that were assessed 100%	% of your plants and offices that were assessed 100%	% of your plants and offices that were assessed 100%
GRI 403-6 GRI 2-25	Incident of non-potable drinking water identification 0	Incident of non-potable drinking water identification 0	Incident of non-potable drinking water identification 0	Incident of non-potable drinking water identification 0/
GRI 406-1 GRI 2-23	% of the total workforce trained on discrimination and harassment 100%	% of the total workforce trained on discrimination and harassment 100%	% of the total workforce trained on discrimination and harassment 100%	% of the total workforce trained on discrimination and harassment 100%
GRI 405-1 GRI 404-2	% of the total workforce trained on Diversity, Equity & Inclusion 100%	% of the total workforce trained on Diversity, Equity & Inclusion 100%	% of the total workforce trained on Diversity, Equity & Inclusion 100%	% of the total workforce trained on Diversity, Equity & Inclusion 100%
GRI 404-2 GRI 2-29	% of the total workforce trained on Diversity, Equity & Inclusion 100%	% employees covered in awareness program 100%	% employees covered in awareness program 100%	% employees covered in awareness program 100%

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Working Conditions - GRI-2, GRI-401 to 405				
GRI 401-2 GRI 2-25	Incident of non-compliance of working conditions principles 0	Incident of non-compliance of working conditions principles 0	Incident of non-compliance of working conditions principles 0	Incident of non-compliance of working conditions principles 0
GRI 2-27	Non-compliance incidents 0	Non-compliance incidents 0	Non-compliance incidents 0	Non-compliance incidents 0
GRI 202-1 GRI 2-23	Compliance to wage laws 100%	Compliance to wage laws 100%	Compliance to wage laws 100%	Compliance to wage laws 100%
GRI 2-29 GRI 2-17	Survey score >70% on work conditions (%) 85%	Survey score >70% on work conditions (%) 86%	Survey score >70% on work conditions (%) 89%	Survey score >70% on work conditions (%) 70%
GRI 401-2	Employees/families covered by insurance (%) 100%	Employees/families covered by insurance (%) 100%	Employees/families covered by insurance (%) 100%	Employees/families covered by insurance (%) 100%
GRI 401-2 GRI 2-25	Benefits compliance with laws (%) 100%	Benefits compliance with laws (%) 100%	Benefits compliance with laws (%) 100%	Benefits compliance with laws (%) 100%

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Certification - GRI-2, GRI- 403				
GRI 403-1	Percentage of operational facilities that are certified ISO 45001 (%) 100%	Percentage of operational facilities that are certified ISO 45001 (%) 100%	Percentage of operational facilities that are certified ISO 45001 (%) 100%	Percentage of operational facilities that are certified ISO 45001 (%) 100%
GRI 2-25 GRI 2-26	Percentage of operational facilities that are certified SA8000 (%) 0%	Percentage of operational facilities that are certified SA8000(%) 0%	Percentage of operational facilities that are certified SA8000 (%) 0%	Percentage of operational facilities that are certified SA8000 (%) 100%
GRI 2-26 GRI 407-1 GRI 408-1 GRI 409-1	SMETA Certification 0%	SMETA Certification 0%	SMETA Certification 0%	SMETA Certification 100%
Corporate Social Responsibility- GRI-201, GRI 203, GRI-413				
GRI 201-1 GRI 203-1	Amount Spent on CSR (Lakhs) 92.38	Amount Spent on CSR (Lakhs) 97.00/160	Amount Spent on CSR (Lakhs) 101.62/85.12	Amount Spent on CSR (Lakhs) 106.24/
GRI 413-1 GRI 203-1	# of social initiatives at National and Local level 5	# of social initiatives at National and Local level 6/ 6	# of Social initiatives at National and Local level 7/7	# of Social initiatives at National and Local level 9/
External Stakeholders - GRI-2, GRI-406, GRI-408, GRI-409, GRI-411, GRI-414, GRI-419				
GRI 2-26 GRI 411-1	Number of External human rights-related grievances received and resolved. 0	Number of External human rights-related grievances received and resolved. 0	Number of External human rights-related grievances received and resolved. 0	Number of External human rights-related grievances received and resolved.

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
External Stakeholders - GRI-2, GRI-406, GRI-408, GRI-409, GRI-411, GRI-414, GRI-419				
GRI 2-25 GRI 414-1	% of operations/sites assessed for External human rights risks. 100%	% of operations/sites assessed for External human rights risks. 100%	% of operations/sites assessed for External human rights risks. 100%	% of operations/sites assessed for External human rights risks. 100%
GRI 2-25 GRI 406-1	% of reported human rights violations addressed and resolved within the defined timeline 100%	% of reported human rights violations addressed and resolved within the defined timeline 100%	% of reported human rights violations addressed and resolved within the defined timeline 100%	% of reported human rights violations addressed and resolved within the defined timeline 100%
GRI 2-25 GRI 414-2	Number of human rights violations identified and corrective actions implemented 0	Number of human rights violations identified and corrective actions implemented 0	Number of human rights violations identified and corrective actions implemented 0	Number of human rights violations identified and corrective actions implemented 0/
GRI 409-1 GRI 408-1 GRI 414-2	Number of suppliers removed from the supply chain due to human rights violations 0	Number of suppliers removed from the supply chain due to human rights violations 0	Number of suppliers removed from the supply chain due to human rights violations 0	Number of suppliers removed from the supply chain due to human rights violations 0
GRI 2-29 GRI 2-25	% of external stakeholders engaged in human rights impact assessments 100%	% of external stakeholders engaged in human rights impact assessments 100%	% of external stakeholders engaged in human rights impact assessments 100%	% of external stakeholders engaged in human rights impact assessments 100%
GRI 419-1 GRI 411-1	Number of legal cases filed against the company regarding human rights violations 0	Number of legal cases filed against the company regarding human rights violations 0	Number of legal cases filed against the company regarding human rights violations 0	Number of legal cases filed against the company regarding human rights violations 0

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Anti-Corruption & Bribery - GRI-2, GRI-205				
GRI 205-3	# of Complaints reported on Corruption & Bribery 0	# of Complaints reported on Corruption & Bribery 0	# of Complaints reported on Corruption & Bribery 0	# of Complaints reported on Corruption & Bribery 0 /
GRI 205-2 GRI 205-1	Percentage of Trading Partners Covered by Due Diligence on Corruption(%) 100%	Percentage of Trading Partners Covered by Due Diligence on Corruption(%) 100%	Percentage of Trading Partners Covered by Due Diligence on Corruption(%) 100%	Percentage of Trading Partners Covered by Due Diligence on Corruption(%) 100%/
GRI 205-2	People Trained on Anti-Corruption & Bribery (in Manhours) 112	People Trained on Anti-Corruption & Bribery (in Manhours) 374.5	People Trained on Anti-Corruption & Bribery (in Manhours) 521	People Trained on Anti-Corruption & Bribery (in Manhours) 114.8/
GRI 205-1 GRI 205-2	Percentage of all operational sites with certified anti-corruption management system (%) 0%	Percentage of all operational sites with certified anti-corruption management system (%) 0%	Percentage of all operational sites with certified anti-corruption management system (%) 0%	Percentage of all operational sites with certified anti-corruption management system (%) 100% /
GRI 205-1	Percentage of risky trading partners covered by a due diligence process on corruption 0	Percentage of risky trading partners covered by a due diligence process on corruption 2	Percentage of risky trading partners covered by a due diligence process on corruption 11	Percentage of risky trading partners covered by a due diligence process on corruption 11/

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Anti-Corruption & Bribery - GRI-2, GRI-205				
GRI 205-1 GRI 205-2	Percentage of all operational sites with certified anti-corruption management system (%) 100%	Percentage of all operational sites with certified anti-corruption management system (%) 100%	Percentage of all operational sites with certified anti-corruption management system (%) 100%	Percentage of all operational sites with certified anti-corruption management system (%) 100%
Information Management- GRI-2, GRI-418				
GRI 418-1 GRI 2-26	Percentage of operational sites certified with anti-information security management system (ISO 27001) (%) 0	Percentage of operational sites certified with anti-information security management system (ISO 27001) (%) 100%	Percentage of operational sites certified with anti-information security management system (ISO 27001) (%) 100%	Percentage of operational sites certified with anti-information security management system (ISO 27001) (%) 100%
GRI 418-1	Data Breach Incidents: 0	Data Breach Incidents: 0	Data Breach Incidents: 0	Data Breach Incidents: 0
	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) 0%	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) 0.5% / 1.12%	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) 0.75% / 2.42%	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) 1..25% /
	Data Retention Compliance: 100%	Data Retention Compliance: 100% / 100%	Data Retention Compliance: 100% / 100%	Data Retention Compliance: 100% /
	User Complaints: 0	User Complaints: 0	User Complaints: 0	User Complaints: 0

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Information Management - GRI-2, GRI-418				
GRI 2-17 GRI 2-23	Cybersecurity Training (in Manhours) 52	Cybersecurity Training (in Manhours) 88	Cybersecurity Training (in Manhours) 330.2	Cybersecurity Training (in Manhours) 78 /
GRI 418-1 GRI- 2-23	Percentage of all operational sites with an information security management system (ISMS) certified to ISO 27001 (or other equivalent/similar standard) 100%	Percentage of all operational sites with an information security management system (ISMS) certified to ISO 27001 (or other equivalent/similar standard) 100%	Percentage of all operational sites with an information security management system (ISMS) certified to ISO 27001 (or other equivalent/similar standard) 100%	Percentage of all operational sites with an information security management system (ISMS) certified to ISO 27001 (or other equivalent/similar standard) 100%
Value Chain - GRI-2, GRI- 204, GRI- 308, GRI- 414				
GRI 414-1 GRI 308-1	Suppliers evaluated for ESG Performance (in %) 100%	Suppliers evaluated for ESG Performance (in %) 100%	Suppliers evaluated for ESG Performance (in %) 100%	Suppliers evaluated for ESG Performance (in %) 100%
GRI 204-1 GRI 2-6	Suppliers evaluated for CSR Reporting (Onsite) (in %) 100%	Suppliers evaluated for CSR Reporting (Onsite) (in %) 100%	Suppliers evaluated for CSR Reporting (Onsite) (in %) 100%	Suppliers evaluated for CSR Reporting (Onsite) (in %) 100%
GRI 414-1 GRI 2-6	Suppliers evaluated for CSR Assessment (in %) 100%	Suppliers evaluated for CSR Assessment (in %) 100 %	Suppliers evaluated for CSR Assessment (in %) 100%	Suppliers evaluated for CSR Assessment (in %) 100%

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Value Chain - GRI-2, GRI- 204, GRI- 308, GRI- 414				
GRI 414-2 GRI 308-2	Average Number of Non-Conformities Found per supplier 0	Average Number of Non-Conformities Found per supplier 0	Average Number of Non-Conformities Found per supplier 0	Average Number of Non-Conformities Found per supplier 0
GRI 414-2	Avg Number of Corrective Actions taken / Supplier 0	Avg Number of Corrective Actions taken / Supplier 0	Avg Number of Corrective Actions taken / Supplier 0	Avg Number of Corrective Actions taken / Supplier 0
GRI 414-2 GRI 308-2	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building 0%	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building 0%	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building 0%	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building 0%
GRI 2-24	Suppliers in Agreement with company Policies (in %) 100 %	Suppliers in Agreement with company Policies (in %) 100 %	Suppliers in Agreement with company Policies (in %) 100 %	Suppliers in Agreement with company Policies (in %) 100 %
GRI 2-24 GRI 414-1	Suppliers in Agreement with company's Supplier Code of Conduct (in %) 100 %	Suppliers in Agreement with company's Supplier Code of Conduct (in %) 100%	Suppliers in Agreement with company's Supplier Code of Conduct (in %) 100%	Suppliers in Agreement with company's Supplier Code of Conduct (in %) 100%

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Value Chain - GRI-2, GRI- 204, GRI- 308, GRI- 414				
GRI 414-1 GRI 2-6	Integration of sustainability clauses in supplier contracts 100 %	Integration of sustainability clauses in supplier contracts 100 %	Integration of sustainability clauses in supplier contracts 70%	Integration of sustainability clauses in supplier contracts 100 % /
GRI 414-1 GRI 2-17	Avg Number of Non-Conformities Found per supplier 0	Avg Number of Non-Conformities Found per supplier 0	Avg Number of Non-Conformities Found per supplier 0	Avg Number of Non-Conformities Found per supplier 0/
GRI 308-2 GRI 308-1	Buyer Training on Sustainable Sourcing (%) 100 %	Buyer Training on Sustainable Sourcing (%) 100 %	Buyer Training on Sustainable Sourcing (%) 100 %	Buyer Training on Sustainable Sourcing (%) 100 % /
GRI 2-6 GRI 308-1	Suppliers shall contract with clauses of environment (%) 100 %	Suppliers shall contract with clauses of environment (%) 100 %	Suppliers shall contract with clauses of environment (%) 100 %	Suppliers shall contract with clauses of environment (%) 100 % /
GRI 308-2	Suppliers shall be evaluated for environment before issuing the work order. 100 %	Suppliers shall be evaluated for environment before issuing the work order. 100 %	Suppliers shall be evaluated for environment before issuing the work order. 100 %	Suppliers shall be evaluated for environment before issuing the work order. 100 % /
	25% suppliers shall be trained for environmental practices (%) 0.10 %	25% suppliers shall be trained for environmental practices (%) 0.2%	25% suppliers shall be trained for environmental practices (%) 11.4%	25% suppliers shall be trained for environmental practices (%) 2%

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Value Chain - GRI-2, GRI- 204, GRI- 308, GRI- 414				
GRI 414-1 GRI 2-24	25% Suppliers 100% Comply with all relevant environmental laws, regulations and standards(%) 5.4%	25% Suppliers 100% Comply with all relevant environmental laws, regulations and standards (%) 8.32%	25% Suppliers 100% Comply with all relevant environmental laws, regulations and standards (%) 11.4%	25% Suppliers 100% Comply with all relevant environmental laws, regulations and standards (%) 20%
GRI 414-1	100% of suppliers shall contract with clauses of Labor Rights & Standards, Diversity & Inclusion, Community Engagement, Ethical Business Conduct, Health & Safety and Supply Chain Responsibility requirements (%) 5.4%	100% of suppliers shall contract with clauses of Labor Rights & Standards, Diversity & Inclusion, Community Engagement, Ethical Business Conduct, Health & Safety and Supply Chain Responsibility requirements (%) 8.32%	100% of suppliers shall contract with clauses of Labor Rights & Standards, Diversity & Inclusion, Community Engagement, Ethical Business Conduct, Health & Safety and Supply Chain Responsibility requirements (%) 11.4%	100% of suppliers shall contract with clauses of Labor Rights & Standards, Diversity & Inclusion, Community Engagement, Ethical Business Conduct, Health & Safety and Supply Chain Responsibility requirements (%) 20 /
GRI 414-2	100% Suppliers shall be evaluated for Labor Rights & Standards, Diversity & Inclusion, Community Engagement, Ethical Business Conduct, Health & Safety and Supply Chain Responsibility before issuing the work order. (%) 20%/5.4%	100% Suppliers shall be evaluated for Labor Rights & Standards, Diversity & Inclusion, Community Engagement, Ethical Business Conduct, Health & Safety and Supply Chain Responsibility before issuing the work order. (%) 8.32%	100% Suppliers shall be evaluated for Labor Rights & Standards, Diversity & Inclusion, Community Engagement, Ethical Business Conduct, Health & Safety and Supply Chain Responsibility before issuing the work order. (%) 11.4%	100% Suppliers shall be evaluated for Labor Rights & Standards, Diversity & Inclusion, Community Engagement, Ethical Business Conduct, Health & Safety and Supply Chain Responsibility before issuing the work order. (%) 20% /

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Value Chain - GRI-2, GRI- 204, GRI- 308, GRI- 414				
GRI 414-2	25% suppliers shall be trained for Labor Rights & Standards, Diversity & Inclusion, Community Engagement, Ethical Business Conduct, Health & Safety and Supply Chain Responsibility. (%) 2%/0.10%	25% suppliers shall be trained for Labor Rights & Standards, Diversity & Inclusion, Community Engagement, Ethical Business Conduct, Health & Safety and Supply Chain Responsibility. (%) 7.92%	25% suppliers shall be trained for Labor Rights & Standards, Diversity & Inclusion, Community Engagement, Ethical Business Conduct, Health & Safety and Supply Chain Responsibility (%) 11.4%	25% suppliers shall be trained for Labor Rights & Standards, Diversity & Inclusion, Community Engagement, Ethical Business Conduct, Health & Safety and Supply Chain Responsibility (%) 10% /
	5% Key Raw material suppliers audit shall be conducted to evaluate Supplier Social Practices include Labor Rights & Standards, Diversity & Inclusion, Community Engagement, Ethical Business Conduct, Health & Safety and Supply Chain Responsibility (%) 1.35%	5% Key Raw material suppliers audit shall be conducted to evaluate Supplier Social Practices include Labor Rights & Standards, Diversity & Inclusion, Community Engagement, Ethical Business Conduct, Health & Safety and Supply Chain Responsibility (%) 1.83%	5% Key Raw material suppliers audit shall be conducted to evaluate Supplier Social Practices include Labor Rights & Standards, Diversity & Inclusion, Community Engagement, Ethical Business Conduct, Health & Safety and Supply Chain Responsibility (%) 3.2%	5% Key Raw material suppliers audit shall be conducted to evaluate Supplier Social Practices include Labor Rights & Standards, Diversity & Inclusion, Community Engagement, Ethical Business Conduct, Health & Safety and Supply Chain Responsibility (%) 2% /
	Ensure 100% Comply with all relevant laws of supplier social practices of our 25% suppliers (%) 1%/1.35%	Ensure 100% Comply with all relevant laws of supplier social practices of our 25% suppliers (%) 1.83%	Ensure 100% Comply with all relevant laws of supplier social practices of our 25% suppliers (%) 3.2%	Ensure 100% Comply with all relevant laws of supplier social practices of our 25% suppliers (%) 2% /

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Anti-Competitive Practice - GRI-2, GRI-205, GRI-206, GRI-417				
GRI 417-3	Incident of Deceptive Advertising: 0	Incident of Deceptive Advertising: 0	Incident of Deceptive Advertising: 0	Incident of Deceptive Advertising: 0
GRI 2-15 GRI 2-26	% departments covered under Risk Assessment Internal Audit 100 %	% departments covered under Risk Assessment Internal Audit 100%	% departments covered under Risk Assessment Internal Audit 100%	% departments covered under Risk Assessment Internal Audit 100%/
GRI 205-3 GRI 2-26	Anti-Corruption/Fraud Incidents (Number) 0	Anti-Corruption/Fraud Incidents (Number) 0	Anti-Corruption/Fraud Incidents (Number) 0	Anti-Corruption/Fraud Incidents (Number) 0
GRI 2-26	Whistleblower Resolution Rate (%) 100 %	Whistleblower Resolution Rate (%) 100 %	Whistleblower Resolution Rate (%) 100 %	Whistleblower Resolution Rate (%) 100 %
GRI 206-1 GRI 2-17	Antitrust Training Completion (Manhours) 0/112	Antitrust Training Completion (Manhours) 129	Antitrust Training Completion (Manhours) 609	Antitrust Training Completion (Manhours) 179.2 /
GRI 206-1	Anti-Competitive Case Count 0	Anti-Competitive Case Count 0	Anti-Competitive Case Count 0	Anti-Competitive Case Count 0
ETHICS - GRI- 2				
GRI 2-17 GRI 2-23	Percentage of total workforce trained on business ethics issues (%) 100%	Percentage of total workforce trained on business ethics issues (%) 100%	Percentage of total workforce trained on business ethics issues (%) 100%	Percentage of total workforce trained on business ethics issues (%) 100%/

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
ETHICS - GRI- 2				
GRI 2-17	Business Ethics Training (Manhours) 0/100	Business Ethics Training (Manhours) 189	Business Ethics Training (Manhours) 1070.7	Business Ethics Training (Manhours) 189 /
GRI 2-16	Employee feedback on ethics training (satisfaction rate) 100%	Employee feedback on ethics training (satisfaction rate) 100%	Employee feedback on ethics training (satisfaction rate) 100%	Employee feedback on ethics training (satisfaction rate) 100%/
GRI 2-15 GRI 2-26	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted 100 %	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted 100 %	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted 100 %	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted 100 %/
GRI 2-26	Number of whistleblower reports received 0	Number of whistleblower reports received 0	Number of whistleblower reports received 0	Number of whistleblower reports received 0/
Customer Health and Safety- GRI- 416				
GRI 416-2	# complaints related to use of products 0/0	# complaints related to use of products 0	# complaints related to use of products 0	# complaints related to use of products 0
GRI 416-1 GRI 416-2	Conduct Customer safety training sessions of Customers 0 %	Conduct Customer safety training sessions of Customers 1.12%	Conduct Customer safety training sessions of Customers 2.42%	Conduct Customer safety training sessions of Customers 1.25 % /

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Social Dialogue - GRI- 2, GRI-3, GRI-205, GRI- 401, GRI-407				
GRI 2-29 GRI 3-3	Customer Participation Rate in Sustainability Session / Meeting 10 %	Customer Participation Rate in Sustainability Session / Meeting 10 %	Customer Participation Rate in Sustainability Session / Meeting 10 %	Customer Participation Rate in Sustainability Session / Meeting 10 %
GRI 2-29	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 10 %	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 50 %	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 65 %	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 50% /
GRI 2-30	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions 100%	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions 100%	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions 100%	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions 100%
GRI 407-1	Complaints registered on the violation of Collective Bargaining Agreement 0	Complaints registered on the violation of Collective Bargaining Agreement 0	Complaints registered on the violation of Collective Bargaining Agreement 0	Complaints registered on the violation of Collective Bargaining Agreement 0
GRI 2-30 GRI 401-2	Implement training programs and set a target of 70% employee satisfaction. (%) 85%	Implement training programs and set a target of 70% employee satisfaction. (%) 86%	Implement training programs and set a target of 70% employee satisfaction. (%) 89%	Implement training programs and set a target of 70% employee satisfaction. (%) 70%

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Social Dialogue - GRI- 2, GRI-3, GRI-205, GRI- 401, GRI-407				
GRI 2-30 GRI 401-2	Employees surveys shall be done every year and score shall be achieved more than 70%. (%) 85%	Employees surveys shall be done every year and score shall be achieved more than 70%. (%) 86%	Employees surveys shall be done every year and score shall be achieved more than 70%. (%) 89%	Employees surveys shall be done every year and score shall be achieved more than 70%. (%) 70% /
GRI 2-30 GRI 407-1	100% of the works committees' meetings shall be done to resolve all labor-related conflicts through effective mediation and negotiation processes. (%) 100%	100% of the works committees' meetings shall be done to resolve all labor-related conflicts through effective mediation and negotiation processes. (%) 100%	100% of the works committees' meetings shall be done to resolve all labor-related conflicts through effective mediation and negotiation processes. (%) 100%	100% of the works committees' meetings shall be done to resolve all labor-related conflicts through effective mediation and negotiation processes. (%) 100%/
GRI 2-15 GRI 2-16	Conflict Disclosure Rate: Achieve a 95% compliance rate for employee conflict of interest disclosures by the end of the every year (%) 100%	Conflict Disclosure Rate: Achieve a 95% compliance rate for employee conflict of interest disclosures by the end of the every year(%) 100%	Conflict Disclosure Rate: Achieve a 95% compliance rate for employee conflict of interest disclosures by the end of the every year (%) 100%	Conflict Disclosure Rate: Achieve a 95% compliance rate for employee conflict of interest disclosures by the end of the every year (%) 100%

GRI Standards	FY 2022-2023 Baseline	FY 2023-2024 Performance	FY 2024-2025 Performance	FY 2030-2031 Target
Social Dialogue - GRI- 2, GRI-3, GRI-205, GRI- 401, GRI-407				
GRI 2-16 GRI 2-26	Conflict Resolution: Establish a process to address conflicts of interest transparently and objectively, with a goal of resolution within 30 days. (%) 100%	Conflict Resolution: Establish a process to address conflicts of interest transparently and objectively, with a goal of resolution within 30 days. (%) 100%	Conflict Resolution: Establish a process to address conflicts of interest transparently and objectively, with a goal of resolution within 30 days. (%) 100%	Conflict Resolution: Establish a process to address conflicts of interest transparently and objectively, with a goal of resolution within 30 days. (%) 100%
GRI 2-27 GRI 205-2	Achieve 100% compliance with Anti-Money Laundering (AML) regulations, including regular reporting to regulatory authorities. (%) 100%	Achieve 100% compliance with Anti-Money Laundering (AML) regulations, including regular reporting to regulatory authorities. (%) 100%	Achieve 100% compliance with Anti-Money Laundering (AML) regulations, including regular reporting to regulatory authorities. (%) 100%	Achieve 100% compliance with Anti-Money Laundering (AML) regulations, including regular reporting to regulatory authorities. (%) 100%/
GRI 2-26	Ensure that 100% of employees are trained on Whistle Blower Policy to identify and report suspicious activities. (%) 100%	Ensure that 100% of employees are trained on Whistle Blower Policy to identify and report suspicious activities. (%) 100%	Ensure that 100% of employees are trained on Whistle Blower Policy to identify and report suspicious activities. (%) 100%	Ensure that 100% of employees are trained on Whistle Blower Policy to identify and report suspicious activities. (%) 100%/

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OUR ESG & SUSTAINABILITY PARTNER

GROW WITH SUSTAINABILITY

Ami Lifesciences has been driving a strategic shift toward responsible growth, embedding sustainability at the heart of its operations. Partnering with Growlity has played a pivotal role in accelerating this transformation. This collaboration is a reflection of Ami Lifesciences' unwavering commitment to environmental stewardship, ethical governance, and inclusive growth. By leveraging Growlity's deep expertise in ESG and Business Sustainability, we have made significant progress in advancing our sustainability roadmap.

Growlity's partnership goes beyond traditional consulting to provide a comprehensive suite of services aligned with global sustainability benchmarks. Their guidance has helped us shape our BRSR disclosures, strengthen ESG data governance, set ambitious sustainability targets, and implement forward-looking decarbonization strategies tailored for the pharmaceutical sector. Through structured assessments, materiality analysis, and regulatory alignment, Growlity has enabled us to identify key ESG risks and opportunities that directly impact our value chain—from sourcing APIs to manufacturing and packaging. Their strategic support has laid a strong foundation for our Net Zero vision and for enhancing circularity within our processes.

Importantly, Growlity's capacity-building interventions have empowered cross-functional teams at Ami Lifesciences to take ownership of sustainability initiatives. Their training programs have strengthened internal awareness and accountability, encouraging a culture where every employee actively contributes to our ESG goals. This has elevated both our internal capability and external transparency.

Our partnership with Growlity continues to inspire integrated thinking, responsible innovation, and measurable impact—ensuring that sustainability remains not just a compliance imperative but a catalyst for long-term value creation.

MR. NITIN DUMASIA

President & CEO
Growlity Pvt. Ltd.



EXTERNAL ASSURANCE

Growlity
Growth with Sustainability

Independent Assurance on verification of ESG Performance and Targets

Growlity/AR/232524

Reporting Period – April 2022 to March 2023
April 2023 to March 2024
April 2024 to March 2025

The Management

Ami Lifesciences Private Limited.

Independent Assurance Report

Growlity Private Limited was appointed by Ami Lifesciences Private Limited. referred to as 'the Company') to conduct a limited assurance engagement on the ESG and sustainability information presented in the Company's ESG KPI Roadmap report. This critical task involved a thorough examination to verify the accuracy and reliability of the sustainability data disclosed in the document along with the material topics identified by Materiality Assessment between their stake holders. The sustainability information provided within the report in accordance to the comprehensive guidelines set forth by the Global Reporting Initiative's (GRI) Universal Standards 2021 ISO 14064-1:2018 and Green House Gas Protocol, ensuring that the reported data are in accordance with globally recognized sustainability reporting frameworks. This engagement by Growlity Private Limited. underscores the Company's commitment to transparency and accountability in its sustainability practices, highlighting its dedication to adhering to international standards for reporting on its environmental, social, and governance (ESG) efforts

Scope of Assurance and Methodology

The Scope of our work for this assurance engagement was limited to review of information pertaining to environmental, social and Governance performance such as Commitments / KPIs and Green House Gas (GHG) Emissions Inventory for the mentioned reporting period and to verify it is in accordance with reference to GRI universal standard 2021. We conducted, on a sample basis, review and verification of data collection / calculation methodology and general review of the logic on inclusion / omission of necessary relevant information / data and this was limited to: Remote verification of data, on a selective test basis, for the following units / locations, through consultations with the site team and sustainability team.

Execution of audit trail of claims and data streams, on a selective test basis, to determine the level of accuracy in collection, transcription and aggregation processes followed;

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Rajhans Montessa, 316, Airport Road, Surat, Gujarat 395007. INDIA
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Review of Company's plans, policies and practices, pertaining to their Social, Environmental and sustainable development, so as to be able to make comments on the fairness of sustainability reporting.

Review of company's approach towards materiality assessment disclosed in the report to identify relevant issues.

Locations Covered

Sr.No.	Locations
1.	701 to 710, 7th Floor, 1038 Lilleria, Gotri-Sevasi Road, New Alkapuri, Vadodara, Gujarat – 390021
2.	Block No.82/B, ECP Road, At & Post. Karakhadi-391450 Taluka: Padra Dist.: Vadodara Gujarat, INDIA.
3.	305, 3rd Floor, Nitco Biz Park, Rd Number 16U, Nehru Nagar, Wagle Industrial Estate, Thane West, Thane, Maharashtra 400604

Our Observations

The Company has demonstrated its commitment to sustainable development by reporting its performance on various material topics for the year 2022 The Company has prepared report having sustainability data in accordance to GRI universal standards 2021. The Report includes a description of the ESG Performance in terms of Key Performance Indicators (KPI) and verification of GHG Emissions of Scope 1, Scope 2 and Scope 3. There is further scope to strengthen data management system to ensure uniform and accurate reporting. Areas of further improvement wherever identified have been brought before the attention of the management of the company.

Conclusion

On the basis of our procedure for this limited assurance, nothing has come to our attention that causes us not to believe that the company has reported on material sustainability issues relevant to its business.

Dr. Nitin Dumasia
President & CEO
Date: 12th June 2025
Place: Surat

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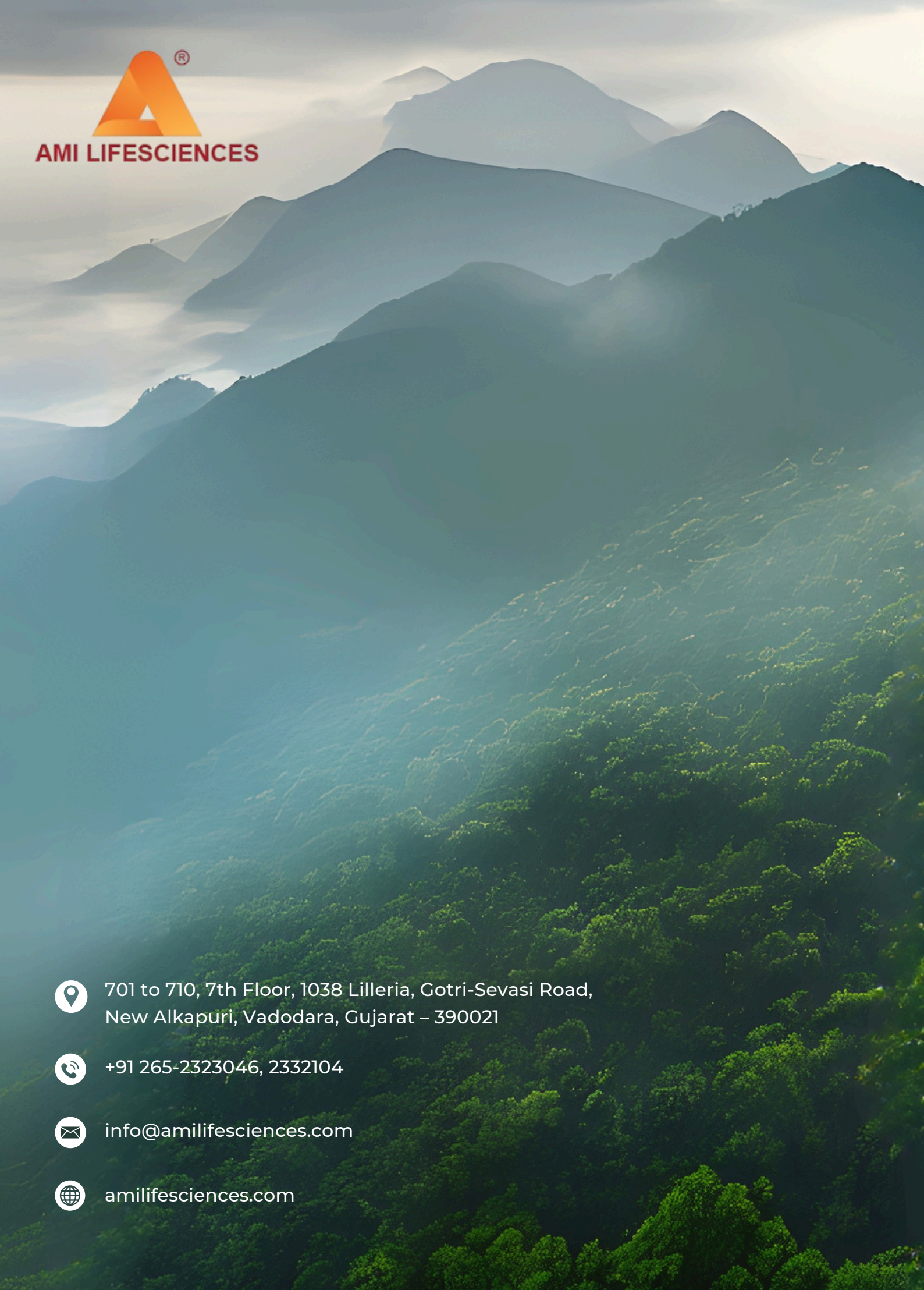

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